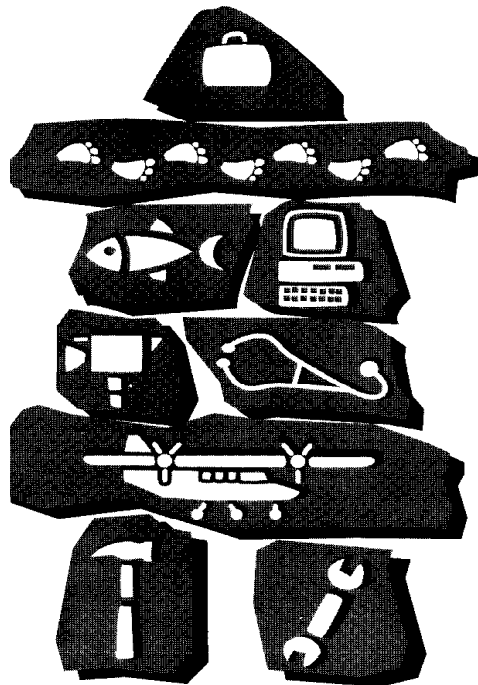




# **JOBS IN NUNAVIK IN 2005**

**Results of a survey carried out with the Nunavik employers in 2005**



**Employment, Training, Income Support  
and Child Care Department**

**Kativik Regional Government  
2006**

## **Acknowledgements**

The Employment, Training, Income Support and Child Care Department wishes to acknowledge the great contribution of all the employers and organizations in Nunavik who generously participated in collecting data. The job survey would not have been possible without their cooperation. Special thanks to the organizations with many positions and/or with establishments in different locations such as the Kativik School Board, the Fédération des coopératives du Nouveau-Québec, the Makivik Corporation, Air Inuit, the Ungava Tulattavik Health Centre, the Inuulitsivik Health Centre, the Nunavik Regional Board of Health and Social Services, the Société minière Raglan du Québec, Kiewit Nuvumiut Inc., Taqramiut Nipingat Inc., the Avataq Cultural Institute, the Kativik Regional Government and the Nunavik Northern Villages. The establishments under the survey are listed at the end of this report.

Also, the work of M. Marc Carrier, responsible for the survey with most of the employers, is gratefully acknowledged as well as the support of the ETISCC Department Local Employment Officers and Coordinators in collecting data.

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Responsible for the survey with most of the employers: Marc Carrier

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# JOBS IN NUNAVIK IN 2005

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## Introduction

In the nineties, the Employment, Training, Income Support and Childcare (ETISC) Department of the Kativik Regional Government (KRG) conducted three surveys of employers in Nunavik: the first was carried out in 1993, the second in 1995 and the third in 1998. The statistical results of each survey were published by KRG in a report entitled *Jobs in Nunavik*. In 2005, the ETISC Department decided to update these statistical results in order to better understand the region's current job market and compare results with those obtained under the earlier surveys.

Most employers who were active in Nunavik in 2005 answered the survey questionnaire. Some smaller local employers were not, however, surveyed directly as ETISC Department local employment officers were able to provide sufficient information on their activities. Information was also collected on jobs located outside of Nunavik among organizations that carry out activities connected with the region.

Through the survey, the ETISC Department attempted to find answers to the following questions:

- How many jobs are there in Nunavik?
- How has the demand for labour evolved over the years?
- Who are the region's workers: JBNQA beneficiaries or non-beneficiaries; men or women?
- Who are the employers: private or public sector businesses and organizations? What are the main industries?
- What are the jobs in Nunavik? What are the main occupations?
- Where are the jobs located?
- What kind of education is required to get these jobs?
- Is there a gap between job requirements and local labour force education and training?
- How many jobs at Nunavik organizations are located outside of the region?

Also, the goal of the ETISC Department was to provide Nunavik residents and organizations with information about the structure of the region's job market. Information on current and future job opportunities can be particularly helpful of career counsellors, secondary and post-secondary students, as well as people involved in vocational training programs.

## **Methodology**

The aim of this section is to outline the methodologies and the main definitions and classifications which underlie this report, in order to make it easier to read and, in particular, easier to understand.

### **Survey**

Because the Nunavik labour market is relatively small and organizations having activities in the region well known, the objective of the survey was to collect data from all the employers. The survey results are then a lot more significant than the ones that would be obtained by getting only a part of the information or by using a sample. Sometimes, several recalls to employers were needed to finally get the required data. With a few organizations, we also had to find another contact person to finally obtain the requested information. From different ways, we gathered sufficient information on all the employers carrying out activities in Nunavik in 2005. Thus, we can get a clear picture of the Nunavik job market.

Most employers answered a simple questionnaire in a table form such as the one shown at the end of this report. The presentation and the explanations relating to the questionnaire and the survey were given to the contact persons verbally or by e-mail. Compared to the surveys done in the nineties, contacts and exchange of information were greatly facilitated by internet. It was not mandatory to fill out the ETISCC questionnaire; employers could also provide information by using their own documents such as their pay-roll, their own list of employees, etc. Small local employers were not always contacted directly, as the ETISCC local employment officers were able to provide sufficient related information on them. Information was also collected on jobs based outside of Nunavik but with organizations having activities connected with the region.

With most regional employers having positions in different communities, all the job related information was collected at one place from their head office. It was the case with the Kativik School Board, the Fédération des coopératives du Nouveau-Québec, the Kativik Regional Government, Makivik Corporation and subsidiaries, Avataq Cultural Institute, Tagramiut Nipingat Inc., Inuulitsivik Health Centre, Ungava Tulattavik Health centre, Nunavik Regional Board of Health and Social Services, etc. With other regional employers such as the Nunavik Northern Stores, we had to collect the data separately in the communities since it was impossible to get the information from their head office.

### **Data**

For each position in their organization, employers had to specify the main place of work, the number of positions, the type of job (full-time, part-time, seasonal or casual), as well as the status and sex of employees. When necessary, they were also asked for clarifications concerning the required training to get the positions and wage levels of the jobs in question. Employers can quickly find this type of information and, since we wanted the participation of all, we did not ask them to provide data not easily accessible. For instance, it would have been interesting to get data on the age of workers but, in

practice, it takes too much time for employers to find it. For this kind of information, it is better to rely on a survey done directly with the labour force (rather than a job survey) or on the Statistics Canada census.

## **Definitions and classifications**

### □ **Types of jobs:**

All the jobs identified during the survey have been classified into the four following groups: regular full-time, regular part-time, seasonal and casual.

- Regular full-time jobs are those that represent a full workload (30 hours or more per week) on a regular basis year-round or for a major part of the year (full-time teachers, for example). Most jobs at the Raglan mining site are considered in this report as regular full-time jobs (given the remoteness of the site and the alternating periods of work and time-off).
- Regular part-time jobs are those that represent a workload of less than 30 hours per week on a regular basis year-round or for a major part of the year (part-time secretaries, for example).
- Seasonal jobs are those that, due to fluctuations in demand, are for a definite period every year. They are often specific to certain types of activities (summer construction, as well as fishing and tourist guiding).
- Casual jobs are those that are for a short definite period, without being seasonal (casual workers who are on-call, job replacements, occasional workers, short-term contractual workers, etc.).

This report generally shows results according to the types of jobs identified above. Other comments and clarifications on job types can also be found in the different sections of the report.

### □ **Types of establishments**

All employers have been classified into three broad types of establishments:

- Private businesses and co-operatives

Private businesses have been classified depending on whether they are owned by regional interests (that is, residents of the region) or by outside interests.

In addition, although co-operatives are in certain respects non-profit organizations due to their activities and the fact that they belong to members to whom surpluses (in one form or another) are normally redistributed, they are herein in the same group than the private businesses. This being said, private businesses and co-operatives are often examined separately in the report.

- Public and para-public establishments

These establishments include local public administrations (such as municipalities), regional public and para-public establishments (such as the Kativik Regional Government, the health centres, social services and schools, among others), and provincial and federal public businesses and administrations.

- Non-profit establishments

The third type of establishment groups together organizations which conduct a wide range of activities and are located quite close to one another in the communities (the administrative offices of the Makivik Corporation and of the landholding corporations are next to day care centres, Taqramiut Nipingat Incorporated, the Avataq Cultural Institute, etc.). The only point in common that these organizations share, and which serves as criterion here, lies in their charters: they are non-profit organizations. It should nonetheless be noted that most of the Makivik Corporation's subsidiaries are considered in this report as private businesses.

□ **Industry classification**

All surveyed employers have also been classified according to the sector in which they exercise their activities. This makes it possible to determine the employer fields in which employees in Nunavik work. We chose the current classification in use at Statistics Canada, which is the **North American Industry Classification System (NAICS) Canada, 2002**, with the two-digit codes:

- 11 Agriculture, Forestry, Fishing and Hunting
- 21 Mining and Oil and Gas Extraction
- 22 Utilities
- 23 Construction
- 31-33 Manufacturing
- 41 Wholesale Trade
- 44-45 Retail Trade
- 48-49 Transportation and Warehousing
- 51 Information and Cultural Industries
- 52 Finance and Insurance
- 53 Real Estate and Rental and Leasing
- 54 Professional, Scientific and Technical Services
- 55 Management of Companies and Enterprises
- 56 Administrative and Support, Waste Management and Remediation Services
- 61 Educational Services
- 62 Health Care and Social Assistance
- 71 Arts, Entertainment and Recreation
- 72 Accommodation and Food Services
- 81 Other Services (except Public Administration)
- 91 Public Administration

□ **National Occupational Classification (NOC)**

Instead of classifying jobs based on employers (type of establishment and industry), the National Occupational Classification (NOC) is based on the type of position. This classification was developed by Human Resources Development Canada following consultations on occupations practised in the country. The NOC ranks jobs, which is to say, it consists of 26 major groups (identified with a two-digit code), 140 minor groups (identified with a three-digit code) and 520 unit groups (identified with a four-digit code). For example, the major group 12 comprises Skilled Administrative and Business Occupations, the minor group 124 comprises Secretaries, Records and Transcriptionists, and the unit group 1241 comprises Secretaries (Except Legal and Medical).

All the jobs identified during the survey have been labelled with a four-digit code based on the NOC. In this report however analysis is limited to the 26 major groups:

- 00 Senior Management Occupations
- 01-09 Middle and Other Management Occupations
- 11 Professional Occupations in Business and Finance
- 12 Skilled Administrative and Business Occupations
- 14 Clerical Occupations
- 21 Professional Occupations in Natural and Applied Sciences
- 22 Technical Occupations Related to Natural and Applied Sciences
- 31 Professional Occupations in Health
- 32 Technical and Skilled Occupations in Health
- 34 Assisting Occupations in Support of Health Services
- 41 Professional Occupations in Social Science, Education, Government Services and Religion
- 42 Paraprofessional Occupations in Law, Social Services, Education and Religion
- 51 Professional Occupations in Art and Culture
- 52 Technical and Skilled Occupations in Art, Culture, Recreation and Sport
- 62 Skilled Sales and Service Occupations
- 64 Intermediate Sales and Service Occupations
- 66 Elemental Sales and Service Occupations
- 72-73 Trades and Skilled Transport and Equipment Operators
- 74 Intermediate Occupations in Transport, Equipment Operation, Installation and Maintenance
- 76 Trades Helpers, Construction Labourers and Related Occupations
- 82 Skilled Occupations in Primary Industry
- 84 Intermediate Occupations in Primary Industry
- 86 Labourers in Primary Industry
- 92 Processing, Manufacturing and Utilities Supervisors and Skilled Operators
- 94-95 Processing and Manufacturing Machine Operators and Assemblers
- 96 Labourers in Processing, Manufacturing and Utilities

□ **Beneficiaries and non-beneficiaries**

Employees have also been classified according to their status in Nunavik, distinguishing between beneficiaries of the *James Bay and Northern Québec Agreement* and those who are not beneficiaries of the Agreement. This distinction seems to be more real than the ethnic difference between Aboriginals and non-Aboriginals since non-Aboriginals married to Aboriginals, as well as the children born to them, acquire beneficiary status and the rights this entails in Nunavik.

## Regular Full-time Jobs in Nunavik

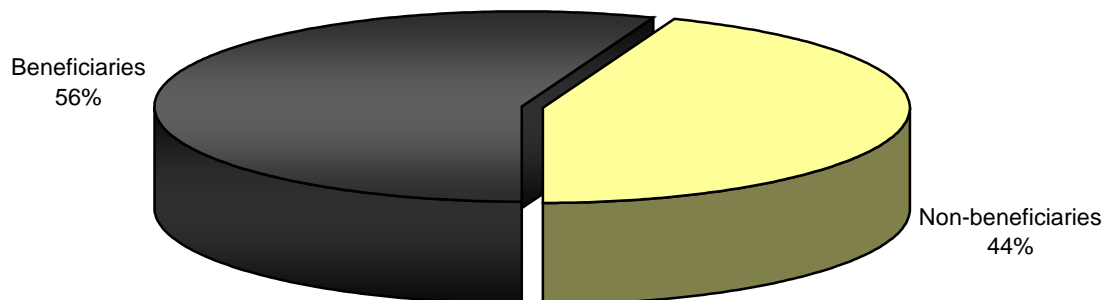
Regular full-time jobs are those that represent a full workload (30 hours or more per week) on a regular basis all year-round or for a major part of the year (full-time teachers, for example).

### 1.1 General results and comparison with previous surveys

#### 1.1.1 Overview of the results

Overall, **3189** regular full-time jobs were identified in 2005 in the Nunavik territory (including the Raglan mining site). The number of beneficiaries holding regular full-time positions is 1782 compared to 1407 for non-beneficiaries. This means that beneficiaries held 56% of regular full-time jobs in 2005 and non-beneficiaries 44% (graph1.1). These percentages were exactly the same in 1998. Of course, if we remove the Raglan mining site from the data, we do get a different picture with a total of 2626 positions: 1723 (or 66% of jobs) held by beneficiaries and 904 (or 34%) by non-beneficiaries. However, the mining site is part of Nunavik and must be included in the statistics.

**GRAPH 1.1**  
**FULL-TIME POSITIONS BY STATUS**



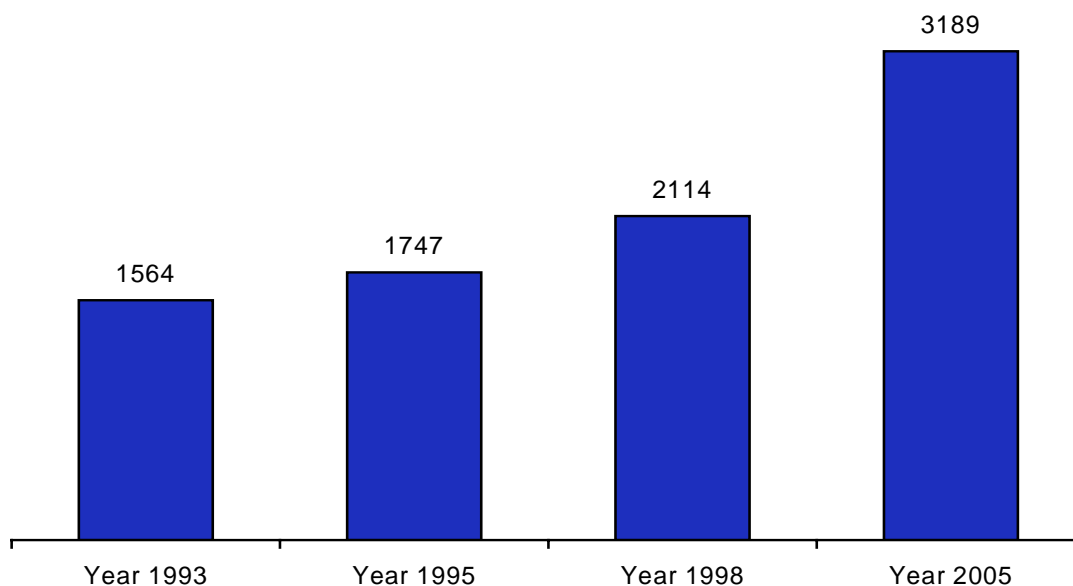
### 1.1.2 Comparison with previous surveys

Table 1.1 summarizes the results of the surveys carried out in 1993, 1995, 1998 and 2005: the total number of full-time jobs as well as the distribution of jobs between beneficiaries and non-beneficiaries and between men and women.

**TABLE 1.1  
REGULAR FULL-TIME JOBS  
AND DISTRIBUTION BY STATUS AND SEX**

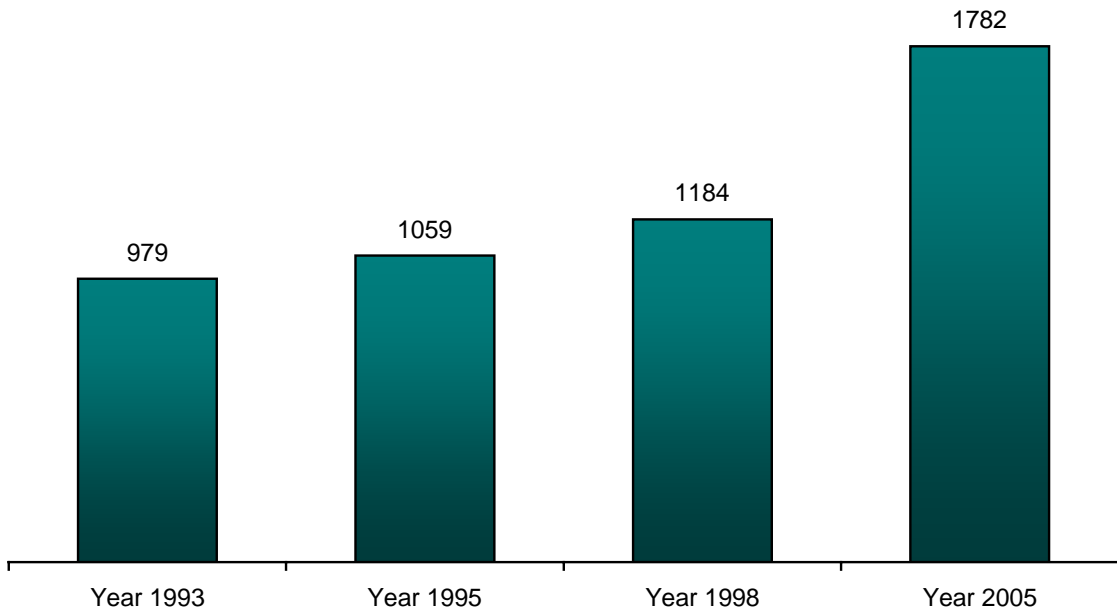
	Year 1993		Year 1995		Year 1998		Year 2005	
<b>Total</b>	1564		1747		2114		<b>3189</b>	
Beneficiaries	979	63%	1059	61%	1184	56%	<b>1782</b>	<b>56%</b>
Non-beneficiaries	585	37%	688	39%	930	44%	<b>1407</b>	<b>44%</b>
Men	972	62%	1087	62%	1395	66%	<b>1863</b>	<b>58%</b>
Women	592	38%	660	38%	719	34%	<b>1326</b>	<b>42%</b>

**GRAPH 1.2  
REGULAR FULL-TIME JOBS  
FROM 1993, 1995, 1998 AND 2005 SURVEYS**



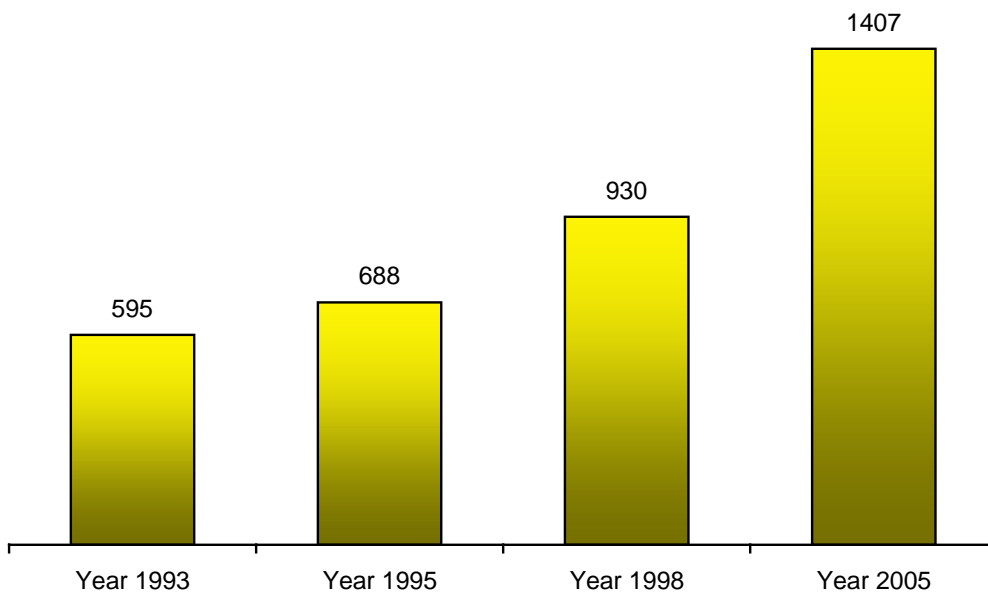
The 3189 regular full-time jobs identified in 2005 represent an increase of 51% over the 2114 positions identified in 1998 and an increase of 83% compared to 1995. The number of regular full-time jobs in Nunavik doubled since 1993. This is equivalent to a job creation of 135 new positions a year.

