

Nunavut Government Employee Survey, 2016



Summary

The Nunavut Government Employee Survey (NGES) was conducted by Statistics Canada in 2016 to collect information from current government employees about their experiences in the workplace, as well as their interest in learning, training and career advancement.

The purpose of the survey was to identify what works well and where improvements should be made to increase Inuit employment in the public service, as required by Article 23 of the Nunavut Lands Claim Agreement (now known as Nunavut Agreement).

A total of 4,724 people were surveyed among the Government of Nunavut (GN) and the Government of Canada (GoC) with a response rate of 35.5%, using a voluntary sampling method by e-mail invitations.

This report presents some of the main results from the NGES as percentage tables.¹

1. Gender

Gender by Enrollment in the Nunavut Agreement and Level of Government

		Total	Male	Female
		Percent (%)		
Enrolled	Total	100.0	17.0	81.5
	Government of Nunavut	100.0	16.4	82.0
	Government of Canada	100.0	33.3	66.7
Not Enrolled	Total	100.0	50.2	47.2
	Government of Nunavut	100.0	50.5	47.0
	Government of Canada	100.0	47.4	52.6
Total	Total	100.0	32.9	65.1
	Government of Nunavut	100.0	32.4	65.6
	Government of Canada	100.0	40.6	56.3

The proportion of females is higher among government employees enrolled in the Nunavut Agreement (81.5%) than among those not enrolled (47.2%).

Between the two levels of government and among Nunavut Agreement beneficiaries only, women constitute 82% of GN employees and 66.7% of GoC employees.

However, among those not enrolled in the Nunavut Agreement, in both GN and GoC, gender distribution is representative of the Nunavut population (52-48%), with 50.2% of men and 47.2% of women.

2. Occupation

Occupation by Enrollment in the Nunavut Agreement			
	Total	Enrolled	Not Enrolled
	Percent (%)		
Management	10.7	7.0	14.7
Business, finance, and administration	22.4	34.4	10.0
Natural and applied sciences and related	5.4	4.1	6.7
Health	5.4 ^E	F	6.3 ^E
Education, law/social sciences, community/government services	45.7	38.5	53.3
Sales and service	1.8 ^E	2.2 ^E	1.3 ^E
Trades, transport and equipment operators and related	0.7	F	F
Manufacturing and utilities	0.7 ^E	1.0 ^E	F
Not stated	7.5 ^E	F	7.0
Total	100.0	100.0	100.0

As indicated in Table 2, in both GN and GoC, Inuit are concentrated in two occupational categories. Around 38.5% of all Inuit are in Education, law, social sciences, community and government services occupations and about 34.4% of them have positions in Business, finance, and administrative occupations.

In comparison, non-Inuit are primarily concentrated in one occupational group: 53% of them are in Education, law/social sciences community/government services.

3. Tenure

Length of Time Working for the Government by Enrollment in the Nunavut Agreement			
	Total	Enrolled	Not Enrolled
	Percent (%)		
	F	F	F
Less than 1 year			
1 year to less than 5 years	24.9	25.4 ^E	24.5
5 years to less than 10 years	27.7	27.7 ^E	28.0
10 years to less than 20 years	26.8	26.0	27.3
20 years or more	12.8	10.7	15.4
Total	100.0	100.0	100.0

Table 3 illustrates the small difference in tenure between government employees enrolled in the Nunavut Agreement and those who are not.

A higher proportion of employees who are not enrolled (15.4%) worked 20 years and more than those enrolled in the Nunavut Agreement (10.7%) - a difference of 4.7 percentage points.

4. Satisfaction With Job and Use of Inuit Language

Among Inuit, Satisfaction with Job Overall by Frequency of Inuit Language Use at Work (Inuktitut/Inuinnaqtun; Speak, Understand, Read, Write)					
	Total	Often or Always	Sometimes	Rarely	Never
	Column Percent (%)				
Very Satisfied	40.8	46.4	39.5 ^E	34.8	F
Somewhat Satisfied	46.4	44.6 ^E	52.6	47.8	F
Somewhat Dissatisfied	6.4	6.3 ^E	6.1 ^E	F	F
Very Dissatisfied	1.9 ^E	F	F	F	F
Total	100.0	100.0	100.0	100.0	F

Among Inuit, the proportion of government employees who were satisfied with their jobs (very or somewhat) ranges from 92.1% (sometimes) to 91% (often or always) and 82.6% (rarely).

5. Last Application for a Promotion

Success in Last Application for a Promotion by Enrollment in the Nunavut Agreement			
	Total	Yes	No
	Percent (%)		
Nunavut Agreement	100.0	32.3	67.7
Not part of the Nunavu	100.0	41.4	58.6
Total	100.0	37.5	61.8

Almost one third (32.3%) of government employees enrolled in the Nunavut Agreement were successful in their last application for a promotion, while 41.4% of those not enrolled in the Nunavut Agreement were also successful in their last application for promotion.

6. Formal and Informal Workplace Training

Received Formal Workplace Training in the Last 12 Months by Enrollment in the Nunavut Agreement			
	Total	Enrolled	Not Enrolled
	Percent (%)		
Has received formal workplace training	63.5	52.3	75.7
Has not received formal workplace training	32.2	45.3	17.9
Total	100.0	100.0	100.0

Received Informal Workplace Training in the Last 12 Months by Enrollment in the Nunavut Agreement			
	Total	Enrolled	Not Enrolled
	Percent (%)		
Has received informal workplace training	77.9	70.2	86.0
Has not received informal workplace training	18.4	27.7	8.3
Total	100.0	100.0	100.0

The upper table shows that just over half (52.3%) of government employees enrolled in the Nunavut Agreement received formal training in the workplace, in the 12 months preceding the survey period. Over the same time period, 76% of the employees not enrolled benefited from workplace formal training.

The lower table shows that among both groups of government employees, a majority (70.2% for those enrolled in the Nunavut Agreement and 86% for those not enrolled) received informal workplace training.

Endnotes:

- The present report presents the NGES results in a simplified version to facilitate understanding. Also, due to data suppression, the following lines and columns have been removed: Don't know, Not Stated and Not Applicable. For more detailed tables, please consult the table "2016 Nunavut Government Employee Survey - Main Findings.xlsx" on the Nunavut Bureau of Statistics Website.

Data may not add up to totals due to rounding.

^E: Use with Caution.

^F: Too unreliable to publish.

Source: Statistics Canada, Nunavut Government Employee Survey, 2016

Prepared by: Nunavut Bureau of Statistics

For more statistical information, visit our website at <http://www.stats.gov.nu.ca/en/home.aspx>.