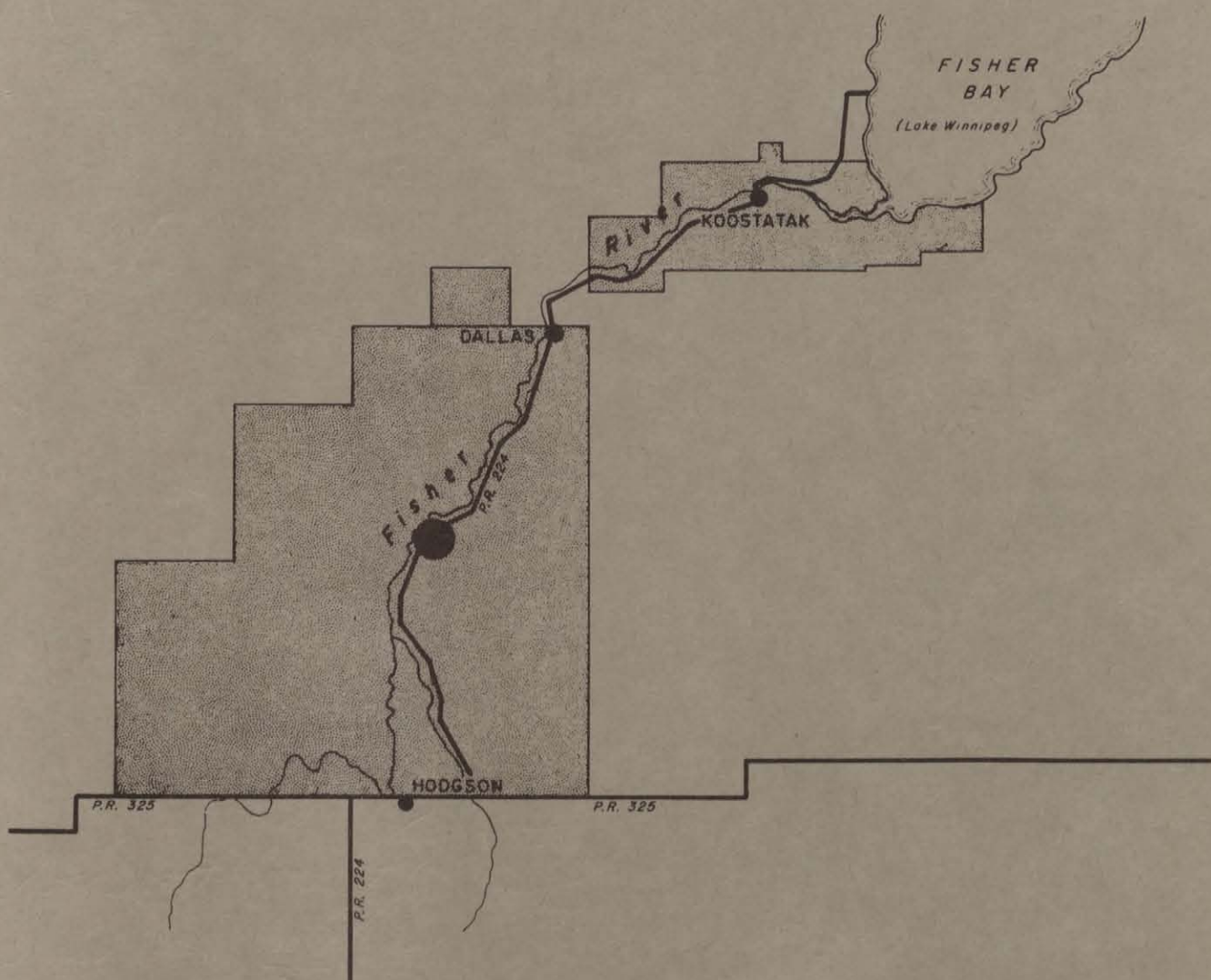


A SOCIO - ECONOMIC REVIEW OF THE GARMENT PLANT - FISHER RIVER AND PEGUIS COMMUNITIES A FRED PROJECT



DEPARTMENT OF REGIONAL ECONOMIC EXPANSION

Winnipeg, Manitoba

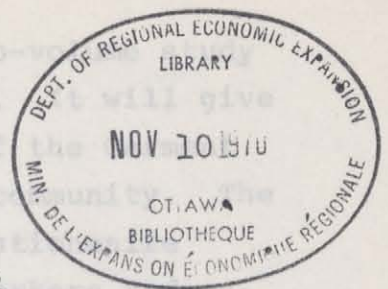
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Resume

This report comprises Volume II of a two-volume study of the Garment Plant on the Peguis Indian Reserve. It will give the reader a detailed picture of the operations of the Plant and its social and economic effects on the community. The basic information was collected by means of a questionnaire administered to the workers and an approximately equal number of former workers involved with the Plant (the Control Group). In addition, informal conversations with local residents and observations by the researchers were invaluable sources of insight.



**A SOCIO-ECONOMIC REVIEW
OF THE GARMENT PLANT -- FISHER
RIVER AND PEGUIS COMMUNITIES**

A FRED Project in Manitoba

The objective of the report is to try to determine whether or not the Plant has made a significant difference to the community in terms of increased industrial life skills, social awareness, and potential for mobility. Each of these areas is covered in detail in the text and is supported by statistical tables included in the report. Chapter VI summarizes the major findings.

The Present Workers display the greatest potential for mobility because of higher educational levels, lower age, and smaller families; completed and anticipated moves off the reserve are much more than among both the Former Workers and the Control Group. The Garment Plant is viewed as a place to work by the Present Workers. In contrast, the other two groups have a less strongly developed sense of community.

by **Herb Schultz and Kathy Myers**

Equally important, the reasons why Former Workers left the Plant for the fishing and transportation are not major problems as is popularly supposed. There do not appear to be any subtle psychological pressures causing the women to leave. Department of Regional Economic Expansion work fast enough, both of which Manitoba Field Office, conducted by a more rigorous selection process.

Winnipeg, Manitoba

The effects of the Plant on the community in social and economic terms have been good. Some friction exists between the two reserves because of its location, but the desire to see it remain open is unanimous.

April, 1970

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Equally significant findings relate to the reasons why Former Workers left the Plant. Babysitting and transportation are not major problems as is popularly supposed. There do not appear to be any subtle psychological pressures causing the women to leave. Primary causes are illness and inability to work fast enough, both of which can be reduced or eliminated by a more rigorous selection process.

The effects of the Plant on the community in social and economic terms have been good. Some friction exists between the two reserves because of its location, but the desire to see it remain open is unanimous.

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Koozma J. Tarasoff,
Study Co-ordinator,
April, 1970.

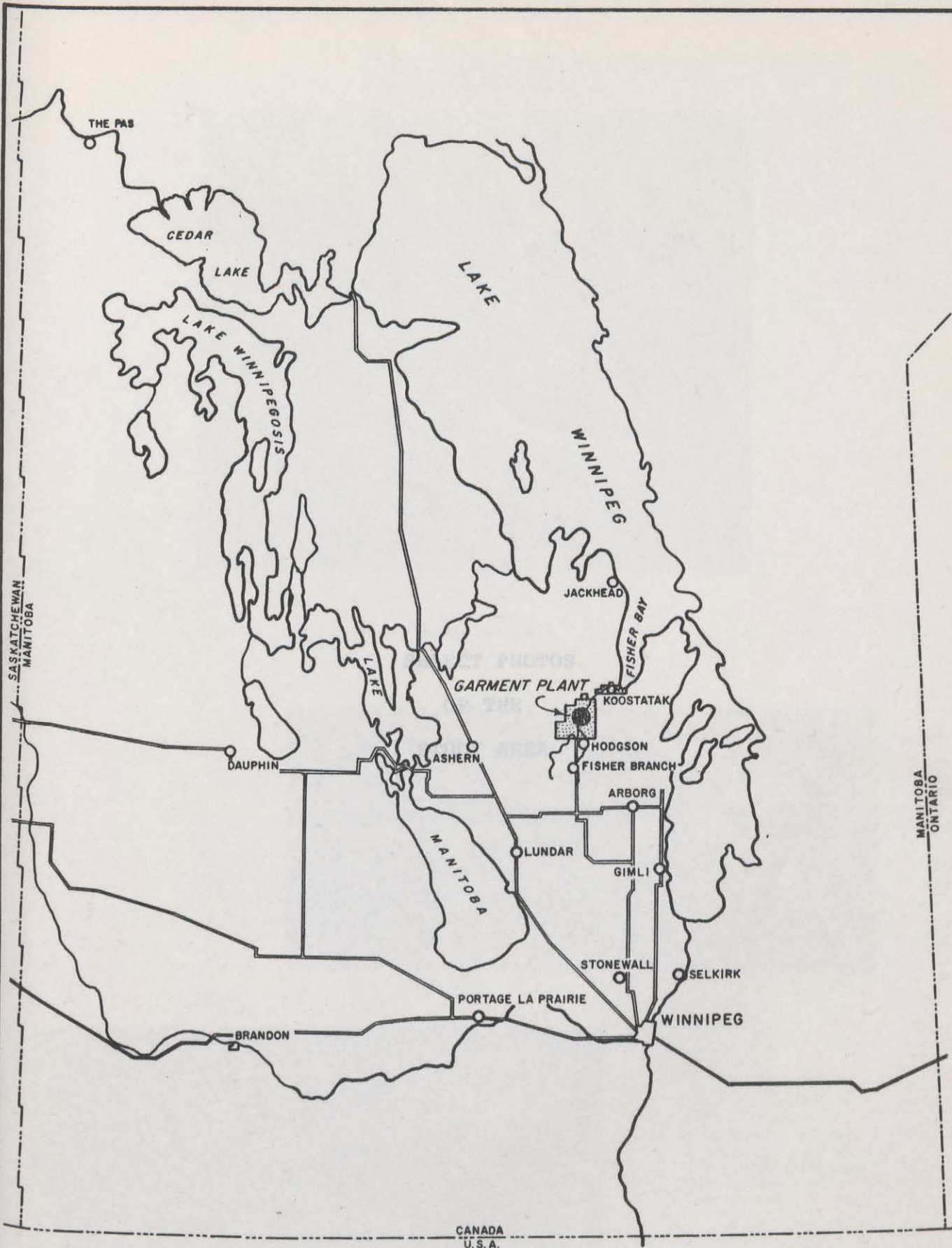
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MAP I
LOCATION PLAN

SCALE : 1 INCH = 40 MILES

SELECT PHOTOS
OF THE
STUDY AREA



A footbridge over Fisher River



Land in the southern part of the study area is generally better and easier to farm ---- but the land resources must not be looked at in isolation of the human resources.



Farming provides a livelihood for some people and teaches them to cope with local issues and the industrial community. Adaptation to a changing market is vital.

What alternatives are there for the uneconomic farmers and the non-farm people?

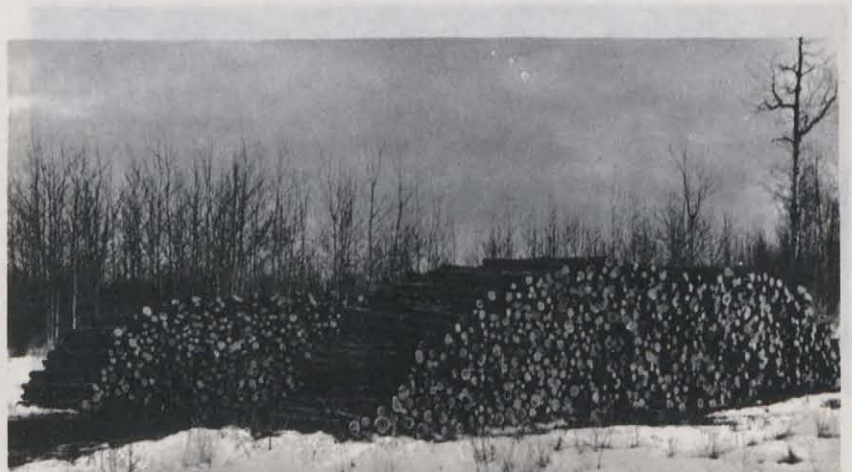
Can the elements of communal ownership co-exist beside private initiative?



Fishing has the magic appeal of independence, fresh air, and a challenging adventure. The realities are often low income, discouragement, and discontinuity in the family life.

Woodcutting can provide a regular income but not when the forest tracts are small.

What alternatives will the woodcutters and fishermen be able to choose when these already inadequate resources fail to yield more income?





Koostatak to the North, Hodgson
to the South -- what is the
future of these communities?





Over the years local people have been conditioned to rely on a single agency for their needs. Now, in the 1970's times have changed. No single agency can meet local needs. What adaptations must local people, as well as federal and provincial agencies make?





The Garment Plant in the building on the right, next to the Community Hall and the Band Administrator's Office.



Working against time -- teamwork and speed are necessary in the garment industry.





Transition from the old to the new
 requires changing life styles --
 television, electrical appliances, and
 much more.

A new townsite helps keep
 pace with the changing
 times, but the immediate
 need is often not available
 locally -- a job.





Careful supervision bolsters confidence and develops skill.



Discussions with employees and supervisors -- a way to gain insight.

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- SHADING
-

Mark "X" at Point of Defect!

KNEE POWER

knees protected by **Fabrilock** film

Up to 3 times more wear resistance in the knees, and it never washes off!

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Chapter I

INTRODUCTION

The study is centred on the Interlake communities of Peguis and Fisher River, 120 miles north of Winnipeg, Manitoba (see Map 1), with specific focus on the Garment Plant located on Peguis. Peguis and Fisher River are two of 51 Indian reservations in Manitoba.

1. Purpose

Following several years of discussion by government agencies (see Volume I), Monarch Wear Limited of Winnipeg established a satellite garment plant at Peguis in February, 1969. Primarily conceived as an industrial training facility for disadvantaged peoples, the Plant was financed as an experimental project by the Canada Department of Manpower and Immigration under its Training-in-Industry Program. Technical assistance was provided by the provincial government.

This is Volume II of a two-volume study on the impact of the Garment Plant on the Peguis and Fisher River communities. Volume I focusses on the historical, administrative, and technical evaluation, while Volume II appraises the socio-economic characteristics of the people in relation to the Garment Plant. The study was requested by the Joint Federal-Provincial Advisory Board early in 1970 when the initial training agreement was about to run out. A quick decision was made to extend the agreement for another three months thus allowing for a systematic review of the whole project.

2. Methodology

The questionnaire survey was selected as the basic measurement instrument. This was supplemented by a review of documents, meetings with chiefs and councillors, discussion with local government officials, perusal of a photographic documentary, as well as participant observation in the field.

Construction* and pretesting of the questionnaire schedule (see Appendix A) was initially done in Winnipeg. Its final revision was made in the field in co-operation with the chiefs and councillors of the study area, together with two employees of the Manitoba Health and Social Services Department: Peter Thomas, a former Peguis resident, and John Flett, originally from Island Lake. The latter were then engaged as interviewers along with Herb Schultz, geographer, and Kathy Myers, student economist.

Community preparation began when copies of introductory letters were obtained from the chiefs. Two persons were then hired from each community to assist in locating people, in delivering the introductory letters, and in locating houses for maps which were later designed by draftsmen in Winnipeg.

A total of 81 respondents were interviewed, representing 81 households or 25% of the total households (325) in the immediate target area. These fell into three distinct groups: (1) The "Present Workers" consisted of 14 persons (100%) currently working at the Plant. (2) The "Former Workers" consisted of 25 persons who have previously worked at the Plant (this constituted 92% of the full potential of 27). Both Present and Former Workers were adult women.

* John A. Matthiasson's questionnaire schedule for the Fort McMurray area of Alberta was particularly useful in the construction phase (University of Manitoba, Winnipeg, 1969)

(3) The "Control Group" consisted of 42 householders who had been randomly chosen to represent the reserve residents according to geographical distribution (14 from Fisher River and 28 from Peguis). The Control Group was designed to serve as a representative sample of household population which had not been directly affected by its members working at the Plant.

Similarities and differences between Groups 1, 2 and 3 provide a rough measure of respondent's characteristics as they relate to the Garment Plant. Because of a lack of opportunity for a time-depth study, the data cannot provide conclusive findings on causal relationships vis à vis the Garment Plant and the people; it could only point to the characteristics of the three groups as being associated with certain trends relating to specific indicators: demographic; material standards; organizational structure; aspirations; knowledge of urban facilities; mobility-adjustment patterns; and knowledge of the local Garment Plant itself.

All interviews were conducted during the last two weeks in March, 1970. Kathy Myers interviewed all the Present Workers at the Plant while other interviews were held in the homes. Two Former Workers residing in Winnipeg were also located and interviewed. Only two potential respondents refused to answer the questions.*

3. The Community Defined

Throughout this study, reference is made to the communities of Peguis and Fisher River. Also periodic reference is made to the wider community and on other occasions to the wider industrial society.

* Further technical information about the construction of the questionnaire schedule, pretesting, analysis, and a set of completed tables may be obtained by writing to Regional Economic Expansion, Manitoba Region, Box 981, Winnipeg 1, Manitoba.

The community has been defined here as a group of people inhabiting a given geographical area; sharing a common way of life; working together for certain ends; aware that they belong to the community as well as to the larger society. Accordingly, Peguis and Fisher River constitute separate communities by virtue of reserve boundaries; however, on other occasions they work as one community and on still other times they form part of the wider community of Hodgson and Fisher Branch.

Chapter II

CHARACTERISTICS OF THE AREA

1. The Setting

The Peguis Reserve (area:117 square miles) and the Fisher River Reserve (area:25 square miles) extend northwards and eastwards along the Fisher River from the east-west boundary of Peguis at the Village of Hodgson (200), which is in the Interlake, about 120 miles north of Winnipeg (see Map 1). The reserves lie at the fringe of agriculturally utilized land, adjacent to Fisher Local Government District. Fisher River Reserve has frontage along Fisher Bay on Lake Winnipeg, at the mouth of Fisher River. The latter is navigable by whitefish boats to Koostatak, a small settlement at the centre of the reserve.

The ribbon-like settlement pattern in these two communities is similar to that found along the Red River. The two reserves were created in 1909 - Peguis by a land trade with St. Peters community, which is in the vicinity of Selkirk. Land holdings are laid out in river lots fronting Fisher River and its east branch, and are now serviced by Highway 224 from Hodgson to Fisher Bay. While holdings on Fisher River Reserve remain in the traditional pattern, Peguis farm land now shows accommodation to the usual township-range grid system.

The present membership of the Peguis Band is about 2,000, and that of Fisher River about 1,100. More than 50% of the population is less than 19 years of age. At the present rate of increase, the Peguis Band can be expected to number 3,400 by 1980. Fisher may reach 1,900. About one-

quarter of the population live off the reserves.

The land is currently used for some livestock and grain production. Agriculture provides the greatest resource potential on the reserves.* To date, little more than a fifth of the developable acreage has been utilized. About 60% of the land area of Fisher River Reserve is also capable of agricultural production. About one-tenth of this has been developed. However, Hedlin-Menzies, in 1969, estimated that 100 families could obtain an income of \$5,000 each per year on the Peguis, assuming a commitment to planned development on the part of the Band.

Some potential for development in the timber industry* has been noted by Hedlin-Menzies (see Appendix D and E), but not on the reserves. As in fishing, the present returns are low and few people are engaged in this or other primary resource production.