**GRAPH 1.3**  
**BENEFICIARIES IN REGULAR FULL-TIME JOBS**  
**FROM 1993, 1995, 1998 AND 2005 SURVEYS**



The number of beneficiaries holding regular full-time positions grew by 51% between 1998 and 2005. The Nunavik job market counts 598 more full-time positions held by beneficiaries compared to 1998.

**GRAPH 1.4**  
**NON-BENEFICIARIES IN REGULAR FULL-TIME JOBS**  
**FROM 1993, 1995, 1998 AND 2005 SURVEYS**



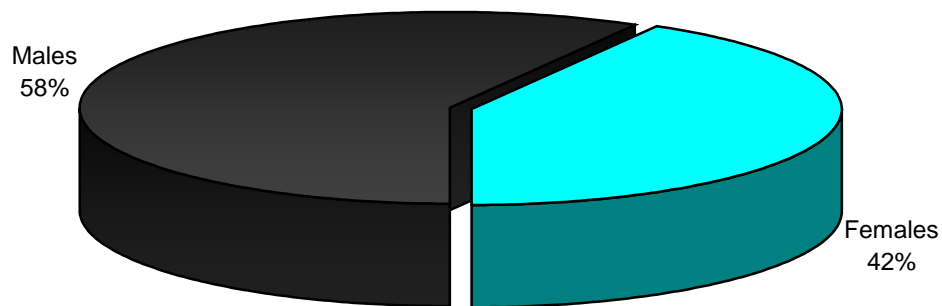
Compared to 1998, the Nunavik job market counts 477 more full-time positions held by non-beneficiaries, that also represents an increase of 51% since the previous survey.

Thus, between 1998 and 2005, the number of regular full-time jobs increased considerably in Nunavik with 1075 new positions and this increase benefits to both beneficiaries and non-beneficiaries. As a consequence, the job market sharing between the two groups stayed the same than 1998.

### 1.1.3 Men and women

The distribution of jobs between men and women in 2005 is different than the previous surveys. Indeed, in the nineties, the percentage of male workers in full-time jobs was always over 60%. In 2005, we did register 58% of males, which is a significant difference with the 66% of 1998. It means that a lot of new jobs went to females during that period. In fact, the female labour force increased by 84% since 1998. The main reason for this result is the growth of jobs in the predominantly female childcare sector with more than 200 full-time positions in 2005. Furthermore, if we do remove the Raglan mine from the statistics, women held 49% of the full-time positions in Nunavik in 2005.

**GRAPH 1.5**  
**FULL-TIME POSITIONS BY SEX**



## 1.2 Regular full-time jobs by type of establishment

### 1.2.1 Summary by type of establishment

What types of establishments employ Nunavik's labour force? Are the main employers in the public or private sector? Table 1.2 shows the breakdown of regular full-time jobs by type of establishment for the three surveys conducted by the Employment and Training Department.

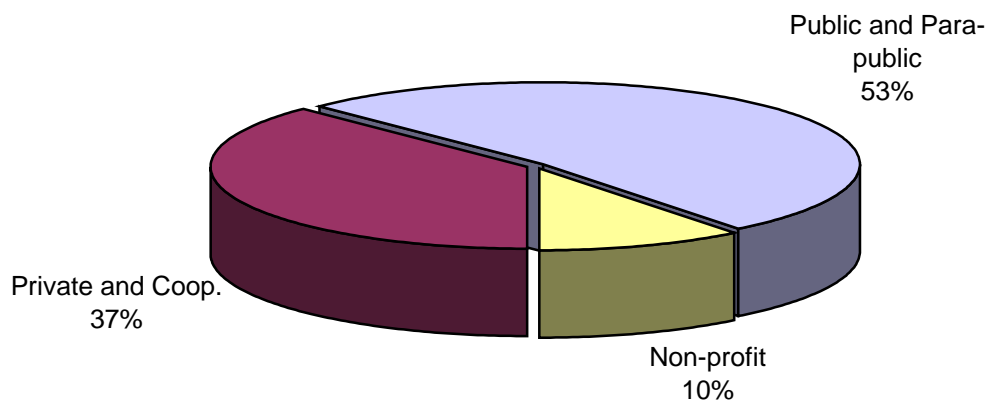
**TABLE 1.2**  
**Regular Full-time Jobs by Type of Establishment**

	Total		Beneficiaries		Non-benef.		Men		Women	
	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Private and Coop.</b>	<b>1195</b>	<b>37%</b>	<b>453</b>	<b>25%</b>	<b>742</b>	<b>53%</b>	<b>908</b>	<b>49%</b>	<b>287</b>	<b>22%</b>
Cooperative	195	6%	193	11%	2	0%	88	5%	107	8%
Regional ownership	350	11%	165	9%	185	13%	259	14%	91	7%
Outside ownership	650	20%	95	5%	555	39%	561	30%	89	7%
<b>Public/Parapublic</b>	<b>1660</b>	<b>53%</b>	<b>1016</b>	<b>57%</b>	<b>644</b>	<b>46%</b>	<b>888</b>	<b>48%</b>	<b>772</b>	<b>58%</b>
Local	406	13%	393	22%	13	1%	343	18%	63	5%
Regional	1187	37%	588	33%	599	43%	489	26%	698	53%
Provincial	49	2%	28	2%	21	1%	42	2%	7	1%
Federal	18	1%	7	0%	11	1%	14	1%	4	0%
<b>Non-profit</b>	<b>334</b>	<b>10%</b>	<b>313</b>	<b>18%</b>	<b>21</b>	<b>1%</b>	<b>67</b>	<b>4%</b>	<b>267</b>	<b>20%</b>
<b>TOTAL</b>	<b>3189</b>	<b>100%</b>	<b>1782</b>	<b>100%</b>	<b>1407</b>	<b>100%</b>	<b>1863</b>	<b>100%</b>	<b>1326</b>	<b>100%</b>

In 2005, of the 3189 people working full-time in Nunavik, 1195 were employed by private businesses and co-operatives, 1660 by public and para-public organizations, and 334 by non-profit organizations.

The number of jobs at provincial and federal institutions which had decreased a lot in the nineties kept going down with other agreements signed by Kativik Regional Government and the provincial and federal governments in various fields (airports, income support, justice, parks, wildlife protection, etc.). So positions have transferred from the provincial and federal levels to the regional and local levels. Furthermore, the provincial public group in the table 1.2 includes Hydro-Québec jobs because this public company was the only one of this type.

**GRAPH 1.6  
FULL-TIME POSITIONS BY TYPE OF ESTABLISHMENT**



**TABLE 1.3  
COMPARISON OF FULL-TIME JOBS BY TYPE OF ESTABLISHMENT  
BETWEEN 1998 AND 2005**

	Year 1998		Year 2005	
	No.	%	No.	%
Private and Coop.	762	36%	1195	37%
Public/Parapublic	1272	60%	1660	53%
Non-profit	80	4%	334	10%
<b>TOTAL</b>	<b>2114</b>		<b>3189</b>	

In comparison to 1998, there are more jobs in all the types of establishments. The relative weight of the private sector in the labour market stayed almost the same with 37% of the jobs in 2005. In terms of percentages, the biggest increase though is located in non-profit organizations which had 4% of the jobs in 1998 compared to 10% in 2005. As a consequence: the percentage of public and para-public jobs decreased from about 60% to 53%.

### **1.2.2 Beneficiaries and non-beneficiaries by type of establishment**

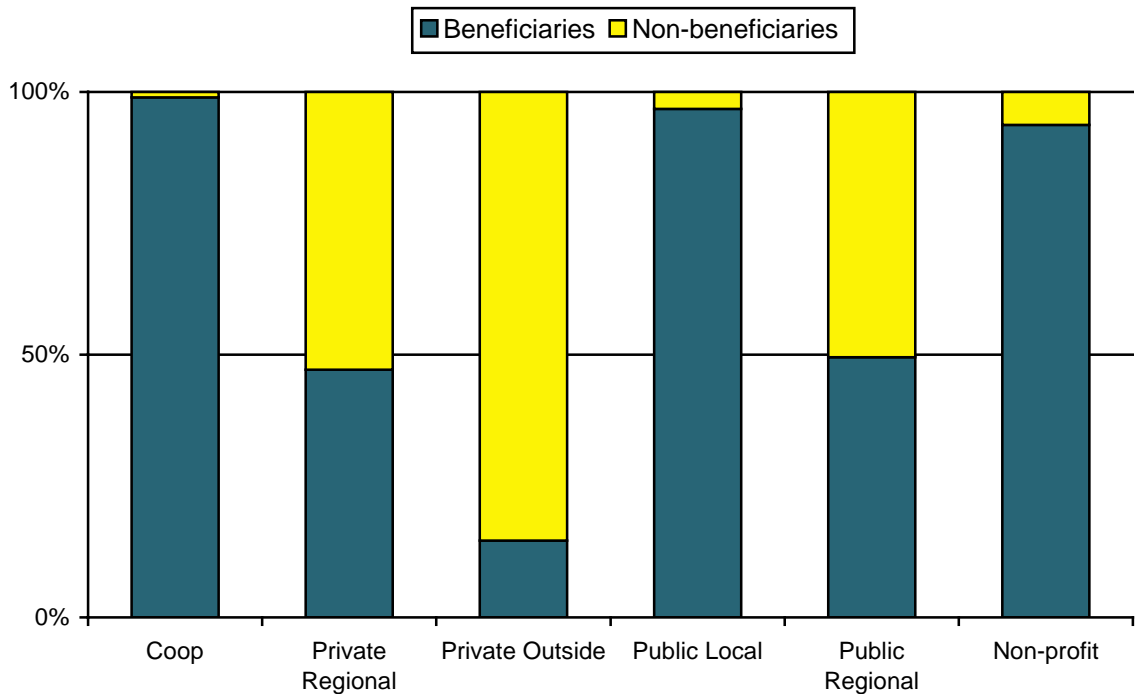
Table 1.2 also draws a portrait of regular full-time jobs according to status, which is to say, according to whether an employee is a beneficiary or not. It is important to remember that non-Aboriginals married to Inuit become beneficiaries as well as do the children they have together.

The distribution by status shows that 25% of beneficiaries working full-time are employed by private businesses and co-operatives, 57% in the public and para-public sectors in both local and regional levels and a significant 18% in non-profit organizations.

The distribution of non-beneficiaries is very different: more than the half of them are active in the private businesses, particularly in outside ownership companies. At the public level, they are concentrated in regional organizations as they were in previous surveys.

If we do consider the main types of establishments one by one, we see in graph 1.7 that beneficiaries hold almost all the full-time positions in the cooperatives, in the municipalities (local public sector) and in the non-profit organizations. On the other hand, non-beneficiaries take the big part of the jobs in private businesses owned by interests from outside the region mainly because of the Raglan site. They hold a bit more than the half of the positions in the regional private sector. They also take the half of the regional public and para-public positions because this sector includes many specialized positions in health, education and public administration.

**GRAPH 1.7  
REGULAR FULL-TIME JOBS BY STATUS AND  
BY TYPE OF ESTABLISHMENT IN 2005**



### 1.2.3 Men and women by type of establishment

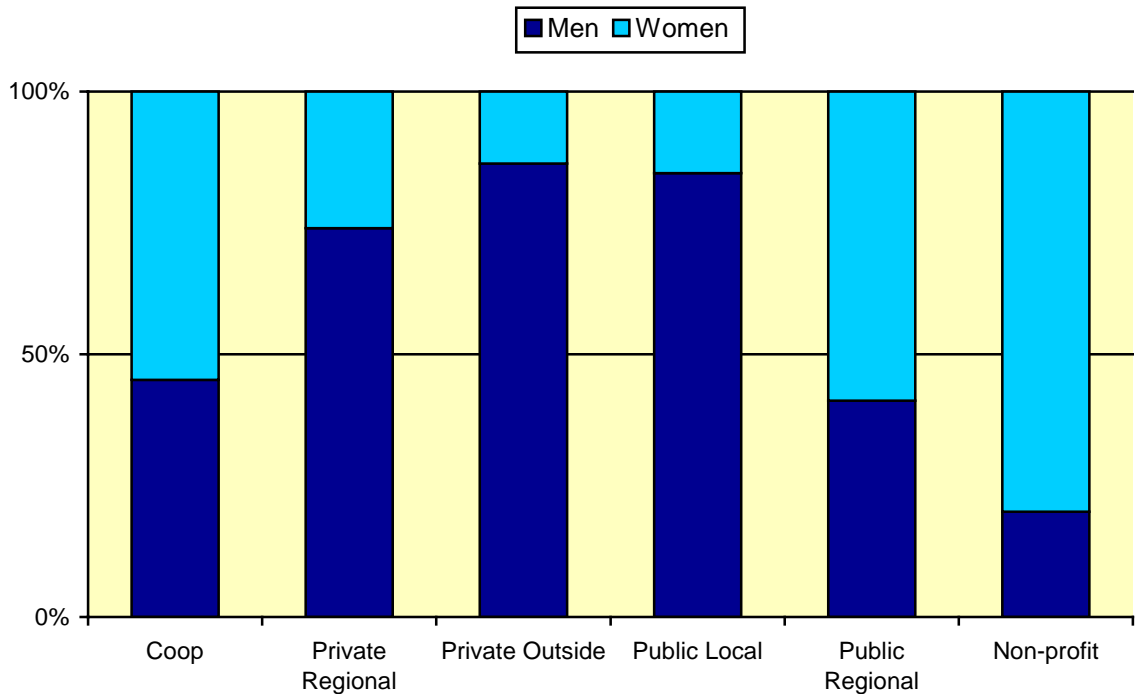
In which establishments do we find a majority of the workforce women? What types of employers employ especially men?

The last columns of table 1.2 show that private businesses owned by interests from outside the region are the biggest employers of men with 30% of the male workforce. Private businesses and cooperatives all together employ nearly 50% of the men working full-time. The other half of the men is employed at the regional and local levels of public administrations. Less than 4% are found in non-profit establishments.

Just like the previous survey in 1998, the overwhelming majority of women working full-time are found in the public and para-public sector at the regional level. Another 20% of the female workforce is employed in non-profit organizations, a significant difference from 1998. As mentioned earlier, this is the consequence of job creation in the childcare centres.

Comparing the “sharing” of jobs between men and women in the main types of establishment, graph 1.8 shows that there are more females than males working in the cooperatives, the regional public sector and non-profit organizations whereas males take the majority of the jobs in the private businesses and local public administrations.

**GRAPH 1.8**  
**RATIO OF MEN TO WOMEN BY TYPE OF ESTABLISHMENT**



### **1.3 Regular full-time jobs according to the North American Industry Classification System (NAICS)**

#### **1.3.1 General results**

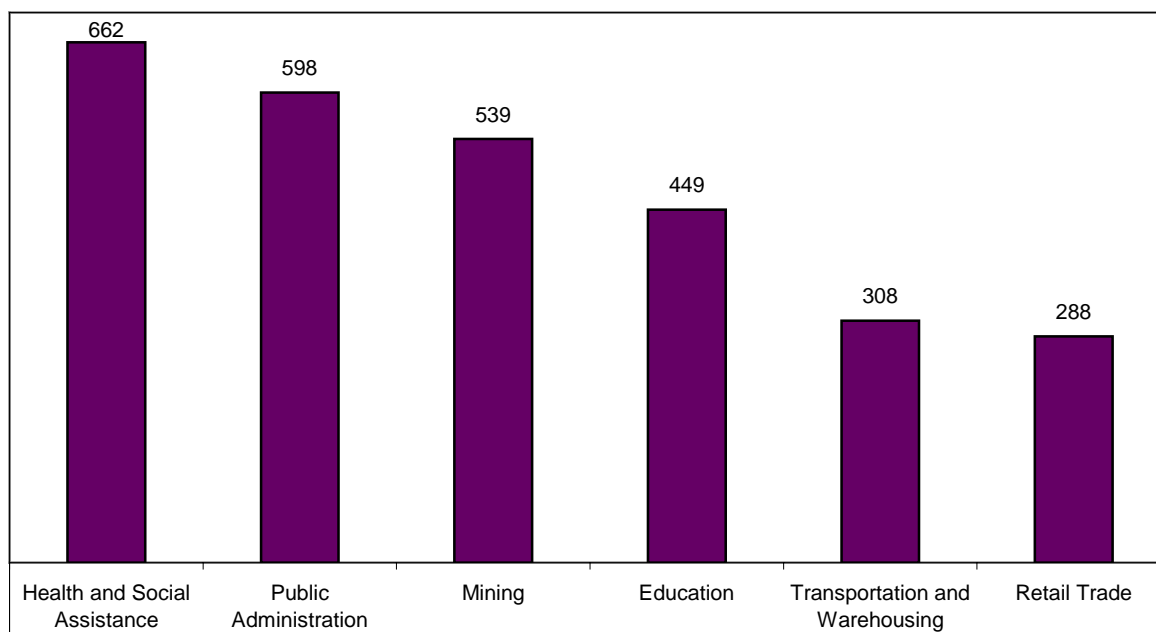
Table 1.4 illustrates the positions following the sector of activity of the employer according to the North American Industry Classification System (NAICS):

**TABLE 1.4  
REGULAR FULL-TIME JOBS ACCORDING TO THE  
NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM**

<b>NAICS</b>	<b>Total</b>	<b>%</b>	<b>Ben</b>	<b>%</b>	<b>Non-ben</b>	<b>%</b>	<b>Men</b>	<b>%</b>	<b>Women</b>	<b>%</b>
11 Agriculture, Forestry, Fishing and Hunting	12	0%	11	1%	1	0%	12	1%	0	0%
21 Mining and Oil and Gas Extraction	539	17%	59	3%	480	34%	493	26%	46	3%
22 Utilities	43	1%	30	2%	13	1%	42	2%	1	0%
23 Construction	9	0%	7	0%	2	0%	9	0%	0	0%
31-33 Manufacturing	2	0%	1	0%	1	0%	0	0%	2	0%
41 Wholesale Trade	19	1%	18	1%	1	0%	14	1%	5	0%
44-45 Retail Trade	288	9%	236	13%	52	4%	145	8%	143	11%
48-49 Transportation and Warehousing	308	10%	129	7%	179	13%	245	13%	63	5%
51 Information and Cultural Industries	32	1%	29	2%	3	0%	17	1%	15	1%
52 Finance and Insurance	11	0%	5	0%	6	0%	6	0%	5	0%
53 Real Estate and Rental and Leasing	70	2%	48	3%	22	2%	45	2%	25	2%
54 Professional, Scientific and Technical Services	25	1%	5	0%	20	1%	21	1%	4	0%
55 Management of Companies and Enterprises	6	0%	5	0%	1	0%	6	0%	0	0%
56 Administrative and Support, Waste Management and Remediation Services	32	1%	21	1%	11	1%	23	1%	9	1%
61 Educational Services	449	14%	244	14%	205	15%	142	8%	307	23%
62 Health Care and Social Assistance	662	21%	372	21%	290	21%	155	8%	507	38%
71 Arts, Entertainment and Recreation	11	0%	6	0%	5	0%	9	0%	2	0%
72 Accommodation and Food Services	51	2%	31	2%	20	1%	19	1%	32	2%
81 Other Services (except Public Administration)	22	1%	18	1%	4	0%	13	1%	9	1%
91 Public Administration	598	19%	507	28%	91	6%	447	24%	151	11%
<b>TOTAL</b>	<b>3189</b>	<b>100%</b>	<b>1782</b>	<b>100%</b>	<b>1407</b>	<b>100%</b>	<b>1863</b>	<b>100%</b>	<b>1326</b>	<b>100%</b>

Following the NAICS, regular full-time jobs in Nunavik are largely concentrated in Health and Social Assistance with 662 positions, in Public Administration and Mining with both groups at more than 500 jobs and in the field of education with more than 400 positions. (It is important to note that all the positions in child day-care services are part of the group Health and Social Assistance according to the NAICS, so this is one of the reasons why this group shows such a big number of jobs.) In sectors of average importance, Transportation and Warehousing as well as Retail Trade are also an important “employers” with around 300 jobs. Compared to 1998, there are more positions in most of the fields, and the most significant job creations are observed in the mining sector (the Raglan mine running at full capacity in 2005) and in health and social assistance (mainly because of the huge creation of jobs in child care centres).

