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1982/83

Social Opportunities for Women

P 1982/83
Annual Report
1982/83

Canada

Gouvernement du Canada
Ministère des Communications

ANNUAL REPORT - (1982 - 83)



REPRESENTATION AND PARTICIPATION OF INDIGENOUS PEOPLE

Submitted to the
Treasury Board Secretariat
March 31, 1983

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I

PROGRESS REPORT

1. List of Barriers and Problem Areas

The Department has 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.

Personnel officers have been instructed that in cases where practices seem to present barriers to indigenous people (classification or recruitment), they are to consult with the Equal Opportunities Program Coordinator in order to seek solutions.

2- NUMBER OF INDIGENOUS PEOPLE TAKEN ON STRENGTH
(DURING THE PERIOD OF JANUARY 1, 1982 TO MARCH 31, 1983)

Position Number (a)	Group & Level (b)	Geographic Location (c)	"Native Content Position" (yes/no) (d)	Participation of Native Associations in Screening and Selection Process (yes/no) (e)	Referred by PSC or CEIC (yes/no) (f)	This Position was Targetted for 1982-83 (yes/no) (g)
Summer Student	Student in Engineering	Ottawa	No	No	Yes	No
See Narrative Report - Contractual Arrangements						

3- POSITIONS IDENTIFIED AS OF MARCH 31, 1983
THAT REQUIRE EXPERIENCE WITH INDIGENOUS PEOPLE AND A SOUND
KNOWLEDGE OF THEIR CULTURE

Position Number	Group & Level	Geographic Location	Year Position Identified	Statement of Qualifications		
				Basic	Rated	Desirable
CRO-5600	PM-2	Winnipeg	1980	X		
PRO-4470	PM-4	Winnipeg	1982			X
CRO-2628	EL-2	Yellowknife	1983			X
SPP-5422	PM-5	Ottawa	1983			X

4- REPRESENTATION OF SELF-IDENTIFIED INDIGENOUS EMPLOYEES
AS OF MARCH 31, 1982
BY OCCUPATIONAL GROUP AND LEVEL; GEOGRAPHIC LOCATION, STATUS OF EMPLOYMENT AND SEX

	GROUP AND LEVEL	GEOGRAPHIC LOCATION	SEX		
			MALE	FEMALE	
GROUP A INDETERMINATE	PM-2	Winnipeg, Man.		X	
	EL-2	Yellowknife, N.W.T.	X		
	EL-4	Charlottetown, P.E.I.	X		
				<u>3</u>	TOTAL INDETERMINATE
GROUP B TERM EMPLOYEES					
				<u> </u>	TOTAL TERM
GROUP C *OTHER (SPECIFY)					
				<u> </u>	TOTAL OTHER

* "Other" means any other type of employment, e.g., SAPP, CAP, secondment, loan COSEP, interchange, special departmental programs such as NIP and IIRD, and should be specified. It does not include contractual arrangements.

5- REPRESENTATION OF INDETERMINATE SELF-IDENTIFIED INDIGENOUS EMPLOYEES
BY OCCUPATIONAL CATEGORY AS OF MARCH 31, 1983

OCCUPATIONAL CATEGORY	NUMBER OF OF INDIGENOUS EMPLOYEES (FROM FORM D, GROUP A)	TOTAL NUMBER OF INDETERMINATE EMPLOYEES (DEPARTMENTAL DATA)	PERCENTAGE OF INDIGENOUS EMPLOYEES BY CATEGORY
Management Category	0	95	0.0
Scientific & Professional	0	337	0.0
Administrative & Foreign Service	1	433	0.2
Technical	2	571	0.4
Administrative Support	0	546	0.0
Operational	0	74	0.0
TOTAL	3	2056	0.2

6 - Narrative Report

Coordinating Mechanisms

Managers were encouraged to consider employment of indigenous people for all staffing actions. They were presented with related departmental concerns and asked to propose concerted action plans to resolve them. This activity was carried out when meeting with managers during the Personnel Management Planning process. Comments have been received outlining greater commitments by various sectors of the Department.

