




Socio-Economic and Archaeology

Panel Members

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Topics Addressed

- Socio-Economics
 - (FEIS Volume 4)
- Archaeology
 - (FEIS Volume 4, Section 9)

An aerial photograph of an oil field in a snowy, mountainous region. The landscape is covered in snow and ice, with winding roads and tracks visible. In the center, there is a large industrial complex with numerous oil rigs and structures. The surrounding terrain is rugged and mountainous, with snow-covered peaks and valleys. The overall scene depicts a large-scale industrial operation in a cold, high-altitude environment.

Importance of Project

Contributions To Nunavut's Objectives

- Development of Resources Provides Taxes and Royalties
- Employment and Training Opportunities
- Contract and Business Opportunities

“Unlocking Potential”

- Training partnerships and employee support
- Local business development
- Inuit Impact and Benefits Agreement



Impact Assessment

Valued Components of the Human Environment

- Human Environment VSECs (FEIS Volume 4, Section 1)
 - Population Demographics
 - Education and Training
 - Livelihood and Employment
 - Economic Development and Self-Reliance
 - Human Health and Well-being
 - Community Infrastructure and Public Service
 - Contracting and business opportunities
 - Protection of Archaeological Resources and Other Heritage Sites
 - Resources and Land Use
 - Cultural Well-Being
 - Benefits, Royalty and Taxation
 - Government and Leadership

Key NIRB Issues

Issue D – Adequacy of proposed mitigation measures to protect archaeological resources and other heritage sites

Issue J – Potential direct and indirect socio-economic impacts, including impacts to:

- community demographics,
- capacity of current services to meet future needs,
- traditional land use and food security

Regulatory Statutes

- Nunavut Land Claims Agreement (NLCA)
- Nunavut Human Rights Act
- Canadian Human Rights Act
- Nunavut Employment Standards Act
- Nunavut Act



Tax and Royalty Payments

Tax and Royalty Payments

(FEIS Volume 4, Section 12.3)

- Taxes will be paid to Government of Nunavut:
 - Corporate income tax
 - Employee payroll tax
 - Fuel tax
 - Property tax
- The Nunavut Mining Royalty will accrue to NTI



Job Creation

(FEIS Volume 3, Table 3-1.1)

- Between 800 and 2700 jobs during the construction phase.
- Roughly 950 jobs during operations, mostly based at Mary River mine and Steensby port.
- Additional indirect jobs are expected to be created due to economic growth generated by the Project.

Challenges To Realising The Opportunities

(FEIS Volume 4, Section 4.4)

- Challenges that are part of the industrial style of work:
 - Fly-in/fly-out rotations
 - 12 hour shifts / 7 days per week
 - Demanding “production” workplace
- Challenges from the labour force:
 - Small population
 - Skills gap

Enhancing Inuit Employment

(HRMP, FEIS Appendix 10F-3)

- Baffinland is committed to hiring Inuit at all levels of employment, from entry level position to senior management.
 - Multiple points-of-hire will provide access to these jobs.
 - Accessible rotation (2 in - 2 out during operations)
 - Employee recruitment and selection program
 - Adaptive Human Resources Management Plan to build a foundation for long-term labour force development
- We recognise it will take time to build capacity. The long-term nature of this Project makes this possible.

Education and Training

(HRMP, FEIS Appendix 10F-3, Section 8.0)

- BIMC is committed to providing training that is linked to specific jobs. We will do this in partnership with other agencies.
- Human Resource Management Plan (HRMP)
 - Work Ready and Job-Specific Technical Training
 - Use of Inuktitut and Inuit instructors
 - Employment and Training Coordinator
 - Training facilities and dormitories on site

Education and Training

(FEIS Volume 4, Section 3.0)

- Human Resource Strategy
 - Inuit Human Resources Strategy
 - Women's access to employment
 - Student summer employment
 - Apprentice program
- Commitments apply to the Company, its Contractors, and all Subcontractors.
- Creation of new career paths, supported by on-going training programs is assessed to have a beneficial effect on job promotion and career advancement.





Contracting and Business

Contracting and Business Opportunities

(HRMP, FEIS Appendix 10F-3, Section 10)

- Baffinland is committed to use best efforts to maximize contracting and subcontracting opportunities for qualified Inuit firms during all phases of the Project.
 - Inuit preference;
 - Report on performance.
- Expanded markets through growth in demand for consumer goods and services.