**GRAPH 1.9  
NUMBER OF FULL-TIME JOBS IN THE MAIN NAICS GROUPS IN NUNAVIK**



### **1.3.2 Beneficiaries and non-beneficiaries by industry**

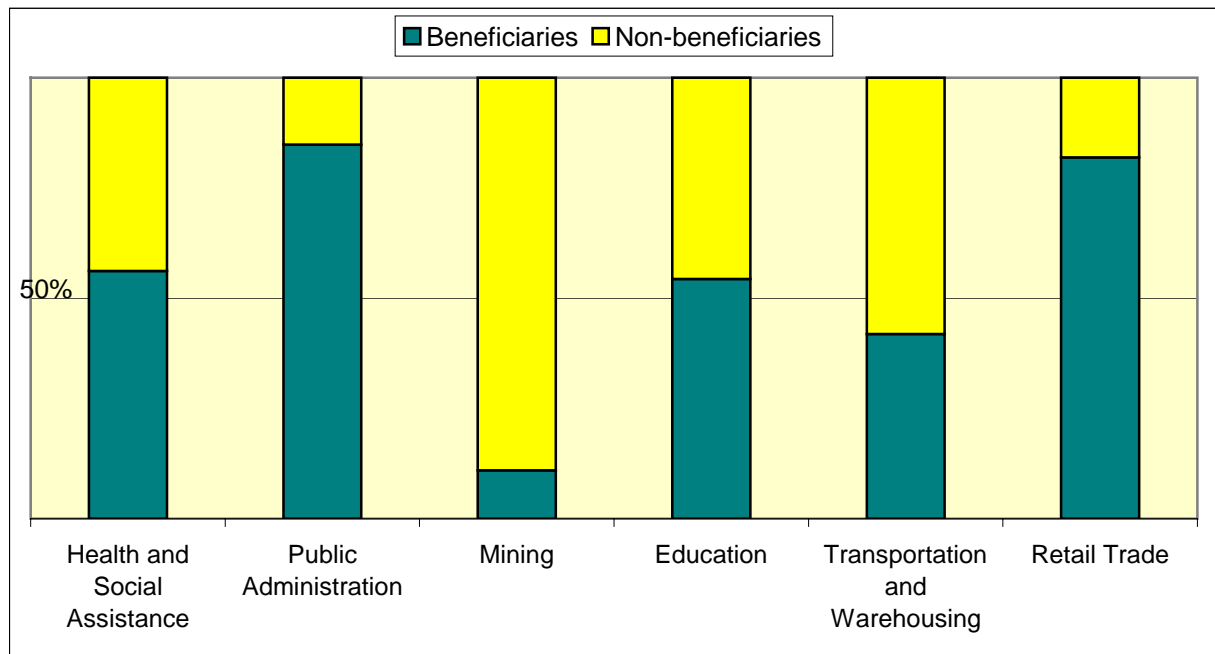
The table 1.4 shows that public administrations employ nearly 29% of the beneficiary workforce. We also find many beneficiary workers in Health Care and Social Assistance with 21% of the full-time workforce (in fact concentrated in social services). Education and retailing which each employ between 10 and 15% of the beneficiary workforce are also two other important sectors for Inuit.

Just like the 1998 survey, more than one third of the non-beneficiary workforce was employed in the mining sector in 2005. There are also 21% of the non-beneficiary workforce in Health Care and Social Assistance in fact mainly in the health sector (if we only take the Nunavik health centers and the Nunavik Health Board, we find 281 non-beneficiaries out of the 429 full-time jobs for 66% of non-beneficiaries). The education sector is also a big employer of non-beneficiary workers as well as the transportation sector.

Comparing sectors of activity by status, graph 1.10 illustrates the relative importance of the two groups in the main NAICS groups. Beneficiaries hold most of full-time positions in public administrations and retail trades whereas the non-beneficiaries hold most of jobs in mining. Beneficiaries hold a bit more than 50% of jobs in health and social assistance all together and in education whereas non-beneficiaries hold 58% of positions in transportation and warehousing.

The biggest difference with the previous survey is in the health and social assistance sector where non-beneficiaries held more than 60% in 1998. Again, the change in 2005 for this category came from the job creation in the child care centres.

**GRAPH 1.10  
BENEFICIARIES AND NON-BENEFICIARIES WORKING FULL-TIME  
IN THE MAIN INDUSTRIES (NAICS) IN NUNAVIK**



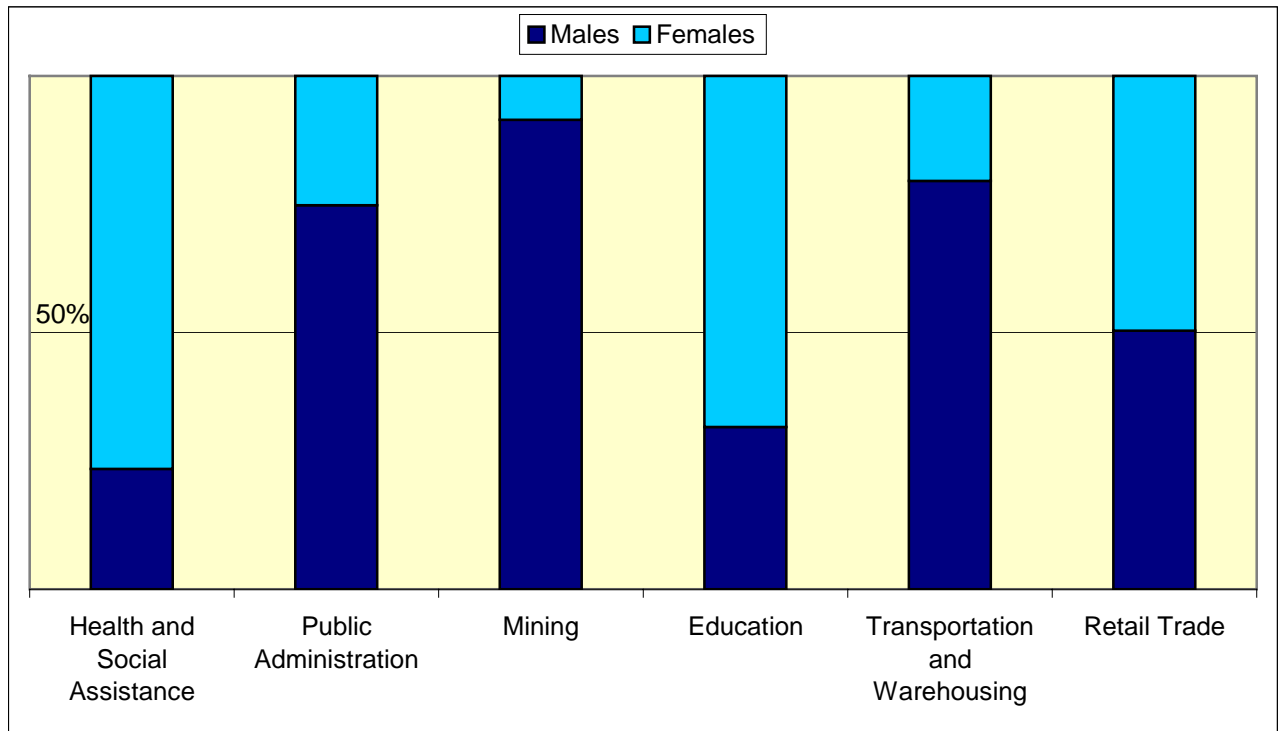
### 1.3.3 Men and women by industry

The table 1.4 shows that 50% of the male workforce was employed in both mining and public administration sectors in 2005. Transportation employs 13% of them whereas retail trade, education and health employ 8% each.

More than 60% of the full-time female workforce is employed in two sectors: health care and social services (38%) and education (23%). Retail trade and public administration (mainly at the regional level) employ 11% of women each.

Comparing men and women in the main sectors of activity (graph 1.11), women occupy a majority of positions in health and social services and in education whereas men get most of the jobs in mining, transportation and warehousing and public administration. Retail trade equally shares the positions between the two groups.

**GRAPH 1.11  
MEN AND WOMEN WORKING FULL-TIME  
IN THE MAIN INDUSTRIES (NAICS) IN NUNAVIK**



## **1.4 Jobs according to the National Occupational Classification**

### **1.4.1 General results**

While the sections ‘type of establishment’ and ‘sector of activity’ classify jobs based on employers, the National Occupational Classification (NOC) is position-oriented, which is to say, it is based on the main functions of the jobs themselves. This classification makes it possible to identify the types of occupations (occupational groups) practised by workers in Nunavik. Once again with respect to regular full-time jobs the following results were obtained:

**TABLE 1.5**  
**REGULAR FULL-TIME JOBS**  
**BY MAJOR GROUPS UNDER THE NATIONAL OCCUPATIONAL CLASSIFICATION**

Major groups under the NOC	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
00 Senior management occupations	32	1%	28	2%	4	0%	24	1%	8	1%
01-09 Middle and other management occupations	273	9%	186	10%	87	6%	152	8%	121	9%
11 Professional occupations in business and finance	15	0%	4	0%	11	1%	6	0%	9	1%
12 Skilled administrative and business occupations	189	6%	116	7%	73	5%	70	4%	119	9%
14 Clerical occupations	122	4%	93	5%	29	2%	38	2%	84	6%
21 Professional occupations in natural and applied sciences	68	2%	6	0%	62	4%	58	3%	10	1%
22 Technical occupations related to natural and applied sciences	203	6%	63	4%	140	10%	175	9%	28	2%
31 Professional occupations in health	136	4%	4	0%	132	9%	42	2%	94	7%
32 Technical and skilled occupations in health	18	1%	2	0%	16	1%	2	0%	16	1%
34 Assisting occupations in support of health services	17	1%	14	1%	3	0%	4	0%	13	1%
41 Professional occ. in social sciences, education, govt. services and religion	405	13%	169	9%	236	17%	119	6%	286	22%
42 Paraprofessional occupations in law, social services, education and religion	249	8%	222	12%	27	2%	22	1%	227	17%
51 Professional occupations in art and culture	43	1%	37	2%	6	0%	14	1%	29	2%
52 Technical and skilled occupations in art, culture, recreation and sport	38	1%	31	2%	7	0%	28	2%	10	1%
62 Skilled sales and service occupations	150	5%	58	3%	92	7%	110	6%	40	3%
64 Intermediate sales and service occupations	99	3%	69	4%	30	2%	49	3%	50	4%
66 Elemental sales and service occupations	331	10%	300	17%	31	2%	154	8%	177	13%
72-73 Trades and skilled transport and equipment operators	250	8%	90	5%	160	11%	249	13%	1	0%
74 Intermediate occ. in transport, equip. operation, installation and maintenance.	302	9%	202	11%	100	7%	298	16%	4	0%
76 Trades helpers, construction labourers and related occupations	57	2%	55	3%	2	0%	57	3%	0	0%
82 Skilled occupations in primary industry	91	3%	3	0%	88	6%	91	5%	0	0%
84 Intermediate occupations in primary industry	27	1%	1	0%	26	2%	27	1%	0	0%
86 Labourers in primary industry	21	1%	7	0%	14	1%	21	1%	0	0%
94-95 Procession and manufacturing machine operators and assemblers	53	2%	22	1%	31	2%	53	3%	0	0%
	3189	100%	1782	100%	1407	100%	1863	100%	1326	100%

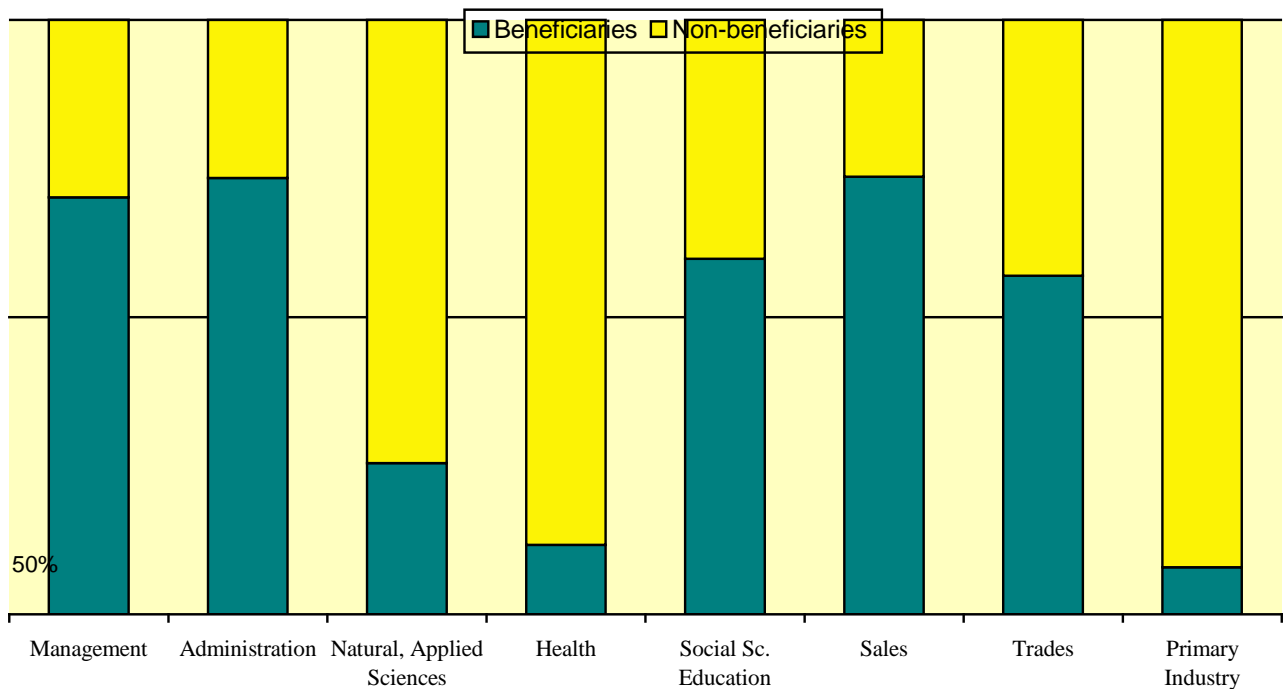
Even though almost all the major groups of the NOC are represented in Nunavik, regular full-time labour is concentrated in social science, education and government service occupations (group 41 comprises 13% of all jobs and group 42 another 8%); elemental sales and service occupations (group 66) with 10% of the workforce); trades, transport and equipment operation occupations (groups 72-73 and 74); and middle management occupations (group 01-09 with 9% of the workers). In 1998, these were also the main NOC groups.

### 1.4.2 Beneficiaries and non-beneficiaries by NOC

Distribution by status in table 1.5 shows that 300 beneficiaries (17% of them) work full-time in elemental sales occupations (groups 66), more than 20% of the beneficiaries are in occupations related law, social services, education and religion (groups 41 and 42) and 11% work in transport, equipment operation, installation and maintenance (group 74). They are also concentrated in management and business occupations (groups 01-09 and 12).

In general, the types of positions not held by the local workforce are those that require higher levels of education and specialized vocational training. The majority of professionals and technicians in the field of natural and applied sciences (group 21 and 22) are non-beneficiaries. Same thing for the professionals in health (group 31). As shown in graph 1.12, the majority of workers are beneficiaries in social sciences and education but if we look further in table 1.5, we count more non-beneficiaries in the professionals (group 41) and a lot more beneficiaries in the paraprofessionals (group 42). Same thing with trades where two-third of the skilled jobs (group 72-73) are held by non-beneficiaries whereas it's the contrary for intermediate occupations (group 74) and most of the trade helpers (group 76) are beneficiaries. Non-beneficiaries held an overwhelming majority of skilled and intermediate occupations in primary industry (groups 82 and 84).

**GRAPH 1.12**  
**BENEFICIARIES AND NON-BENEFICIARIES IN REGULAR FULL-TIME JOBS**  
**BY NOC MAIN MAJOR GROUPS**

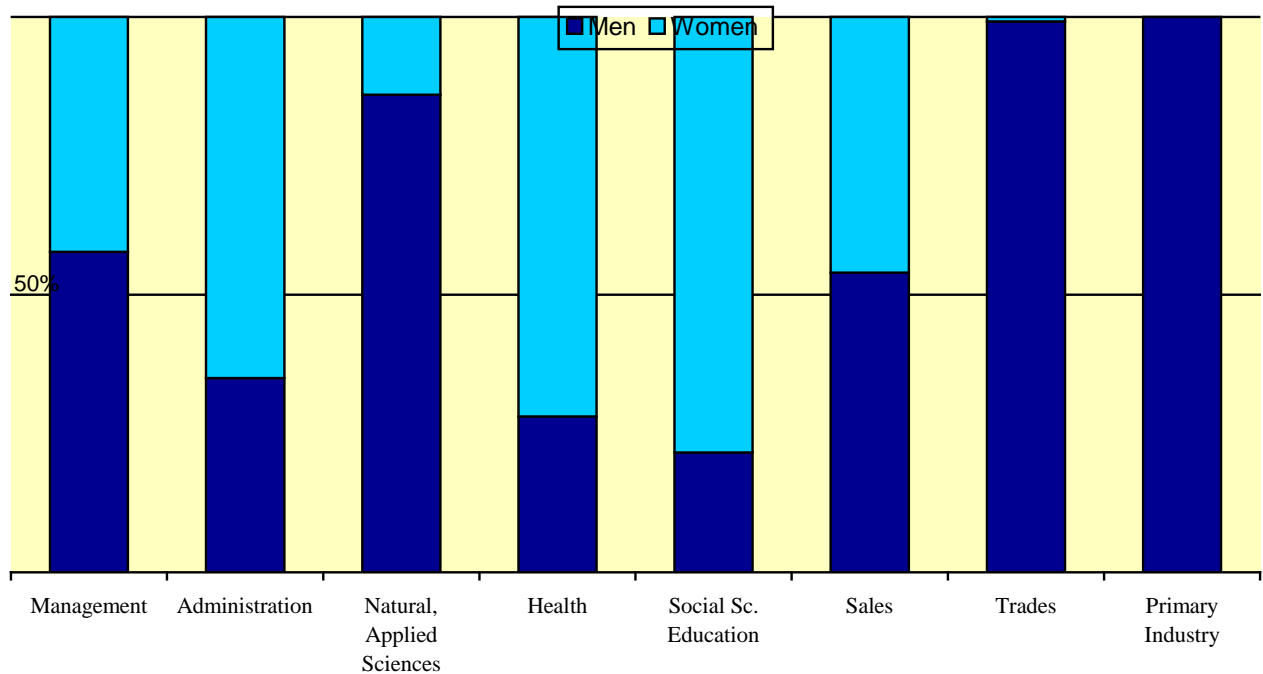


### 1.4.3 Men and women by NOC

The last columns of table 1.5 shows that 32% of the full-time male workforce work in positions related to trades (groups 72-73, 74 and 76) whereas 39% of the full-time female workforce works in social science and education (groups 41 and 42).

