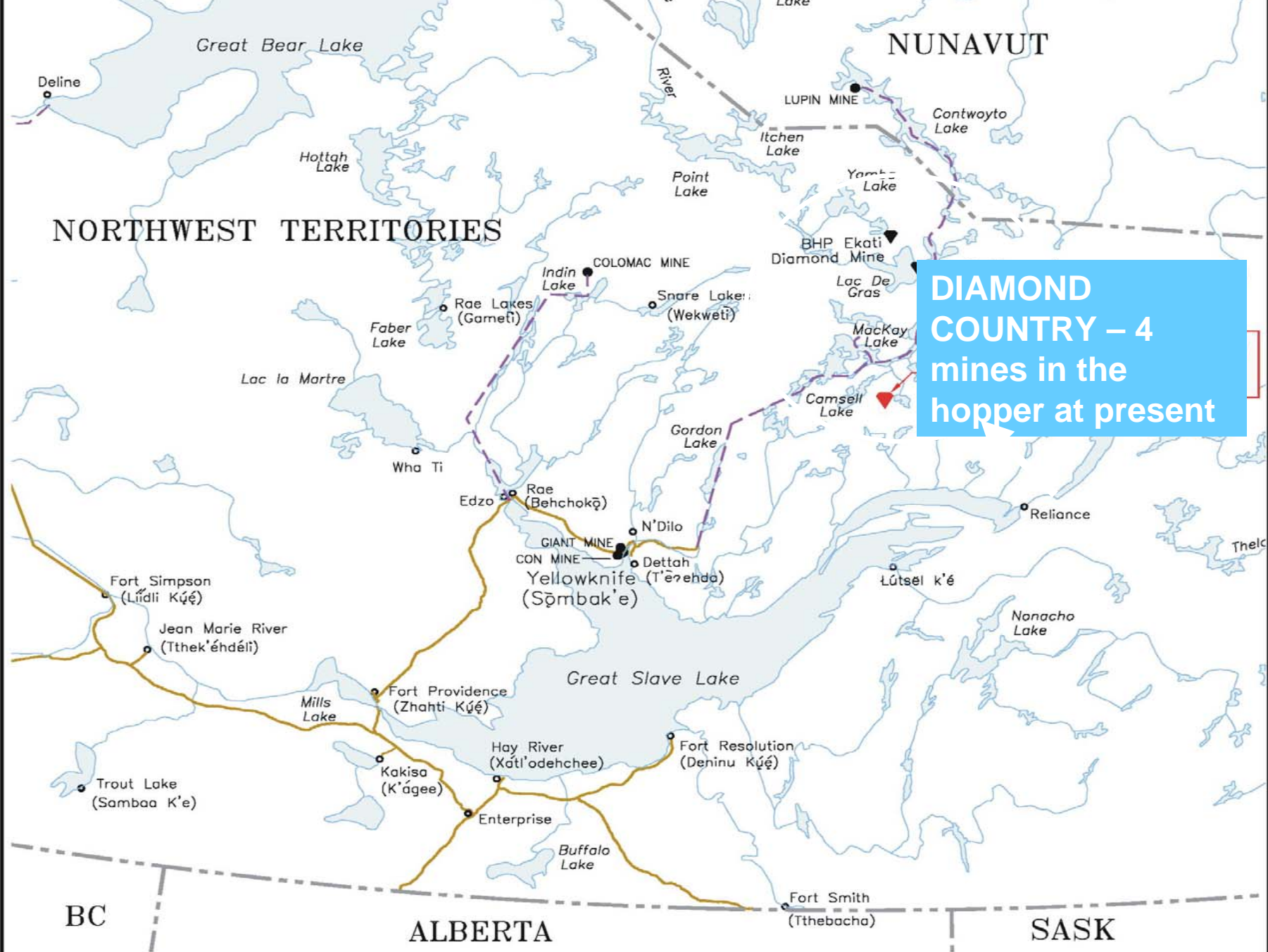


Accommodating Family Obligations

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Norman B. Keevil Institute of Mining
Engineering

University of British Columbia



DIAMOND COUNTRY – 4 mines in the hopper at present



SOURCE OF FIGURE:

FIGURE 1.2 IS ADAPTED FROM A FIGURE ENTITLED "SNAP LAKE DIAMOND PROJECT, SOUTH VIEW AFTER 10 YEARS OF OPERATION" SUPPLIED BY DE BEERS CANADA MINING INC.



Mackenzie Valley
Environmental Impact Review Board

REPORT OF ENVIRONMENTAL ASSESSMENT AND REASONS FOR DECISION ON THE DE BEERS SNAP LAKE DIAMOND PROJECT

**GENERAL SITE LAYOUT
SNAP LAKE DIAMOND PROJECT**

FILE NAME:
23065-D1-02.DWG

FIGURE NO.