2. Description of Services

When considered in the context of the Interlake region, the Peguis and Fisher River communities might be considered remote - yet access to them is easy by road and rail (freight only to Hodgson), and most services are available to

* Farming provides the most immediate source of income for the area residents. Forest products (pulp and fence posts) along with fishing provide a livelihood for additional numbers. These combined activities provide the major source of incomes (except for a very small amount off trapping) that can be related to the physical resources of the area. Most other employment is related to such functions as the Band administration duties, hospital, school, school bus drivers and house construction on the reserve. Some individuals obtain employment at local stores in Dallas, Koostatak and Hodgson. Many household heads work seasonally on construction and on the farm (see Appendix F).

the residents. Schools are available to Grade 9 on the reserves. High school education is provided at Fisher Branch (population 440), 10 miles south of Hodgson, or arrangements are made for attendance in Winnipeg. Hospitals are located at Peguis and Fisher Branch. Stores, garages, post office, police, bus transportation, telephone, hydro, and T.V. are available to the communities at a level presently found elsewhere in the northern fringe of rural Manitoba.

Government services are available to the communities such as educational upgrading, housing and public health. The Indian Agency is located at Peguis, about one-half mile from the Garment Plant. Near the Plant lives a community education officer who is also a member of the Band; he is an employee of the Manitoba Health and Social Services Department.

Both Catholic and Protestant churches are located at intervals along the main highway on Peguis and Fisher River. On Fisher River, persons adhering to the evangelistic churches tend to be strongly against drinking or smoking and actively engage in various church service clubs. Most people, however, appear to be nominal members of other churches and are mostly non-attenders.

3. Summary

In summary, the Peguis and Fisher River communities suffer no severe geographic limitations as compared with northern Manitoba. Distance from the metropolitan centre of Winnipeg, however, is a major factor to be considered when industrial development is proposed. In proportion to the size of the labour force, there is a severe shortage of jobs available in primary resource production.

Chapter III

CHARACTERISTICS OF THE PEOPLE

1. Personal Characteristics

Of the 81 respondents studied, only seven (9%) are between 16 and 24 years of age (see Table 1). However,

TABLE 1
Percentage Distribution of Respondents by Age Groupings

Age	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
16 - 24	7	8.6	1	2.4	5	35.8	1	4.0	6	15.4
25 - 34	20	24.8	11	26.2	*5	35.8	4	16.0	9	23.1
35 - 44	*26	32.1	*11	26.2	4	28.6	*11	44.0	*15	38.4
45 - 54	13	16.1	8	19.0	-	-	5	20.0	5	12.8
55 or over	14	17.3	10	23.8	-	-	4	16.0	4	10.3
No response	1	1.2	1	2.4	-	-	-	-	-	-
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

* Median

the majority of these are in the Present Workers Group where this age category constitutes 35.8% of the total. Representation in the Control Group and the Former Workers Group is much lower at 2% and 4% respectively. Most of the respondents in all groups are between 25 and 44 although the groups with the largest proportion are the Present and Former Workers with 64% and 60% respectively. The Control Group has a lower proportion in this category (52%) while having the largest percentage of respondents over 45. It is clear that the Control Group is characterized by the highest average age,

followed by the Former Workers. On the basis of age alone, the Present Workers would seem to have the greatest potential for training and mobility.

The Present Workers are better educated than the Former Workers, and both are better educated than the Control Group (see Table 2). Half of the current employees

TABLE 2
Percentage Distribution of Respondents by Highest Year Completed in School

Year of School Completed	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Less than Grade 5	19	23.5	15	35.7	-	-	4	16.0	4	10.3
Grade 5 - 8	*41	50.6	*18	42.8	*7	50.0	*16	64.0	*23	59.0
Grade 9 - 11	20	24.8	8	19.0	7	50.0	5	20.0	12	30.8
Grade 12	-	-	-	-	-	-	-	-	-	-
Some University	-	-	-	-	-	-	-	-	-	-
University Degree	-	-	-	-	-	-	-	-	-	-
University Graduate	-	-	-	-	-	-	-	-	-	-
Work No Response	1	1.2	1	2.4	-	-	-	-	-	-
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

* Median

have between Grade 9 and Grade 11 education, and the other half are between Grade 5 and Grade 8. The corresponding proportions for the Former Workers are 20% and 64% respectively, and for the Control Group are 19% and 43% respectively. It appears that lower age, higher education and desire to work in the Plant are directly related.

At the time of the survey, only 17% of the Control Group were working full-time. Slightly over 33% were working part-time and 17% were unemployed. The remainder were housewives. Of the seven respondents from the Former Workers

Group who considered themselves part of the labour force, three were employed full-time, three part-time, and one was unemployed. All the Present Workers are employed full-time.

Most of the respondents were married: 92% for the Former Workers; 86% for the Present Workers; and 82% for the Control Group.

Almost 55% of the Control Group have five or more children living at home (see Table 4). An additional 23% have three or four children living at home. The Present

TABLE 4

Percentage Distribution of Respondents by Number of Children Living at Home

Number of Children	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
0	7	8.6	2	4.8	1	7.1	4	16.0	5	12.8
1	8	9.9	4	9.5	3	21.4	1	4.0	4	10.3
2	6	7.4	2	4.8	*2	14.3	2	8.0	4	10.3
3	8	3.7	1	2.4	2	14.3	*5	20.0	*7	17.9
4	*12	15.0	9	20.5	1	7.1	2	8.0	3	7.7
5	13	16.1	*7	16.7	1	7.1	5	20.0	6	15.4
6 or more	24	29.7	16	38.1	3	21.4	5	20.0	8	20.5
Not Applicable	2	2.5	-	-	1	7.1	1	4.0	2	5.2
No Response	1	1.2	1	2.4	-	-	-	-	-	-
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

* Median

Workers have much smaller families. Only 28% have five or more children at home; 21% have three or four, and 50% have fewer than three. The Former Workers fall between these two extremes; 40% have five or more children; 28% have three or four, and 32% have fewer than three.

Smaller families are an advantage if the mother is working as their care is not as time-consuming; furthermore, smaller families tend to be more mobile.

Almost all the respondents stated that they were Cree: Control Group, 86%; Present Workers 72% and Former Workers, 76%. There were a few Saulteaux among the Present and Former Workers (21% and 12% respectively) and a sprinkling of Metis in all three groups (Control Group, 2%; Present Workers, 7%; and Former Workers, 12%). One respondent was confused by the question and replied that he was a Canadian.

Language usage displays further unanimity. All of the Former Workers, 93% of the Present Workers, and 90% of the Control Group use English most often. Most of them cannot speak Cree or Saulteaux at all. Less frequent use of English is found in the homes, although not to any significant degree. The highest proportion of respondents using a language other than English in their homes were from the Former Workers Group. This was the only group to state un-animously that, overall, they use English most often outside the home. Almost one-quarter of this group use one or the other of the Indian languages more frequently than English in their homes.

In brief, all three groups are similar with respect to language and ethnicity.

2. Level of Living

Living standards on both Peguis and Fisher River communities are indexed by type of shelter, degree of crowding, and possession of basic electrical appliances, telephones, and running water (see Tables 22 and 23).

Most of the respondents live in painted frame houses, owned by themselves or their spouse, which are wired for electricity. The exception is that only 57% of the Present Workers own the houses they live in as compared with 90% of the Control Group and 84% of the Former Workers. The most plausible reason is the relative youthfulness of the

Present Workers, many of whom are young marrieds still living with parents. Most houses are of frame construction, although the occasional log cabin still exists, sometimes as the inner shell of a frame house.

Overcrowding exists among the Control Group and the Present Workers (see Table 22). One-third of the Control Group revealed room-person ratios of less than 0.5

TABLE 22

Degree of Crowdedness: Room-Person Ratio for Respondents

Room-Person Ratio	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Below .5 (weighting of 1)	18	22.2	13	31.0	3	21.4	2	8.0	5	12.8
.5 - .99 (weighting of 3)	*32	39.5	*18	42.8	*7	50.0	7	28.0	14	35.9
1.00 - 1.99 (weighting of 5)	23	28.4	7	16.7	3	21.4	*13	52.0	*16	41.0
2.00 and up (weighting of 7)	4	4.9	2	4.8	1	7.1	1	4.0	2	5.2
No Response	4	4.9	2	4.8	-	-	2	8.0	2	5.2
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

*Median

(which means less than half a room per person, excluding bathrooms, hallways, and closets), while 21% of the Present Workers shared a similar ratio. At the same time, 43% of the Control Group and 50% of the Present Workers live in houses with a room-person ratio between 0.5 and 0.99, a level which is still considered to be overcrowded. In total, 74% of the Control Group and 71% of the Present Workers are overcrowded. In contrast, only 36% of the Former Workers fall into this category. This figure is more significant if the size of the family is taken into consideration. The Former Workers have larger families than do

the Present Workers, but have twice as much room in their houses. The Control Group also is characterized by larger families than are the Present Workers, but is only marginally more overcrowded. The Present Workers are younger and have not had the same chance to become established. The fact that 36% of them are living with parents may account for the disproportionate degree of overcrowding.

Possession of electrical appliances is another measure of living standards (see Table 23). Most of the 81 householders owned electric washing machines, refrigerators, radios, television sets, and irons. Those owning electrical stoves and kettles varied. Control Group, 57% and 64%; Former Workers, 68% and 64%; and Present Workers, 93% and 79%. The greater number of electrical appliances owned by the Present Workers may be due to their greater income, but it is impossible to state categorically that this is the case. Running water and telephones appear in very few homes, but in proportionately more of the Former Workers than in any other group. None of the Present Workers have either running water or telephones.*

The amount of income is a common measure of disadvantage on the assumption that income basically determines the level of living. In Canada, rough indices of minimum urban cash requirements have been listed as \$1,500 to \$1,800 for single persons; \$2,000 to \$2,500 for two adults; and \$2,600 to \$3,400 for an urban family of four. Farm families were expected to need cash incomes at 80% of the urban level

* The Peguis and Fisher River Indian communities appear to have progressively gained a higher standard of housing amenities since a national survey of Indian reserves in Canada in 1962, revealed that only 44% of the Indian homes were provided with electricity, 13% with running water, 9% were serviced with sewers or septic tanks, and 7% equipped with indoor baths. This can be compared to a national average in which 99% of Canadian homes were provided with electricity, 92% had running water and were serviced by sewers or septic tanks, and 84% were equipped with indoor baths (Rudnicki, 1965).

TABLE 23

Percentage Distribution of Respondents by Possession of Electrical Appliances, Running Water, and Telephones

Amenities	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Power Washer										
1. Yes	69	85.3	34	81.0	13	92.8	22	88.0	35	89.7
2. No	10	12.3	7	16.7	1	7.1	2	8.0	3	7.7
3. No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Refrigerator										
1. Yes	63	77.8	31	73.9	13	92.8	19	76.0	32	82.1
2. No	16	19.8	10	23.8	1	7.1	5	20.0	6	15.4
3. No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Radio (Record Player)										
1. Yes	66	81.4	36	85.7	12	85.7	18	72.0	30	77.0
2. No	13	16.1	5	11.9	2	14.3	6	24.0	8	20.5
3. No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Television										
1. Yes	64	79.2	30	71.4	12	85.7	22	88.0	34	82.2
2. No	15	18.5	11	26.2	2	4.3	2	8.0	4	10.3
3. No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Stove										
1. Yes	54	66.6	24	57.2	13	92.8	17	68.0	30	76.8
2. No	25	30.9	17	40.5	1	7.1	7	28.0	8	20.5
3. No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Kettle										
1. Yes	54	66.6	27	64.4	11	78.5	16	64.0	27	69.2
2. No	24	29.7	13	31.0	3	21.3	8	32.0	11	28.2
3. No Response	3	3.7	2	4.8	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Iron										
1. Yes	71	87.7	35	83.4	14	100.0	22	88.0	36	92.3
2. No	8	9.9	6	14.3	-	-	2	8.0	2	5.2
3. No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Running Water										
1. Yes	5	6.2	1	2.4	-	-	4	16.0	4	10.3
2. No	74	91.4	40	95.2	14	100.0	20	80.0	34	87.2
3. No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Telephone										
1. Yes	11	13.5	6	14.3	-	-	5	20.0	5	12.8
2. No	68	84.0	35	83.4	14	100.0	19	76.0	33	84.7
3. No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

(Jenness, 1965; Phillips, 1966; Profile of Poverty in Canada). Using cash income as a criteria, approximately 38% of all the 81 respondents representing householders received total incomes (earned and unearned, or total family income - see Table 9) over \$3,000 a year; as compared to the Control Group, 46%; Present Workers, 21%; and Former Workers, 36%; 62% of the total families received less than \$3,000 a year.

TABLE 9

Percentage Distribution of Respondents by Total Annual Earned and Unearned Income from all Sources for the Family

Income	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Under \$500	1	1.2	1	2.4	-	-	-	-	-	-
\$1000-1999	10	12.3	5	11.9	-	-	5	20.0	5	12.8
\$2000-2999	16	19.8	7	16.7	*4	28.6	*5	20.0	*9	23.1
\$3000-3999	*10	12.3	*7	16.7	2	14.3	1	4.0	3	7.7
\$4000-4999	6	7.4	3	7.2	1	7.1	2	8.0	3	7.7
\$5000-5999	6	7.4	3	7.2	-	-	3	12.0	3	7.7
\$6000-6999	2	2.5	1	2.4	-	-	1	4.0	1	2.6
\$7000-7999	1	1.2	1	2.4	-	-	-	-	-	-
\$8000-8999	2	2.5	1	2.4	-	-	1	4.0	1	2.6
\$9000-9999	2	2.5	1	2.4	-	-	1	4.0	1	2.6
\$10,000 and over	2	2.5	2	4.8	-	-	-	-	-	-
No Response	23	28.4	10	23.8	7	50.0	6	24.0	13	33.4
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

* Median

However, when we look only at the earned income, those below the poverty line increase quickly among all groups except Former Workers (see Table 8). The total group showed that only 30% earned over \$3,000 a year; 29% for Control Group; 14% for Present Workers and 31% for Former Workers.

TABLE 8

Percentage Distribution of Respondents by Total Annual Earned Income from all Sources for the Family

Income	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
None	7	8.6	5	11.9	-	-	2	8.0	2	5.2
Under \$500.	6	7.4	4	9.5	-	-	2	8.0	2	5.2
\$1000-1999	12	15.0	7	16.7	1	7.1	4	16.0	5	12.8
\$2000-2999	*15	18.5	*8	19.0	*5	35.8	*2	8.0	*7	17.9
\$3000-3999	7	8.6	3	7.2	1	7.1	3	12.0	4	10.3
\$4000-4999	5	6.2	2	4.8	1	7.1	2	8.0	3	7.7
\$5000-5999	5	6.2	2	4.8	-	-	3	12.0	3	7.7
\$6000-6999	1	1.2	1	2.4	-	-	-	-	-	-
\$7000-7999	2	2.5	1	2.4	-	-	1	4.0	1	2.6
\$8000 and over	4	4.9	3	7.2	-	-	1	4.0	1	2.6
No Response	17	21.0	6	14.3	6	42.8	5	20.0	11	28.2
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

* Median

In sum, the Present Workers as a group have more potential for adaptability to an industrial society. They are younger, have smaller families and are better educated. They also seem to place more importance on the possession of material goods.

3. Leadership and Organization

Respondents have differences of opinion on various aspects of community affairs.

The level of participatory interest in local affairs is largely of a passive or spectator nature. Playing bingo, hockey games, and watching television are generally more important to individuals from all groups than were interests in activities such as playing cards or attending local group meetings at churches or schools (see Table 13). Less than 30% of the respondents belonged to clubs.

TABLE 13

Percentage Distribution of Respondents by Type of Recreation

Recreation	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Play Bingo	40	49.4	18	42.8	11	78.5	11	44.0	22	56.4
Play or Watch Hockey	14	17.3	5	11.9	9	64.3	-	-	9	23.1
Watch Television	43	53.0	19	45.0	13	92.8	11	44.0	24	61.5
Play Cards	9	11.1	2	4.8	6	42.8	1	4.0	7	17.9
Go to Legion Club	4	4.9	-	-	4	28.6	-	-	4	10.3
Other (church, baseball, drink beer)	21	26.0	13	31.0	3	21.4	5	20.0	8	20.5

Over 90% of the respondents that were eligible to vote on reserve elections did so; this figure was common to all three groups. For provincial elections about 70% of each group indicated that they vote. For electing federal representatives the proportion decreases to approximately 50% for the Control Group and the Former Workers and to 30% for the Present Workers. The higher "yes" responses for voting in the provincial election as opposed to federal elections may be due to the more recent time of the former and to a very vigorous local campaign by the elected representative.

Officially, there are intense feelings of jealousy between the Peguis and Fisher River Councils. This rivalry has shown up at the council level on various occasions such as with forest cutting projects, fur trapping areas, adult education, and also in the establishment of a garment plant on Peguis Reserve. Withdrawal of support is an effective bargaining point used by either council whenever outside organizations or agencies are approached to help implement a new program in the rival community. However, this competitive animosity is not shared by most individuals outside the council level.

Another form of rivalry is related to age and economic interests. Although politically voiceless, many young people are demanding rapid changes in leadership and farming practices. The older people feel threatened for they fear that any radical change will destroy their traditional privileges under the Treaties and the Indian Act. Others who aspire to expand farming units to a more viable size, are discouraged by the communal nature of the Band structure;* the Band Council must adjudicate land distribution, and individual aspirations must invariably be subordinated to that of the total community.

Decision making practices by the respondents were tabulated. In the Control Group and Former Workers Group approximately 50% of the respondents feel that Band Council decisions should be respected. In the Present Workers Groups less than 30% would always accept a council decision (see Table 40).

* At Peguis most of the land is held under Certificates of Possession, which give the individual the right to develop and use the land for his own income. Recently disputes have arisen because some individuals who, although not holding Certificates of Possession, felt that they had a hereditary right to a parcel of land. This has generated a great deal of distrust of the Band Council.

Residents of Fisher River may also obtain Certificates of Possession but there are very few actually applied for. Ownership is achieved by building a house on the lot, thus confirming one's intention to use the land, But it is at this point that the hereditary right to a parcel of land may conflict with present land use.

TABLE 40

If the Band Council made a decision would you go along with it?

	Control Group (N = 42)		Present Workers (N = 14)		Former Workers (N = 25)	
	No.	%	No.	%	No.	%
Yes	23	55	4	29	12	48
No*	17	41	10	72	13	52

Finally, the effectiveness of present leadership was derived from the following Table:

TABLE 41

List three people on the reserve who get things done.

Responses	Control Group (N = 42)	Present Workers (N = 14)	Former Workers (N = 25)
	No.	No.	No.
1. Local Community Education Officer	11	10	6
2. Chief	11	4	6
3. Chief and Council	7	-	5
4. Council	5	5	4
5. Agricultural Personnel	3	-	1
6. Indian Agency	1	3	2
7. Other (church, PTA, nobody, welfare workers, etc.)	13	8	10

The Community Education Officer ranks high; he is a resident on the reserve and is the one responsible for

* When the respondent said "It depends" the answer was recorded as "No."

accepting applications for the Garment Plant.

Chapter IV

THE GARMENT PLANT

1. History in Brief

The establishment of a garment plant on the Peguis reserve is the result of years of negotiation and consultation. Various representatives of private industry (Monarch Wear), the Federal government, the Manitoba government, and the Indian band have been involved with the idea since 1965. The aim of the project was twofold; to assist Manitoba Indians and Metis to overcome a persistent cycle of unemployment and lack of training; and to relieve to some extent the chronic labour shortages experienced by Manitoba garment manufacturers. Copious amounts of discussion resulted in a final agreement signed in February, 1969 by Monarch Wear, the Manitoba Department of Industry and Commerce and the Peguis band. The responsibilities of each party were delineated precisely in the contract. Other government departments are closely involved with the project, among them the federal Departments of Manpower and Immigration, Regional Economic Expansion, and Indian Affairs and Northern Development; and the provincial Departments of Health and Social Service, Education and Agriculture*.

2. Description of the Plant

The goals of this review cannot be attained without a detailed examination of the Plant itself, making special

* A detailed history of the project is available in Volume I (Canada, Department of Regional Economic Expansion, 1970.)

reference to selection procedures, training techniques, overall working conditions, and attendant problems such as transportation and babysitting. The strengths and shortcomings of the factory itself can be delineated and used to pinpoint the areas where changes are indicated, should the plant remain open.