Comparing men and women in the main NOC groups, the graph 1.13 shows significant differences between the categories of positions. The male workforce occupies a majority of positions in management (groups 00 and 01-09) whereas the female workforce occupies a majority of positions in administration (groups 11, 12 and 14 of the NOC). Men get most of the jobs in natural and applied sciences but women get the majority of positions in health and social science and education. Both men and women share the positions in sales. However, table 1.5 shows that men work more in skilled sales (group 62) and women in elementary sales (group 66). Men monopolize the jobs in trades and in the primary industry.

**GRAPH 1.13  
MEN AND WOMEN WORKING FULL-TIME  
IN THE NOC MAIN MAJOR GROUPS IN NUNAVIK**



## 1.5 Jobs by community

The following table shows the number of regular full-time jobs identified in each Nunavik community in 1993, 1995, 1998 and 2005.

**TABLE 1.6  
FULL-TIME JOBS BY COMMUNITY**

Community	Year 1993		Year 1995		Year 1998		Year 2005	
	(No.)	(%)	(No.)	(%)	(No.)	(%)	(No.)	(%)
Akulivik	54	3%	55	3%	59	3%	<b>81</b>	<b>3%</b>
Aupaluk	26	2%	29	2%	30	1%	<b>48</b>	<b>2%</b>
Inukjuak	150	10%	149	9%	184	9%	<b>239</b>	<b>7%</b>
Ivujivik	38	2%	46	3%	48	2%	<b>69</b>	<b>2%</b>
Kangiqsualujuaq	63	4%	80	5%	78	4%	<b>103</b>	<b>3%</b>
Kangiqsujaq	55	4%	63	4%	66	3%	<b>107</b>	<b>3%</b>
Kangirsuk	43	3%	53	3%	53	3%	<b>82</b>	<b>3%</b>
Kattinik	0	0%	62	4%	397	19%	<b>562</b>	<b>18%</b>
Kuujuaq	507	32%	545	31%	572	27%	<b>813</b>	<b>25%</b>
Kuujuarapik	150	10%	161	9%	135	6%	<b>153</b>	<b>5%</b>
Puvirnituk	234	15%	240	14%	244	12%	<b>309</b>	<b>10%</b>
Quaqtaq	42	3%	46	3%	45	2%	<b>77</b>	<b>2%</b>
Salluit	125	8%	141	8%	121	6%	<b>203</b>	<b>6%</b>
Tasiujaq	30	2%	30	2%	37	2%	<b>61</b>	<b>2%</b>
Umiujaq	47	3%	47	3%	45	2%	<b>71</b>	<b>2%</b>
Regional	0	0%	0	0%	0	0%	<b>211</b>	<b>7%</b>
<b>Total</b>	1564		1747		2114		<b>3189</b>	

The first thing to note is the fact that we find more jobs in all the communities in 2005. The growth of the population involves more jobs in services and trades and this is the case in Nunavik. We already mentioned the child care program which created a lot of positions in all the communities since 1998. Also, the vocational training budgets significantly increased since 1998 and all the employment and training programs financed by the Employment, Training, Income Support and Childcare Department involved job creation. For instance, the Sanarrutik program created employment in the northern villages of Nunavik.

Without surprise, Kuujuaq is still the main job market in 2005 with the quarter of all the full-time jobs in Nunavik. Similar to 1998, the Raglan mining site stands at the second place. Then, the other crowded communities follow in order: Puvirnituk, Inukjuak and Salluit.

Finally, there is the new category “Regional” for 2005 where we count 211 positions. Indeed, some employers in the 2005 survey located different jobs as regional rather than in a specific community. For instance, many positions in air transportation, housing maintenance, construction, etc. were identified as regional. It wasn’t the case in the previous surveys where all the jobs were linked with a specific community. We found it more logical to keep the category “Regional” because those positions are really carried out on a regional basis. Since those jobs were more often located in the biggest

communities in the previous surveys (Kuujuaq, Inukjuak, Puvirnituk and also in Kuujuarapik), this explains the small drop in percentages for those communities compared to 1998.

## **1.6 Training required for regular full-time jobs**

### **1.6.1 Notes concerning training**

This section deals with training normally required to hold a full-time position in Nunavik and not the level of education of the people currently holding those positions. It must be kept in mind when interpreting the following data that certain workers do not have the required level of training.

### **1.6.2 General results**

Table 1.7 shows regular full-time positions according to the level of training they normally require.

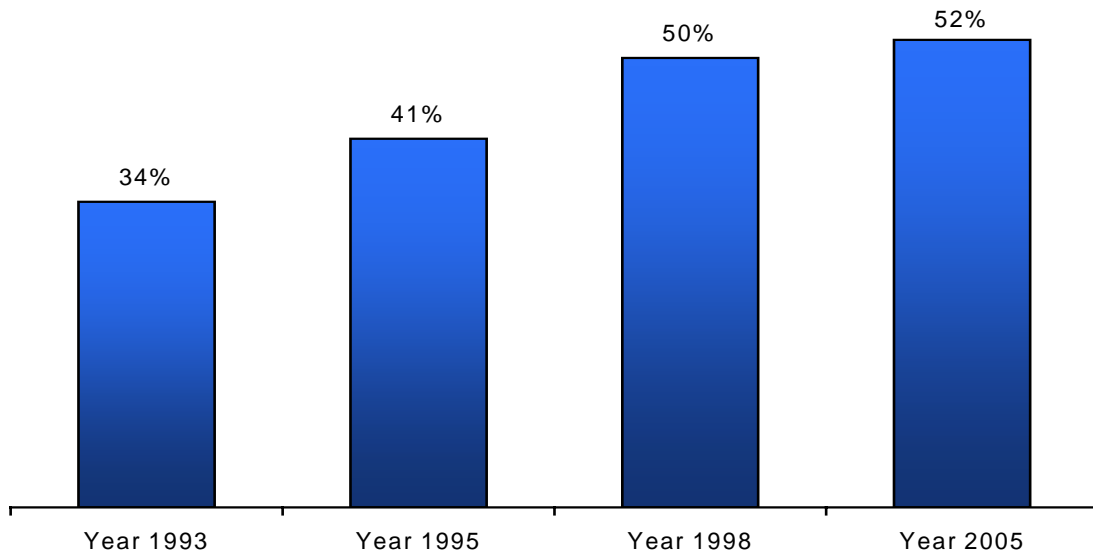
**TABLE 1.7  
TRAINING REQUIRED FOR FULL-TIME JOBS**

Required training	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
None	174	5%	167	9%	7	0%	118	6%	56	4%
Some Secondary	369	12%	320	18%	49	3%	181	10%	188	14%
Vocational	486	15%	413	23%	73	5%	368	20%	118	9%
Secondary V	514	16%	378	21%	136	10%	244	13%	270	20%
Trade	579	18%	96	5%	483	34%	554	30%	25	2%
College	472	15%	244	14%	228	16%	164	9%	308	23%
University	595	19%	164	9%	431	31%	234	13%	361	27%
<b>Total</b>	<b>3189</b>		<b>1782</b>		<b>1407</b>		<b>1863</b>		<b>1326</b>	

As it was the case in previous surveys, the Nunavik job market has a high educational profile. While 16% of the positions require completion of Secondary V, approximately one third of jobs require relatively low levels of training: 5% require none, 12% require some Secondary education and 15% require vocational training through courses or on-the-job training. Next the table identifies jobs which require skilled labour or specialized training: 18% of jobs in Nunavik in 2005 required trade proficiency certificates, in particular in the construction and mining sectors, and one job out of three required either a college diploma (15%) or university degree (19%).

Graph 1.14 illustrates the progression of skilled labour in Nunavik from the different ETISC job market surveys (so those jobs which require a trade proficiency certificate, college diploma or university degree). In 1993, these jobs represented 34% of the full-time workforce; in 1995, 41%; in 1998, 50%; and 52% in 2005. The 2005 result is very close to the 1998 one. More than the half of full-time positions in Nunavik require post-secondary education or trade certification.

**GRAPH 1.14**  
**SKILLED LABOUR IN NUNAVIK**  
**% OF FULL-TIME POSITIONS REQUIRING A TRADE PROFICIENCY CERTIFICATE,**  
**COLLEGE DIPLOMA OR UNIVERSITY DEGREE**



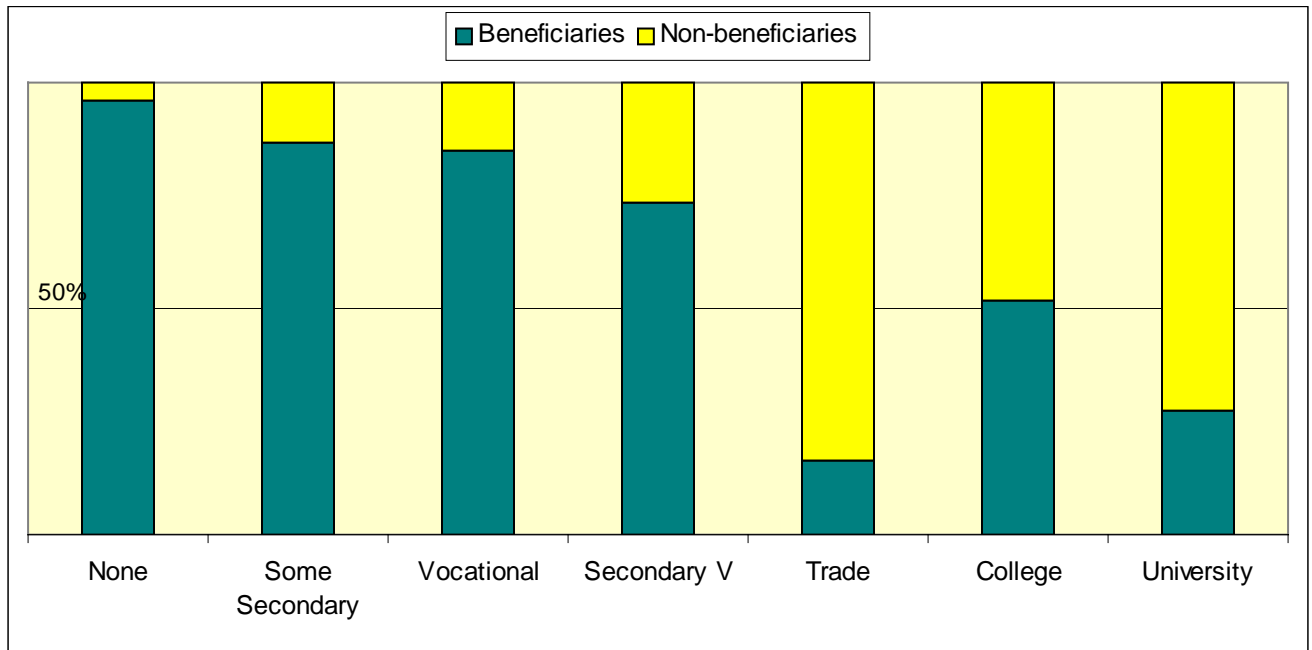
### 1.6.3 Beneficiaries and non-beneficiaries

Table 1.7 also shows the distribution of men and women according to training required for full-time jobs. Beneficiaries hold a large number of the jobs that require Secondary education and vocational training. We also find 14% of the beneficiary workforce in jobs requiring a college degree, which is a lot more than before and the reason is the training and graduation of Inuit childcare educators since 1998.

For their part, a very large majority of non-beneficiaries hold jobs which require trade proficiency certificates or university level education. Their representation in jobs that require a college level is significant but smaller than before in percentages because most of the childcare educators are Inuit in 2005 and also there are now more jobs in nursing requiring university rather than college education.

Graph 1.15 shows the sharing of jobs for each level of education between beneficiaries and non-beneficiaries. For the jobs requiring a college level, there are 244 beneficiaries and 228 non-beneficiaries but when we remove the childcare educators, it falls to only 76 beneficiaries and 222 non-beneficiaries for 298 jobs (so only 25% of Inuit). For the jobs requiring a trade certification or an university degree, the huge majority of workers are non-beneficiaries.

**GRAPH 1.15  
BENEFICIARIES AND NON-BENEFICIARIES  
BY TRAINING REQUIRED FOR REGULAR FULL-TIME JOBS**



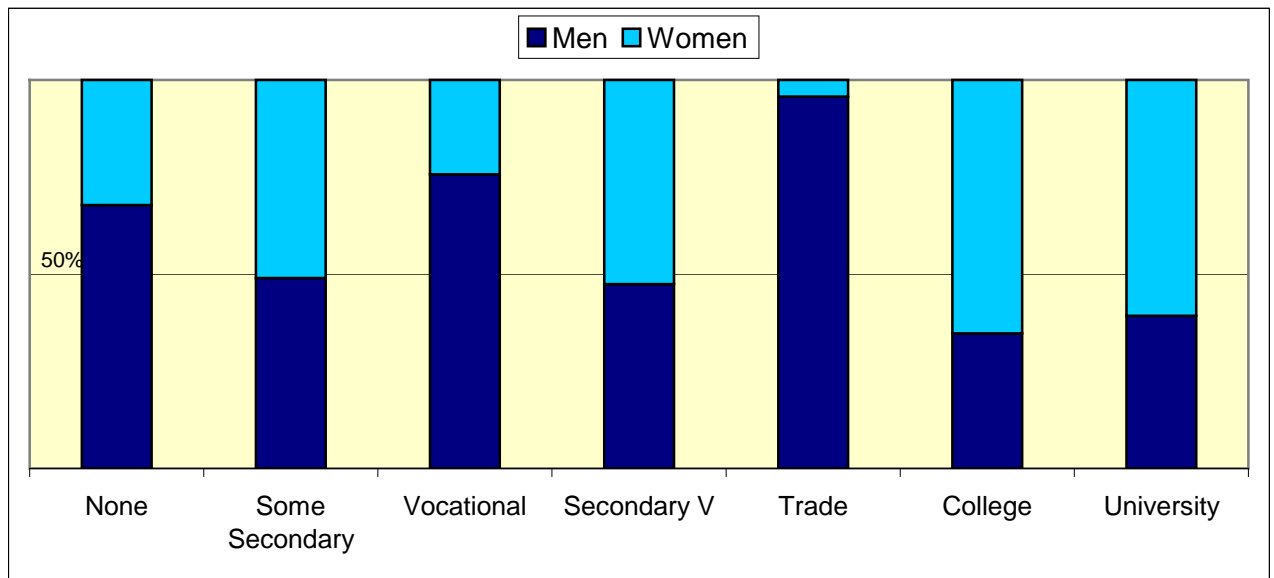
**1.6.4 Men and women**

Table 1.7 shows that the half of the male workforce is in jobs requiring trade certification (with 30%) and in jobs requiring vocational training (with 20%). The female workforce is concentrated in jobs requiring university (27%), college (23%) and Secondary V (20%).

Showing the sharing of jobs for each level, graph 1.16 shows that females are the majority of workers in jobs requiring a college or an university degree as well as in the jobs requiring a Secondary V or some Secondary. The presence of men is especially noticeable in jobs requiring no education and in jobs requiring vocational training or trade proficiency training.

Thus, women are in positions requiring in average more schooling than men. Is it the consequence of women staying longer at school with more drop-outs on the men side?

**GRAPH 1.16  
MEN AND WOMEN  
BY TRAINING REQUIRED FOR REGULAR FULL-TIME JOBS**



## **1.7 Remuneration for regular full-time jobs**

### **1.7.1 Notes concerning remuneration**

This section deals with the average wage level of the different positions identified, excluding employee benefits and isolation premiums. The goal was not to establish individual income but rather to obtain the current annual wage level for each position identified.

The statistics in this section must be interpreted in light of these parameters. Discussion is also limited to regular full-time jobs in order to avoid the pitfalls of converting part-time and seasonal job remuneration into annual wages.

We kept the same wage levels than the previous survey classification:

- less than \$20,000
- between \$20,000 and \$29,999
- between \$30,000 and \$39,999
- between \$40,000 and \$49,999
- \$50,000 and over

### 1.7.2 Regular full-time jobs by wage level

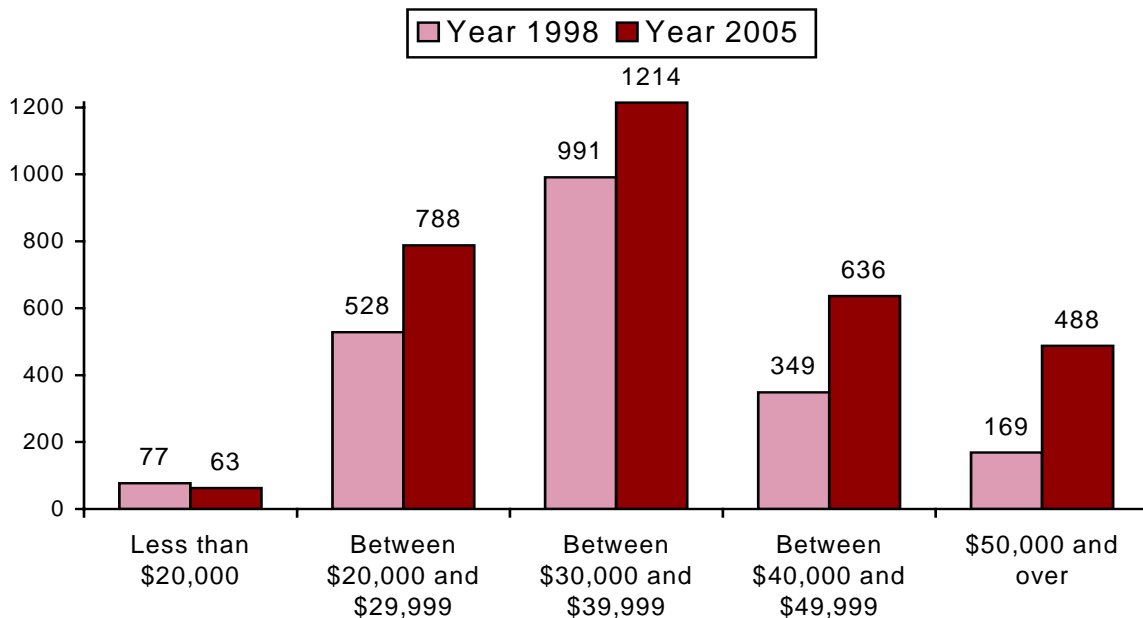
The following table shows the distribution of jobs and employees by wage level.