3



Photos courtesy of Diavik Diamond Mines Ltd. & GNWT

Why: Aboriginal workforce

- Ekati at 34% and Diavik 36% in 2004; Snap Lake at 25% new hires
- MITAC argues one of the forces to work with; and reliability
- Company research indicates that aboriginal mine workers are more likely to lose their jobs for "*abandonment*"

How problems arise

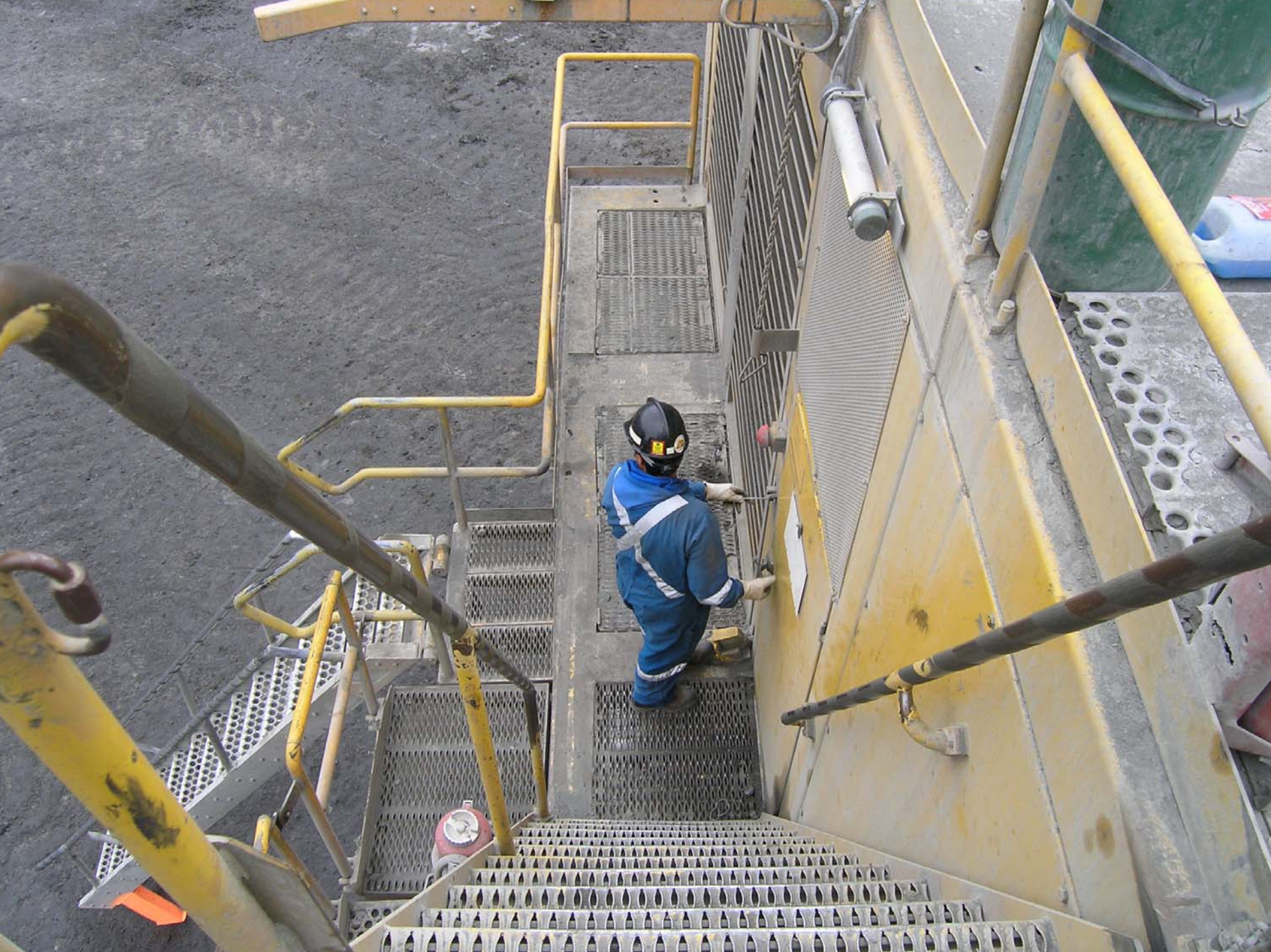
- Impact of rotation schedule
- Different definition of family
- Communities that have different internal stress loads
- Employee-management relationships
 - How the need to go home is dealt with; time is the biggest issue

Why is this a human right issue?

- The NWT *Human Rights Act* protects and promotes our human rights. It's against the law to discriminate against or harass people because of:
 - Family or marital status, or family affiliation.

Duty to Accommodate

- “Sometimes we need to treat people differently in order to achieve equality of opportunity in the workplace.”
 - Altering aspects of the job
 - Offering flexible work schedules
 - Offering rehabilitation
 - Allowing time of for recuperation...





Top ten conflicts, many relate to culture

1. Special leave for cultural event
2. Leave for death of non-direct kin
3. Leave for Annual Assembly
4. Understanding new procedures
5. Incidents
6. Disciplinary action after incidents
7. Leave requests for hunting
8. Need to go home to deal with crisis
9. Job progression inequality
10. Environmental management

The Weight of Recent History

Take a community that has survived


- Transition to a new economic system
- Transition to new education/language
- Transition to new models of religion and less access to land - the source of spiritual sustenance
- Forced relocations of youth into foreign, often abusive, environments
- Dislocations of families and decreased youth-elder interaction
- Drug and alcohol epidemics
- Poverty, new diseases and changing diets
- Lack of political voice for decades
- Boom and bust periods

Family in Trauma-Constant worker adjustments

- Multiple situations of need for family
 - Death of extended family relative; court situation; inability of partner to cope or addictions; family unable to manage stress
 - **Care giving seen as personal problem**
 - **Result: constant leave of employee under high stress and eventual termination or abandonment**



- Process of mourning
- Extended and custom adoption
- Size of communities



Policy on Death
er, father,
mother, stepfather,
er-in-law, father-in-law,
e,
er, sister,
laughter and
parent and grandchildren

NWT Human Rights Act
does not limit "family status" with
specific definition so it's open to
any relations whether immediate
extended, adoptive, ...









“The real voyage of discovery lies not in finding new landscapes, but in having new eyes”.