



APPENDIX 7-B

Socio-economic Baseline



May 2016

AGNICO EAGLE MINES: MADOWBANK DIVISION - WHALE TAIL PIT PROJECT

Socio-Economic Baseline

Submitted to:

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REPORT



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APPENDICES

APPENDIX A

Detailed Statistics



1.0 INTRODUCTION

Agnico Eagle Mines Limited: Meadowbank Division (Agnico Eagle) is proposing to develop Whale Tail Pit, a satellite deposit on the Amaruq property, in continuation of mine operations and milling of the Meadowbank Mine. The Amaruq Exploration property is a 408 square kilometre (km²) site located on Inuit Owned Land approximately 150 kilometres (km) north of the hamlet of Baker Lake and approximately 50 km northwest of the Meadowbank Mine in the Kivalliq Region of Nunavut (Figure 1-1). The property was acquired by Agnico Eagle in April 2013 subject to a mineral exploration agreement with Nunavut Tunngavik Incorporated.

The Meadowbank Mine is an approved mining operation and Agnico Eagle is looking to extend the life of the mine by constructing and operating Whale Tail Pit (referred to in this document as the Project), which is located on the Amaruq Exploration property. As an amendment to the existing operations at the Meadowbank mine, it is subject to an environmental review established by Article 12, Part 5 of the *Nunavut Land Claims Agreement* (NLCA). Baseline data have been collected in support of the Environmental Review to document existing conditions and to provide the foundation for a qualitative and quantitative assessment of project operations and the extension of the mine development, to be evaluated in the Environmental Impact Statement (EIS) for the Project.

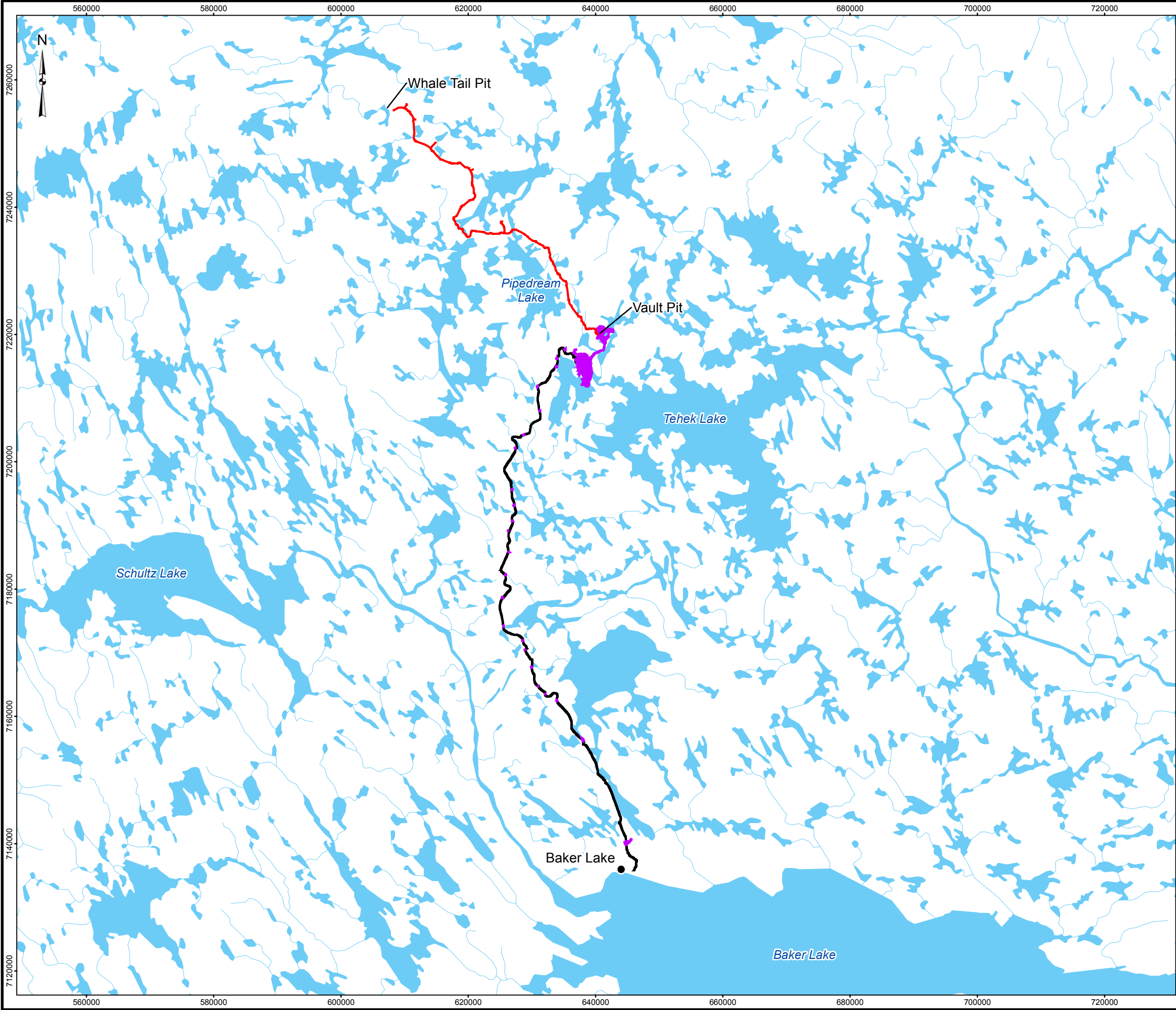
Agnico Eagle retained Golder Associated Ltd. (Golder) to complete the socio-economic baseline study associated with the Project.