**TABLE 1. 8  
FULL-TIME EMPLOYEES BY WAGE LEVEL**

	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
Less than \$20,000	63	2%	57	3%	6	0%	21	1%	42	3%
Between \$20,000 and \$29,999	788	25%	632	35%	156	11%	362	19%	426	32%
Between \$30,000 and \$39,999	1214	38%	759	43%	455	32%	647	35%	567	43%
Between \$40,000 and \$49,999	636	20%	248	14%	388	28%	412	22%	224	17%
\$50,000 and over	488	15%	86	5%	402	29%	421	23%	67	5%
<b>Total</b>	<b>3189</b>		<b>1782</b>		<b>1407</b>		<b>1863</b>		<b>1326</b>	

Only 2% of full-time jobs pay less than \$20,000 per year in 2005 and one quarter pays between \$20,000 and \$29,999 annually. Another 38% provide annual salaries between \$30,000 and \$39,999, while 20% give between \$40,000 and \$49,999 and 15%, \$50,000 or more. The following graph compares these results with those of 1998.

**GRAPH 1.17  
DISTRIBUTION OF THE FULL-TIME JOBS  
BY SALARY LEVEL IN 1998 AND 2005**



There are seven years between the 1998 job market survey and the 2005 one. Thus, it's not surprising to see more positions with, in average, higher salaries. In fact, many positions switched to a higher salary bracket and new positions were created in all the wage levels except the lowest one with now only 63 jobs. Thus in comparison to the year 1998, there are, in 2005, 319 more positions paying more than \$50,000 a year, 287 more positions between \$40,000 and \$49,999, 223 more jobs between \$30,000 and \$39,999 and 260 more positions between \$20,000 and \$29,999.

### 1.7.3 Wage level by status and sex

The table 1.8 also shows distribution of wage levels by status and sex.

As shown in previous surveys, non-beneficiaries earn more than beneficiaries. Even though the number of beneficiaries working full-time is higher than non-beneficiaries, we see more non-beneficiaries than beneficiaries in the two highest wage level positions. Moreover, 57% of non-beneficiaries earned \$40,000 or more, compared with only 19% of the beneficiaries. In the two lowest brackets, we count 38% of the beneficiary workforce and only 11% of the non-beneficiary workforce. We already saw in section 1.6 that for the jobs requiring a trade certification or an university degree, the huge majority of workers were non-beneficiaries and these positions provide, in average, higher wages.

Furthermore, table 1.8 shows that men earn more than women. Indeed, 45% of the male workforce are found in higher paid positions (22% in positions between 40,000 and 49,999 and another 23% in the wage level above 50,000) compared to 22% for the female workforce (with respectively 17% and 5%). Even though the number of men working full-time is higher than the number of women, there are more women than men in the two lowest wage levels.

### 1.7.4 Wage level and required training

Juxtaposing training and income, it can be concluded that the more specialized training (post-secondary or trade proficiency certificate) a person has, the better that person's chances of holding a higher paid job as shown in table 1.9 and graph 1.18.

**Table 1.9**  
**PERCENTAGE OF WORKERS BY WAGE LEVEL**  
**IN RELATION TO THE TRAINING REQUIRED FOR THEIR JOBS**

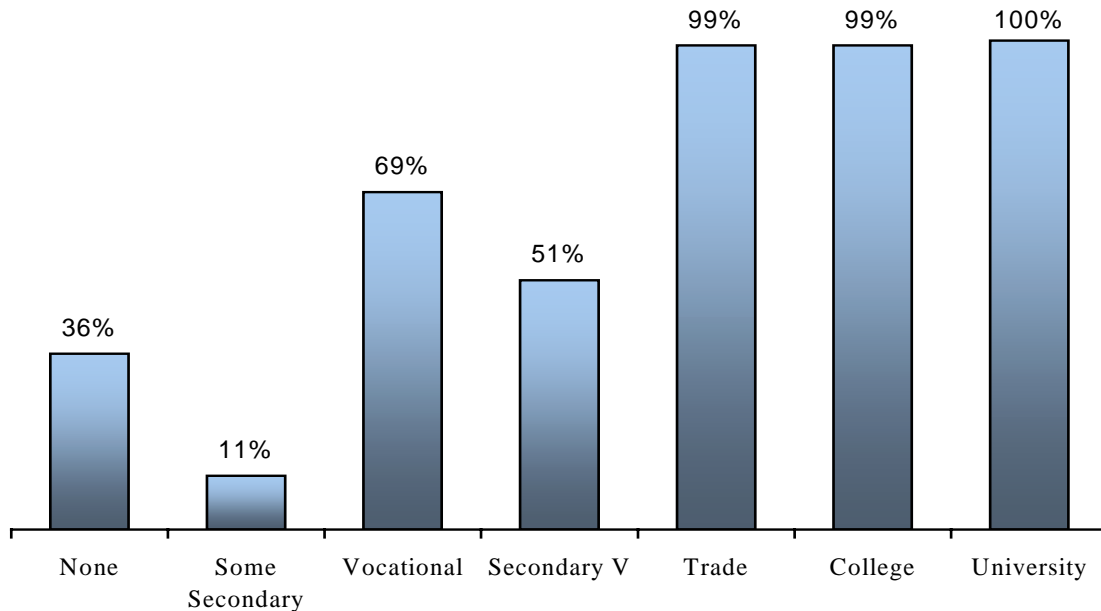
	Less than \$20,000	Between \$20,000 and \$29,999	Between \$30,000 and \$39,999	Between \$40,000 and \$49,999	\$50,000 and over
None	13%	51%	19%	3%	14%
Some Secondary	10%	79%	8%	3%	0%
Vocational training	1%	30%	54%	15%	0%
Secondary V	0%	49%	35%	14%	2%
Trade proficiency cert.	0%	1%	12%	35%	52%
College	0%	1%	71%	25%	3%
University	0%	0%	51%	26%	23%

We see higher percentages of workers in jobs requiring post-secondary education or trade certification earning more than \$40,000 annually (not taking into consideration employee benefits and isolation premiums). In contrast, the majority of full-time workers in jobs requiring no education or some Secondary earn less than \$30,000 a year.

It seems that the jobs requiring trade certification are very well paid in Nunavik. Of course, all the positions at the Raglan mine push the statistics up for those jobs. In the positions requiring college education, there is a very high percentage (71%) of workers earning between \$30,000 and \$39,999. In fact, we find in this category many jobs in health and social assistance including the childcare services.

Graph 1.18 illustrates the proportion of full-time workers earning \$30,000 or more in relation to the training required for their jobs. Beside the fact that there are elected positions theoretically requiring no education (the reason why the column “None” is at 36%), the results show without any doubt that the workers with more education and training earn more money than the workers with a lower educational profile.

**GRAPH 1.18  
PERCENTAGE OF WORKERS EARNING MORE THAN \$30,000  
IN RELATION TO THE TRAINING REQUIRED FOR THEIR JOBS**



## **Part-time Jobs in Nunavik**

### **2.1 Notes concerning part-time jobs**

The part-time jobs considered in this section encompass jobs that do not represent a full workload spread over a full year. They are, therefore, all types of jobs other than regular full-time jobs, that is, all regular part-time jobs as well as seasonal and casual (occasional) employment.

Some part-time jobs are by nature more difficult to identify. While regular full-time jobs evidently exist all year round, several part-time jobs may not exist at the time of the survey (seasonal jobs) or be unpredictable (which is the case for contractual and casual jobs). Organizations employed people on occasion as supply staff and as consultants for specific projects. For instance, the Kativik School Board replaces absent teachers and maintenance staff on a regular basis. These conditions certainly apply to other organizations surveyed. Also, there are always some positions where it's less obvious to decide about the job type. Nevertheless, the survey managed to identify most of the jobs said to be part-time in Nunavik in 2005 and therefore the portrait presented in the section is certainly representative enough of the situation for these types of employment.

- Outfitting companies

For the seasonal jobs in hunting, fishing and tourism, we contacted most of the outfitting companies and the majority willingly provided data for the survey. However, this report makes no claim to have identified them all. Furthermore, the hiring of guides in outfitting companies varies regularly, depending on the number of tourists.

- Construction contractors

For the seasonal jobs from construction contractors, we did not proceed like previous surveys. With the KRG Sanajit Project and the KRG construction database, we now have access to a lot of information without having to contact all the construction contractors (with the limits of a survey with employers not located in Nunavik). Thus we collected data on local construction workers from the KRG Sanajit Project with the Commission de la construction du Québec (CCQ) as the main source. Using information from different construction sites in 2005, we then evaluated the number of non-beneficiaries for each construction positions.

- Casual (occasional) employment

In the previous surveys, casual jobs were registered at the time of the survey. In 2005, a greater effort was done with the main employers to get data on casual jobs all year long. Thus we did collect a lot more information and we do have a better picture of the job market for this type of positions. However, with the difference in methodology, we cannot compare the number of casual jobs with previous surveys. Also, it's impossible to add up the number of workers with the other types of jobs because people in casual employment very often work in other jobs.

## 2.2 Regular part-time jobs

Regular part-time jobs are those that represent a workload of less than 30 hours per week on a regular basis year-round or for a major part of the year (part-time secretaries, for example).

### 2.2.1 General results and comparison with previous surveys

Overall, 979 regular part-time jobs were identified in Nunavik. Beneficiaries held 88% of these positions.

**GRAPH 2.1**  
**REGULAR PART-TIME JOBS IN NUNAVIK BY STATUS**

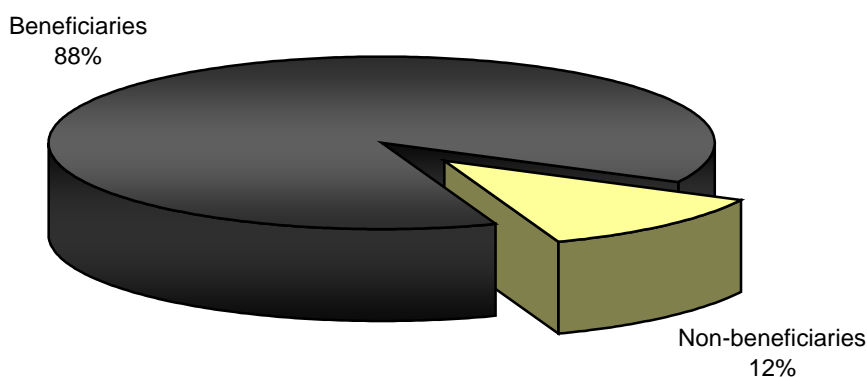


Table 2.1 summarizes the results of the surveys carried out in 1993, 1995, 1998 and 2005: the total number of regular part-time jobs as well as the distribution of jobs between beneficiaries and non-beneficiaries and between men and women.

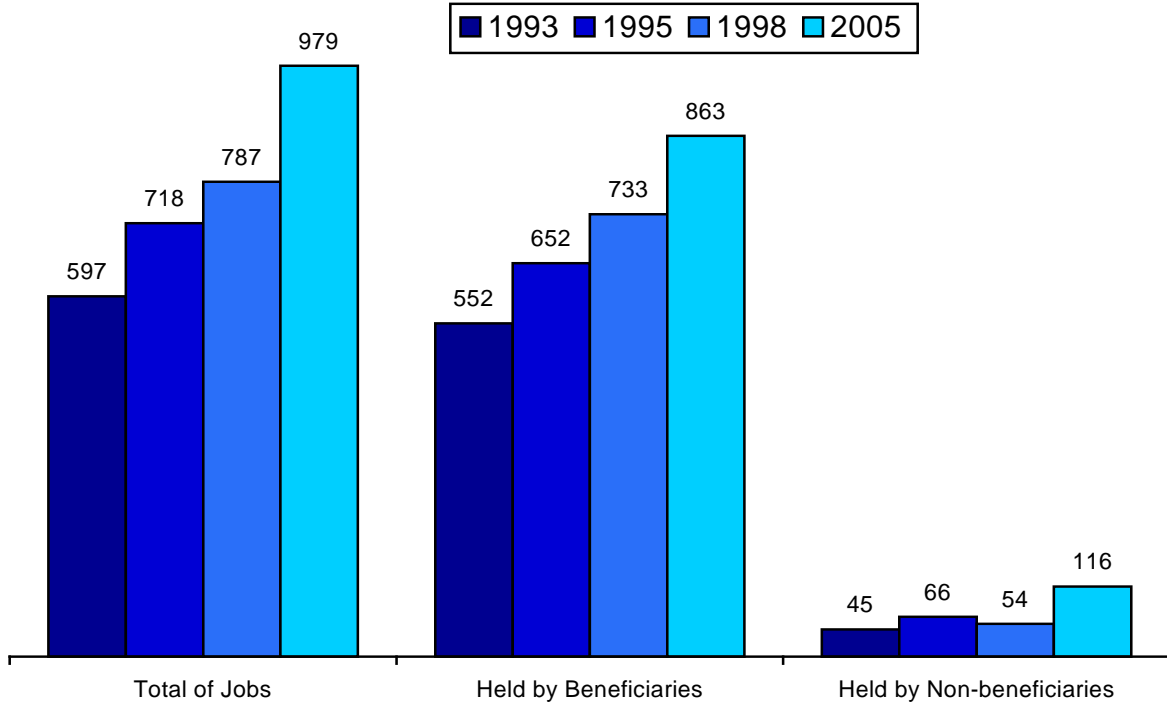
**TABLE 2.1**  
**REGULAR PART-TIME JOBS**  
**AND DISTRIBUTION BY STATUS AND SEX**

	Year 1993		Year 1995		Year 1998		Year	2005
<b>Total</b>	597		718		787		<b>979</b>	
Beneficiaries	552	92%	652	91%	733	93%	<b>863</b>	<b>88%</b>
Non-beneficiaries	45	8%	66	9%	54	7%	<b>116</b>	<b>12%</b>
Men	257	43%	279	39%	326	41%	<b>445</b>	<b>45%</b>
Women	340	57%	439	61%	461	59%	<b>534</b>	<b>55%</b>

There are more regular part-time jobs but the 24% increase in 2005 compared to 1998 is only the half of the 51% increase in full-time jobs. In fact, in a growing job market, previous part-time jobs may also be converted in full-time employment. As shown in

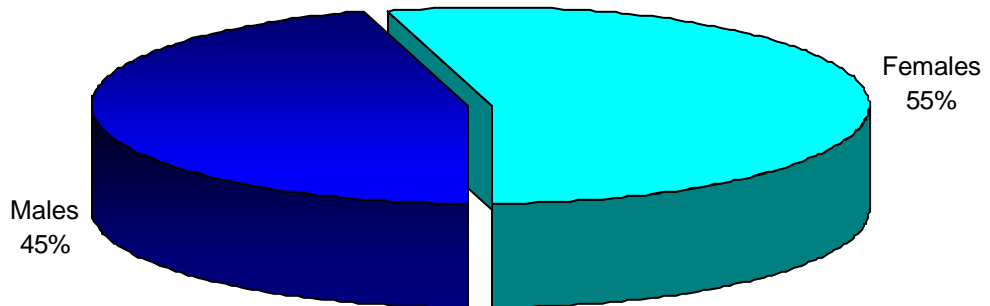
graph 2.2, the number of beneficiary workers in these jobs always increased over the years whereas the number of non-beneficiaries went up and down. In 2005, even though the huge majority of workers are beneficiaries, the non-beneficiaries are more than 100 in those positions.

**GRAPH 2.2**  
**TOTAL NUMBER OF REGULAR PART-TIME JOBS AND WORKERS BY STATUS**  
**IN 1993, 1995, 1998 AND 2005 SURVEYS**



In previous KRG job surveys, regular part-time positions were most often held by female beneficiaries. This result has been consistent over the years. In 2005, 55% of positions were held by women, just a few points under the results obtained in the nineties.

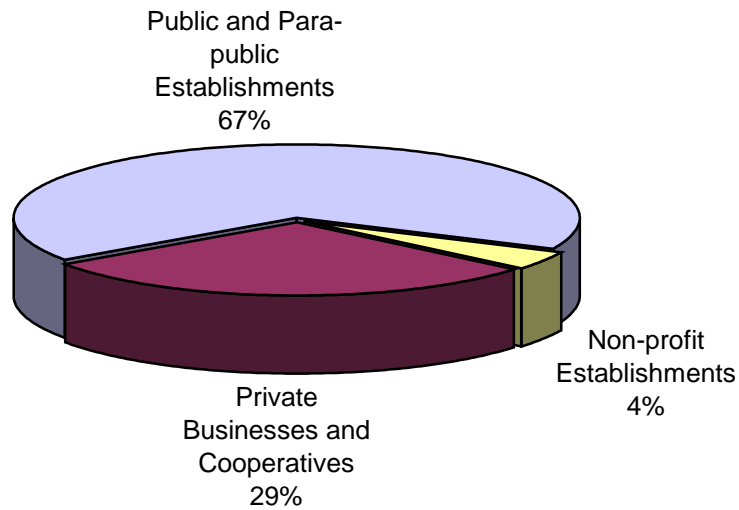
**GRAPH 2.3**  
**REGULAR PART-TIME POSITIONS BY SEX**



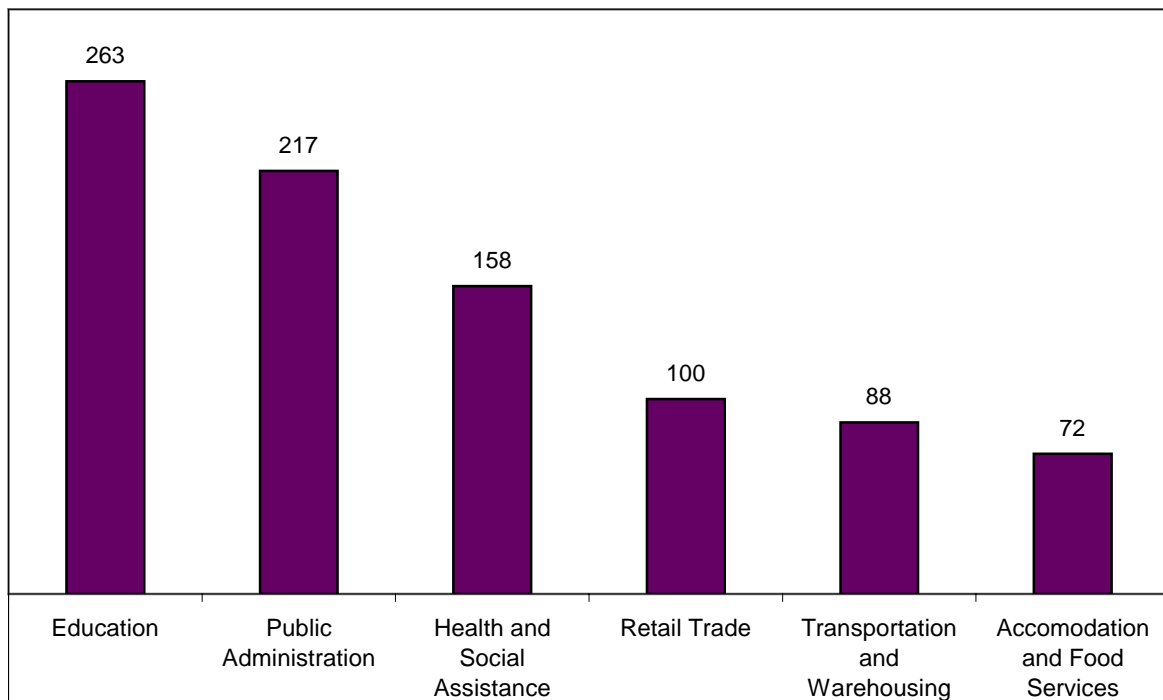
### 2.2.2 Jobs by type of establishment and by industry (NAICS)

Graph 2.4 shows that two-third of the regular part-time positions are in the public and para-public sector. This result is mainly due to the fact that the fields of education, public administration and health and social assistance are big employers of part-time workers as shown in graph 2.5. Private businesses employ 29% of the workers, mainly in the fields of retail trade, transportation and accommodation and food services. All the other fields have less than 20 positions.