The current work force is composed of fourteen operators and two supervisors. Twenty-eight* women have left the Plant (see Table 25), eight of them involuntarily,

TABLE 25
Duration of Work at the Garment Plant for Present and Former Workers

Duration	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Over 13 months	2	5.2	2	14.3	-	-
12 - 13 months	5	12.8	4	28.6	1	4.0
9 - 11 months	6	15.4	*2	14.3	4	16.0
6 - 8 months	5	12.8	-	-	5	20.0
3 - 5 months	*13	33.4	5	35.8	*8	32.0
1 - 2 months	5	12.8	1	7.1	4	16.0
Less than one month	3	7.7	-	-	3	12.0
Total	39	100.0	14	100.0	25	100.0

* Median

and there is a waiting list of forty-two. Employment is dependent on two main factors - geographical location and age. The women must be under 35 years old, as past experience in this Plant has shown that older women are not sufficiently trainable. As well, the employment pattern must fairly reflect population distribution. On this basis, the ratio of Peguis to Fisher River women should be three to two. The present work force is slightly weighted in favour of Fisher River as there are six employees from this area and nine from Peguis. When a worker leaves, her replacement is

* The study interviewed 25 Former Workers. In addition, two had left the area and could not be contacted, while one woman refused an interview.

hired from the same general location, provided, of course, that there is a suitable applicant available.

Prospective employees are not given any kind of test before hiring. It is assumed that all Indian women of the accepted age level are sufficiently dextrous to become good sewing machine operators. This assumption is based on the results of manual dexterity tests given at random to fifteen women from the reserves, before the plant went into operation. However, it is reasonable to hypothesize that not all women have the potential ability necessary for an operation of this type. The feasibility of mandatory manual dexterity tests should be investigated. If something of this type proves workable, it could result in substantial savings of both time and money. Eye tests are also necessary as a condition of employment. Several women have had difficulty in seeing the work and one has been let go on this account. Good vision is imperative in a garment plant and should be a prerequisite to hiring. Some type of standard application form should also be introduced into the selection system, both as an aid to more efficient hiring, and as a method of educating the local residents affected in one particular facet of formalized job-seeking. The existing application form is simplified to an extreme degree. The importance of keeping up production levels should be strongly emphasized, particularly to those accepted for employment.

Once accepted, the new employee begins working in a physical setting that is quite pleasant, and which, in many respects, is superior to comparable situations in larger plants in Winnipeg. The building is new, the heating is generally satisfactory, and the light is adequate. There is some dissatisfaction with the washroom and lunchroom facilities which could be reduced quite easily. The washroom is not clean enough and could be larger. The lunch area is at the back of the Plant and is not separated from the actual

working area, not even visually. The erection of a portable screen or something of this nature would be an improvement; although the best alternative would be to fix up the basement of the hall and have the lunch area there. The machines in the Plant are fairly old but are typical of the machines in use in other garment factories throughout North America. A few complaints were made about mechanical breakdown, but this does not appear to be a significant problem. The male supervisor is also a mechanic and is quite capable of repairing the machines on the spot.

Formal training of the women hired usually does not last longer than a day or so. This is reasonable as time is the primary contributor to speed in a garment plant. Methodology is minimal. The women are first taught how to thread the machines. This is not a difficult operation, particularly for anyone with previous experience on a regular sewing machine, as is the case with most of the women currently employed. They are also taught how to dismantle and clean the machines. The controls are basically easy to operate, with the exception of the speed pedal. Commercial sewing machines are capable of very high speeds and the slightest touch on the pedal causes the machine to race. Practice is necessary before an operator learns how to start and stop at the desired place and how to regulate the speed satisfactorily. Training to this end consists of "sewing" on a piece of cloth without a needle, starting and stopping frequently. This exercise also teaches the correct position of the hands. After the women become reasonably proficient at controlling the speed, they replace the needles and sew without thread on six different paper patterns for as long as necessary. Anyone who masters the first few adequately is not required to complete the entire set. The objective behind using the patterns is to teach the women to sew straight lines, curves, loops, sharp corners, and combinations thereof. They are

far more complex than anything that would arise in a normal sewing situation and give more than adequate preparation for the actual job, provided, of course, that they are completed satisfactorily in terms of both accuracy and speed. When they are, the women sew for an indefinite time period on pieces of cloth, using thread in the machines. This is not a very important facet of the training process; it merely gives an indication of what is to follow when work begins on the production lines.

Formal training concludes here and the actual work begins, initially under close supervision. The two instructors, Earl and Anne Kalenchuk, watch the women closely while they are learning and explain any problems that arise. There seems to be a relationship of mutual respect and rapport between the employees and the supervisors. Judging from the comments of the women, the two are patient and friendly. Anne provides most of the direct supervision while Earl functions more in a managerial capacity. The major problem from their point of view is teaching the women to move their hands faster and so increase production. Incentives have been instituted to act as a stimulant. Anyone who reaches 50% productivity and maintains this speed for a week is given a bonus of \$10. Productivity at 80% for a week is rewarded with a bonus of \$25. and at 100% with \$50. A pre-determined set of quotas is used as the basis for the productivity levels. For example, one particular operation requires the completion of 3,600 hems in a day to qualify as 100% productivity. Only two of the current employees are consistently working at the 100% level and earning approximately \$1.50 an hour. The rest are all at the minimum wage of \$1.35 even though their actual earnings may be in the area of 40¢ - 50¢ per hour.

Although many of the women are not as skilled as they should be, they are all hard workers. While at the

machines, they rarely raise their heads and seldom get up and walk around. Socializing is done during the two 15-minute coffee breaks and the 30-minute lunch break. There is no apparent friction between individuals or between groups. Separation occurs during the breaks when the Peguis women sit at one table and the Fisher River women at the other, but this does not reflect inter-band rivalry. Some of the Fisher River women feel their jobs are not as secure as those of the Peguis women, but their resentment is not directed at any of their fellow employees.

There is a feeling that the existing location of the Plant is unfair. This attitude contains elements of both the political and the practical. Because of the presence of several other buildings on Peguis, some of the Fisher River women are of the opinion that the Plant would be better situated on their reserve. In this case, they would not have such long distances to travel to work (generally 13 - 17 miles). The technical feasibility of establishing a factory on Fisher River is not considered. This feeling is not prominent among the Present Workers, although it does exist. It is more apparent among the Control Group and the Former Workers in which cases 26% and 28% respectively would prefer to see the Plant on Fisher River in contrast to 14% among the current employees. It is self-evident that women actually working will not feel as discriminated against as those not working in the Plant. However, location per se, although somewhat contentious, is not a critical factor.

More significant problems relate to transportation (see Table 32 for distance travelled) and babysitting facilities. Because of the small size of the work force, a regular bus is not practical. Almost half of the Present Workers use the school buses to get to work; this causes difficulties because of the frequency of school holidays, because the schedules are often not convenient and because the buses

TABLE 32

Percentage Distribution of Present and Former Workers by Distance from the Garment Plant

Distance	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Less than 1 mile	2	5.2	1	7.1	1	4.0
1 - 3 miles	9	23.1	5	35.8	4	16.0
4 - 5 miles	7	17.9	*2	14.3	5	20.0
6 - 8 miles	*7	17.9	-	-	*7	28.0
9 - 14 miles	6	15.4	2	14.3	4	16.0
15 - 19 miles	8	20.5	4	28.6	4	16.0
20 or more	-	-	-	-	-	-
Total	39	100.0	14	100.0	25	100.0

* Median

are not available at closing time. Slightly over one-third of the current employees get rides with their neighbours, on a basis which is too irregular to be dependable. Overall, 43% state that they have trouble getting to work and back. This proportion is similar to that expressed by the Former Workers (44%) even though the means of transportation differed in the latter case, with a greater emphasis on car rides (84%) and a lesser emphasis on the buses (12%). More of the Former Workers had the use of their own car than do the Present Workers (32% as opposed to 14%). In financial terms, transportation represents a regular weekly cost of \$5.00 per worker.

Babysitting is a greater problem than transportation judging from the number of women who left the Plant on this account. Of the twenty-eight Former Workers, nine left because of lack of a reliable babysitter. This figure is taken from the files of the plant supervisor. A discrepancy arises when it is compared to the reasons stated by the women themselves for leaving (see Table 37). Only four signified that babysitting was the major problem. This apparent inconsistency may be due to a number of factors. It is possible

TABLE 37
Reasons of Former Workers for Leaving the Plant

Reasons	No.	%
Too far from home	2	8.0
Poor Pay	-	-
Hours of work	-	-
Unhealthy working conditions	-	-
No opportunity for advancement	1	4.0
No security for future	-	-
Disliked fellow workers	-	-
Difficult to get time off and adequate holidays	-	-
Babysitter problems	4	16.0
Other ¹	17	68.0
No response	1	4.0
Total	25	100.0

¹"Other" includes: Laid off - 7; Medical reasons - 7; Miscellaneous - 3

that babysitting was in fact not the problem but was a convenient reason for quitting. It is also possible, that in retrospect, the problem does not assume as much importance as it did at the time of leaving. In any event, 86% of the Present Workers and 60% of the Former Workers indicated an interest in the establishment of a nursery in conjunction with the Plant. This would serve the dual purpose of solving the problem of undependable babysitters and also of reducing the natural anxiety the women feel because of separation from their children for long periods of time.

Based on the results of the survey, transportation and babysitting together account for 24% of the resignations. The two are apparently not as problematical as is popularly supposed. Why this misconception should exist is open to argument. It may merely be an easy and convenient, though fallacious, solution to a complex problem. It may reflect an unwillingness on the part of some people to come to grips with a situation that in many respects involves delicate political manoeuvring. In any case, the fact remains that the two most significant causes of employment termination

were medical reasons and inability to work fast enough. Of a total of twenty-five Former Workers interviewed, seven left because of the first reason, and seven were laid off because of the second (28% in each case). Turnover of this nature could be substantially reduced by the institution of medical examinations and manual dexterity tests before hiring. The present stipulation that employees must be under 35 will probably have a minimizing effect on both factors. It is also likely that the present work force will not be subject to the same degree of turnover since they seem to have passed the "critical" time period. Fully 60% of the Former Workers left before they completed five months on the job. Almost 58% of the present work force have completed at least nine months and an additional 36% are in the three months to five months category.

High proportions of both groups had friends working with them and an equally high proportion liked the supervisory staff. All would recommend working at the Plant to a friend or relative. The Present Workers appear to be more highly motivated in a materialistic sense. As mentioned previously, a greater proportion took the job to earn money than the Former Workers, and an even higher proportion said that working at the Plant had improved their condition of living a great deal (86% and 28% respectively - see Table 34).

TABLE 34

Percentage Distribution of Present and Former workers by Response to Question: " Has your working at the plant improved your condition of living?"

Responses	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Very much	19	48.6	12	85.7	7	28.0
Some	16	41.0	2	14.3	14	56.0
Hardly any	1	2.6	-	-	1	4.0
Not at all	2	5.2	-	-	2	8.0
No response	1	2.6	-	-	1	4.0
Total	39	100.0	14	100.0	25	100.0

In total, it appears that the former Workers were less suitable employees in that they were less adaptable because of higher age, lower education, and larger families and that they were less highly motivated to produce.

3. Perception of the Plant

The impact of the Garment Plant on Peguis and Fisher River reserves cannot be minimized. Its primary benefit from the view point of local residents is as a much-needed source of employment and income, in spite of the fact that a significant proportion of people in both the Control Group and the Former Workers group do not think it is possible to earn a living wage at the Plant (60% and 64% respectively - see Table 11). The corresponding proportion for the Present Workers is much lower (29%) which is likely the result of a lesser level of needs caused by smaller families and generally higher incomes as reflected in the low or non-existent welfare payments received by them.

The attitude of the Control and Former Workers Groups towards earning a living wage at the Plant combined

TABLE 11

Percentage Distribution of Respondents by Reaction to Statement: "A local person cannot earn a living wage at the plant."

Reaction	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agree	45	55.6	25	59.5	4	28.6	16	64.0	20	51.3
Disagree	26	32.1	9	20.5	10	71.6	7	28.0	17	43.5
Don't know	10	12.3	8	19.0	-	-	2	8.0	2	5.2
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

with the fact that they do not have to pay property and associated taxes on the reserve tends to produce psychological obstacles to mobility as an adjustment to changing social and economic conditions.

Knowledge of sponsoring agencies and intended aims is limited. Only 12% of the respondents knew exactly who was eligible for employment and only 26% knew who set up the Plant in the first place. The Control Group is better informed than either the Present or Former Workers in this regard. They also appear to be more informed about the financial set-up of the Plant. A lower proportion do not know whether it could survive without government subsidy than the corresponding proportions for the Present and Former Worker Groups (see Table 12). A "don't know" answer in

TABLE 12

Percentage Distribution of Respondents by Reaction to the Statement: "The Garment Plant cannot exist without Government subsidy."

Reaction	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Agree	40	49.4	23	54.7	5	35.8	12	48.0	17	43.5
Disagree	14	17.3	7	16.7	4	28.6	3	12.0	7	17.9
Don't know	27	33.4	12	28.6	5	35.8	10	40.0	15	38.4
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

this case generally implies ignorance rather than uncertainty.

Respondents were almost unanimous in judging the Plant as good because it is an alternative to welfare.

The most significant area relates to the acceptance of the Plant as either a training centre or a place to work (see Table 10). Overall, 71% of the respondents view the Garment Plant as a place to work; 28% view it as a training centre; and 1% didn't respond. Because a high proportion of the respondents consider the Plant as a source

TABLE 10

Percentage Distribution of Respondents by Perception of Plant - As a Place to Work or
As a Training Facility

Perception of Plant	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
A place to work	57	70.5	28	66.7	12	85.7	17	68.0	29	74.5
A training facility	23	28.4	13	31.0	2	14.3	8	32.0	10	25.7
Don't know	1	1.2	1	2.4	-	-	-	-	-	-
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

of local employment and not as a training centre (primary objective), indicates that communication between the various parties concerned has been poor. In some cases, however, there appears to be better understanding of the nature of the project. Distinct differences exist between the Control Group and the two workers groups in their perception of the Plant.

Most of the Present Workers state that the Garment Plant is a place of work. Slightly over 85% are of this opinion as compared to 67% of the Control Group and 68% of the Former Workers. Most of the current employees are married women with children who seem to have little immediate desire to leave the reserve. Consequently, they are interested primarily in extra income, not in training as a means of increasing mobility. The statistics collected relating to reasons for taking the job reinforce this hypothesis. Almost 79% of the Present Workers at the Plant cited additional money as the most important reason in contrast to 48% of the Former Workers (see Table 24).

However, it cannot be concluded that the Former Workers are interested in the Plant primarily as a means of increasing mobility. They had only two alternatives to choose from. For example, 32% said they took the job for reasons other than money and training. When forced to make

TABLE 24

Percentage Distribution of Respondents by Answer to Question: "Why did you take the job?"

Reasons	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Earn money	23	28.4	11	78.5	12	48.0
Desire for training	6	7.4	1	7.1	5	20.0
Desire to do something	8	9.9	2	14.3	6	24.0
Other	2	2.5	-	-	2	8.0
No Response	-	-	-	-	-	-
Total	39	100.0	14	100.0	25	100.0

a choice between the Plant as either a training facility or as a place to work, they may have chosen the training facility even though they are not primarily interested in acquiring a skill. In addition, responses to the question concerning what they liked about the Garment Plant show only 12% who appreciated the fact that they were learning a trade (see Table 26).

TABLE 26

Percentage Distribution of Present and Former Workers in Response to Question: "What do you like about working at the Garment Plant?"

Responses	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Close to home	3	7.7	-	-	3	12.0
Good Pay	7	17.9	5	35.8	2	8.0
Hours of Work	3	7.7	2	14.3	1	4.0
Healthy Working Conditions	2	5.2	-	-	2	8.0
Opportunity for Advancement	1	2.6	-	-	1	4.0
Good Security	3	7.7	-	-	3	12.0
Likes his Fellow Workers	4	10.3	2	14.3	2	8.0
Easy to get time off and holidays	-	-	-	-	-	-
Learn a trade	7	17.9	3	21.4	4	12.0
Other ¹	16	41.0	10	71.6	6	24.0
No Response	1	2.6	-	-	1	4.0

¹"Other" responses included:

- a) Likes sewing - Present workers - 5 Former Workers - 3
- b) Everything - Present workers - 4 Former workers - 0
- c) Something to do - Present workers - 0 Former workers - 2

It is commonly accepted by the Peguis and Fisher River peoples that the Plant is there to provide employment for local reserve residents. This is the attitude of the personnel manager; it has filtered down and is also the attitude of the rest of the people. The fact that several women have been laid-off because of their inability to work fast enough also militates against the concept of training. In addition, the possibility and desirability of training for relocation is never mentioned.

4. Economic and Social Benefits

The economic and social benefits which accrue from the Plant are substantial from both an individual and a community standpoint. Adverse effects are minimal and revolve mainly around the feelings of animosity aroused because of the Plant location on the Peguis Reserve. There is no evidence of any of the negative manifestations of social change, such as family breakdown, increased alcoholism, or wife-beating. There is a lack of some potentially beneficial programs that could be introduced at the Plant, primarily in the area of education.

The most obvious and direct benefit is the economic. The payroll injects in excess of \$600 into the community every week. Most of the money left after transportation and babysitting fees have been paid is spent on groceries and clothes (see Table 35). Only 3% of the Present and Former Workers spent any of their additional income on entertainment. The net effect of a regular wage has made a substantial change in the lives of the Present Workers, more so than it did in the case of the Former Workers. However, not much reduction in welfare levels was realized because only two of the fourteen workers interviewed were on welfare previous to employment at the Plant (see Table 36).

TABLE 35

Percentage Distribution of Present and Former Workers re Expenditure of Extra Income

Expenditures	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Household Appliances	11	28.2	2	14.3	9	36.0
Travel	10	25.7	8	57.1	2	8.0
Entertainment	1	2.6	1	7.1	-	-
Babysitting	15	38.4	5	35.8	10	40.0
Other ¹	29	74.4	13	92.8	16	64.0

¹"Other" includes:

Groceries	- Present Workers - 11	Former Workers - 13
Clothing	- Present Workers - 4	Former Workers - 7
Medical Expenses	- Present Workers - 1	Former Workers - 0
Miscellaneous	- Present Workers - 2	Former Workers - 1

TABLE 36

Percentage Distribution of Present and Former Workers re Question: "How did your income from the plant affect your welfare level?"

Effect on Welfare	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Very much	12	30.8	1	7.1	11	44.0
Not at all	4	10.3	1	7.1	3	12.0
Not applicable	23	58.9	12	85.7	11	44.0
Total	39	100.0	14	100.0	25	100.0

The case of the Former Workers is much more significant relative to welfare payments. Only 44% were not on welfare at the time of employment. Of those who were, salaries reduced relief levels "very much" in 79% of the cases and "not at all" in 21%. These facts substantiate the hypothesis that the Present Workers are more highly motivated as wage earners since they expressed a strong desire for money. Additional reinforcement for this view can be extracted from the figures on expectations of wages (see Table 33). In spite of lower expectations, the Present Workers are still motivated to earn money.

