

QUEEN
HD
8108.5
.A2
C3 1/82
1981/82

Gouvernement du Canada
Ministère des Communications

ANNUAL REPORT - (1981 - 82)

REPRESENTATION AND PARTICIPATION OF INDIGENOUS PEOPLE

Submitted to the
Treasury Board Secretariat
March 31, 1982

TABLE OF CONTENTS

Queen
HD

8/08.5

A2C3

1981/82

I. PROGRESS REPORT

1. Barriers and problem areas
2. Number of indigenous persons taken on strength
3. Development and maintenance of internal control
4. Positions requiring a sound knowledge of indigenous people and their culture
5. Representation of indigenous peoples by occupational category, group and level as well as by location, employment, status, and sex
6. Number of indigenous people working with federal Public Service through contractual agreements
7. Training and developmental courses

II. ACTION PLAN FOR 1982-1983

III. CONCLUSION

I

PROGRESS REPORT

List of Barriers and Problem Areas

Barriers or Problem Areas	Comments or Suggestions	Resolved	Unresolved
---------------------------	-------------------------	----------	------------

No barriers or problem areas associated with discrimination against indigenous persons, who are public servants or who are candidates for positions in the federal Public Service, have been identified in this department.

Number of Indigenous People taken on Strength
during the period of January 1 to December 31, 1981

Indicate with an "X" in last three categories

Position	Group & Level	Geographical Location	Native Content Position	Participation of Native Association in Screening and Selection Process	This position was targeted in 1980-81
CRO-05600	PM-01	Winnipeg	X		X
CRO-06634	EL-01	Winnipeg			X

Development and Maintenance of Internal Control

The Director General of Personnel and Administration is responsible for the program. A national co-ordinator from the Personnel Planning and Policies Division has been appointed under his authority to implement and monitor all activities relating to the recruitment, training and development of indigenous people.

In the five regional offices, personnel advisors have been given direct responsibility for planning and implementing departmental objectives. The Central and Pacific Regions co-ordinate the majority of the projects with native organizations.

The Department has instituted an internal monitoring mechanism at Headquarters whereby prospective candidates are considered for available positions.

Managers assist in the preparation of personnel management plans and identify actions to be taken in the areas of staffing, classification and training. These are reviewed and compared with the objectives of this program. Managers are also held accountable for the progress or lack of progress achieved in their respective sectors under the section entitled "Action on policies relating to under represented groups" of their performance appraisal report.

Positions Identified that Require a Sound Knowledge
of Indigenous Culture and People as of December 31, 1981.

These positions identified should be noted by segments as shown in this form as follows:

Group A: Include in this section those positions identified last year, 1980-81,

Group B: New positions identified

Position Number	Group & Level	Geographical Location	Statement of Qualifications		
			Basic	Rate	Desirable

Group A

CRO-05600	PM-01	Winnipeg	X		
CRO-06633	EL-01	Fort Smith			X

Group B

PRO-01618	PM-04	Vancouver			X
-----------	-------	-----------	--	--	---

Representation of indigenous people
by occupational category

as of December 31, 1981

Using the data recorded on Form C, compile on this form, by occupational category, the number of Indigenous employees (indeterminate only) of your department.

Department or Agency: COMMUNICATIONS

Occupational category	Number of Indigenous employees	Total number of employees	Percentage of Indigenous employees
Executive	0	33	0.0%
Scientific & Professional	0	336	0.0%
Administrative & Foreign Service	1	427	.23%
Technical	4	556	.71%
Administrative Support	0	558	0.0%
Operational	0	70	0.0%
TOTAL	5	2013	.94%

Representation of indigenous people
by occupational group and level, geographical
location, status of employment and sex

as of December 31, 1981

On this form, list the Indigenous employees of your department, by giving their group and level, geographical location and sex. Their status of employment should be segmented into 1) group (a) indeterminate, 2) group (b) term, and 3) group (c) other.

Department or Agency: COMMUNICATIONS

	Group and level	geographical location	Sex	
			Male	Female
Group A indeterminate	PM-01	Winnipeg, Man.		X
	EL-04	Langley, B.C.	X	
	EL-04	Halifax, N.S.	X	
	EL-02	Winnipeg, Man.	X	
	EL-01	Fort Smith, N.W.T.	X	
Total	5		4	1

Group B
Term employees

Total

Group C
Other

Total

Contractual Agreements

The Department of Communications made a major contribution to the Summer Youth Employment Program by creating one hundred and thirteen (113) positions. Ninety-eight percent of these were held by indigenous people (Additional data are included in the 1981 Report of the Summer Youth Employment Program - Winnipeg)

Training and Developmental Courses

One employee (PM-1) involved with the Summer Youth Employment Program required a refresher course in the Cree language at the University of Manitoba in Winnipeg in order to better communicate with people living in native communities.

Two employees appointed at the entrance level of the Electronics Technician Group (EL) are being given on the job training to upgrade their skills to the full working level of these positions.

II

ACTION PLANS 1982-1983

ACTION PLANS 1982-1983

Headquarters

It is our objective to encourage managers to identify positions for indigenous persons through awareness sessions and special resource allocation.

Moreover, we will request the Public Service Commission to provide us regularly with a list of indigenous people seeking employment with the Federal Government in both the National Capital Region and in the regions. This list would facilitate the staffing process, that is, candidates could be selected for appropriate positions.

REGIONS

Vancouver

With the PSC, to take part in a Native Employment Workshop held in Victoria, BC late March 1982 on career opportunities for indigenous people as radio inspectors with the Department.

To participate in the Summer Youth Employment Program and to submit a project involving the creation of nine (9) positions for indigenous people by June 1982.

Winnipeg

To submit projects under the Summer Youth Employment Program for the creation by June 1982 of one hundred and forty (140) positions to be filled by indigenous people.

To create seasonal indeterminate radio inspector positions to accommodate indigenous people to part-time employment and to allow them to take part in their own cultural activities.

To recruit three (3) students from the Adult Training Centre in Fort Smith to fill radio inspector positions in that community by March 1983.

Montreal

To participate in the Summer Youth Employment Program and to submit a project involving the creation of twelve (12) positions to be filled by indigenous people by June 1982.

Moncton

To study the possibility of establishing a position in Labrador to inform native groups of developments in local communications programs.

III

CONCLUSION

Conclusion

The department, through the Equal Opportunity Program, has allocated resources for the recruitment, training and development of indigenous people. To date, the results have been encouraging.

In addition, through the Summer Youth Employment Program, many students have become interested in the field of communications, fulfilling one of the Department of Communication's objectives of fostering the development of a corps of knowledgeable and trained communicators in the North to work either with various federal agencies or with native language community broadcast groups.