**GRAPH 2.4  
REGULAR PART-TIME POSITIONS BY TYPE OF ESTABLISHMENT**



**GRAPH 2.5  
REGULAR PART-TIME JOBS IN NUNAVIK BY INDUSTRY (NAICS)**



## 2.2.3 Jobs according to the National Occupational Classification (NOC)

**TABLE 2.2**  
**REGULAR PART-TIME JOBS**  
**BY MAJOR GROUPS UNDER THE NATIONAL OCCUPATIONAL CLASSIFICATION**

Major groups under the NOC	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
00 Senior management occupations	89	9%	89	10%	0	0%	56	13%	33	6%
01-09 Middle and other management occupations	9	1%	7	1%	2	2%	4	1%	5	1%
11 Professional occupations in business and finance	6	1%	1	0%	5	4%	2	0%	4	1%
12 Skilled administrative and business occupations	54	6%	49	6%	5	4%	18	4%	36	7%
14 Clerical occupations	30	3%	29	3%	1	1%	6	1%	24	4%
21 Professional occupations in natural and applied sciences	4	0%	1	0%	3	3%	4	1%	0	0%
22 Technical occupations related to natural and applied sciences	22	2%	16	2%	6	5%	19	4%	3	1%
31 Professional occupations in health	14	1%	0	0%	14	12%	6	1%	8	1%
32 Technical and skilled occupations in health	6	1%	3	0%	3	3%	3	1%	3	1%
34 Assisting occupations in support of health services	21	2%	21	2%	0	0%	4	1%	17	3%
41 Professional occ. in social sciences, education, govt. services and religion	115	12%	111	13%	4	3%	41	9%	74	14%
42 Paraprofessional occupations in law, social services, education and religion	58	6%	47	5%	11	9%	18	4%	40	7%
51 Professional occupations in art and culture	60	6%	57	7%	3	3%	21	5%	39	7%
52 Technical and skilled occupations in art, culture, recreation and sport	40	4%	40	5%	0	0%	25	6%	15	3%
62 Skilled sales and service occupations	26	3%	25	3%	1	1%	24	5%	2	0%
64 Intermediate sales and service occupations	79	8%	60	7%	19	16%	23	5%	56	10%
66 Elemental sales and service occupations	274	28%	245	28%	29	25%	101	23%	173	32%
72-73 Trades and skilled transport and equipment operators	11	1%	6	1%	5	4%	11	2%	0	0%
74 Intermediate occ. in transport, equip. operation, installation and maintenance.	51	5%	46	5%	5	4%	49	11%	2	0%
76 Trades helpers, construction labourers and related occupations	3	0%	3	0%	0	0%	3	1%	0	0%
82 Skilled occupations in primary industry	1	0%	1	0%	0	0%	1	0%	0	0%
84 Intermediate occupations in primary industry	2	0%	2	0%	0	0%	2	0%	0	0%
86 Labourers in primary industry	0	0%	0	0%	0	0%	0	0%	0	0%
94-95 Procession and manufacturing machine operators and assemblers	4	0%	4	0%	0	0%	4	1%	0	0%
	979		863		116		445		534	

Table 2.2 shows that regular part-time labour is largely concentrated in sales and service occupations with 274 positions in Elemental sales and service occupations (group 66), another 79 positions in Intermediate sales and service occupations (group 64), and 26 in Skilled sales and service occupations (group 62). There are also many jobs in social sciences, education and government services (groups 41 and 42). also many senior management positions on a part-time basis such as councillors and executive members on different regional employer boards<sup>1</sup>. Part-time occupations in art and culture (groups 51 and 52) include many positions related to communications such as translators and radio

<sup>1</sup> Depending on their frequency, we do classify these occupations either with regular part-time or occasional positions.

announcers. We find also a significant number of positions in administration and office clerical occupations (groups 12 and 14) and in transport (group 74).

As for full-time jobs, the female workforce occupies a majority of positions in administration (groups 11, 12 and 14 of the NOC), in social science and education (groups 41 and 42) and in sales at the intermediate and elemental levels (groups 64 and 66).

## 2.2.4 Jobs by community

**TABLE 2.3**  
**REGULAR PART-TIME JOBS BY COMMUNITY**

<b>Community</b>	<b>Total</b>	<b>%</b>	<b>Benef.</b>	<b>%</b>	<b>Non-ben</b>	<b>%</b>	<b>Men</b>	<b>%</b>	<b>Women</b>	<b>%</b>
Akulivik	36	4%	35	4%	1	1%	14	3%	22	4%
Aupaluk	30	3%	30	3%	0	0%	5	1%	25	5%
Inukjuak	79	8%	73	8%	6	5%	36	8%	43	8%
Ivujivik	36	4%	35	4%	1	1%	14	3%	22	4%
Kangiqualujuaq	52	5%	50	6%	2	2%	22	5%	30	6%
Kangijsujuaq	38	4%	38	4%	0	0%	14	3%	24	4%
Kangirsuk	46	5%	45	5%	1	1%	23	5%	23	4%
Kattinik	4	0%	0	0%	4	3%	3	1%	1	0%
Kuujuaq	189	19%	158	18%	31	27%	93	21%	96	18%
Kuujuarapik	70	7%	53	6%	17	15%	31	7%	39	7%
Puvirnituaq	116	12%	104	12%	12	10%	58	13%	58	11%
Quaqtaq	52	5%	49	6%	3	3%	27	6%	25	5%
Salluit	83	8%	75	9%	8	7%	44	10%	39	7%
Tasiujaq	31	3%	31	4%	0	0%	14	3%	17	3%
Umiujaq	39	4%	38	4%	1	1%	14	3%	25	5%
Regional	78	8%	49	6%	29	25%	33	7%	45	8%
<b>Total</b>	<b>979</b>		<b>863</b>		<b>116</b>		<b>445</b>		<b>534</b>	

The distribution of regular part-time jobs by community shows Kuujuaq at the first place with 189 positions but with a lower percentage than the full-time jobs (19% of positions here compared to 25% for full-time jobs). Then, we count 116 positions in Puvirnituaq and around 80 in both Inukjuak and Salluit. The fact that Kattinik is almost inexistent in this type of employment involved higher percentages for all the smaller communities compared to the full-time distribution.

## 2.3 Seasonal jobs

### 2.3.1 General results and comparison with previous surveys

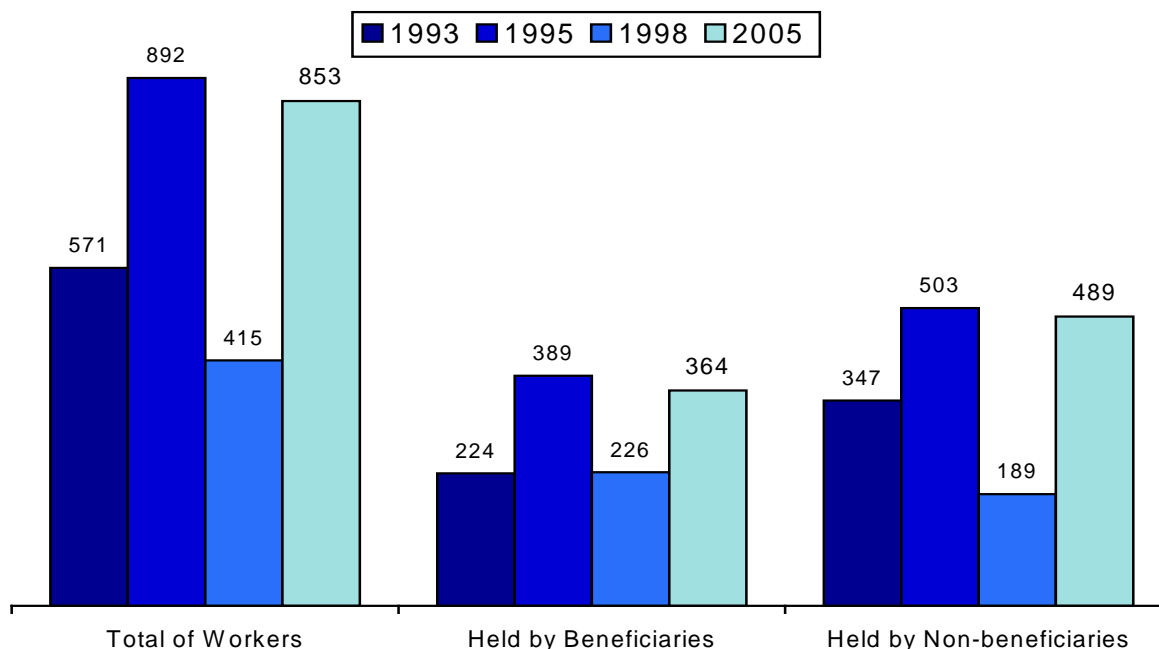
Overall, 883 seasonal jobs were identified in Nunavik in 2005. Table 2.4 summarizes the main results of the 1993, 1995, 1998 and 2005 surveys: total number of jobs, distribution between beneficiaries and non-beneficiaries and distribution between men and women.

**TABLE 2.4**  
**SEASONAL JOBS BY STATUS AND SEX**

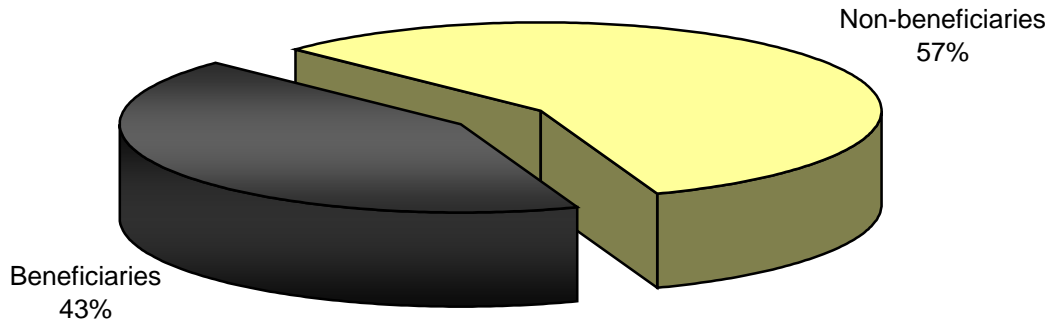
	Year 1993		Year 1995		Year 1998		Year 2005	
<b>Total</b>	<b>571</b>		<b>892</b>		<b>415</b>		<b>853</b>	
Beneficiaries	224	39%	389	44%	226	54%	<b>364</b>	<b>43%</b>
Non-beneficiaries	347	61%	503	56%	189	46%	<b>489</b>	<b>57%</b>
Men	488	85%	814	91%	384	93%	<b>751</b>	<b>88%</b>
Women	83	15%	78	9%	31	7%	<b>102</b>	<b>12%</b>

Seasonal employment is by definition function of the demand for seasonal activities and this demand may largely vary depending on the construction and tourism activities in Nunavik. Thus, the number of jobs may vary accordingly from one year to another one. For instance, the Raglan mining site was under construction in 1995 so the number of seasonal jobs were very high. In 1998, it was the contrary with a very slow year in construction. In comparison with 1993 and 1998, 2005 seems to be a good year for seasonal employment but not in comparison with 1995. In absence of recent surveys, it's difficult to identify a trend or make conclusions on the evolution of the seasonal job market.

**GRAPH 2.6**  
**TOTAL NUMBER OF SEASONAL JOBS AND WORKERS BY STATUS**  
**IN 1993, 1995, 1998 AND 2005 SURVEYS**

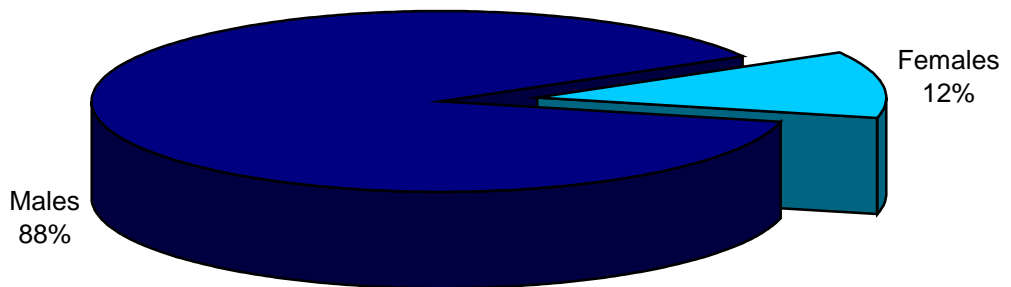


**GRAPH 2.7**  
**SEASONAL JOBS IN NUNAVIK BY STATUS**



Except the 1998 results, non-beneficiaries always held more than half of all seasonal jobs. This is the case in 2005 with 57% of the positions. Construction contractors and outfitters count a majority of non-beneficiary workers.

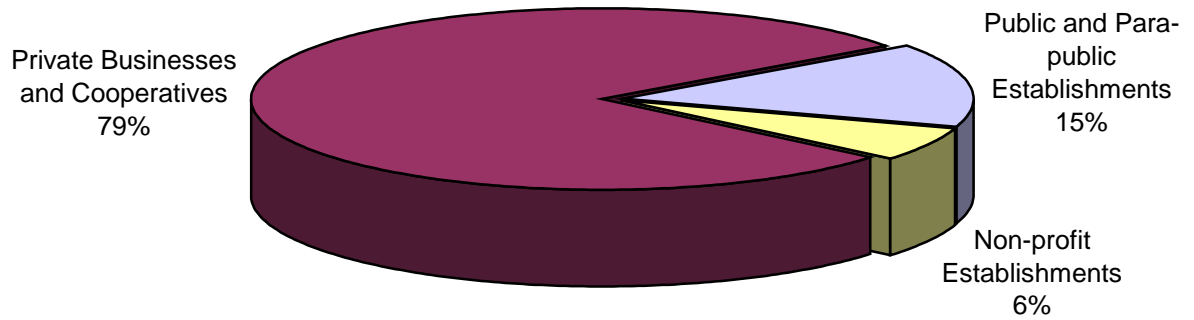
**GRAPH 2.8**  
**SEASONAL JOBS IN NUNAVIK BY SEX**



In total, 88% of seasonal jobs were held by men. Construction and outfitter activities always involved an overwhelming majority of males in seasonal jobs and the 2005 survey just confirmed this result.

### 2.3.2 Jobs by type of establishment

**GRAPH 2.9**  
**SEASONAL POSITIONS BY TYPE OF ESTABLISHMENT**

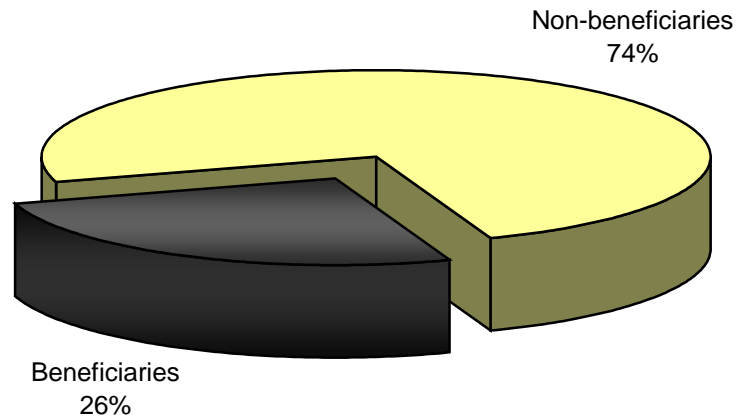


Almost 80% of the seasonal jobs are in the private sector (including the cooperatives). The reason is simple: most of the construction contractors are private businesses and outfitters are either in the private or cooperative sectors.

In construction, it's in fact a result that may be misleading: contractors are often private businesses but they do get their contracts by winning calls for tender from government entities to build houses, municipal infrastructures, etc. In that sense, the workers may have a private employer but the payment of the construction is finally done with public money.

### 2.3.3 Construction in Nunavik

**GRAPH 2.10**  
**434 SEASONAL POSITIONS IN CONSTRUCTION**



As shown in graph 2.10, around three quarters of jobs in the construction field were held by workers coming from outside the region in 2005. In fact, the real situation is perhaps worst than that because the number of non-beneficiary construction workers may be under-evaluated (it's a lot easier to collect data on local workers than on the ones living outside Nunavik). In order to improve the situation and get a better frame around the construction activities in Nunavik, the Kativik Regional Government implemented the Sanajit Project.

The objective of the Sanajit Project is to help Nunavik's workers qualify for work in the construction trades. This involves a close working relationship between the KRG and the Commission de la construction du Québec<sup>2</sup> (CCQ). Indeed, the hiring of inuit construction workers in Nunavik has been most of the time done on a local basis without recognition of regional priority and skills. The Sanajit Project wants to establish a priority hiring list in Nunavik in order to facilitate the work of real construction workers, help them to acquire skills specific to the trade they practice and get them certified with competency cards. Just like it's done everywhere else in Québec.

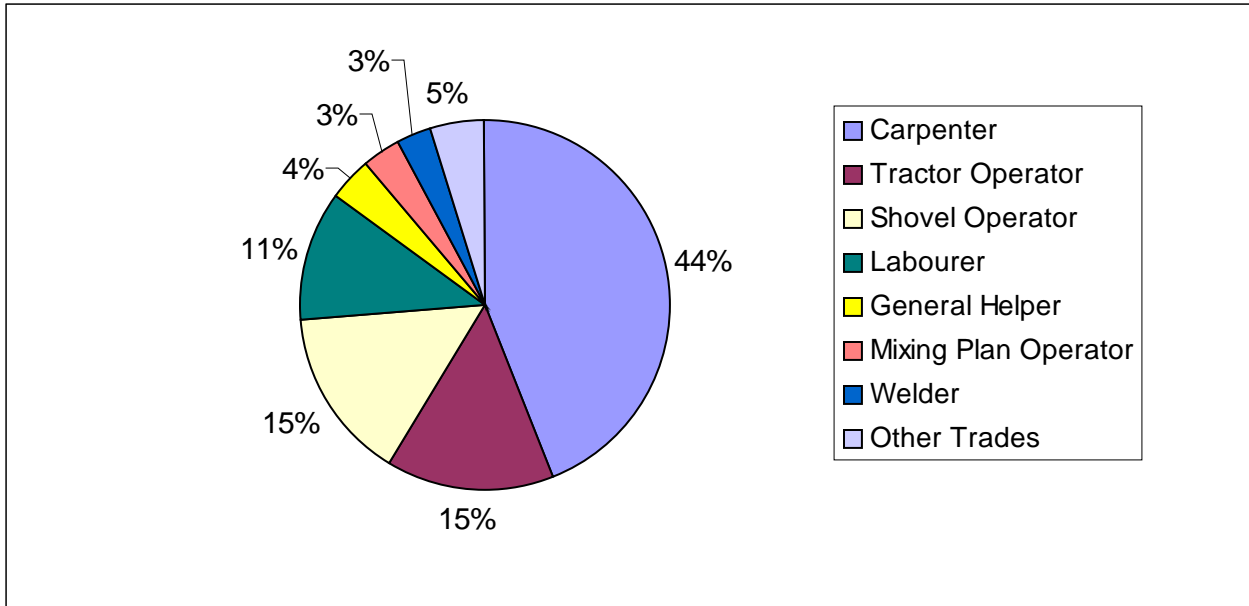
The KRG Sanajit Project developed a database to track the work completed by each Nunavik worker. In partnership with the Nunavimmi Pigiursavik Training Centre in Inukjuak, a number of construction-related courses were introduced (carpentry, electrician courses, etc.). Also a mandatory construction safety training was implemented by the KRG to make sure that all Nunavik workers possess the basic skills required to work in Québec's construction industry.

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<sup>2</sup> To become a qualified construction worker in Québec, the types and levels of skills required for each trade are determined by the CCQ.

All these actions should produce a better working environment for the regional construction workers and the development of their careers. The graph 2.11 shows percentages of registered hours at the CCQ relating to workers living in Nunavik in 2005 (the huge majority of them are Inuit).