Examples of Potential Contract Opportunities and Associated Jobs

<i>Contract Opportunity Area</i>	<i>Typical Job / Labour Requirements</i>
Security Services	Security guard
Camp/catering operations	Food preparation, some cooking Kitchen assistant Cleaner, housekeeper General labour
Temporary construction / rough carpentry structures	General labour Truck driver of light vehicles i.e. pick-up trucks
Site services	General labour Light maintenance
Environmental	Obtaining samples-liquid, solids Monitoring activities Wildlife management
Logistics/warehousing	Offloading trucks Tool crib assistant General labour in warehouse

A photograph of a white twin-engine propeller aircraft, possibly a Cessna 441, parked on a flat, snow-covered landscape under a clear blue sky. Several people, dressed in winter clothing, are walking around the aircraft. The scene is brightly lit, suggesting a sunny day. A red vertical pole is visible near the front of the plane. A dark semi-transparent banner is overlaid on the bottom right of the image, containing the text "Community Demographics".

Community Demographics

Community Demographics

(NIRB Issue (j); FEIS Volume 4, Section 2)

- We considered how the Project is likely to affect migration in and out of North Baffin communities.
- The Project is designed to avoid the need for people to move in order to work at Mary River:
 - Fly-in/fly-out;
 - Multiple points of hire.
- Migration that may occur as a consequence of individual preference is assessed as “not significant” for North Baffin communities.

Migration Effects on Iqaluit

(NIRB Issue (j); FEIS Volume 4, Section 2)

- Iqaluit has seen tremendous growth in its economy over the past 15 years. With this has come new job opportunities, improved services, and population growth.
- Migration out of small communities will not be required in order to work at the Project. As occurs now some Inuit will choose to move to Iqaluit for personal reasons.
- We do not expect substantial migration into Iqaluit from the south for Project employment.



Capacity to Provide Services

Capacity of Current Services to Meet Future Needs

(FEIS Volume 4, Section 7 & 12)

- Our assessment concludes that the Project will enhance the capacity of government to deliver services into the future:
 - Enhanced self reliance and well-being;
 - Reduced spending on social assistance;
 - Workplace medical costs covered by Company.
- Increased tax revenues will further enhance government capacity to deliver services to meet future needs.



Traditional Harvesting & Food Security

Assessment of Effects on Harvesting

(Volume 4, Section 4.3 and 10.0)

- Detailed review of how the Project may affect Inuit harvest activities (FEIS, Volume 4, Section 4.3).
- We identified potential Project interactions and how these might combine to affect Inuit harvesting livelihoods:
 - Interactions with wildlife
 - Socio-economic interactions

Direct Effects on Access

(Volume 4, Section 10)

- Rail crossings:
BIMC is committed to designing the railway to include snow machine crossings on identified travel routes.
- Ship track:
BIMC has committed to work with QIA and communities to implement best measures to ensure safe travel in the vicinity of the ship track.

Indirect Effects on Traditional Land Use and Food Security

- Indirect effects on harvesting (Volume 4, Section 4.3)
 - Employment and income
 - Time to harvest is available with fly-in/fly-out work
 - Expected to be generally positive
- Effects on food security (Volume 4, Section 6.6.2)
 - Affordability of food
 - Effects on harvesting (discussed above)



Archaeological Resources & Heritage Sites



Archaeological Resources & Heritage Sites

(FEIS Volume 4, Section 9)

- NIRB Issue D – Adequacy of proposed mitigation measures to protect archaeological resources and other heritage sites
- Baffinland is committed to adhering to the regulated processes for protection, care and preservation of sites that are administered by the Department of Culture and Heritage and the Inuit Heritage Trust
- A detailed mitigation schedule – person days of archaeologist time on a site by site basis, has been provided to CLEY
- Heritage Resources Protection Plan is presented in Volume 10, Appendix 10F-2.



Socio-Economic Monitoring

Socio-Economic Monitoring

(FEIS Volume 10, Appendix 10F-3, Section 13)

- Baffinland is committed to monitoring and reporting on how we are doing on the objectives we have committed to in the Human Resources Management Plan. Examples include:
 - Training and education
 - Inuit employment and career advancement
 - Procurement of goods and services
- Baffinland is also committed to participation in collaborative socio-economic monitoring through the Q-SEMC.
- We have worked with the Q-SEMC Organising Committee to design a framework for collaboration.

A close-up photograph of three hard hats arranged in a row on a wooden surface. From left to right, the colors are white, red, and green. Each hard hat features a white rectangular label with a red 't' logo and the word 'Baffinland' in black. Below 'Baffinland', the text 'Iron Mines Corporation' is visible in smaller print. A semi-transparent black rectangular box is overlaid on the lower portion of the red hard hat.

IIBA

Inuit Impact and Benefits Agreement

- Negotiations toward an IIBA are in progress:
 - 2009 MOU with QIA ‘Schedule A Economic Provisions’
- IIBA components address:
 - training
 - employment
 - contracting and business opportunities
 - financial provisions
 - workplace conditions
 - marine shipping
 - wildlife compensation
 - executive/management committees