TABLE 33

Percentage Distribution of Present and Former Workers re Expectations of Wages (per hour) on the Reserve and in Town or City

Expectations	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
a) On Reserve						
\$1.00 or less	4	10.3	1	7.1	3	12.0
\$1.25	*19	48.6	*9	64.3	*10	40.0
\$1.35	6	15.4	-	-	6	24.0
\$1.50	3	7.7	-	-	3	12.0
\$1.75	1	2.6	-	-	1	4.0
\$2.00	-	-	-	-	-	-
\$2.00 and up	-	-	-	-	-	-
Don't know	6	15.4	4	28.6	2	8.0
Total	39	100.0	14	100.0	25	100.0
b) In Town or City						
\$1.00 or less	-	-	-	-	-	-
\$1.25	3	7.7	2	14.3	1	4.0
\$1.35	6	15.4	*2	14.3	4	16.0
\$1.50	*8	20.5	1	7.1	*7	28.0
\$1.75	7	17.9	-	-	7	28.0
\$2.00	1	2.6	-	-	1	4.0
\$2.00 and up	-	-	-	-	-	-
Don't know	14	35.9	9	64.3	5	20.0
Total	39	100.0	14	100.0	25	100.0

* Median

Extra income is not the only individual benefit to be realized from working at the Plant. Intangibles such as personal satisfaction, character enhancement and increased status are very real and important factors. This can also work in reverse. There was some indication of frustration on the part of the Former Workers who were unable to produce fast enough. Generally, however, there is satisfaction with the personal, non-economic effects of the Plant. Fifty-seven per cent of the Present Workers and 72% of the Former Workers stated that working at the Plant helped them to become better persons (see Table 29). The major improvement, by their own estimation, has been to

TABLE 29

Percentage Distribution of Present and Former Workers in Response to Question: "Has your experience in working at the plant helped you become a better person?"

Responses	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Yes ¹	26	66.7	8	57.1	18	72.0
No ²	6	15.4	4	28.6	2	8.0
Don't know	4	10.3	2	14.3	2	8.0
Not applicable (worked only 1 day)	1	2.6	-	-	1	4.0
No response	2	5.2	-	-	2	8.0
Total	39	100.0	14	100.0	25	100.0

¹"Yes" responses included:

- a) Job helped to overcome shyness and increased ability to get along with people.
 - Present workers - 3
 - Former workers - 7
- b) Job helped them to learn new things.
 - Present workers - 0
 - Former workers - 4
- c) Job gave them something to do.
 - Present workers - 1
 - Former workers - 2

²"No" responses included:

- a) No change - same as before.
 - Present workers - 3
 - Former workers - 0
- b) Job too tiring.
 - Present workers - 0
 - Former workers - 1

increase their ability to get along with other people and to reduce shyness. Also appreciated is the fact that the job gives them something to do outside the very limited sphere of their own homes. As well, women with a job at the Plant are likely the objects of a certain amount of envy, a source of great satisfaction for some people.

For the Peguis and Fisher River communities, the establishment of the Plant has resulted in distinct feelings of pride, tempered with a little bitterness from Fisher River. Lack of jobs is a perennial concern of northern

residents everywhere and anything that helps to alleviate this problem is greatly appreciated. The Plant employs between 15 and 22 women from both communities and is highly regarded on this account. An appreciable amount of fear was expressed all over the area that the Plant was in some danger of being shut down.

Hope is universal that the Plant will become a self-supporting enterprise and thus a permanent employer in the local area. Its function as a training centre is not widely regarded as being very significant.

Because of its relative unimportance as a means of training, the Plant has not appreciably increased mobility. It has, however, increased mobility potential. A major drawback is that the workers trained are married women with children. Movements of their households are usually contingent on movement of their husbands. Nevertheless, possession of some degree of skill on the part of the women may provide strong support for any future anticipated move of her husband. The Present Workers have greater mobility potential than the Former Workers because they are younger, better educated, and have smaller families. Both groups feel they acquired a skill at the Plant. Only one person among the Present Workers did not think she could get a job in a factory in Winnipeg (see Table 28). Among the Former Workers, 32% did not feel that they were skilled

TABLE 28

Percentage Distribution of Present and Former Workers in Response to Question: "Do you think you could get a job in a factory in Winnipeg?"

Responses	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Yes	19	48.6	8	57.1	11	44.0
No	9	23.1	1	7.1	8	32.0
Don't Know	11	28.2	5	35.8	6	24.0
Total	39	100.0	14	100.0	25	100.0

enough. However, this figure does not reflect a relative lack of confidence as much as a greater proportion of workers who spent only a short time at the Plant (28% for less than two months).

In the event that a woman trained at the Plant does obtain a job elsewhere, she should have little trouble functioning among non-Indians. All of the Present Workers and 88% of the Former Workers said they could learn to work with people of a different background (see Table 31). Interestingly enough, one of the Present Workers who responded to this question with a qualified "yes" was not

TABLE 31

Percentage Distribution of Present and Former Workers in Response to Question: "Do you think you can learn to work with people of a different background?"

Responses	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Yes	36	92.4	14	100.0	22	88.0
No	1	2.6	-	-	1	4.0
Don't know	1	2.6	-	-	1	4.0
No Response	1	2.6	-	-	1	4.0
Total	39	100.0	14	100.0	25	100.0

worried about her ability to adapt, but about the possibility that she might be discriminated against because of her background. All the Present Workers have adjusted satisfactorily to the routine demanded in a commercial establishment and have certainly increased their mobility potential in this respect. The Former Workers had more problems with getting to work at the same time every day. Two were laid off for habitual lateness and absenteeism, and the rest were given frequent lectures stressing the importance of promptness and regularity. In this sense as well, the Present Workers have a higher potential for mobility.

An important function of the Plant which also has repercussions on mobility relates to the presence or absence of extra-vocational training, both formal and informal.

Ideally, the work experience should increase the womens' general overall knowledge by means of classroom instruction and greater inter-action with more people. This is not the case. There was an abbreviated course in the fall on child care and nutrition, but it had to be suspended for external reasons. Informal absorption of knowledge does not seem to have occurred at all. Both groups of women are relatively ignorant of the multitude of public and private agencies operating in their midst. Most of them do not have a bank account and do not understand credit, saving or taxes. They have no idea who set up the Plant in the first place; who it was intended for; who is responsible for its general upkeep; or who pays the bills. The potential for education and the introduction of industrial life skills is not being developed.

The workers at the Plant and the local community residents are not the only ones affected by the operation of the Plant. The surrounding community, particularly the storekeepers, are realizing very substantial benefits in an economic sense. The women receiving a regular salary spend more, buy better quality goods, and pay their bills more regularly. The owners of the stores in Hodgson, Dallas and Koostatak have all noticed a definite difference in the spending patterns of Plant employees. Stores in Fisher Branch handling a wider variety of goods have also been more heavily patronized.

5. Summary

It is apparent that the Garment Plant is both socially and economically beneficial to Peguis and Fisher River communities. The employment opportunities and the additional income generated are particularly welcome and appreciated in an area where jobs are chronically scarce. In addition, the Plant is a source of pride for all residents.

The contentious issues relate to the actual functions of the Plant as compared to the intended functions. Basically, the conflict revolves around the future of the Indian as conceived by the outside society and as conceived by the Indians themselves. It is commonly assumed by non-Indians that integration is the optimum alternative. Many Indians, on the other hand, generally prefer the alternative of staying on the reserves. The major drawback here is the chronic lack of jobs. Projects such as the Garment Plant in the Peguis community are partial solutions to this problem. The fact that it was not intended to serve this function is not a source of concern because most of the local residents are not aware of the intended objectives. This general ignorance will be the cause of a great deal of bitterness if the Plant should close. In view of the ineffectiveness of communication on the reserves, it will be virtually impossible to explain the reasons for possible closure and to convince local people that the action is justifiable and not merely an arbitrary whim of the government.

The fact remains, however, that the Plant has not been functioning as was intended. This would not be so serious if it were self-supporting. Because it is not, it becomes neither a training centre nor a place to work, but a sheltered workshop. There is limited justification for continuing it in this form.

There is, however, a great deal of justification for altering the Plant to allow it to remain open. If it is to become a training centre in the strict sense of the word with the ultimate objective of increasing mobility, the whole approach must be revamped, particularly the selection and indoctrination processes. There is not much point in training a woman with an aggregate of low mobility potential (e.g. advanced age, combined with large family,

low education, unemployed spouse, and generally low aspirations).

The other alternative of transforming the Plant into a viable commercial operation would be more difficult to realize. The selection process would have to become more rigorous and concentrate on younger, better educated women with small families who are strongly motivated materialistically. They would have to be imbued with the idea that they either produce satisfactorily within a given period of time or they leave. Indications that the present work force will ultimately be quite successful are good. The amended selection process is an improvement. "Successful" in this sense is in the context of a viable plant. None of the Present Workers expressed any desire to move to a place where they would have the opportunity of utilizing their skills. The one woman trained at the Plant who actually did relocate to Winnipeg resigned her job there after a short time because she found living expenses too high in the city. She knew, of course, that she had an alternative source of employment in the Plant at Peguis.

Closing the Plant now would have very serious repercussions on both Fisher River and Peguis communities. The loss of income, although not critical would be significant. The most important dimension affected, however, would be the psychological. The local residents are very proud of the Plant and appreciate it as a generator of employment opportunities. To close it would erode whatever trust they may have in governments and whatever faith they may have in themselves.

Chapter V

READINESS FOR MOBILITY - POTENTIAL FOR SOCIAL ADJUSTMENT

1. Introduction

In the most general sense, mobility denotes movement or the capacity to move. This movement may take various forms: geographic (movement from one physical space or place to another), occupational (movement from one job to another), and social (a change in the status and role of an individual). Learning itself is a form of mobility from one stage of development to another. The point is that mobility is not simply moving from a farm to a city, from one job to another; rather, it is a form of personal adaptation to a new and changing environment.

When the Garment Plant was introduced to the study area, an opportunity for socio-economic mobility was provided for local people. For many (70%) this opportunity was translated into a job which provided an incentive in the form of money; for others (30%), this was conceived as an opportunity to learn new skills for the urban setting. In both instances, the adaptative capacity of the local people was being tested.

By studying the characteristics of the local people, we can gain some indication as to the state of readiness of people to adapt to changing conditions. This adaptation may take the form of finding a job locally, if this is possible, or it may mean a movement elsewhere in search for a livelihood. The experience of many in Canada is that movement of population has been and continues to be one of the basic ways by which people adjust to a variety

of economic and social conditions.

2. History of Mobility

The history of the Fisher River and Peguis communities has been one of recent migration. Fisher River people initially migrated from the James Bay area in the 1800's by way of Norway House, while the Peguis people came from the Selkirk area in 1911. Eighty per cent of the respondents in the survey indicated that they were born locally (see Table 5); the rest came from outside the area (Berens River; Selkirk, Jackhead, St. Peters, Gypsumville, Norway House, Dauphin River and Marble Ridge). Some 25% (or 570) of the Peguis band membership resides off the reserve, indicating considerable outmigration.

TABLE 5

Year That Respondents Came to Live in the Community

Year	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Born here	65	80.3	32	76.2	12	85.7	21	84.0	33	84.6
1960's	-	-	-	-	-	-	-	-	-	-
1950's	1	1.2	1	2.4	-	-	-	-	-	-
1940's	1	1.2	1	2.4	-	-	-	-	-	-
1930's	4	4.9	4	9.5	-	-	-	-	-	-
1920 or earlier	5	6.2	2	4.8	-	-	3	12.0	3	7.7
Not Applicable	4	4.9	1	2.4	2	14.3	1	4.0	3	7.7
No Response	1	1.2	1	2.4	-	-	-	-	-	-
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

Lack of jobs, a desire for better education for the children, and a desire to get away from local community strains, are the three main reasons why people decide to leave their community. The main reasons they stay are because of familiarity of friends and relatives, it is cheaper ("no rent or taxes"), there is plenty of space, fresh air,

and quietness locally, and one can't find a job elsewhere. The "push" and "pull" factors are fully operative.

The number of moves that local people have made off the reserves is considerable (see Table 17). For the

TABLE 17

Percentage Distribution of Respondents by Number of Moves Off the Reserve

Moves	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
None	30	37.1	*17	40.5	3	21.4	10	40.0	13	33.4
One	*21	26.0	8	19.0	*5	35.8	*8	32.0	*13	33.4
Two	7	8.6	2	4.8	2	14.3	3	12.0	5	12.8
Three	6	7.4	2	4.8	4	28.6	-	-	4	10.3
Four	-	-	-	-	-	-	-	-	-	-
Five or more	1	1.2	1	2.4	-	-	-	-	-	-
No Response	16	19.8	12	28.6	-	-	4	16.0	4	10.3
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

* Median

total respondents, 37% have never moved; 30% have moved once or twice; and 9 have moved three or more times. Of the Present Workers 50% have experienced one or two moves; 29% three moves; and only 21% have no mobility experience.

Almost 100% of the respondents have friends and relatives living off the reserve. This provides another source of "pull". To the question "Why do you go to Winnipeg?", the large majority of responses related to visiting and shopping together with lesser reasons including medical, business and employment.

"How often do you travel to town?" for the "once a week or more often" response, the Present Workers were most mobile (72%), the Control Group was second (62%), and the Former Workers third (52%).

"How many full-time jobs have you had since leaving school?" provides another indicator of mobility. Here again, the Present Workers scored much higher than the other

two, with 9 (64%) of them having had two or more jobs, 3 (21%) having four jobs and 0 having no jobs (as compared with 17 or 41% of the Control Group and 4 or 16% of the Former Workers without any job positions).

3. Preparedness for Mobility

While direct experience is important as an indicator of mobility potential, attitudes are equally valid indicators. The attitude to mobility that best describes the majority of the respondents is "I like to stay in the same place" (see Table 18):

TABLE 18
Percentage Distribution of Respondents by Attitude to Moving

Attitude which best describes Respondent's feelings	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
"I get restless if I stay in one place very long."	6	7.4	3	7.2	1	7.1	2	8.0	3	7.7
"It doesn't matter whether I move a lot or stay in the same place."	2	2.5	-	-	2	14.3	-	-	2	5.2
"I like to stay in the same place."	71	87.6	38	90.4	11	78.5	22	88.0	33	84.6
No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

Control Group: 90%; Present Workers: 79%; and Former Workers: 88%. Only two people (Present Workers) said that "It doesn't matter whether I move a lot or stay in the same place"; in contrast, several from each group said "I get restless if I stay in one place very long."

But when the same respondents were asked whether they would be willing to move to another town or city if a better job were available, the propensity to move increased (see Table 19).

TABLE 19

Percentage Distribution of Respondents by Willingness to Move to Another Town or City if a Better Job were Available.

Willingness to move	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Yes.	26	32.1	11	26.2	9	64.3	6	24.0	15	38.4
No.	39	48.2	19	45.0	5	35.8	15	60.0	20	51.3
No Response	16	19.8	12	28.6	-	-	4	16.0	4	10.3
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

The Present Workers with 64% "yes" responses were the highest as compared to Control Group (26%) and the Former Workers (24%). The job incentive was definitely meaningful, although for the Present Workers the younger age groupings influenced the results significantly. This supports social science findings that younger people with fewer children are more mobile.

The rural migrant in search of opportunity in the urban industrial society needs to make some attitudinal adjustments towards time, space, complexity of organizations, and other people. To do this he needs to know what the urban community that he is moving into is like and at the same time, he will have to be willing to learn a new style of life. If he does not prepare himself, there is a tendency that he or she may encounter anomie (normlessness), frustration, and general maladjustment. For some, this means calling it "quits" and returning to their home. But for those who are willing to prepare themselves and thereby face the challenge, there is substantial evidence that rural migrants are likely to improve their occupational status through migration. Anderson and Scudder found that "sons

who migrate out of small or moderate size communities are more likely to rise above their parent's occupational status than sons who remain in the hometown" (Anderson and Scudder, 1954:334).

Responses to job finding and preferences for working conditions provide some indication of the respondents readiness to adjust to the usual industrial work style.

"How would you go about finding a job in a large town or city?" (See Table 21). Peguis and Fisher River

TABLE 21

Percentage Distribution of Respondents by Knowledge of Finding a Job in a Large Town or City

Methods of Job-Finding	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Canada Manpower	40	49.4	19	45.0	10	71.6	11	44.0	21	53.8
Go to an employer	2	2.5	1	2.4	1	2.4	-	-	1	2.6
To to the Friendship Centre	1	1.2	-	-	-	-	1	4.0	1	2.6
See a Counsellor	1	1.2	1	2.4	-	-	-	-	-	-
Private Employment Agency	4	4.9	2	4.8	-	-	2	8.0	2	5.2
Ask friends	3	3.7	2	4.8	-	-	1	4.0	1	2.6
Read Newspapers	1	1.2	-	-	-	-	1	4.0	1	2.6
To to FRED/ARDA officials	-	-	-	-	-	-	-	-	-	-
Go to Indian Affairs	1	1.2	-	-	-	-	1	4.0	1	2.6
Other	6	7.4	4	9.5	-	-	2	8.0	2	5.2
Don't know	21	26.0	12	28.6	3	21.4	6	24.0	9	23.1
No Response	1	1.2	1	2.4	-	-	-	-	-	-
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

respondents mentioned Canada Manpower Centre as their major contact. Present Workers: 72%; Former Workers: 44%; and Control Group: 45%. For the respective groups there were considerable "Don't knows": 21%, 24% and 29%.

"Do you think you can get used to a job where you start work at the same time every day?" Over 92% of the respondents answered "yes" (including 100% of the Present Workers).

"Can you work comfortably with a supervisor or boss over you?" Again, the response was "yes", but with a somewhat lower percentage (Control Group: 74%; Present Workers: 93%; Former Workers: 88%). Several people said: "It depends".

The response was almost a unanimous "yes" to another question dealing with people: "Do you think you can learn to work with people of different backgrounds?" Only two people indicated "no" out of 81, and two said that they did not know. This favorable attitude is conducive to adjustment in an urban society where the work group tends to be more mixed than homogeneous.

Some 30% of all groups said that they preferred working with large groups of people; another 30% said they preferred small groups of people; the remainder gave other responses: "It depends on what I'm doing", and "alone" (see Table 30).

TABLE 30

Percentage Distribution of Present and Former Workers in Response to Question: "Are you the type of person who likes to do things"?

Responses	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
With large groups of people	12	30.8	4	28.6	8	32.0
With small groups of people	12	30.8	4	28.6	8	32.0
Alone	7	17.9	1	7.1	6	24.0
It depends on what I'm doing	7	17.9	5	35.8	2	8.0
No Response	1	2.6	-	-	1	4.0
Total	39	100.0	14	100.0	25	100.0

Less than half of the respondents knew anything about income tax; this is not surprising because the present Indian reserve system has not promoted a realistic orientation

to money management and societal obligations (e.g. tax structure). A few more know about provincial tax, but still under 50% (see Table 14). When it comes to unemployment insurance, some 75% of the respondents knew about it with the Present Workers having the highest score (85%).

TABLE 14

Percentage Distribution of Respondents by Knowledge of Income Tax, Municipal Tax, Provincial Tax and Unemployment Insurance

Knowledge of:	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Income Tax										
1. Yes	25	30.9	9	20.5	8	57.1	8	32.0	16	41.0
2. No	55	68.0	32	76.2	6	42.8	17	68.0	23	59.0
3. No Response	1	1.2	1	2.4	-	-	-	-	-	-
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Municipal Tax										
1. Yes	3	3.7	-	-	1	7.1	2	8.0	3	7.7
2. No	76	93.6	40	95.2	13	92.8	23	96.0	36	92.3
3. No Response	2	2.5	2	4.8	-	-	-	-	-	-
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Provincial Tax										
1. Yes	37	45.7	20	47.7	5	35.8	12	48.0	17	43.5
2. No	43	53.2	21	50.0	9	64.3	13	52.0	22	56.5
3. No Response	1	1.2	1	2.4	-	-	-	-	-	-
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0
Unemployment Insurance										
1. Yes	58	71.6	29	69.1	12	85.7	17	68.0	29	74.4
2. No	22	27.2	12	28.6	2	14.3	8	32.0	10	25.7
3. No Response	1	1.2	1	2.4	-	-	-	-	-	-
4. Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

Approximately 24% of the respondents report a bank account; 24% state that they save money (36% for Present Workers); and 37% borrow money (again the Present Workers are somewhat higher). Some of those who did not report saving money said that they did not have any money to save. Those who reported borrowing money gave major household expenses and business purposes as the reason.