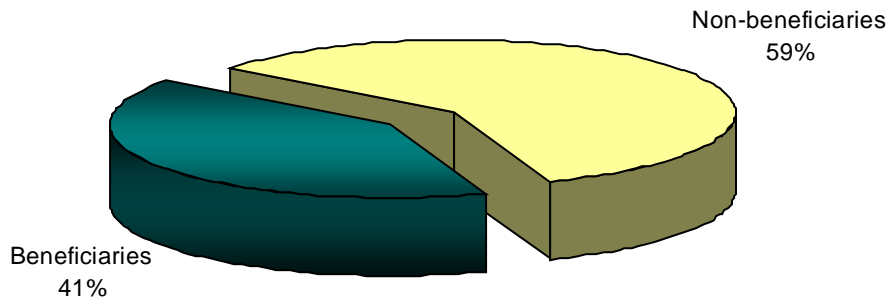
**GRAPH 2.11  
PERCENTAGES OF REGISTERED CCQ HOURS  
PER CONSTRUCTION TRADE IN NUNAVIK**



The most popular trade by far is Carpenter followed by Tractor and Shovel Operator and Labourer. These four trades count for 85% of the 2005 registered hours at the CCQ relating to workers from Nunavik.

**2.3.4 Tourism in Nunavik**

**GRAPH 2.12  
152 SEASONAL POSITIONS IN TOURISM**



Tourism in Nunavik is highly related to outfitters and hunting and fishing activities. As mentioned earlier, outfitters employ a majority of non-beneficiaries in Nunavik. We did register 152 seasonal positions in tourism during the survey and 90 (or 59%) were held by non-beneficiaries.

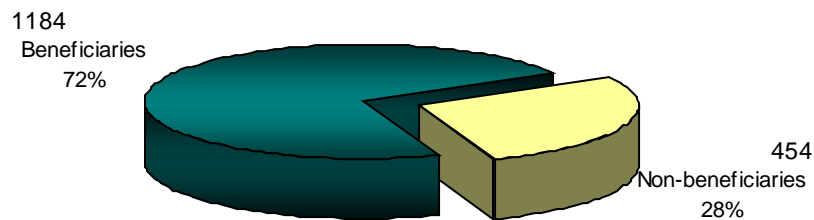
## 2.4 Casual (occasional) jobs

### 2.4.1 General results

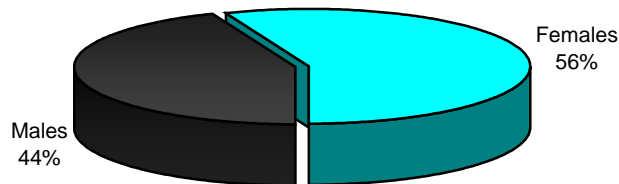
A total of 1638 casual jobs were identified in Nunavik in 2005. These positions may be job replacements, occasional employment, short term jobs obtained by contract, etc. Beneficiaries held 72% of the positions.

In the previous surveys, casual jobs were registered at the time of the survey. In 2005, a greater effort was done with the main employers to get data on casual jobs all year long. Thus we did collect a lot more information and we do have a better picture of the job market for this type of positions. However, with the difference in methodology, we cannot compare the number of casual jobs with previous surveys. Also, it's impossible to add up the number of workers with the other types of jobs because people in casual employment very often work in other jobs.

**GRAPH 2.13**  
**1638 CASUAL JOBS IN NUNAVIK BY STATUS**



**GRAPH 2.14**  
**CASUAL POSITIONS BY SEX**



In total, 56% of casual jobs were held by women.

## 2.4.2 Jobs according to the National Occupational Classification (NOC)

**TABLE 2.5**  
**CASUAL (OCCASIONAL) JOBS**  
**BY MAJOR GROUPS OF THE NATIONAL OCCUPATIONAL CLASSIFICATION**

Major groups under the NOC	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
00 Senior management occupations	57	3%	56	5%	1	0%	48	7%	9	1%
01-09 Middle and other management occupations	24	1%	22	2%	2	0%	17	2%	7	1%
11 Professional occupations in business and finance	15	1%	0	0%	15	3%	8	1%	7	1%
12 Skilled administrative and business occupations	25	2%	14	1%	11	2%	5	1%	20	2%
14 Clerical occupations	35	2%	31	3%	4	1%	16	2%	19	2%
21 Professional occupations in natural and applied sciences	15	1%	0	0%	15	3%	3	0%	12	1%
22 Technical occupations related to natural and applied sciences	37	2%	24	2%	13	3%	26	4%	11	1%
31 Professional occupations in health	114	7%	0	0%	114	25%	32	4%	82	9%
32 Technical and skilled occupations in health	74	5%	40	3%	34	7%	16	2%	58	6%
34 Assisting occupations in support of health services	172	11%	171	14%	1	0%	23	3%	149	16%
41 Professional occ. in social sciences, education, govt. services and religion	170	10%	122	10%	48	11%	50	7%	120	13%
42 Paraprofessional occupations in law, social services, education and religion	84	5%	79	7%	5	1%	18	3%	66	7%
51 Professional occupations in art and culture	6	0%	5	0%	1	0%	1	0%	5	1%
52 Technical and skilled occupations in art, culture, recreation and sport	12	1%	11	1%	1	0%	5	1%	7	1%
62 Skilled sales and service occupations	99	6%	81	7%	18	4%	88	12%	11	1%
64 Intermediate sales and service occupations	282	17%	177	15%	105	23%	135	19%	147	16%
66 Elemental sales and service occupations	311	19%	275	23%	36	8%	133	18%	178	19%
72-73 Trades and skilled transport and equipment operators	18	1%	8	1%	10	2%	17	2%	1	0%
74 Intermediate occ. in transport, equip. operation, installation and maintenance.	28	2%	24	2%	4	1%	26	4%	2	0%
76 Trades helpers, construction labourers and related occupations	13	1%	13	1%	0	0%	12	2%	1	0%
82 Skilled occupations in primary industry	5	0%	1	0%	4	1%	4	1%	1	0%
84 Intermediate occupations in primary industry	13	1%	13	1%	0	0%	13	2%	0	0%
86 Labourers in primary industry	29	2%	17	1%	12	3%	23	3%	6	1%
	1638	100%	1184	100%	454	100%	719	100%	919	100%

As shown in table 2.5, there is a lot of casual jobs in sales and service occupations (groups 62, 64 and 66), in health (groups 31, 32 and 34) and in social services and education (41 and 42).

In the field of health, all the professional occupations (group 31) are held by non-beneficiaries whereas almost all the assisting occupations in support of health services are held by beneficiaries (group 34). In sales and service occupations, most of the workers are beneficiaries except in group 64 where we find 105 non-beneficiaries mainly because the occasional positions of prison guards are often held by them.

Men and women are both present in sales and service occupations. Casual jobs in health and social services are most of the time held by females while senior management occasional occupations are held by males.

## Jobs based outside of Nunavik

### **3.1 Notes concerning jobs based outside Nunavik in 2005**

The preceding sections of this report have examined statistics related to jobs based in Nunavik. It is possible to extend understanding of the Inuit job market by taking into consideration job opportunities with organizations connected to the region. These organizations are partly based in the South, in particular in the Montreal area. Either they are owned by Inuit interests (as is the case for the Federation of Co-operatives of Northern Québec, Taqramiut Nipingat Inc., the Avataq Cultural Institute as well as the Makivik Corporation and its subsidiaries such as Air Inuit) or their activities are directly linked with Nunavik (the Kativik School Board).

This section creates a statistical profile of jobs based outside Nunavik which may be considered employment opportunities for the Inuit workforce.

### **3.2 General results**

The table 3.1 shows the total number of jobs based outside Nunavik and the distribution of workers by status and sex. A total of 477 positions based outside of Nunavik were identified in 2005 and most of them were full-time.

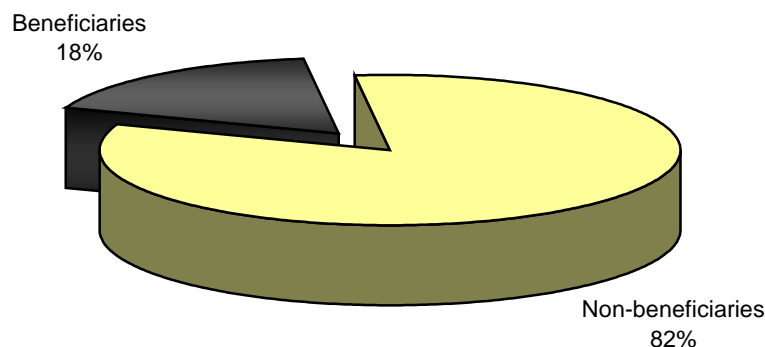
**TABLE 3.1  
477 JOBS BASED OUTSIDE NUNAVIK BY TYPE  
AND DISTRIBUTION BY STATUS AND SEX**

	<b>Full-time</b>		<b>Part-time</b>		<b>Seasonal</b>		<b>Casual</b>	
<b>Total</b>	393		42		33		9	
Beneficiaries	46	12%	12	31%	23	70%	3	27%
Non-beneficiaries	347	88%	30	69%	10	30%	6	73%
Men	181	46%	15	38%	25	76%	2	20%
Women	212	54%	27	62%	8	24%	7	80%

Full-time jobs are held at 88% by non-beneficiaries, and they also held around 70% of regular part-time and casual positions. Seasonal jobs are the only ones showing a majority of beneficiary workers at 70%. This is mainly due to the off-shore jobs in fisheries held by beneficiaries (even though 2005 was a very poor year for inuit recruitment in that field).

All types of jobs together, non-beneficiaries held 82% of the positions as shown in graph 3.1.

**GRAPH 3.1**  
**477 POSITIONS BASED OUTSIDE OF NUNAVIK BY STATUS**



### **3.3 Comparison with previous surveys**

**TABLE 3.2**  
**COMPARISON BETWEEN 1998 AND 2005**  
**JOBS BASED OUTSIDE NUNAVIK**

	<b>Year 1998</b>		<b>Year 2005</b>		<b>Year 1998</b>		<b>Year 2005</b>	
	<b>Full-time</b>		<b>Full-time</b>		<b>Other Jobs</b>		<b>Other Jobs</b>	
Total	417		393		77		84	
Beneficiaries	55	13%	46	12%	56	73%	38	45%
Non-beneficiaries	362	87%	347	88%	21	27%	46	55%
Men	255	61%	181	46%	69	90%	42	50%
Women	162	39%	212	54%	8	10%	42	50%

Table 3.2 shows the difference between the 1998 survey and 2005. There were 417 full-time positions and 77 other types of jobs registered in 1998 for a total of 494 positions. In 2005, we count 393 full-time positions and 84 other jobs for a total of 477 positions. The level of employment outside Nunavik in organizations connected to the region did not follow the growth of jobs in Nunavik: on the contrary, whereas the full-time jobs in Nunavik increased by 51% and the part-time jobs by 24% between 1998 and 2005, the level of employment was stagnant and even slightly decreased (for full-time jobs) outside Nunavik during the same period.

The distribution in percentage of full-time positions between non-beneficiaries and beneficiaries is almost the same in 1998 and 2005 with respectively 87% and 88% of non-beneficiary workers. The other types of jobs show a different picture: on one hand, there were more beneficiaries in 1998 than in 2005; on the other hand, the number of non-beneficiaries doubled from 21 to 46. As already mentioned, the hiring of Inuit for off-shore fishing was very low in 2005 and this is the main reason for the decrease in the number of beneficiaries.

We see more women than men in 2005 whereas it was just the contrary in 1998. We have already seen that the female labour force in Nunavik increased by 84% between 1998 and 2005; here we see an increase a 31% increase of female workers in full-time positions outside Nunavik (from 162 to 212).

### 3.4 Location of jobs based outside Nunavik

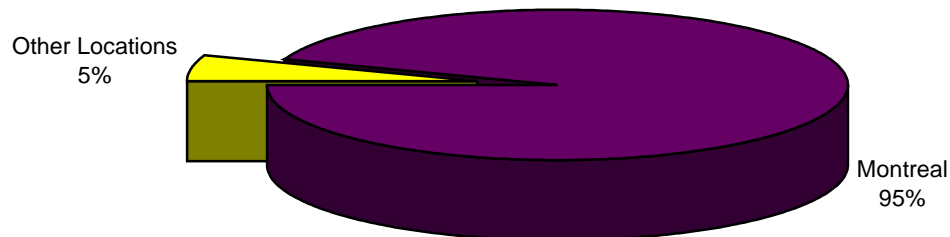
**TABLE 3.3**  
**JOBS BASED IN THE MONTREAL AREA**  
**VERSUS OTHER LOCATIONS PER TYPE**

	Full-time		Part-time		Seasonal		Casual	
<b>Total</b>	393		42		33		9	
Montreal	386	98%	42	100%	14	42%	9	100%
Other locations	7	2%	0	0%	19	58%	0	0%

Almost all the jobs outside Nunavik considered in the 2005 survey are located in the Montreal region (including Baie-d’Urfé, Ville St-Laurent, Dorval, Westmount, etc.): 98% of full-time positions, 100% of regular part-time and casual jobs; only seasonal employment shows a majority of positions outside Montreal because of the jobs in fisheries.<sup>3</sup>

All the jobs together, 95% are located in Montreal:

**GRAPH 3.2**  
**JOBS BASED IN THE MONTREAL AREA**  
**VERSUS OTHER LOCATIONS**



<sup>3</sup> Again, we only registered jobs in organizations connected with Nunavik and where there were real job opportunities for the Inuit of Nunavik. For instance, jobs in Nunavut are not part of the survey because the job opportunities there first go to Inuit from Nunavut. Same thing for jobs in the Cree territory that first would go to the Crees.

### 3.5 Required training for jobs based outside Nunavik

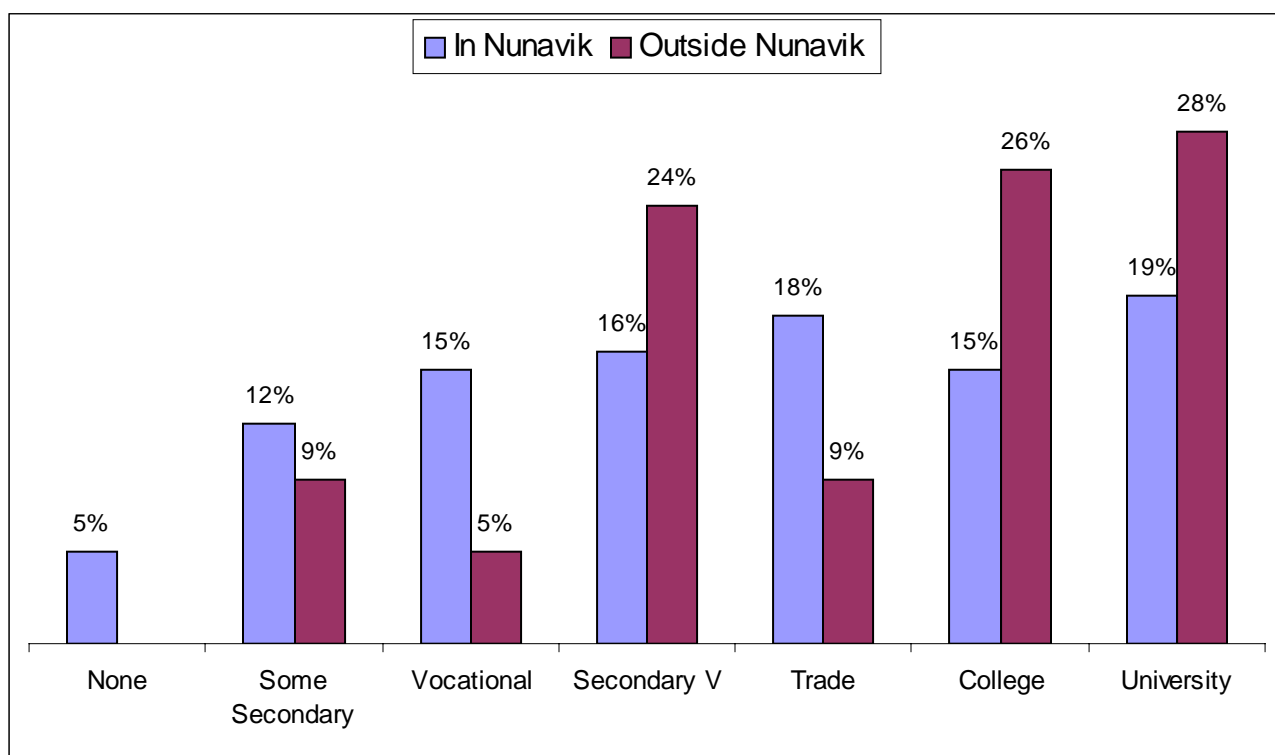
Table 3.4 shows the breakdown of jobs based outside Nunavik according to the training they require.

**TABLE 3.4  
TRAINING REQUIRED FOR JOBS OUTSIDE NUNAVIK**

Required training	Total	%	Benef.	%	Non-ben.	%	Men	%	Women	%
None	5	1%	0	0%	5	1%	3	1%	2	1%
Some Secondary	55	12%	15	18%	40	10%	28	13%	27	11%
Vocational	41	9%	21	25%	20	5%	26	12%	15	6%
Secondary V	117	25%	25	30%	92	23%	24	11%	93	37%
Trade	36	8%	1	1%	35	9%	33	15%	3	1%
College	110	23%	14	17%	96	24%	41	18%	69	27%
University	113	24%	8	10%	105	27%	68	30%	45	18%
<b>Total</b>	<b>477</b>	<b>100%</b>	<b>84</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>223</b>	<b>100%</b>	<b>254</b>	<b>100%</b>

The positions based outside Nunavik do have a high educational profile. Only 22% of the jobs require less than a Secondary V diploma. A quarter of the jobs require a Secondary V. More than 50% of the positions surveyed require post-Secondary education, most of them a college or university diploma.

**GRAPH 3.3  
POSITIONS IN NUNAVIK VERSUS OUTSIDE NUNAVIK  
PERCENTAGES OF FULL-TIME JOBS BY TRAINING REQUIRED**



Comparing the required training for full-time jobs in Nunavik with the ones outside Nunavik, graph 3.3 shows that full-time positions surveyed outside Nunavik require, on average, higher levels of training: 28% of the jobs outside Nunavik require an university degree compared to 19% in Nunavik; 26% require a college degree outside Nunavik compared to 15% in Nunavik, 24% a Secondary V compared to 16%. The only exception is seen with the jobs requiring trade certification.

In addition to place of work, required training is certainly one of the main reasons non-beneficiaries held most of the positions outside Nunavik.