The EOP Coordinator under the Human Resources Planning Section verifies all requests for recruitment on an ongoing basis for the National Capital Region. Regional Personnel Advisors participate regularly in management meetings whereby staffing procedures are discussed. These activities ensure that prospective native candidates are referred to managers for consideration.

Personnel administrators provide monthly statistics on action taken with respect to under-represented groups and vacant positions. (i.e. consultation of inventories, reasons for considering as well as reasons for not considering candidates from special groups). This enables the Department to foresee systemic barriers and problem areas.

Managerial estimate of departmental population of indigenous people

Same as self-identified.

Positions Requiring Experience with Indigenous People and Knowledge of their Culture which are held by Indigenous Persons.

- 1980 - Two positions were identified. One of these positions is still held by an indigenous person.
- 1981 - Three positions identified. Two positions were and still are held by indigenous persons.
- 1982 - Four positions identified. Two positions were and still are held by indigenous persons.

Although most of the 1982-83 objectives were met the following are of concern:

Three students from the Adult Training Centre at Fort Smith were recruited to fill radio inspector trainee positions in that community. Unfortunately these students left within one year of appointment. A review will be undertaken to assess the lack of progress being made in this important area of the Department's technical operations before making any further person-year commitments.

Due to person-year constraints in the Atlantic Region, the establishment of a position in Labrador to inform native groups of developments in local programs has been delayed.

Contractual Arrangements

The Department of Communications' objective of developing a corps of knowledgeable and trained communicators to facilitate the extension of communications services has been met. The most significant benefit, however, is the effect that communications training and experience has had on northern youth.

This year the Department has once again made a major contribution to the Summer Youth Employment Program under Summer Canada - Federal Projects: a total of one hundred and twenty seven (127) positions were occupied by indigenous people. The regional offices involved were Vancouver (13), Winnipeg (72), Toronto (30) and Montreal (12).

Many students employed under this Program in past years have gone on to make their living in the field of communications, while others have joined a corps of knowledgeable and capable volunteers in small remote communities and are helping to ensure the survival of numerous low-power, native language community broadcast stations.

II

ACTION PLANS

1983-84

1 - SPECIFIC NUMERICAL TARGETS TO INCREASE REPRESENTATION OF INDIGENOUS PEOPLE
FOR 1983-84

Assignment Position for Northern Careers

TARGET	GR/LEVEL	POSITION TITLE	GEOGRAPHIC LOCATION	STAFFING PROCESS TO BE UTILIZED
ONE	EL-4	Radio Inspector	Whitehorse District Office	Northern Careers Program

The Department is not in a position at the present time to indicate other specific realistic target positions. As mentioned in the Treasury Board Secretariat analysis of our three action plans for the under-represented groups, the technical nature of the majority of our positions restricts any significant increase in representation in the near future.

However, in considering Treasury Board Secretariat suggestions for improvements, the Department is prepared to consider the possibility of having under-study positions, especially in those areas where positions have been identified as requiring experience with indigenous people and sound knowledge of their culture.

2 - Activities for 1983-84

1. To review the departmental policy statement in accordance with the policies of the Treasury Board Secretariat.
 - rewrite departmental policy
 - obtain approval of policy from Senior Management
 - distribute policy.
2. To provide awareness sessions for managers and personnel officers.
 - request assistance from PSC representatives
 - identify managers and employees who should attend these sessions.
3. To encourage Regional offices to visit universities and colleges where indigenous people are enrolled to promote the Department and to distribute the departmental Electronic Technician Career brochure to all institutions.
4. To work closely with the Public Service Commission in order to provide the Department with lists of available candidates.
5. To consider contractual agreements with native consultants to study the Department's organization toward increasing representation.
6. To create development positions in areas where experience with indigenous people and knowledge of their culture is essential or desirable.
7. To continue verifying all requests for recruitment on a daily basis for available positions in the National Capital Region and refer prospective candidates to managers and personnel officers.