Less than half of the respondents owned cars that were roadworthy (Control Group: 45%; Present Workers: 43%; and Former Workers:28%), although significantly more knew how to drive one (Control Group: 53%; Present Workers: 72%; and Former Workers:48%).

Relatively few respondents received more than one magazine, while a number received none (Control Group: 60%; Present Workers: 79%; Former Workers: 44%). For the same groupings, 71%, 43% and 64% received no newspapers. However, over 50% of the Present Workers Group read one or more newspapers regularly, thus indicating their greater interest in local, provincial and national news.

4. Education Upgrading and Training

Educational level, as measured by years of school completed, is a variable related to occupation and income as well as to certain other social and psychological factors, such as mobility potential, which may affect the level of living (Anderson and Niemi, 1969:7). The grade level of the Peguis and Fisher River respondents approximates that of other low income people* in rural Canada: Grade 7 for husbands and Grade 8 for women; the exception is the Present Workers who have an education around Grade 9. Out of 81 respondents, however, there was only one high school graduate.

In contrast to their low average educational achievement, the respondents had relatively high aspirations for their children. For their sons, the most frequent response was to complete high school and enter a business, with the exception of the Former Workers Group which had significantly higher aspirations - namely, to attend university or enter a profession (see Table 15).

* At present, the U.S. Office of Economic Opportunity uses Grade 8 level as the criterion for functional illiteracy while for vocational training it is currently set at the Grade 10 level (Anderson and Niemi, 1969:8). This is somewhat higher than the Canadian definition for illiteracy.

TABLE 15

Percentage Distribution of Respondents by Aspirations for their Sons

Aspirations	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
The same type of work as Respondent	3	3.7	3	7.2	-	-	-	-	-	-
Learn a Trade	10	12.3	5	11.9	2	14.3	3	12.0	5	12.8
Complete High School and enter Business	31	79.5	18	42.8	8	57.1	5	20.0	13	33.4
Attend University	9	11.1	3	7.2	1	7.1	5	20.0	6	15.4
Enter a Profession	12	15.0	4	9.5	1	7.1	7	28.0	8	20.5
Other ¹	14	17.3	8	19.0	2	14.2	4	16.0	6	15.4
No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

¹"Other" responses included:

- | | | | | | | |
|---------------|-----------------|-----|-----------------|-----|----------------|-----|
| a) Fisherman | - Control Group | - 2 | Present Workers | - 0 | Former Workers | - 1 |
| b) Farming | - Control Group | - 1 | Present Workers | - 0 | Former Workers | - 2 |
| c) Up to Them | - Control Group | - 3 | Present Workers | - 0 | Former Workers | - 2 |
| d) Don't know | - Control Group | - 2 | Present Workers | - 2 | Former Workers | - 0 |

For their daughters, the aspirations were similar, with the focus on entering a profession. Being a housewife was only mentioned three times out of 81 interviews (see Table 16).

With the exception of several nursing positions, the occupations in the study area are characterized as semi-skilled and unskilled. Labourers, farm and farm workers and fishermen are most frequent. Another characteristic is seasonal unemployment. When asked, "Do you think you have enough training to keep a job in the future?", the Present Workers Group were fairly confident with 72% replying "yes", as compared to 26% of the Control Group and 36% of the Former Workers; at the same time 45% of the Control Group were uncertain, 28% of the Former Group, but only 7% of the Present Workers.

TABLE 16
Percentage Distribution of Respondents by Aspirations for their Daughters

Aspirations	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Housewife	3	3.7	3	7.2	-	-	-	-	-	-
Clerical or office work	19	23.5	12	28.6	1	7.1	6	24.0	7	17.9
Attend University	13	16.1	6	14.3	2	14.3	5	20.0	7	17.9
Enter a Profession	29	35.8	14	33.4	4	28.6	11	44.0	15	38.4
Other ¹	15	19.5	6	14.3	7	50.0	2	8.0	9	23.1
No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

¹"Other" responses included:

- a) Finish High School - Control Group - 3 Present Workers - 5 Former Workers - 0
- b) Up to them - Control Group - 1 Present Workers - 0 Former Workers - 1
- c) Don't Know - Control Group - 2 Present Workers - 2 Former Workers - 0

"Would you like to take some kind of further education and training?" (see Table 20). Again, the Present Workers had the highest score: 86% compared to Control Group with 53% and Former Workers with 32%. Training requests were as

TABLE 20

Percentage Distribution of Respondents by Desire for Further Education and Training

Desire for further Education & Training	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Yes.	49	60.6	22	52.5	12	85.7	15	60.0	27	69.2
No.	21	26.0	11	26.2	2	14.3	8	32.0	10	25.7
No Response	11	13.5	9	20.5	-	-	2	8.0	2	5.2
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

follows: Education upgrading (Control Group: 6 respondents; Present Workers: 2; Former Workers: 2); Heavy equipment (2:0:0); Sewing (5:3:5); Hospital work (3:6:2); and other (4:1:6).

5. Summary

Composite Table 39 attempts to compare the adjustment potentials of the Control Group, the Present Workers, and the Former Workers using 30 factors. The total adjustment performance for the Present Workers was 63, considerably higher than that of their counterparts. The Control Group received a total of 51 while the Former Workers received 57. These scores are a measure of modal characteristics and central tendencies of groups in relation to their adjustment potential towards geographic, social and occupational mobility in the industrial setting.

In essence, the Present Workers have the best chance of success for geographic, social and occupational mobility. The Control Group has the least. Roughly this means that the local Garment Plant operation has retained workers who are younger and with smaller families (and therefore more mobile), who have considerable knowledge of the outside world, read more newspapers, are involved in more recreational activities, have a higher educational level, and in general have a more immediate desire to improve themselves, even if this means changing their life style. In essence, they are considerably less disadvantaged than their friends.

Contrary to popular opinion, most respondents have a positive attitude towards adjustment in an industrial setting, including that of working under a supervisor, and working with people of different backgrounds. In a competitive industry like the Garment Plant, their shortcoming is that they have not yet developed sufficient local paces to maintain the rapid tempo that is characteristic of this industry. In this sense, they have not yet adapted to their environment.

This study, however, cannot say that the Plant has had a causal effect on the respective communities. Any

direct effect cannot be determined by the data we currently have. We can only say that it appears that a generalized effect has occurred on the target area. At the individual level, the data indicates that the gains have been in terms of not only providing local jobs for a limited number of women, but at the same time providing them with built-in supports for future mobility. In the process, these supports raise the aspirations of the children - the future leaders.

Chapter VI

SUMMARY OF FINDINGS

In the search for solutions to the economic problems of the northern Manitoba Indian communities of Peguis and Fisher River, a garment plant was conceived and established in the area. While 14 women continue to work at the Plant, 28 others have resigned over a 14-month period; 42 other women have placed their name on the waiting list. Whether the Plant should or should not continue has forced policy makers and local people to look closely at the project. Our examination of the socio-economic impact on the communities has yielded a number of observations. These include the following:

1. This study cannot say that the Garment Plant has had a causal effect on the respective communities. Any direct effect cannot be determined by the data we currently have. We can only say that a generalized effect has occurred on the target area. Individually, the gains have been in providing local jobs for a limited number of

women and at the same time providing them with built-in supports for future mobility.* In the process, these supports raise the aspirations of the respondents and hopefully the aspirations of their neighbours and their children.

2. Peguis and Fisher River Indian communities suffer no severe geographic limitations as compared with northern Manitoba. Distance from the metropolitan centre of Winnipeg, however, is a major factor to be considered when industrial development is proposed. In proportion to the size of the labour force, jobs available in primary resource production are very limited.

* Mobility in this study has been defined in broad terms to include educational, social, occupational, economic, and geographic dimensions. It implies an adaptation to one's environment: by way of a change in outlook, a change in one's way of life, a change in one's position in society, or some other change that vitally affects the socio-economic functioning of the individual.

3. The questionnaire survey technique combined with limited participant observation was used as the measuring instrument in this study. A total of 81 respondents were interviewed on the basis of three distinct groups:

(1) The Present Workers consisted of 14 persons (100%) currently working at the Plant. (2) The Former Workers consisted of 25 persons who have previously worked at the Plant (this constituted 92% of the full potential of 27). (3) The Control Group consisted of 42 householders who had been randomly selected to represent the reserve community residents according to geographical distribution. The Control Group serves as a representative sample of household population which had not been directly affected by its members working at the Plant.

4. The personal characteristics of the three groups indicate the similarity of the Control and Former Workers as opposed to the Present Workers Group. The former two are generally older, less well educated, have larger families, and tend to be less adaptable; this is similar to the characteristics of garment workers in the City of Winnipeg.

5. The Present Workers appear to have the best chance of success for geographic, social and occupation mobility. The Control Group has the least. Roughly this means that the Garment Plant operation has retained workers who are younger and with smaller families, who have

considerable knowledge of the outside world, read more newspapers, are involved in more recreational activities, have a higher educational level and in general have a more immediate desire to improve themselves, even if this means changing their life style. In essence, they are considerably less disadvantaged than their friends. In the long run steady employment and self-fulfillment of the Present Workers leads to mobility one step at a time.

6. All groupings have a positive attitude towards adjustment in an industrial setting, including that of working under a supervisor, starting work on time each day and working with people of different backgrounds. In a competitive industry like the Garment Plant, their shortcoming is that they have not yet developed sufficient local paces to maintain the tempo that is characteristic of this industry.

7. The respondents and their families are characterized by considerable mobility experience along with kinship ties outside the study area. Many of these people could move to places of economic and social opportunity, but hesitate due to several factors: the perception of the reserve as a place of refuge from the "hostile outside world", lack of adequate education and training required to cope with the new challenges of work, housing, and social living, and lack of understanding of how adaptation can take place in a changing world.

8. The direct effect of the Garment Plant on geographic mobility of the workers is almost nil. One Former Worker went to Winnipeg to work in a garment plant (1 out of 42 or 2%); another one moved to the Selkirk area because her husband got a job there. The indirect effect of the Plant on the Present Workers is considerable. If they do move out of the local district in the near future, they have favorable attitudes to working with people of different backgrounds and at the same time have confidence in their ability to make good. These expectations have probably been raised as a result of the experience at the Plant.

9. The Present Workers are comparable to the average garment worker in North America in terms of education and age (although the Present Workers are somewhat younger than the median age of apparel workers in the U.S.A. of 41.7 years).

10. Knowledge of the sponsoring agencies of the Garment Plant is very limited in all three groups; it is less so in the Control Group which was not directly involved in the operations.

11. Locally, the Garment Plant is generally regarded as being a good enterprise because it "takes people off welfare". In reality, the effect on the relief level of the two communities has been minimal. Most of the Present Workers have not been on relief; this is in

contrast to the Former Workers who, with larger families, received more welfare.

12. An average of 60% of the Control and Former Workers groups contend that it is not possible to earn a living wage at the Plant, as compared to only 29% of the Present Workers.

13. Most of the respondents, especially among the Present Workers, think the Garment Plant is a place to work rather than a training facility. This is directly confirmed by the fact that far more Present Workers desire employment for the money that derives from a job, as compared to the Former Workers who were more interested in training and in having something to do. This may partially explain why Former Workers resigned or were laid off; their expectations for training were not fulfilled.

14. Knowledge of other agencies has been low. If movement to an industrial setting takes place, this lack of knowledge will be a handicap to coping behaviour. Here is an area where extra curricular courses are needed.

15. The supervisory staff at the Plant appears to be adequate and is well accepted by the local people.

16. There are no identifiable psychological pressures at the Plant which contributed to 25 of the ladies leaving. The main reasons for leaving were: being too slow or getting sick. Only two workers were laid off because they did not have a valid excuse for not appearing

at work on time.

17. By their own assessment, the Present Workers' level of living has been raised as a result of the Plant experience. They are now able to purchase more groceries and clothing. The Former Workers have not expressed the same enthusiasm.

18. There is a noticeable degree of satisfaction at the Plant. Most of the Present Workers said that they have become better persons.

19. The Peguis and Fisher River Communities are characterized by intense rivalry at the Council level. This rivalry is intensified in Fisher River because its Council members feel that their community has been neglected and ignored by the outside world; from their point of view, it is Peguis that gets most of the jobs, public buildings and other favors. At the Garment Plant, however, there is no apparent rivalry between the individual women of the different communities.

The respective Councils use the threat of withdrawal of support as a device to ensure group solidarity and conformity. This official attitude of the leaders is a hindrance to the creation of any joint ventures. However, at the personal level, this antagonism and rivalry appears to be almost absent. While the leaders are rattling their sabres and testing their strength, so to speak, the local people are able to get along reasonably well.

20. Conflict between elected leaders and indigenous civil servants seems to be apparent. Each tends to feel that their prerogatives of power are being usurped by the other. All this tends to create suspicion and distrust among the principals involved plus apathy among the local people.

21. The local Community Education Officer shows up as the visible leader of the two communities. Attitudes towards him are strongly pro or con.

22. The presence of the school teachers in the local community appears to have been unnoticed in relation to the Plant. The teachers have not been invited to participate in terms of preparing the children in a more supportive role. Furthermore, it has been unfortunate that their teacherages have been segregated from the rest of the community. The Council has not encouraged the teachers to settle in the present townsite, across the road from the school.

If continuity is to take place in any future garment plants in isolated areas, it would be useful to involve the teachers in a supportive role.

23. Socialization courses should be developed for areas which have a relative disadvantage in terms of income, isolation, and limited exposure to the outside industrial society. The components of such courses should be tailored to the local situation, but should generally

include: basic English; business mathematics; home management; health and personal grooming; understanding one's local and wider environment in terms of the changing social and economic conditions; plus the "pouncing"* technique of group learning rather than "the sky is the limit" type. Finally, the curriculum in the public and high schools should be continuously enriched.

24. There is a case for an integrated plant facility on neutral ground. People of different backgrounds could cut across the present group loyalties, serve as pacers, provide a need for inter-group learning, and at the same time help to adjust to an urban society where the work group tends to be more mixed than homogeneous. In essence, this would mean focussing on the

* The technique of "pouncing" is a method of confrontation used by Robert Walker and others (Walker, 1969) of helping unemployed clients learn that they are not only responsible for their own employment problems, but that can do something constructive about them. "Pounce" takes the form of group counselling in which the group confronts each member with the fact that he is giving rationalization for his lack of employment. The group members reinforce each other for being able to describe their difficulties in terms of behaviour they can take to overcome the problems. This group technique could be adapted to other disadvantaged groups such as that in northern isolated communities. The objectives of the training group would be to provide an opportunity to bring anxieties and hostilities into the open, to find acceptable ways of dealing with them, to examine goals and aspirations and to replace insolvable problems with achievable goals, to improve communication skills, and to develop group strengths in dealing with hostilities directed against them.

wider area rather than on the local two communities. The location of such a plant would have to be carefully considered bearing in mind these requirements: The optimum size of a viable plant; access to urban and public facilities (schools, hospitals, stores, theatre); the population in relation to the manpower potential; transportation and highways; and others.

25. Should future "experimental projects be contemplated, it is important that a substantial research input be built into the project before it gets underway. With the present project, there was no opportunity to do a "before-and-after" depth study of the respondents' behavioural change.

In essence, the Garment Plant on Peguis has retained the most adaptive group of workers. In the short run the Plant has served as a "pull factor" to the local community; in the long run, it is bolstering the attitudes and skills for social, occupational and geographic mobility.

APPENDIX A
Summary Tables
from
Questionnaire Schedule

TABLE 3

Percentage Distribution of Respondents by Number of Children

Number of Children	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
1	5	6.2	-	-	3	21.4	2	8.0	5	12.8
2	5	6.2	2	4.8	2	14.3	1	4.0	3	7.7
3	5	6.2	-	-	*2	14.3	3	12.0	5	12.8
4	9	11.1	5	11.9	1	7.1	3	12.0	4	10.3
5	7	8.6	3	7.2	1	7.1	*3	12.0	*4	10.3
6 or more	*47	58.0	*31	73.9	4	28.6	12	48.0	16	41.0
Not Applicable	2	2.5	-	-	1	7.1	1	4.0	2	5.2
No Response	1	1.2	1	2.4	-	-	-	-	-	-
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

*Median

TABLE 6

Percentage Distribution of Respondents by Occupation

Occupation	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Labourer (unskilled)	26	32.1	9	20.5	14	100.0	3	12.0	17	43.5
Service & Recreation	2	2.5	2	4.8	-	-	-	-	-	-
Farm and Farm Workers	7	8.6	6	14.3	-	-	1	4.0	1	2.6
Transportation & Communication	1	1.2	-	-	-	-	1	4.0	1	2.6
Housewife	31	38.2	14	33.4	-	-	17	68.0	17	43.5
Mining, Fishing, Trapping, Natural Resources	5	6.2	5	11.9	-	-	-	-	-	-
Sales & Clerical	-	-	-	-	-	-	-	-	-	-
Craftsman	1	1.2	1	2.4	-	-	-	-	-	-
Miscellaneous (includes Professional)	4	4.9	3	7.2	-	-	1	4.0	1	2.6
No particular occupation	2	2.5	1	2.4	-	-	1	4.0	1	2.6
No Response	2	2.5	1	2.4	-	-	1	4.0	1	2.6
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

TABLE 7

Percentage Distribution of Respondents by Occupation of Spouse

Occupation	Total		Control Group		Present Workers		Former Workers		Present and Former Workers	
	No.	%	No.	%	No.	%	No.	%	No.	%
Labourer (unskilled)	12	15.0	2	4.8	3	21.4	7	28.0	10	25.7
Service & Recreation	4	4.9	2	4.8	2	14.3	-	-	2	5.2
Farm and Farm Workers	4	4.9	2	4.8	-	-	2	8.0	2	5.2
Transportation & Communication	3	3.7	-	-	1	7.1	2	8.0	3	7.7
Housewife	26	32.1	21	50.0	-	-	5	20.0	5	12.8
Mining, Fishing, Trapping, Natural Resources	13	16.1	6	14.3	5	35.8	2	8.0	7	17.9
Sales & Clerical	-	-	-	-	-	-	-	-	-	-
Craftsman	2	2.5	2	4.8	-	-	-	-	-	-
Miscellaneous (includes Professional)	6	7.4	3	7.2	1	7.1	2	8.0	3	7.7
No particular occupation	4	4.9	1	2.4	-	-	3	12.0	3	7.7
Not Applicable	4	4.9	1	2.4	2	14.3	1	12.0	3	7.7
No Response	3	3.7	2	4.8	-	-	1	4.0	1	2.6
Total	81	100.0	42	100.0	14	100.0	25	100.0	39	100.0

TABLE 27

Percentage Distribution of Present and Former Workers in Response to Question: "What do you dislike about working at the Garment Plant?"