### **3.6 Jobs according to the National Occupational Classification (NOC)**

#### **3.6.1 General results by NOC**

**TABLE 3.5  
JOBS BASED OUTSIDE NUNAVIK  
BY MAJOR GROUPS OF THE NATIONAL OCCUPATIONAL CLASSIFICATION**

<b>Major groups of the NOC</b>	<b>Total</b>	<b>%</b>	<b>Benef.</b>	<b>%</b>	<b>Non-ben.</b>	<b>%</b>	<b>Men</b>	<b>%</b>	<b>Women</b>	<b>%</b>
00 Senior management occupations	4	1%	2	2%	2	1%	1	0%	3	1%
01-09 Middle and other management occupations	36	8%	1	1%	35	9%	28	13%	8	3%
11 Professional occupations in business and finance	19	4%	3	4%	16	4%	10	4%	9	4%
12 Skilled administrative and business occupations	110	23%	16	19%	94	24%	32	14%	78	31%
14 Clerical occupations	73	15%	14	17%	59	15%	11	5%	62	24%
21 Professional occupations in natural and applied sciences	6	1%	0	0%	6	2%	5	2%	1	0%
22 Technical occupations related to natural and applied sciences	35	7%	0	0%	35	9%	29	13%	6	2%
34 Assisting occupations in support of health services	8	2%	2	2%	6	2%	2	1%	6	2%
41 Professional occ. in social sciences, education, govt. services and religion	31	6%	4	5%	27	7%	19	9%	12	5%
42 Paraprofessional occupations in law, social services, education and religion	1	0%	0	0%	1	0%	1	0%	0	0%
51 Professional occupations in art and culture	18	4%	7	8%	11	3%	8	4%	10	4%
52 Technical and skilled occupations in art, culture, recreation and sport	3	1%	2	2%	1	0%	0	0%	3	1%
62 Skilled sales and service occupations	2	0%	0	0%	2	1%	1	0%	1	0%
64 Intermediate sales and service occupations	35	7%	1	1%	34	9%	8	4%	27	11%
66 Elemental sales and service occupations	5	1%	0	0%	5	1%	3	1%	2	1%
72-73 Trades and skilled transport and equipment operators	17	4%	1	1%	16	4%	16	7%	1	0%
74 Intermediate occ. in transport, equip. operation, installation and maintenance.	56	12%	13	15%	43	11%	31	14%	25	10%
84 Intermediate occupations in primary industry	18	4%	18	21%	0	0%	18	8%	0	0%
	<b>477</b>	<b>100%</b>	<b>84</b>	<b>100%</b>	<b>393</b>	<b>100%</b>	<b>223</b>	<b>100%</b>	<b>254</b>	<b>100%</b>

Jobs are distributed in several major groups but only three groups include more than 50 jobs: Skilled administrative and business occupations with 110 positions (group 12), Clerical occupations with 73 positions (group 14) and Intermediate occupations in transport, equipment operation, installation and maintenance with 56 jobs (group 74). Warehouse worker is by far the main occupation in the group 74.

If we do consider the positions in management, finance, administration and their related clerical support staff all together (groups 00, 01-09, 11, 12 and 14) we get 242 positions. It shows that more than 50% of the jobs outside Nunavik are linked with administration and related tasks.

### **3.6.2 Beneficiaries and non-beneficiaries by NOC**

Since the non-beneficiaries held most of the positions outside Nunavik, of course they also held the majority of the positions in almost all the main NOC groups. The only group where we really find more beneficiaries is in positions relating to the fishing primary industry (group 84).

### **3.6.3 Men and women by NOC**

The female distribution shows a large concentration in two groups with 55% of them in skilled administrative and business occupations (group 12) and in clerical occupations (group 14). We count also 27 women in the group 64 Intermediate sales and service occupations and 25 in the group 74 Intermediate occupations in transport, equipment operation, installation and maintenance.

The distribution of men shows that they are active in middle and other management occupations (group 01-09), in skilled administrative and business occupations (group 12), in technical occupations related to natural and applied sciences (group 22), in professional occupations in social sciences, education and government services (group 41) and in intermediate occupations in transport, equipment operation, installation and maintenance (group 74).

## Conclusion

The Nunavik job market has been growing since the nineties. In 2005, the number of full-time jobs had doubled compared with 1993. Between 1998 and 2005, the number of full-time jobs increased by 51%, benefiting both JBNQA beneficiaries and non-beneficiaries. As a result, the proportion of the job market held by the two groups has remained unchanged between 1998 and 2005 with beneficiaries holding 56% of the job market and non-beneficiaries 44%.

For its part, the growth of regular part-time employment has been smaller than the growth of full-time employment, increasing by 24% since 1998. JBNQA beneficiaries hold most part-time jobs and a majority of casual positions. Non-beneficiary workers hold a majority of seasonal employment positions, particularly in the construction and tourism industries.

As concerns jobs located outside of Nunavik among organizations that carry out activities connected with the region, the level of employment was stagnant, even decreasing slightly in terms of full-time jobs.

Full-time job creation in Nunavik since 1998 has especially benefited the female labour force: the number of women working full-time increased by 84% between 1998 and 2005. This result may be explained by the creation of positions in the predominantly female childcare sector. In 2005, women represented 42% of the full-time labour market in Nunavik, and 49% if only JBNQA beneficiaries are considered. Women also held a majority of regular part-time and casual jobs whereas men held most seasonal positions.

Overall, the public and para-public sectors comprised more than 50% of jobs recorded under the survey. In comparison with 1998, the proportion of private sector jobs in the labour market remained almost the same, representing 37% of all full-time jobs in 2005. The biggest increase in jobs was noted among non-profit organizations: this sector represented 4% of the full-time job market in 1998 compared with 10% in 2005. Again, this result is mainly attributable to the establishment of childcare centres in all of the region's communities.

The growth of the population and the development of new programs and infrastructure have led to the creation of more services and jobs in all of Nunavik's communities. Without surprise, Kuujjuaq continued to be the region's main job market in 2005, with a quarter of all full-time jobs and 19% of regular part-time jobs. Of course, the Raglan mining site (Kattinik) also represented a major workplace.

The Nunavik job market is largely concentrated in the health and social assistance, public administration, mining, and education industries, as well as to a lesser extent in the transportation and warehousing industry. Compared with 1998, there were more positions in most industries in 2005; however the most significant number of jobs were created in the mining and health and social assistance industries. The Raglan mining site was running at full capacity in 2005 and the establishment of childcare centres created many new positions.

JBNQA beneficiaries held most of the full-time positions in the public administration and retail trades industries, while non-beneficiaries held most of the jobs in the mining industry. Beneficiaries and non-beneficiaries shared an equal number of jobs in the health and social assistance and education industries. Finally, more non-beneficiaries were identified in the transportation and warehousing industry mainly because of the specialized positions in the air transportation sector.

Around half of the region's full-time male workforce in 2005 was employed in both the mining and public administration industries. More than 60% of the full-time female workforce was employed in the health and social assistance and education industries.

The distribution of jobs according to the National Occupational Classification demonstrates that there are a wide variety of positions in Nunavik. Considering regular employment (full-time and part-time jobs), the number of jobs held by JBNQA beneficiaries increased by 38% between 1998 and 2005. This increase is greater than the growth of the Inuit population of working age. In other words, the employment level of beneficiaries in Nunavik improved in real terms during this period.

Notwithstanding, a good number of positions in Nunavik can still not be filled by local workers. In general, the jobs which continue to elude Inuit workers are mainly those that require higher levels of education and specialized vocational training. The majority of professionals and technicians in the natural and applied sciences industry are non-beneficiaries. The results are the same for professionals in the health and social sciences industry. Many jobs related to trades, transportation and equipment operation are also largely held by non-beneficiaries. Non-beneficiaries finally hold an overwhelming majority of skilled and intermediate jobs in the primary industries.

Thus, the discrepancy between job requirements and the level of education and training of the region's residents is still very large. In this respect, the results obtained in 2005 follow the trend observed in earlier surveys: the Nunavik job market requires a high level of education and is becoming more and more specialized. In 1993, 34% of full-time jobs required a college or university diploma or a trade proficiency certificate; in 1995, this proportion had reached 41%; in 1998, 50%; and in 2005, 52%. Today, more than the half of the full-time positions in Nunavik require post-secondary education or trade certification. Also, hundreds of seasonal positions require trade certification. It may be noted that workers in these positions also earn, on average, higher salaries.

For their part, jobs located outside of Nunavik with organizations that carry out activities connected with the region require, on average, higher levels of education and are overwhelmingly held by non-beneficiaries. In addition to place of work, job requirements are certainly one of the reasons non-beneficiaries hold most of these positions.

The only way to reduce the gap between demand and local labour supply in Nunavik lies with education and training. For many jobs, vocational training is the best solution. In that sense, the well-structured, vocational training delivered by the ETISC Department is very important for the region. There is no doubt that the growth in Inuit employment since 1998 is mainly the result of the implementation of employment and training programs related to childcare, computer and information technology courses, heavy

equipment operation and on-the-job training in several fields, as well as the Sanarrutik Community Development Strategy and the Sanajiit Project.

Notwithstanding, the ETISC Department can not meet all of the demands of the labour market and always be an alternative to regular schooling. Indeed, many positions that require a college or university diploma can not be integrated into vocational training programs. For those jobs, regular education programs must be followed and these take time. It can not be expected that the relatively small and remote communities of Nunavik will produce over the short term a hundred registered nurses, several physicians and specialized health workers (dentists, pharmacists), airline pilots, engineers, researchers, biologists, geologists and other professionals in science, chartered accountants, professional educators, lawyers, etc. It also takes many years to qualify as a construction journeyman or a specialized worker in the mining industry.

Certainly, if it became possible to offer college programs in Nunavik, youth would be more motivated to further their studies. Regular education programs are the only way to permit JBNQA beneficiaries to access hundreds of jobs currently held by non-beneficiaries in Nunavik. The replacement of non-beneficiary workers by JBNQA beneficiaries will depend on level of schooling and training obtained young Nunavimmiut.

## Job Survey Related Sources and Previous Studies

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## List of establishments

This list includes a majority of the establishments that were contacted, either directly or indirectly, for the purpose of the survey. In some cases, enough information was obtained about an establishment without having to contact it.

### Private businesses and co-operatives

Air Inuit (1985) Ltd.	Regional
Airport Restaurant	Kuujjuarapik
Ali's Cafe	Puvirnituk
Ammarok Outfitters inc.	Kangiqualujjuaq
Angngutigiarvik Reg'd	Salluit
Arqsaniit Productions	Kuujjuaq
Atai Air Charters Ltd.	Kuujjuaq
Aulavik Leasing	Inukjuak
Aupaluk Siniktaviq Lodge	Aupaluk
Bell Canada	Regional
Boart Longyear Inc.	Donaldson Katinnik
Boreal Expression	Kuujjuaq
Bradley Nuvumiut	Donaldson Katinnik
Canadian Imperial Bank of Commerce	Kuujjuaq
Carpenter Shop	Kuujjuaq
Centre de services Ikkaruk inc.	Quaqtaq
Charlie Arngak Shop	Kangijsujuaq
Commission de la construction du Québec (CCQ)	Regional
Construction Companies	Regional
Coop of Tasiujaq	Tasiujaq
Cruise North Expeditions Inc. (Makivik)	Regional
Emma's Cafe	Inukjuak
ET.SET.ERA	Montreal
FCNQ Camps	Regional
FCNQ Baie-d'Urfé	Regional
FCNQ Construction	Regional
FCNQ (Hotels)	Regional
FCNQ (Stores)	Regional
First Air	Regional
Gestion Ango	Kuujjuaq
Gordon Transport Inc.	Kuujjuaq
Groupe Stavibel	Donaldson Katinnik
Halutik Enterprises Inc. (Makivik)	Kuujjuaq
Igloo Accommodations	Inukjuak

Igluapik  
Inukjuaq Maintenance  
Inuksiutiit Country Food Store Reg'd  
Iqupiluk Arcade  
Itsajak's Shop  
J. S Redpath Limited  
James Weetaluktuk Ambulance  
Joanasie Kaitak  
John Ford Rental  
Kamutik Store  
Katiniq Transport Inc.  
Keatainak Char  
Kiewit Nuvumiut inc.  
Kigiak Construction (Makivik)  
Kuujjuaq Inn  
Kuujjuaq Motosport  
Kuujjuaq Propane  
Kuvviti Fuel Inc.  
LJL Mécanique  
M+L Corner Store  
Marc Carrier  
Mark Kakyuk Transport  
Martha Angutigirk shop  
Micheal's Corner Store  
Minatsataarvik Gift Shop  
Newviq'vi  
Northern Business Venture  
Northern Stores Inukjuak  
Northern Stores Kangiqsualujjuaq  
Northern Stores Kangiqsujuaq  
Northern Stores Kangirsuk  
Northern Stores Kuujjuaq  
Northern Stores Kuujjuarapik  
Northern Stores Puvirnituaq  
Northern Stores Salluit  
Northern Stores Umiujaq  
Nunami Inc.  
Nunavik Arctic Foods Inc. (Makivik)  
Nunavik Cleaning  
Nunavik Communications Inc  
Nunavik Construction

Kuujjuaq  
Inukjuak  
Kuujjuaq  
Akulivik  
Kangiqsujuaq  
Donaldson Katinnik  
Inukjuak  
Kangiqsujuaq  
Kuujjuaq  
Akulivik  
Donaldson Katinnik  
Salluit  
Donaldson Katinnik  
Regional  
Kuujjuaq  
Kuujjuaq  
Kuujjuaq  
Quaqtaq  
Donaldson Katinnik  
Puvirnituaq  
Kangirsuk  
Salluit  
Salluit  
Inukjuak  
Salluit  
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Inukjuak  
Kangiqsualujjuaq  
Kangiqsujuaq  
Kangirsuk  
Kuujjuaq  
Kuujuarapik  
Puvirnituaq  
Salluit  
Umiujaq  
Kuujuarapik  
Kuujjuaq  
Kuujjuaq  
Kuujjuaq  
Kuujjuaq

Nunavik Creations Inc. (Makivik)	Regional
Nunavik Enterprises Inc	Kuujjuaq
Nunavik Furs (Makivik)	Kuujjuaq
Nunavik Kyak	Inukjuak
Nunavik Real Estate	Kuujjuaq
Nunavik Rotors Inc.	Kuujjuaq
Nunavik Sport	Kuujjuarapik
Nunavik Trawl Inc. (Makivik)	Regional
Nunavut Eastern Arctic Shipping (Makivik)	Regional
Nuvummiut Developments	Salluit
Payne Bay Fishermen's COOP ASS. (FCNQ)	Kangirsuk
Pitsituuq (smoked fish shop)	Puvirnitug
Plomberie Rolly Inc	Puvirnitug
Poasie Uqituk	Kangiqsujuaq
Pratte Bélanger	Kuujjuaq and region
Pujjunaq Consulting Corp.	Kangirsuk
Puvirnitug Welding Shop	Puvirnitug
Qaigit Taxi	Kuujjuaq
Qaritech Reg'd	Salluit
Qavvik Hotel Inc.	Salluit
Qilalugaq Hotel Inc.	Kuujjuarapik
Qimuk Music Inc.	Kuujjuaq
Qimutsik Cargo Rentals	Inukjuak
Qininqtig LHC	Kangiqsualujjuaq
Quikstop	Kangirsuk
Robert Mackey Translations	Kuujjuaq
Safari Nordik & Puunik Camp Ltd.	Kuujjuaq
Samisa Epoo Arcade	Inukjuak
Sanaji Enterprises Inc.	Kuujjuarapik
Sarah's Coffee Shop	Puvirnitug
Service D'Entretien Nordique BC	Kuujjuarapik
Silatsiak Inc.	Kuujjuaq
Société minière Raglan du Québec (SMRQ)	Donaldson Katinnik
Soleica	Montreal / Regional
Stephan Grasser	Salluit
Surasivi (Iqiquq) Arcade	Puvirnitug
Tikik Fabric	Kuujjuaq
TIVI Transport	Kuujjuaq
Translation services	Kuujjuaq
Tullik Inc.	Kuujjuaq
Tullurgunaq	Salluit

Tulugak Enterprise Reg'd	Puvirnitug
Tusaayut reg'd	Montreal
Tuttulik Outfitting	Umiujaq
Umiak Builders Inc.	Kuujjuaq
Umiujaq Coop	Umiujaq
Umiujaq Outfitters inc.	Umiujaq
Unaaq Fisheries Inc. (Makivik)	Regional
Ungava Adventures	Kangihsualujjuaq

**Public and para-public establishments and crown corporations**

Canada Post Kuujjuaq	Kuujjuaq
Canada Post Kuujjuarapik	Kuujjuarapik
CBC North	Kuujjuaq
Centre d'Études Nordiques	Kuujjuarapik
Court House-Public Security	Regional
Hydro-Québec	Regional
Inuulitsivik Health Centre, nursing stations and social services	Puvirnitug and Hudson
Isuarsivik Treatment Center	Kuujjuaq
Kativik Municipal Housing Bureau (KMHB)	Kuujjuaq
Kativik Regional Government (KRG)	Regional
KRG Administration	Regional
KRG Auxiliaty Services	Regional
KRG Communications	Regional
KRG ETISC	Regional
KRG Finance	Regional
KRG KRPF	Regional
KRG Legal	Regional
KRG MPW	Regional
KRG Recreation	Regional
KRG REDD	Regional
KRG Renewable Resources	Regional
KRG Transport	Regional
Kativik School Board (school board, schools and adult education centres)	Regional
Ministere de la Faune	Kuujjuaq
NAV CANADA	Kuujjuaq
Nunavik Regional Board of Health and Social Services	Kuujjuaq
Nunavik House	Montreal
NV of Akulivik	Akulivik
NV of Aupaluk	Aupaluk

NV of Inukjuak	Inukjuak
NV of Ivujivik	Ivujivik
NV of Kangiqsualujjuaq	Kangiqsualujjuaq
NV of Kangiqsujuaq	Kangiqsujuaq
NV of Kangirsuk	Kangirsuk
NV of Kuujjuaq	Kuujjuaq
NV of Kuujjuarapik	Kuujjuarapik
NV of Puvirnituk	Puvirnituk
NV of Quaqtaq	Quaqtaq
NV of Salluit	Salluit
NV of Tasiujaq	Tasiujaq
NV of Umiujaq	Umiujaq
Saputiit Youth	Kuujjuaq
Suret� du Qu�bec	Regional
Ungava Tulattavik Health Centre, nursing stations and social services	Kuujjuaq and Ungava

### **Non-profit organizations**

Akulivik Childcare Centre	Akulivik
Amaartuavik Childcare Centre	Kangirsuk
Amaarvik Childcare Centre	Ivujivik
Anniturvik Landholding	Umiujaq
Aqaivik Child Care Centre	Kangiqsualujjuaq
Aqsaniq FM Station	Kuujjuarapik
Arqivik Landholding	Tasiujaq
Avataq Cultural Institute	Regional
Epigituk Landholding	Kangiqsualujjuaq
FM stations	All communities
Great Whale River Community Association Ltd.	Kuujjuarapik
Initsiaq Women Shelter	Salluit
Iqitauvik Day Care Centre	Kuujjuaq
Kamattsiavik Childcare Centre	Quaqtaq
Landholding Aupaluk	Aupaluk
Landholding Kangiqsujuaq	Kangiqsujuaq
Maison des jeunes	Puvirnituk
Makivik Corporate Secretary' Department	Regional
Makivik Economic Development Department	Regional
Makivik Legal Department	Regional
Makivik President's Department	Regional
Makivik Resource Development Department	Regional

Makivik Treasurer's Department	Regional
Mikijuk Childcare centre	Kangiqsujaq
Nayoumivik Landholding corp.	Kuujjuaq
Nunalituqait Ikajugatigiitut N I	Kuujjuaq
Nunavik Home Day Care Agency	Kuujjuaq
Nunavik Investment Corp.	Regional
Nunavik Mineral Exploration Fund Inc.	Regional
Nunavik Tourism Association	Kuujjuaq
Pairq̄sivik Childcare Centre	Tasiujaq
Pituvik Landholding	Inukjuak
Qarqalik Landholding Corp.	Salluit
Qekeirriaq Landholding	Akulivik
Sakkuk Landholding Kuujjuarapik	Kuujjuarapik
Saputik Landholding Corp.	Kangirsuk
Saqliavik Child Care Centre	Kuujjuarapik
Sarliatauvik Childcare Centre	Puvirnituk
Services de Garde Tasiukvik Inc.	Inukjuak
Société Kuujjuamiut Inc.	Kuujjuaq
Sukliateet Childcare Centre	Aupaluk
Taqramiut Nipingat Inc.	Regional
Taqramiut Productions Inc.	Regional
Tasiursivik Childcare Centre	Salluit
Tuvaaluk Landholding Corporation	Quaqtaq
Umiujaq Childcare Centre	Umiujaq
Women's Shelter	Kuujjuaq



