

# ARTICLE 23

## INUIT EMPLOYMENT WITHIN GOVERNMENT

### PART 1: DEFINITIONS

23.1.1 In this Article:

"government employment" includes

(a) positions in the federal Public Service for which Treasury Board is the employer,

(b) positions in the territorial Public Service for which the Commissioner is the employer, which shall include positions in the Northwest Territories Housing Corporation, and positions for which a Municipal Corporation is the employer;

"government organization" means a department or similar body within Government in the Nunavut Settlement Area;

"in-service training" means training provided to persons working in government employment;

"Inuit employment plan" means a plan designed to meet the objective of these provisions in accord with the process set out in Part 4;

"pre-employment training" means training provided to persons not employed by Government in anticipation of government employment;

"representative level" means a level of Inuit employment within Government reflecting the ratio of Inuit to the total population in the Nunavut Settlement Area;

this definition will apply within all occupational groupings and grade levels;

"systemic discrimination" means policies or practices, which are not intended to discriminate, but which have a disproportionate and adverse effect on members of designated groups, and for which there is no justification;

"under-representation" means a level of Inuit employment within Government in the Nunavut Settlement Area that is lower than the ratio of Inuit to the total population in the Nunavut Settlement Area.

### PART 2: OBJECTIVE

23.2.1 The objective of this Article is to increase Inuit participation in government employment in the Nunavut Settlement Area to a representative level. It is

recognized that the achievement of this objective will require initiatives by Inuit and by Government.

- 23.2.2 In pursuit of this objective, Government and the DIO shall cooperate in the development and implementation of employment and training as set out in the Agreement.

### **PART 3: INUIT LABOUR FORCE ANALYSIS**

- 23.3.1 Within six months of the date of ratification of the Agreement and as a basis for the development of initiatives contemplated in this Article, the Government shall, with the participation of the NITC, undertake a detailed analysis of the labour force of the Nunavut Settlement Area to determine the availability, interest and level of preparedness of Inuit for government employment. The data shall be maintained and updated on an on-going basis.
- 23.3.2 The purpose of the analysis in Section 23.3.1 is to assess the existing skill level and degree of formal qualification among the Inuit labour force and to assist in formulating Inuit employment plans and pre-employment training.
- 23.3.3 It is understood that the analysis in Section 23.3.1 will incorporate and build upon existing data wherever possible.

### **PART 4: INUIT EMPLOYMENT PLANS**

- 23.4.1 Within three years of the date of ratification of the Agreement, each government organization shall prepare an Inuit employment plan to increase and maintain the employment of Inuit at a representative level.
- 23.4.2 An Inuit employment plan shall include the following:
- (a) an analysis to determine the level of representation of Inuit in the government organization and to identify areas of under-representation by occupational grouping and level and regular full-time and regular part-time employment status;
  - (b) phased approach, with reasonable short and medium term goals, in the form of numerical targets and timetables for employment of qualified Inuit in all levels and occupational groupings where under-representation has been identified; such goals to take into account the number of Inuit who are qualified or who would likely become qualified, projected operational requirements, and projected attrition rates;
  - (c) an analysis of personnel systems, policies, practices and procedures in the organization to identify those which potentially impede the recruitment, promotion, or other employment opportunities of Inuit;
  - (d) measures consistent with the merit principle designed to increase the recruitment and promotion of Inuit, such as:

- (i) measures designed to remove systemic discrimination including but not limited to
    - removal of artificially inflated education requirements,
    - removal of experience requirements not based on essential consideration of proficiency and skill,
    - use of a variety of testing procedures to avoid cultural biases,
  - (ii) intensive recruitment programs, including the distribution of competition posters throughout the Nunavut Settlement Area, with posters in Inuktitut as well as Canada's official languages as required,
  - (iii) inclusion in appropriate search criteria and job descriptions of requirements for an understanding of the social and cultural milieu of the Nunavut Settlement Area, including but not limited to
    - knowledge of Inuit culture, society and economy,
    - community awareness,
    - fluency in Inuktitut;
    - knowledge of environmental characteristics of the Nunavut Settlement Area,
    - northern experience,
  - (iv) Inuit involvement in selection panels and boards or, where such involvement is impractical, advice to such panels and boards,
  - (v) provision of counseling services with particular attention to solving problems associated with accessibility to such services,
  - (vi) provision of in-service education assignment and upgrading programs adequate to meet employment goals,
  - (vii) promotion of apprenticeship, internship and other relevant on-the-job training programs,
  - (viii) special training opportunities,
  - (ix) use of measure which are found to be successful in achieving similar objective in other initiatives undertaken by Government, and
  - (x) cross-cultural training;
- (e) identification of a senior official to monitor the plan; and
- (f) a monitoring and reporting mechanism on implementation of the plan.

23.4.3 All employment plans shall be posted in accessible locations for employee review.

23.4.4 Notwithstanding the overall objectives of this Article, it is understood that some organizations may employ so few persons in the Nunavut Settlement Area that strict application of the above measures may not be practicable.