Responses	Total		Present Workers		Former Workers	
	No.	%	No.	%	No.	%
Too far from home	4	10.3	-	-	4	16.0
Poor pay	-	-	-	-	-	-
Hours of work	1	2.6	-	-	1	4.0
Unhealthy Working Conditions	-	-	-	-	-	-
No opportunity for advancement	1	2.6	-	-	1	4.0
No security for future	-	-	-	-	-	-
Dislikes fellow workers	-	-	-	-	-	-
Difficult to get time off and adequate holidays	-	-	-	-	-	-
Other ¹	27	69.3	14	100.0	13	52.0
No response	6	15.4	-	-	6	24.0

¹"Other" responses included:

- a) Babysitting - Present workers - 1 Former workers - 4
- b) Dislikes supervisors - Present workers - 0 Former workers - 2
- c) Difficulties with work - Present workers - 1 Former workers - 4
- d) Nothing - Present workers - 10 Former workers - 1

TABLE 38

Former Workers' Attitudes to Returning to the Garment Plant

Wish to return?	No.	%
Yes ¹	23	92.0
No ²	2	8.0
Perhaps	-	-
Don't know	-	-
Total	25	100.0

¹"Yes" qualifiers include:

- a) If they take me back - 6
- b) If I could get a babysitter - 2
- c) If I had better transportation - 2

²"No" qualifiers include:

- a) Too old - 2

COMPOSITE TABLE 39
Variable Indicators of Adjustment Potential For
Geographic, Social and Cultural Transition to the Industrial Society
by Control Group, Present Workers and Former Workers

Adjustment Determinants and Criteria for Selection	1 = Low adjustment potential Maximum = 29		2 = Medium adjustment potential Maximum = 58		3 = High adjustment potential Maximum = 77		Total N = 81 Weighted Score
	Control Group N = 42	Present Workers N = 14	Former Workers N = 25	Present and Former Workers N = 39			
1. Age							
3 = 16 - 24							
2 = 25 - 44							
1 = 45+	2	2	2	2	2	2	
2. Marital Status							
3 = Single							
2 = Married no children							
1 = Married with children	1	1	1	1	1	1	
3. Level of Education							
3 = Gr. 12 plus							
2 = Gr. 9 - 11							
1 = Less than Gr. 9	1	2	1	1	1	1	
4. Educational Aspirations for Son							
3 = High - University and/or a profession							
2 = Neutral - Gr. 12.							
1 = Low - Below Gr. 12.	2	2	3	2	2	2	
5. Educational Aspirations for Daughter							
3 = High - University and/or profession							
2 = Neutral - Gr. 12 clerical and office							
1 = Low - Housewife and marriage	3	3	3	3	3	3	
6. Occupation of Respondent							
3 = Professional or skilled							
2 = Semi-skilled							
1 = Laborer (unskilled)	1	1	1	1	1	1	
7. Occupation of Spouse							
3 = Professional or skilled							
2 = Semi-skilled							
1 = Unskilled	1	1	1	1	1	1	
8. Total Annual Earned Income							
3 = Over \$6,000							
2 = \$3,000 - \$5,999							
1 = \$3,000 or less	1	1	2	1	1	1	
9. Total Annual Income (Earned and Unearned)							
3 = over \$6,000							
2 = \$3,000 - \$5,999							
1 = \$3,000 or less	2	1	1	1	1	2	
10. Number of Children at Home							
3 = one, two or zero							
2 = three or four							
1 = five or more	1	3*	2	2	2	1	
11. Participation in Recreational Activities							
3 = Much - frequency 2+							
2 = Some - 1 to 2							
1 = Little or none - less than 1	2	3	2	2	2	2	
12. Participation in Federal and Provincial Elections							
3 = More than 75%							
2 = 50% - 75%							
1 = Less than 50%	2	1	2	1	1	2	
13. Bank Account							
3 = Yes, 50% or more							
2 = Yes, 20% - 49%							
1 = Less than 20% or none	2	2	2	2	2	2	
14. Experience in Use of Credit							
3 = Yes, 75% or more							
2 = Yes, 25% - 74%							
1 = Yes, Less than 25% or none	2	3	2	2	2	2	
15. Knowledge About Income Tax							
3 = Yes, 75% or more							
2 = Yes, 25% - 74%							
1 = Yes, less than 25% or none	1	2	2	2	2	2	
16. Knowledge About Unemployment Insurance							
3 = Yes, 75% or more							
2 = Yes, 25% - 74%							
1 = Yes, less than 25% or none	2	3	2	2	2	3	
17. Attitude to Starting Work at the Same time Each Day							
3 = Positive - 75% or more							
2 = Neutral - 25% - 74%							
1 = Negative - less than 25%	3	3	3	3	3	3	
18. Attitude to Working Under a Supervisor							
3 = Positive - 75% or more							
2 = Neutral - 25% - 74%							
1 = Negative - less than 25%	3	3	3	3	3	3	
19. Possession of Car							
3 = 75% or more							
2 = 50% - 74%							
1 = Less than 50%	1	1	1	1	1	1	
20. Number of Moves Off Reserve							
3 = Three or more times							
2 = One or two times							
1 = Never	1	2	2	2	2	2**	
21. Feelings About Moving							
3 = Adaptable - will move or stay							
2 = Restless							
1 = Like to stay in same place	1	1	1	1	1	1	
22. Willingness to Move to a Town or City if a Better Job were Available.							
3 = Yes - 75% or more							
2 = Yes - 50% - 74%							
1 = Yes - Less than 50% or No	1	2	1	1	1	1	
23. Desire for Further Education and Training							
3 = Yes - 75% or more							
2 = Yes - 50% - 75%							
1 = Less than 50% or no	2	3	2	2	2	2	
24. Frequency of Travel to Town							
3 = Once a week or more often							
2 = Once in two weeks							
1 = Once in three weeks or less	3	3	3	3	3	3	
25. Friends or Relatives Living Off the Reserve							
3 = Yes							
1 = No	3	3	3	3	3	3	
26. Knowledge About Finding a Job in a Large Town or City							
3 = Considerable - 75% or more							
2 = Some - between 25% - 74%							
1 = Don't know much - 25% or less	2	3	3	3	3	2	
27. Possession of Electrical Appliances							
3 = Many 75% - 100%							
2 = Some 50% - 74%							
1 = Few - 50% or less	2	3	3	3	3	3	
28. Magazines Received							
3 = Five or more							
2 = Two to four							
1 = One or none	1	1	1	1	1	1	
29. Newspaper Read Regularly							
3 = Two or more							
2 = One							
1 = None	1	2	1	1	1	1	
30. Age, most mobile group 16 - 24 years							
3 = Many - 40% or more							
2 = Some - 20% - 40%							
1 = Few - less than 20%	1	2	1	1	1	1	
TOTAL ADJUSTMENT PERFORMANCE SCORES	51	63	57	54***	55		

Note: This is a measure of model characteristics or central tendencies of people in relation to their adjustment potential towards geographic, social and cultural mobility in the industrial society. With one exception, three weighted values were used as the criteria for selection purposes: Weighted Score 1 indicates low adjustment potential; Weighted Score 2 indicates medium adjustment potential; and Weighted Score 3 indicates high adjustment potential. Criteria for the score selection of particular adjustment determinant or variable was based upon various research findings from rural-to-urban migration studies. Particularly helpful were the following three items: Donald R. Whyte, "Social Determinants of Inter-Community Mobility: An Inventory of Findings"; J.A. Abramson, Rural to Urban Adjustment; and D. Anderson and J.A. Niemi, Adult Education and the Disadvantaged Adult.

Statistical data was derived from various tables of the Garment Industry Study. Scoring was done by a panel of three researchers. "No response" items were disregarded. In most cases, the median was used as a selection criteria; when ties occurred, the mode provided a guide for selection.

* This was a difficult case; 50% of the Present Workers fitted into the 3 or high score potential category, with 21% and 29% respectively fitting into 2 and 1 categories. Score 3 was given because this is a more accurate description of the group than either of the other two alternatives.

** Another difficult case; 37% of the respondents did not move at all, so that their score was 1. However, 30% had moved one or two times for a score of 2, while 9% had moved three or more times for a score of 3. The combined score was given as 2 because this was a more accurate description of the group than the other alternatives.

*** The total adjustment performance score for the combined Present and Former Workers Group is 54. This may seem odd when we compare the individual total scores of Present Workers, as 63, and Former Workers, as 57. However, the 54 score is consistent; the lower scores of the Former Workers Group along with almost double the number of people has resulted in pulling down many of the individual scores to the combined total of 54.

APPENDIX B

APPENDIX "B"

- | | | |
|------------|-----------------------------|--------|
| Respondent | 1. Control group | 1. () |
| | 2. Present workers at Plant | 2. () |
| | 3. Former workers at Plant? | 3. () |

.2.

SOCIAL AND ECONOMIC ANALYSIS QUESTIONNAIRE SCHEDULE

for Fisher River and Peguis communities in the Interlake Region of Manitoba - as applied to the Garment Plant Review at Peguis Reserve - March 1970

Interviewer's Name _____
 Address _____
 Date of Interview _____
 Length of Interview _____

PART ONE (Questions to all groups)

- Data Card Number _____
- Affiliation

1. Fisher River Band	1. ()
2. Peguis Band	2. ()
3. Other (specify) _____	3. ()
- Location of residence

1. Fisher River	1. ()
2. Peguis	2. ()
3. Other (specify) _____	3. ()
- (a) Sex of respondent

1. Male	1. ()
2. Female	2. ()
- (b) Is respondent the head of the household?

1. Yes	1. ()
2. No	2. ()

- Age

1. 16-24	1. ()
2. 25-34	2. ()
3. 35-44	3. ()
4. 45-54	4. ()
5. 55 or over	5. ()
- Marital Status

1. Single	1. ()
2. Married (Western legal custom)	2. ()
3. Widowed	3. ()
4. Divorced or separated	4. ()
5. Unwed Mother	5. ()
- What was the highest year you completed in school?

1. Less than 5	1. ()
2. 5 - 8	2. ()
3. 9 - 11	3. ()
4. 12	4. ()
5. Some University	5. ()
6. University Degree	6. ()
7. University graduate work	7. ()
- Did you have any training after you left school. If yes, where did you obtain this training? _____

1. No other training	1. ()
2. Technical or trade school	2. ()
3. Apprenticeship	3. ()
4. On-the-job (specify) _____	4. ()
5. Educational up-grading for adults	5. ()
6. Other (specify) _____	6. ()

What were you trained for? _____
- What was the highest year your wife/husband completed in school?

Not applicable	N/A ()
1. Less than 5	1. ()
2. 5 - 8	2. ()
3. 9 - 11	3. ()
4. 12	4. ()
5. Some university	5. ()
6. University degree	6. ()
7. University graduate work	7. ()

.3.

- Did your wife/husband have any other training after she left school? If yes, specify the nature of the other training.

Not applicable	N/A ()
1. No other training	1. ()
2. Technical school or trade school	2. ()
3. Educational upgrading for adults	3. ()
4. Nursing	4. ()
5. Cooking	5. ()
6. Other (specify) _____	6. ()
- How many children do you have?

Not applicable	N/A ()
1. 0	1. ()
2. 1	2. ()
3. 2	3. ()
4. 3	4. ()
5. 4	5. ()
6. 5	6. ()
7. 6 or more	7. ()
- How many of your children are still in school?

Not applicable	N/A ()
1. 0	1. ()
2. 1	2. ()
3. 2	3. ()
4. 3	4. ()
5. 4	5. ()
6. 5	6. ()
7. 6 or more	7. ()
- How many of your children have completed Grade 12?

Not applicable	N/A ()
1. 0	1. ()
2. 1	2. ()
3. 2	3. ()
4. 3	4. ()
5. 4	5. ()
6. 5	6. ()
7. 6 or more	7. ()

.4.

- How many of your children who have left school did not complete Grade 12?

Not applicable	N/A ()
1. 0	1. ()
2. 1	2. ()
3. 2	3. ()
4. 3	4. ()
5. 4	5. ()
6. 5	6. ()
7. 6 or more	7. ()
- How many of your children are living at home?

Not applicable	N/A ()
1. 0	1. ()
2. 1	2. ()
3. 2	3. ()
4. 3	4. ()
5. 4	5. ()
6. 5	6. ()
7. 6 or more	7. ()
- How many of your children are not living at home but are still living in this area?

Not applicable	N/A ()
1. 0	1. ()
2. 1	2. ()
3. 2	3. ()
4. 3	4. ()
5. 4	5. ()
6. 5	6. ()
7. 6 or more	7. ()
- How many of your children are not living at home and have moved to another area?

Not applicable	N/A ()
1. 0	1. ()
2. 1	2. ()
3. 2	3. ()
4. 3	4. ()
5. 4	5. ()
6. 5	6. ()
7. 6 or more	7. ()

.5.

18. In what year did you come to live in this community?
- 1. Born here
 - 2. 1960's
 - 3. 1950's
 - 4. 1940's
 - 5. 1930's
 - 6. 1920's or earlier

Specify where you came from: _____

19. In what year did your wife/husband come to live in this community?
- Not applicable
- 1. Born here
 - 2. 1960's
 - 3. 1950's
 - 4. 1940's
 - 5. 1930's
 - 6. 1920's or earlier

Specify where wife came from: _____

20. What is your ethnic background?
- Don't know
- 1. Cree
 - 2. Saulteaux
 - 3. Sioux
 - 4. Assiniboine
 - 5. Chipewyan
 - 6. Metis
 - 7. British
 - 8. French
 - 9. Scandinavian
 - 10. German
 - 11. Ukrainian
 - 12. Other: _____

.6.

21. What is the ethnic background of your wife/husband?
- Don't know
- 1. Cree
 - 2. Saulteaux
 - 3. Sioux
 - 4. Assiniboine
 - 5. Chipewyan
 - 6. Metis
 - 7. British
 - 8. French
 - 9. Scandinavian
 - 10. German
 - 11. Ukrainian
 - 12. Other: _____

22. What do you do for a living? (Occupation). (Use standard scale provided on separate sheet).

- 1. Laborer (unskilled)
- 2. Service and recreation
- 3. Farm and farm workers
- 4. Transportation and communication
- 5. Housewife
- 6. Mining, fishing, trapping, natural resources
- 7. Sales and clerical
- 8. Craftsman
- 9. Miscellaneous (including professional)
- 10. No particular occupation

23. What does your wife/husband do for a living?

- 1. Laborer (unskilled)
- 2. Service and recreation
- 3. Farm and farm workers
- 4. Transportation and communication
- 5. Housewife
- 6. Mining, fishing, trapping, natural resources
- 7. Sales and clerical
- 8. Craftsman
- 9. Miscellaneous (including professional)
- 10. No particular occupation

.7.

24. If you are employed, is this part-time or full-time?
- 1. Part-time (seasonal)
 - 2. Full time

25. If employed, is your wife/husband self-employed or working for others?
- 1. Self-employed
 - 2. Working for others

- 26 (a) What is joint total annual earned income from all sources for this family (but do not include Family Allowances, relief assistance, old age assistance or old age security, blind, disabled, or other pensions).
- No response
- 1. None
 - 2. Under \$500
 - 3. 1000 - 1999
 - 4. 2000 - 2999
 - 5. 3000 - 3999
 - 6. 4000 - 4999
 - 7. 5000 - 5999
 - 8. 6000 - 6999
 - 9. 7000 - 7999
 - 10. 8000 & over

Calculate as follows:

Earned income -

Income from reservation sources: \$ - - - - - (Yr.)

(Includes:

- agricultural products
- fishing
- hunting
- trapping
- Treaty fund

Income from off-reservation sources: \$ - - - - - (Yr.)

(Includes wages from -

- agricultural work off reserve
- highway work

.8.

- 26 (b) What is the joint total annual unearned income from all sources for this family (include welfare or relief, children's allowance, pensions, unemployment insurance, etc.)

- No response
- 1. None
 - 2. Under \$500
 - 3. \$1000 - 1999
 - 4. \$ 2000 - 2999
 - 5. \$3000 - 3999
 - 6. \$4000 - 4999
 - 7. \$5000 and over

- 26 (c) What is the joint total annual earned and unearned income from all sources for this family (total of (a) and (b))

- No response
- 1. Under \$500
 - 2. \$1000 - 1999
 - 3. \$2000 - 2999
 - 4. \$3000 - 3999
 - 5. \$4000 - 4999
 - 6. \$5000 - 5999
 - 7. \$6000 - 6999
 - 8. \$7000 - 7999
 - 9. \$8000 - 8999
 - 10. \$9000 - 9999
 - 11. Over \$10,000

27. What language do you use most often?
- 1. English
 - 2. Cree
 - 3. Saulteaux
 - 4. Other (specify) _____

28. What language do you use most often at home?
- 1. English
 - 2. Cree
 - 3. Saulteaux
 - 4. Other (specify) _____

29. What language do your young children use most often?

- 1. English 1. ()
- 2. Cree 2. ()
- 3. Saulteaux 3. ()
- 4. Other (specify) _____ 4. ()

KNOWLEDGE ABOUT PEGUIS GARMENT PLANT

1. Are you aware of the building of a garment plant on the Peguis Reserve?

- 1. Yes 1. ()
- 2. No 2. ()

2. Do you view this plant as:

- 1. A place to work 1. ()
- 2. As a training place for a better job 2. ()

3. Do you think the plant was built for

- Don't know D/K ()
- 1. Your band 1. ()
- 2. Both bands 2. ()
- 3. Indians and Metis 3. ()
- 4. Everybody (Indians, Metis and non-Indians) 4. ()

4. Who do you think set up the plant in the first place?

- Don't know D/K ()
- 1. The government (specify if possible) 1. ()
- 2. Monarch Wear 2. ()
- 3. The band 3. ()
- 4. The band and the government 4. ()
- 5. The government, Monarch Wear and the band 5. ()
- 6. Other 6. ()

5. Do you agree or disagree with the following statements about the garment plant:

- (a) A local person cannot earn a living wage at the plant
 - Don't know (a) D/K ()
 - 1. Agree 1. ()
 - 2. Disagree 2. ()
 - (b) The garment plant cannot survive without government subsidy
 - Don't know (b) D/K ()
 - 1. Agree 1. ()
 - 2. Disagree 2. ()
 - (c) The garment plant is a good thing - a person can earn a living wage
 - Don't know (c) D/K ()
 - 1. Agree 1. ()
 - 2. Disagree 2. ()
 - (d) The garment plant is a good thing - it takes people off of welfare
 - Don't know (d) D/K ()
 - 1. Agree 1. ()
 - 2. Disagree 2. ()
 - (e) The garment plant should not have been set up in the first place
 - Don't know (e) D/K ()
 - 1. Agree 1. ()
 - 2. Disagree 2. ()
6. Do you think a worker needs an upgrading course before working at the plant?
- Don't know D/K ()
 - 1. Yes 1. ()
 - 2. No 2. ()

7. If a new and better plant was to be located in the area would you prefer that it be located on

- 1. Fisher River Reserve 1. ()
- 2. Peguis Reserve 2. ()
- 3. Neutral ground (outside reserve) 3. ()

Comments: _____

LEADERSHIP AND ORGANISATIONAL INTERESTS

1. What do you do for recreation? Mark as applicable.

- 1. Play bingo 1. ()
- 2. Play or watch hockey 2. ()
- 3. Watch television 3. ()
- 4. Play cards 4. ()
- 5. Go to Legion club 5. ()
- 6. Other 6. ()

2. If you do belong to any clubs or organisations, how important are they to you?

- 1. Very important 1. ()
- 2. Pretty important 2. ()
- 3. Not too important 3. ()
- 4. Not important at all 4. ()

3. Do you regularly vote in the following elections?

- (a) Municipal:
 - Not applicable (a) N/A ()
 - 1. Yes 1. ()
 - 2. No 2. ()
- (b) Reserve:
 - Don't know (b) D/K ()
 - 1. Yes 1. ()
 - 2. No 2. ()
- (c) Provincial:
 - Don't know (c) D/K ()
 - 1. Yes 1. ()
 - 2. No 2. ()
- (d) Federal:
 - Don't know (d) D/K ()
 - 1. Yes 1. ()
 - 2. No 2. ()

4. List three people in your community who get things done. (GET HUSBAND'S FIRST NAME FOR ALL MARRIED WOMEN)

A	B
Name of Leaders	Field of Leadership (e.g. education, agriculture, recreation, band council or municipal, Area Development Board, etc.)
(1) _____	_____
(2) _____	_____
(3) _____	_____

5. Do you think the following are doing something good in the community?

- (a) Area Development Board:
 - Don't know
 - 1. Yes
 - 2. No
 - (b) Manitoba Health & Social Services:
 - Don't know
 - 1. Yes
 - 2. No
 - (c) Canada Manpower:
 - Don't know
 - 1. Yes
 - 2. No
 - (d) Indian Affairs:
 - Don't know
 - 1. Yes
 - 2. No
 - (e) Manitoba Indian Brotherhood:
 - Don't know
 - 1. Yes
 - 2. No
6. If a band council made a decision, do you think you should go along with it?
- 1. Yes
 - 2. No

ATTITUDES REGARDING SOCIAL AND ECONOMIC NEEDS

- 1. Do you have any life insurance?
 - 1. Yes
 - 2. No
- 2. Do you carry fire insurance on your home?
 - Not applicable
 - 1. Yes
 - 2. No

- 6. Do you know anything about
 - (a) Income Tax:
 - 1. Yes
 - 2. No
 - (b) Municipal Tax:
 - 1. Yes
 - 2. No
 - (c) Provincial Tax:
 - 1. Yes
 - 2. No
 - (d) Unemployment Insurance:
 - 1. Yes
 - 2. No
- Comments: _____
7. Do you think you can get used to a job where you start work at the same time every day?
- 1. Yes
 - 2. No
- If no, why not? _____
8. Can you work comfortably with a supervisor or boss over you?
- 1. Yes
 - 2. No
 - 3. It all depends (specify) _____

- 3 (a) Do you presently have a bank account and/or belong to a Credit Union?
 - Don't know
 - 1. A bank account
 - 2. A Credit Union
 - (b) Do you save money?
 - 1. Yes
 - 2. No

Why? _____
 - (c) Borrow money:
 - 1. Yes
 - 2. No

Why? _____
 - (d) What do you borrow for? _____
4. What is the least income per year you need to live on?
- Don't know
 - 1. 1000
 - 2. 2000
 - 3. 3000
 - 4. 4000
 - 5. 5000
 - 6. 6000
 - 7. 7000
 - 8. 8000
 - 9. 9000 or over
5. Have you ever bought anything on time payments (credit)?
- 1. Yes
 - 2. No

- 9. (CONTROL GROUP ONLY)
Would you like to work in the garment plant?
 - Don't know
 - 1. Approve
 - 2. Disapprove

If disapprove, why? _____
- 10. What would you like to have your son or sons do?
 - 1. Do the same type of work as you
 - 2. Learn a trade
 - 3. Complete high school, and then go into some kind of business
 - 4. Attend University
 - 5. Enter a profession
 - 6. Other (specify) _____
- 11. What would you like to have your daughter or daughters do?
 - 1. Be a housewife
 - 2. Do clerical or office work
 - 3. Attend University
 - 4. Enter a profession
 - 5. Other (specify) _____
- 12. Do you think education is important?
 - 1. Very important
 - 2. Of some importance
 - 3. Not too important
- 13. If you could work at anything that you wanted to, what kind of work would you like to do?
 - 1. Same as now
 - 2. Other (specify) _____
- 14. What do you fear most in life? _____

PATTERNS OF GEOGRAPHIC, SOCIAL AND OCCUPATIONAL MOBILITY

- 1. Do you presently have a driver's and/or chauffeur's license?
 - 1. Yes 1. ()
 - 2. No 2. ()
- 2. Do you know how to drive a car?
 - 1. Yes 1. ()
 - 2. No 2. ()
- 3. Do you own a car that runs?
 - 1. Yes 1. ()
 - 2. No 2. ()
- 4. Where did you first live?
 - 1. On a farm 1. ()
 - 2. On a reserve (restricted farm) 2. ()
 - 3. In open country, but not on a farm 3. ()
 - 4. In a village of 100 to 500 population 4. ()
 - 5. In a village of 500 - 1,500 population 5. ()
 - 6. In a town of 1,500 to 2,500 population 6. ()
 - 7. In a town of 2,500 to 10,000 population 7. ()
 - 8. In a city of over 10,000 population 8. ()
- 5. How many times have you moved on the reserve?
 - 1. Once 1. ()
 - 2. Twice 2. ()
 - 3. Three times 3. ()
 - 4. Four times 4. ()
 - 5. Five times or more 5. ()

Where? _____

- 11. Do you think you have enough training to keep a job in the future?
 - 1. Yes 1. ()
 - 2. No 2. ()
 - 3. Uncertain 3. ()
- 12. Would you like to take some kind of further education and training?
 - 1. Yes 1. ()
 - 2. No 2. ()

If yes, what kind of education and training would you be interested in?

- 13. How often do you travel to town?
 - 1. Once a week or oftener 1. ()
 - 2. Once in two weeks 2. ()
 - 3. One in three or four weeks 3. ()
 - 4. Other _____ 4. ()
- 14. How often do you travel to the City of Winnipeg?
 - 1. Never have 1. ()
 - 2. Once a week 2. ()
 - 3. Once in two weeks 3. ()
 - 4. Once a month 4. ()
 - 5. Other (specify) _____ 5. ()
- 15. Why do you go to Winnipeg? (Indicate with an "*" which is most important).
 - 1. Working 1. ()
 - 2. Shopping 2. ()
 - 3. Visiting 3. ()
 - 4. Entertainment 4. ()
 - 5. Other (specify) _____ 5. ()
- 16. Do you have any friends or relatives living off the reserve?
 - 1. Yes 1. ()
 - 2. No 2. ()

If yes, where? _____

- 6. How many times have you moved off the reserve?
 - 1. Once 1. ()
 - 2. Twice 2. ()
 - 3. Three times 3. ()
 - 4. Four times 4. ()
 - 5. Five times or more 5. ()

Where and when? _____
- 7. Which of the following, best describes your feelings about moving?
 - 1. I get restless if I stay in one place very long. 1. ()
 - 2. It doesn't matter to me whether I move a lot or stay in the same place. 2. ()
 - 3. I like to stay in the same place. 3. ()
- 8. If a job required training, would you go for such training?
 - 1. Yes 1. ()
 - 2. No 2. ()
- 9 (a) Do you think that you could or are learning a skill at the plant?
 - 1. Yes (a) 1. ()
 - 2. No 2. ()

(b) if so, (yes) would you be prepared to learn a skill at the plant?

 - Not applicable (b) N/K ()
 - 1. Yes 1. ()
 - 2. No 2. ()
- 10 (a) Would you be willing to move to another town or city if a better job were available?
 - 1. Yes (a) 1. ()
 - 2. No 2. ()

(b) If yes

 - 1. In the same kind of work (garment plant) (b) 1. ()
 - 2. In another kind of work 2. ()

- 17. How would you go about finding a job in a large town or city?
 - Don't know D/K ()
 - 1. Go to Canada Manpower Centre 1. ()
 - 2. Go to an employer 2. ()
 - 3. Go to the Friendship Centre 3. ()
 - 4. Get the advice and assistance of a counsellor 4. ()
 - 5. Go to a private employment agency 5. ()
 - 6. Ask my friends 6. ()
 - 7. Read the newspaper 7. ()
 - 8. Go to FRED and ARDA officials 8. ()
 - 9. Go to Indian Affairs 9. ()
 - 10. Other (specify) _____ 10. ()
- 18. How many full time jobs have you had since leaving school?
 - 1. None 1. ()
 - 2. One 2. ()
 - 3. Two 3. ()
 - 4. Three 4. ()
 - 5. Four 5. ()
 - 6. Five or more 6. ()

If applicable, what made you change jobs? _____
- 19. Why do you think people like to live here? (Please list reasons in order from the most important to least important).
 - 1. _____
 - 2. _____
 - 3. _____
- 20. Why do you think people decide to leave this place? (Please list your reasons in order from most important to least important).
 - 1. _____
 - 2. _____
 - 3. _____

BASIC AMENITIES

The next few items are concerned with some of the things that your family owns.

- 1. What is your present place of residence?
 - 1. House owned by you or your spouse 1. ()
 - 2. Rented house 2. ()
 - 3. Apartment or suite 3. ()
 - 4. Room and/or board 4. ()
 - 5. Bunkhouse or camp 5. ()
- 2. Construction of house
 - 1. Brick, stucco, etc. or painted frame 1. ()
 - 2. Unpainted frame or other 2. ()
- 3. Room-person ratio (Sewell Scale, short form) p. Aa-b, Coalie Verner, Planning and Conducting a Survey:
 Number of rooms _____ divided by number of persons _____ equals _____.
 Ratio: 1. Below .5 (weighting of 1) 1. ()
 2. .5 - .99 (weighting of 3) 2. ()
 3. 1.00 - 1.99 (weighting of 5) 3. ()
 4. 2.00 and up (weighting of 7) 4. ()
- 4. Lighting facilities:
 - 1. Electricity 1. ()
 - 2. Gas, mantle or pressure 2. ()
 - 3. Oil lamps, other or none 3. ()

- 8. How many magazines do you get?
 - 1. Five or more 1. ()
 - 2. Two to four 2. ()
 - 3. One 3. ()
 - 4. None 4. ()
 Which ones? _____
- 9. How many newspapers do you regularly read?
 - 1. Two or more 1. ()
 - 2. One 2. ()
 - 3. None 3. ()
 Which ones? _____

- 5. Electrical appliances:
 - (a) Power washer
 - 1. Yes (a) 1. ()
 - 2. No 2. ()
 - (b) Refrigerator
 - 1. Yes (b) 1. ()
 - 2. No 2. ()
 - (c) Radio
 - 1. Yes (c) 1. ()
 - 2. No 2. ()
 - (d) Television
 - 1. Yes (d) 1. ()
 - 2. No 2. ()
 - (e) Stove
 - 1. Yes (e) 1. ()
 - 2. No 2. ()
 - (f) Kettle
 - 1. Yes (f) 1. ()
 - 2. No 2. ()
 - (g) Iron
 - 1. Yes (g) 1. ()
 - 2. No 2. ()
- 6. water piped into house
 - 1. Yes 1. ()
 - 2. No 2. ()
- 7. Telephone
 - 1. Yes 1. ()
 - 2. No 2. ()

PART TWO (Questions only to "in group" - i.e. those who are currently working at the garment plant and those who have worked before but have quit)

SELECTION FOR THE PLANT

- 1. How did you hear about the job?
 - 1. From my neighbors 1. ()
 - 2. From an ARDA-PRED official 2. ()
 - 3. Heard about it 3. ()
 - 4. From a Canada Manpower counsellor 4. ()
 - 5. Other (specify) _____ 5. ()
- 2. How did you get the job?
 - 1. By interview with Canada Manpower officials 1. ()
 - 2. By appearing at the plant 2. ()
 - 3. Other (specify) _____ 3. ()
- 3. Were you given any kind of a test before you were hired?
 - 1. Yes 1. ()
 - 2. No 2. ()
 If yes, what kind? _____
- 4. Why did you take the job?
 - 1. Earn money 1. ()
 - 2. Desire for training 2. ()
 - 3. Desire to do something 3. ()
 - 4. Other (specify) _____ 4. ()

NOTE: Before asking questions 1 to 6 ask the following questions:
 Special Questions: Do you view this plant as
 1. A place to work. 1. ()
 2. As a training place for a better job. 2. ()
 If the respondent replies that it is a place of "work", then you pursue the questions as they are presently stated.
 If the respondent replies that it is primarily a "training place for a better job", then ask the questions as follows:
 1. How did you hear about the plant?
 2. How did you get accepted?
 3. Were you given any kind of a test before you were accepted?
 4. Why did you start going to the plant?
 5. How long were you in the plant?
 6. (a) Did you receive any training there?

5. How long have you been working in the plant?

- 1. Over 13 months 1. ()
- 2. 12 - 13 months 2. ()
- 3. 9 - 11 months 3. ()
- 4. 6 - 8 months 4. ()
- 5. 3 - 5 months 5. ()
- 6. 1 - 2 months 6. ()
- 7. Less than one month 7. ()

6. (a) Did you receive any training for the job?

- 1. Yes (a) 1. ()
- 2. No 2. ()

(b) If yes, what kind of training? by whom? _____

(c) Was the training long enough?

- 1. Yes (c) 1. ()
- 2. No 2. ()

FEELINGS ABOUT WORK CONDITIONS

1. Is there room at the plant to eat lunch in?

- 1. Yes 1. ()
- 2. No 2. ()

2. Are there enough washrooms?

- 1. Yes 1. ()
- 2. No 2. ()

3. Is the temperature too warm or too cold?

- 1. Too warm 1. ()
- 2. Too cold 2. ()
- 3. Satisfactory 3. ()
- 4. Other e.g. sometimes too hot or too cold 4. ()

4. Is there enough light for working?

- 1. Yes 1. ()
- 2. No 2. ()

5. Do you find the work difficult?

- 1. Yes 1. ()
- 2. No 2. ()

6. What do you like about working for the garment plant?

- 1. Close to home 1. ()
- 2. Good pay 2. ()
- 3. Hours of work 3. ()
- 4. Healthy working conditions 4. ()
- 5. Opportunity for promotion and raise in pay 5. ()
- 6. Good security for the future 6. ()
- 7. Likes his fellow workers 7. ()
- 8. Easy to get time off and holidays 8. ()
- 9. Learn a trade on the job 9. ()
- 10. Other (specify) _____ 10. ()

7. What do you dislike about working for the garment plant?

- 1. Too far from home 1. ()
- 2. Poor pay 2. ()
- 3. Hours of work 3. ()
- 4. Unhealthy working conditions 4. ()
- 5. No opportunity for promotion or raises in pay 5. ()
- 6. No security for the future 6. ()
- 7. Don't like my fellow workers 7. ()
- 8. Difficult to get time off and adequate holiday 8. ()
- 9. Other (specify) _____ 9. ()

8. Do you like the instructors? (Two instructors here).

- 1. Yes 1. ()
- 2. No 2. ()

Why? _____

9. Do you like the way they teach?

- 1. Yes 1. ()
- 2. No 2. ()

If no, how could they teach better? _____

10. Do you like to work with machines?

- 1. Yes 1. ()
- 2. No 2. ()

11. If you have any complaints, what do you do about them?

- 1. Go to the employer 1. ()
- 2. Go to a government counsellor 2. ()
- 3. Go to the band council 3. ()
- 4. Go to see my neighbors 4. ()
- 5. Do nothing 5. ()
- 6. Other _____ 6. ()

12. Would you recommend working at the plant to a friend or relative?

- 1. Yes 1. ()
- 2. No 2. ()

If no, why not? _____

KNOWLEDGE GAINED IN INDUSTRIAL LIFE SKILLS, TECHNICAL & PERSONAL SKILLS

1. Do (did) you come to work at the same time every day?

- 1. Yes 1. ()
- 2. No 2. ()

If no, why not? _____

2. How long did it take you to learn the job?

- 1. One week 1. ()
- 2. One month 2. ()
- 3. 2 - 4 months 3. ()
- 4. 5 - 7 months 4. ()
- 5. 8 - 10 months 5. ()
- 6. 11 - 12 months 6. ()
- 7. Still learning 7. ()
- 8. I quit 8. ()

3. Are (were) you working much faster now than when you first started?

- 1. Yes 1. ()
- 2. No 2. ()

4. Do you think you will (would have) get (gotten) better?

- 1. Yes 1. ()
- 2. No 2. ()

5. Do you think you would get a job in a factory in Winnipeg?

- Don't know D/K ()
- 1. Yes 1. ()
- 2. No 2. ()

If no, why not? _____

6. Have you made new friends by working at the plant?

- 1. No 1. ()
- 2. A few 2. ()
- 3. A lot 3. ()

7. Has your experience in working at the plant helped you become a better person?

- 1. Yes 1. ()
- 2. No 2. ()

If yes, how? _____

If no, why? _____

FEELINGS ABOUT WORKING COLLEAGUES

- 1. Are you the type of person who:
 - 1. Likes to do things with large groups of people? 1. ()
 - 2. Likes to do things with small groups of people 2. ()
 - 3. Likes to do things alone 3. ()
- 2 (a) Do (did) you have any friends working in the plant?
 - 1. Yes (a) 1. ()
 - 2. No 2. ()
 (b) If yes, would you leave your children with them.
 - Not applicable N/A ()
 - 1. Yes (b) 1. ()
 - 2. No 2. ()
- 3. Does it make much difference whether you sit close to your friends or not?
 - 1. It makes no difference 1. ()
 - 2. I prefer to sit close to them 2. ()
- 4. Do you think you can learn to work with people of a different background?
 - 1. Yes 1. ()
 - 2. No 2. ()
- 5. Do you find it helpful to work together with someone who knows how to do the job?
 - 1. Yes 1. ()
 - 2. No 2. ()
- 6. Do you visit with any of the women working in the plant after work or on the week-ends?
 - 1. Never 1. ()
 - 2. Sometimes 2. ()
 - 3. A lot 3. ()

- 1 (a) Do (did) you have to get a babysitter for your children?
 - 1. Yes (a) 1. ()
 - 2. No 2. ()
- (b) If yes, who?
 - Not applicable (b) N/A ()
 - 1. A relative 1. ()
 - 2. A friend 2. ()
 - 3. Other (specify) _____ 3. ()
- (c) If yes, did the children like the babysitter?
 - Not applicable (c) N/A ()
 - 1. Yes 1. ()
 - 2. No 2. ()
- (d) If no babysitter was used, were the children left alone?
 - Not applicable (d) N/A ()
 - 1. Yes 1. ()
 - 2. No 2. ()
- (e) How much do you have to pay for babysitting services? Do you consider it too expensive or was it fair?
 - Not applicable (e) N/A ()
 - 1. Fair 1. ()
 - 2. Too expensive 2. ()
 - 3. Did not pay 3. ()
- 2. If there were a nursery near the plant, would you leave your children there while you worked?
 - Not applicable N/A ()
 - 1. Yes 1. ()
 - 2. No 2. ()
- 3. Does (did) your husband help you with your housework?
 - Not applicable N/A ()
 - 1. Yes, very much 1. ()
 - 2. Yes, some 2. ()
 - 3. No, or hardly any 3. ()

- 4. Does (did) your husband help you with your children?
 - Not applicable N/A ()
 - 1. Yes, very much 1. ()
 - 2. Yes, some 2. ()
 - 3. No, or hardly any 3. ()
- 5. How many miles do you live from the plant?
 - 1. Less than 1 mile 1. ()
 - 2. 1 - 3 miles 2. ()
 - 3. 4 - 5 miles 3. ()
 - 4. 6 - 8 miles 4. ()
 - 5. 9 - 14 miles 5. ()
 - 6. 15 - 19 miles 6. ()
 - 7. 20 or more 7. ()
- 6. How do (did) you get there?
 - 1. Walk 1. ()
 - 2. By my own car 2. ()
 - 3. Get a ride with my neighbor 3. ()
 - 4. By bus 4. ()
 - 5. My horse 5. ()
 - 6. By bicycle 6. ()
- 7. How long does (did) it take?
 - 1. Less than thirty minutes 1. ()
 - 2. 30 - 60 minutes 2. ()
 - 3. More than one hour 3. ()
- 8. Do (did) you have any trouble getting to work and back?
 - 1. No 1. ()
 - 2. Yes 2. ()
 if yes, explain _____

- 9. What do (did) your friends who are not working think about your going to the plant?
 - 1. They approve 1. ()
 - 2. They disapprove 2. ()
 If disapprove, why? _____
- 10. While working, do (did) you find time for other things, such as bingo, dancing, reading, card playing, etc.?
 - 1. Yes 1. ()
 - 2. No 2. ()

REMUNERATION AND DISPERSEMENT

- 1. How much do (did) you expect to get paid (per hour)
 - (a) On the reserve
 - D/K Don't know (a) D/K ()
 - 1. \$1.00 or less 1. ()
 - 2. \$1.25 2. ()
 - 3. \$1.35 3. ()
 - 4. \$1.50 4. ()
 - 5. \$1.75 5. ()
 - 6. \$2.00 6. ()
 - 7. more than \$2.00 7. ()
 - (b) In town or city
 - D/K Don't know (b) D/K ()
 - 1. \$1.00 or less 1. ()
 - 2. \$1.25 2. ()
 - 3. \$1.35 3. ()
 - 4. \$1.50 4. ()
 - 5. \$1.75 5. ()
 - 6. \$2.00 6. ()
 - 7. more than \$2.00 7. ()

2. How much per hour (gross) are (were) you getting paid?
- 1. \$1.00 or less 1. ()
 - 2. \$1.10 2. ()
 - 3. \$1.15 3. ()
 - 4. \$1.20 4. ()
 - 5. \$1.25 5. ()
 - 6. \$1.35 6. ()
 - 7. \$1.40 7. ()
 - 8. \$1.50 8. ()
 - 9. More than \$1.50 9. ()
3. How long did it take you to get an increase in pay?
- N/A Not applicable N/A ()
 - 1. about one month 1. ()
 - 2. 2 - 4 months 2. ()
 - 3. 5 - 6 months 3. ()
 - 4. 7 - 9 months 4. ()
 - 5. 10 - 12 months 5. ()
 - 6. Over 12 months 6. ()
- If you were not getting the rate expected, why do you think this is (was) so? _____
4. How long did (will) it take to reach a satisfactory rate?
- 1. Half year 1. ()
 - 2. One year 2. ()
 - 3. Two years 3. ()
 - 4. More than two years 4. ()
 - 5. Will never reach it 5. ()
5. How much of your salary was left after paying for transportation, babysitters, etc.?
- 1. None 1. ()
 - 2. Very little 2. ()
 - 3. Quite a bit 3. ()

6. Has (did) your working at the plant improved your condition of living?
- 1. very much 1. ()
 - 2. some 2. ()
 - 3. Hardly any 3. ()
 - 4. Not at all 4. ()
- If not at all, why hasn't it? _____
7. What do (did) you spend this income on?
- 1. Household appliances 1. ()
 - 2. Travel 2. ()
 - 3. Entertainment 3. ()
 - 4. Babysitting 4. ()
 - 5. Other (specify) _____ 5. ()
8. Has (had) anyone from the outside of the family tried to help you manage your extra income?
- 1. Yes 1. ()
 - 2. No 2. ()
- If yes, who? _____
9. How did your income from the plant affect your welfare level?
- Not applicable N/A ()
 - 1. Very much 1. ()
 - 2. Not at all 2. ()

REASONS FOR LEAVING THE GARMENT PLANT

1. Why did you quit? (Give one or more reasons and mark with "*" which was most important).
- Not applicable N/A ()
 - 1. too far from home 1. ()
 - 2. Poor pay 2. ()
 - 3. Hours of work 3. ()
 - 4. Unhealthy working conditions 4. ()
 - 5. No opportunity for promotion or raise 5. ()
 - 6. No security for the future 6. ()
 - 7. Don't like my fellow workers 7. ()
 - 8. Difficult to get time off and adequate holiday 8. ()
 - 9. Difficult to get babysitters 9. ()
 - 10. Other (specify) _____ 10. ()
2. Would you return to the garment plant if things were different?
- Not applicable N/A ()
 - 1. Don't know 1. ()
 - 2. Perhaps. Explain: _____ 2. ()
 - 3. Yes. Explain: _____ 3. ()
 - 4. No. Explain: _____ 4. ()

3. If you had your choice of training for an occupation, what occupation would you choose?
- 1. Laborer (unskilled) 1. ()
 - 2. Service and recreation 2. ()
 - 3. Farm and farm workers 3. ()
 - 4. Transportation and communication 4. ()
 - 5. Housewife 5. ()
 - 6. Mining, fishing, trapping, natural resources 6. ()
 - 7. Sales and clerical 7. ()
 - 8. Craftsman 8. ()
 - 9 (a) Professional (a) 9. ()
 - 9 (b) Managerial (b) 9. ()
 - 9 (c) Heavy equipment operator (c) 9. ()

ASSESSMENT BY INTERVIEWER

In a few statements, what is your assessment of the impact of the Garment Plant upon the respondent and his family? Did the project make a significant difference on the individuals and on the community?

Other comments:

APPENDIX "C"
STANDARD OCCUPATION CODE

1. Laborer (unskilled)
 1. Construction-building
 2. Construction-road
 3. Transportation, re helper, swamper, section-man
 4. Utilities
 5. Warehouse
 6. Manufacturing
 7. Other
2. Service and recreation
 1. Domestic
 2. Waiter and waitress
 3. Kitchen helper
 4. Janitor, elevator operator
 5. Dry cleaner
 6. Guides, ushers
 7. Babysitters
 8. Other
3. Farm and farm workers
 1. Farmers and stock raisers
 2. Farm laborer
 3. Gardeners
 4. Stock and feed lot attendant
 5. Elevator agent
4. Transportation and communication
 1. Trucker
 2. TAXI driver
 3. Messenger
 4. Driver salesman
 5. Postman and mail carrier
 6. Bus driver
 7. Telegraph operator
 8. Conduction on railway
 9. Other
5. Housewife
6. Mining, fishing, trapping, natural resources
 1. Miner
 2. Prospector
 3. Laborer
 4. Woodcutter
 5. Fisherman
 6. Fish processing worker
 7. Other
7. Sales and clerical
 1. Canvasser and advertising
 2. Sales clerk
 3. Service station attendant
 4. Stock clerk and storekeeper
 5. Shipping and receiving clerk
 6. Steno, typist
 7. Bookkeeper, office clerk
 8. Other
8. Craftsman
 1. Carpenter
 2. Electrician
 3. Painter
 4. Plasterer or dry wall finisher
 5. Machinist, grinder, meter worker
 6. Welder and sheet metal worker
 7. Mechanic
 8. Bricklayer, stone mason, and cement worker
 9. Other
9. Miscellaneous
 1. Professional
 2. Managerial (e.g. foreman, office manager)
 3. Heavy equipment operator-building construction
 4. Heavy equipment operator-road construction
 5. Student
 6. Retired
 7. Conductor on train
 8. Other
0. No particular occupation

APPENDIX D

Hedlin Menzies Summary: An Evaluation of the Opportunities for Economic Development on Fisher River Indian Reserve.*

Because of its population size and its potential in agriculture, fishing and forestry, the opportunity exists to make the Peguis-Fisher River Reserve Complex into an economically viable community. Whether it is worth the trouble to build a viable community on Peguis-Fisher River and whether it will be done depends essentially upon the answers to the following questions:

1. Do the people of Peguis and Fisher River Reserves think it worthwhile, and if yes, are they willing to put forth the effort required to build a viable community on their reserves?
2. Does the Department of Indian Affairs and Northern Development think it worthwhile to make a determined effort to build a viable community on these reserves, and if yes, to what extent is the Department willing to commit itself towards that goal?

.....

* Extract from Hedlin Menzies and Associates Ltd., An Evaluation of the Opportunities for Economic Development on Fisher River Indian Reserve (Winnipeg: Hedlin Menzies, April, 1969), pp. 81

Assuming that both the People of Fisher River (and of Peguis), and the Department of Indian Affairs commit themselves to the building of a viable community, a simple set of recommendations can be drawn up:

1. Agricultural development should be pressed forward with speed. Capital investment required would be in the order of \$700,000 in a period of five years. It would also require a stepped up programme of technical and managerial assistance; four or five graduates in agriculture may be required to serve both Fisher River and Peguis Reserves.
2. Commercial development is every bit as important as agricultural development. In commercial development the population of Peguis and Fisher River Reserves must be looked at in total. It is recommended that the Band Councils of Peguis and Fisher River jointly form an investment corporation which would construct a shopping and service centre, lease space in the centre to individual operators from either reserve, and finance operators in the initial period. Capital required would probably not exceed \$500,000; of this amount \$200,000 would be needed for construction and \$300,000 for financing. The Department of Indian Affairs could assist in obtaining capital and by supplying technical and managerial assistance to individuals and to the investment corporation.

In addition, a few individual commercial enterprises on Fisher River Reserve in competition with the centralized commercial development are possible. A garage-service station, for example, could serve the needs of fishermen as well as of motorists.

3. Forestry. A feasibility study should be conducted aimed at devising a corporate or co-operative organization to fully exploit the forest resources of the northern Interlake and eventually of all unallocated forest resources on both shores of Lake Winnipeg. We understand that at least one forest study was done about four years ago. That study should be updated where needed; the new study should concern itself specifically with the "nuts and bolts" problems of what corporate

structure would be most suitable, who has quota rights and what would it cost to purchase them, how much investment would be needed, what would be the total employment, and what would be the return to labour and investment. In view of the fact that labour income per dollar invested in forestry is at least four times as great as in agriculture, and in view of the fact that there is hardly any agricultural potential in most of the region, a penetrative study of the possibilities in forestry seems warranted.

4. For reasons outlined in the report, the Department of Indian Affairs should be asked to construct a high school in Peguis that would be open not only to pupils from Peguis, Fisher River, and Jackhead Reserves but also to non-Indians students from the northern Interlake.
5. For social as well as economic reasons, public recreation facilities should be provided on Fisher River Reserve. Financial assistance should be requested from the Provincial as well as the Federal governments.
6. Other recommendations and suggestions are found in the report where problems and opportunities are discussed under separate headings.

In order to show the possibilities for commercial development and for high school education more clearly, we have treated the population of Fisher River and of Peguis as if they were one group. This does not mean at all that we think that Fisher River Reserve should become part of Peguis Reserve. We only wish to point out that if the Chiefs and Band Councils of the two reserves work together on commercial development, their chances of success are much better than they would be if each tried to go it alone. The same is true for high school education and for stepping up the work in forestry. If this kind of co-operation between the two reserves can be achieved, then, with the incomes from fishing and farming, the people of Fisher River can look forward to a much better future.

APPENDIX E

Hedlin Menzies Summary: An Evaluation of the Opportunities for Economic Development on Peguis Indian Reserve.*

Because of its population size and its potential in agriculture, fishing and forestry, the opportunity exists to make the Peguis-Fisher River Reserve complex into an economically viable community. Whether it is worth the trouble to build a viable community on Peguis and whether it will be done depends essentially upon the answers to the following questions:

1. Do the people of Peguis and Fisher River Reserves think it worthwhile, and if yes, are they willing to put forth the effort required to build a viable community on their reserves?
2. Does the Department of Indian Affairs and Northern Development think it worthwhile to make a determined effort to build a viable community on these reserves, and if yes, to what extent is the Department willing to commit itself towards that goal?

.....

* Extract from Hedlin Menzies and Associates Ltd. An Evaluation of the Opportunities for Economic Development on Peguis Indian Reserve (Winnipeg: Hedlin Menzies, April, 1969), pp. 83

Assuming that both the people of Peguis and the Department of Indian Affairs commit themselves to the building of a viable community, a simple set of recommendations can be drawn up.

1. Agricultural development should be pressed forward with speed. Capital investment required would be in the order of \$3.5 million in a period of five years. It would also require a stepped up program of technical and managerial assistance; four or five graduates in agriculture may be required.
2. Commercial development is every bit as important as agricultural development. In commercial development the population of Peguis and Fisher River Reserves must be looked at in total. It is recommended that the Band Councils of Peguis and Fisher River jointly form an investment corporation which would construct a shopping and service centre, lease space in the centre to individual operators from either reserve, and finance operators in the initial period. Capital required would probably not exceed \$500,000; of this amount, \$200,000 would be needed for construction and \$300,000 for financing. The Department of Indian Affairs could assist in obtaining capital and by supplying technical and managerial assistance to individuals and to the investment corporation.
3. Forestry. A feasibility study should be conducted aimed at devising a corporate or co-operative organization to fully exploit the forest resources of the northern Interlake and eventually of all unallocated forest resources on both shores of Lake Winnipeg. We understand that at least one forest study was done about four years ago. That study should be updated where needed; the new study should concern itself specifically with the "nuts and bolts" problems of what corporate structure would be most suitable, who has quota rights and what would it cost to purchase them, how much investment would be needed, what would be the total employment, and what would be the return to labour and investment. In view of the fact that labour income per dollar invested in forestry is at least four times as great as in agriculture, and in view of the fact that there is hardly any agricultural potential in most of the region, a penetrative study of the possibilities in forestry seems warranted.

4. For reasons outlined in the report, the Department of Indian Affairs should be asked to construct a high school in Peguis that would be open not only to pupils from Peguis, Fisher River and Jackhead Reserves, but also to non-Indian students from the northern Interlake.
5. For social as well as economic reasons, public recreation facilities should be provided on Peguis Reserve. Financial assistance should be requested from the Provincial as well as the Federal governments.
6. Other recommendations and suggestions are found in the report where problems and opportunities are discussed under separate headings.

The basic conclusion of this report is that economic development on Peguis Indian Reserve is feasible, provided that the Band members want it and are willing to work for it, and provided that the Department of Indian Affairs accepts that goal and is willing to give the program its moral backing and full technical, managerial, and financial support. If both Indian Affairs Branch and the Band Council make an all out effort, Peguis Indian Reserve can be built into a community that can exist on its own strength.

APPENDIX F

Physical Features of the Study Area

Elevations along Fisher River vary from approximately 750 feet above sea level at Hodgson to approximately 715 feet above sea level at Koostatak. Generally, the local terrain and the regional gradients are very slight. Limited natural drainage is created by the Fisher River and some tributaries. A considerable portion of the land is covered by a shallow layer of peat. A large area of marshland occupies the eastern portion of the Fisher River community.

Soil textures vary on a local and a regional basis. The Peguis and Fisher River soils are developed on a lacustrine type of deposit. Much of the land along the Fisher River is a very fine sandy clay loam. It is mainly an alluvial deposit (flood-plain), stone free, level and of fairly good land use capability. Drainage is moderately good because the deposits have built up the river banks into levees. This is the area of river lot surveys and represents some of the better agricultural land. However, the small holdings preclude effective use for agriculture.

The lands adjacent to the alluvial deposits are a silty clay loam. They are flat and generally stone free. They are poorly drained. Water logging and flooding due to heavy rains are a hazard. These lands require artificial drainage to be used for agriculture. Much of this land is being developed for grain or forage crops.

On Peguis there are also areas of clay loam forming elevated features on the land. These are usually an elongated landform about 15 to 20 feet above the surrounding flat

* Prepared by Herb Schultz, Department of Regional Economic Expansion, April, 1970.

area. The topography is gently sloping, providing natural drainage, but very stoney; in some instances there is only a very shallow soil overlying limestone bedrock.

Because of very low productivity and stoniness these areas are used for farmsteads left in a natural state to provide cattle shelter and some natural forage. The same landform is absent on Fisher River; consequently, house locations are restricted to the river levees or areas where artificial drains have been constructed.

The climate of the area is comparable to much of the Interlake (sub-humid, cool, with sharp seasonal contrasts). The frost-free period is from 90-100 days. Precipitation totals for the year average 20 inches or more. Approximately three-quarters of it fall as rain during the summer period. Representative average temperatures for summer are 63°F and 0.0°F for winter. These values for summer are slightly higher at Winnipeg.

Much of the summer rainfall occurs in the form of thundershowers, varying in intensity and distribution. This area apparently has not experienced the effects of serious drought; rather too much water is the problem most encountered in agriculture. While 1961 was an excessively dry year in many parts of Manitoba, this area had good growing conditions. In 1969 excessive rainfall forced Peguis and Fisher River farmers to use horses to cut fodder because implements could not be taken onto the wet fields; much grain was left in the fields unharvested.

The vegetation is mainly aspen-poplar along with meadow grasses indicating adequate soil moisture conditions along the rivers or better drained sites. Some birch, jack-pine, stunted poplar and native grasses occur. Many of the undrained marshlands are surrounded by black spruce and tamarack forests.

APPENDIX G

Basic Features of the Garment Industry*

It is helpful to study any situation in the context of information relating to similar situation elsewhere. To that end, statistics pertaining to the garment industry in Canada and the United States as they appear in two government reports have been studied and information extracted that is particularly significant and relevant to this review. The two reports are "Labor in the Textile and Apparel Industries", prepared by the United States Department of Labor; and "Manpower in the Primary Textiles and Garment Industries", prepared by the Canada Department of Manpower and Immigration. Analysis of the data in both reports enables the formulation of valid contrasts and comparisons between garment workers in Canada, in the United States, and in the Plant on the Peguis Reserve.

Unlike most other manufacturing industries, the garment trade in both countries is characterized by a marked degree of labour-intensiveness and by a preponderance of relative small establishments. In the United States the dollar value of capital per worker is only one-quarter that found in manufacturing as a whole. Although figures for Canada are not available, the proportion is probably almost identical, given the similar nature of production processes in both countries. The relative unimportance of capital outlays has resulted in generally small plant sizes. In 1966, two-thirds of all clothing factories in Canada employed less than fifty people. In the United States, most garment workers are employed in factories with labour forces ranging between twenty and ninety-nine persons, with 49% of all establishments employing fewer than nineteen people. On the basis of size then, the Monarch Wear Plant on the Reserve can be described as fairly typical.

* Prepared by Kathy Myers, April, 1970.

Characteristics of the labour force in all three cases with respect to sex, age, and marital status are quite similar. Generally, workers are female, older and married. The proportion of women is uniformly high - 74.1% for Canada as a whole (1969); 80% for the United States (1967); and 100% for Peguis. The latter figure reflects the fact that cutting and pressing, which are typically male occupations in the garment trade, are done for this plant in Winnipeg. The age factor displays more diversity, although the American figures apply to 1960, the Canadian to 1961, the Manitoban to 1968, and those for Winnipeg to 1969. However, it is interesting to note a statement made in the United States report:

"Women of all ages can quickly acquire the skill needed to become sewing machine operators." (Moore, 1969:36)

Age may be more of an impediment to geographical and industrial mobility than to success as a sewing machine operator. In any case, it is an important variable. Females over 34 constituted 47.4% of the labour force in the Canadian garment industry in 1961. In the United States in 1960, the median age was 41.7 years and 41% were over 44 years. According to the report of Targets for Economic Development Commission, the average age of workers in the Manitoba garment industry in 1968 was 43, and a report done for the Department of Manpower and Immigration in 1969 states that 62% of the labour force in plants in Winnipeg was over 40. Of the current work force in the Plant on the Peguis Reserve, 71.6% are under 35, a figure which is considerably below any of those cited above. The proportion of Former Workers falling into this category was only 20%. The current labour force is thus far younger than the norm. It also differs from the norm with respect to marital status. Slightly over 55% of the women in the Canadian garment industry are married in contrast to 86% of the women now working on Peguis Reserve, and 92% of the women formerly working.

Educational levels in the garment trade are typically low relative to other manufacturing industries. In Canada in 1961, 66% of all female garment workers had Grade 8 or less. In the United States in 1960, levels were somewhat higher, the average worker having 9.7 years of schooling. Current employees on Peguis are evenly split, 50% having attained between Grades 9 and 11, and 50% between Grades 5 and 8. Former employees are the least well-educated group of all, since fully 80% have less than Grade 8.

The combination of low education, relatively high age levels, high proportions of married women, and the semi-skilled nature of most of the occupations in the garment industry contributes to a fairly unstable work situation which is typical of this industry all over North America. Turnover rates are substantially higher than in manufacturing as a whole as are unemployment rates. In spite of this instability, the average employee in the garment trade is reluctant to change either occupationally or geographically. Mobility is limited by the very factors which cause the instability. Transferable skills such as manual dexterity and the ability to withstand long periods of very repetitive work are in demand in various other industries utilizing assembly line techniques. However, the portability potential of these skills is mitigated by the relatively low education and high age of most of the workers in the garment trade. Coupled with the fact that such a high proportion are married women, the possibilities for mobility are greatly reduced. All these factors make adjustment critical, according to a report prepared by the Canada Department of Manpower and Immigration (Canada, 1969).

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