2.0 METHODS

The Meadowbank Gold Mine was the subject of an environmental impact assessment that included socio-economic and cultural components and was conducted under the direction of the NIRB using the process established under Part 5 of the NLCA. The Final Environmental Impact Statement (FEIS) for Meadowbank was submitted in October 2005 and Nunavut Impact Review Board (NIRB) issued the Meadowbank Gold Mine Project Certificate #004 in December of 2006. The assessment identified Baker Lake as the community most likely to experience socio-economic impacts as a result of the Project. It is the closest community to the project site, and receives preference for employment and business opportunities under the terms of an Inuit Impact Benefit Agreement (IIBA) between Agnico Eagle and the Kivalliq Inuit Association (KIA).

Baker Lake is the third largest community in the Kivalliq Region and is the nearest community to the Meadowbank Mine. More than half of the Nunavummiut employed at the Meadowbank Mine live in Baker Lake, hence, Baker Lake is the focus of the community-level description of baseline socio-economic conditions. The most recent data available at the time of writing is presented. The data is sourced from the most recent Statistics Canada Census (completed in 2011), the Nunavut Bureau of Statistics, the Government of Nunavut, Agnico Eagle, and the Kivalliq Socio-Economic Monitoring Committee, a committee set up by the Government of Nunavut to address project certificate requirements for project-specific monitoring programs. Additional sources of baseline socio-economic information include information gathered from key informant interviews and publicly available reports such as the Meadowbank Gold Mine 2014 Socio-Economic Monitoring Report, the Agnico Eagle EIS Addendum for the Meadowbank Vault Expansion to include Phaser Pit and BB Phaser Pit submitted to NIRB in July 2015, the Meliadine Project FEIS submitted to NIRB in May 2014 and the AREVA Canada Kiggavik Project FEIS submitted to NIRB in September 2014. This report is considered an update of the Meadowbank Gold Project Baseline Socio-Economic Report (Cumberland Resources Ltd. 2005) and the scope is largely based on the Meadowbank Gold Project EIS Guidelines (NIRB 2004).

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LEGEND

- COMMUNITY
- PROPOSED HAUL ROAD
- ALL WEATHER ROAD
- MEADOWBANK INFRASTRUCTURE
- WATERCOURSE
- WATERBODY



REFERENCE

1. HAUL ROAD OBTAINED FROM AGNICO EAGLE MINES LIMITED. 2015-10-14 FROM 6103-117-230-200_R0.dwg
2. WATERCOURSE AND WATERBODY DATA OBTAINED FROM CANVEC © DEPARTMENT OF NATURAL RESOURCES CANADA. ALL RIGHTS RESERVED.
3. INSET MAP DATA OBTAINED FROM ESRI

DATUM: NAD 83 CSRS PROJECTION: UTM ZONE 14

AGNICO EAGLE

PROJECT

**AGNICO EAGLE MINES LIMITED:
MEADOWBANK DIVISION
WHALE TAIL PIT PROJECT**

TITLE

PROJECT LOCATION

PROJECT	1524321		FILE No.	
DESIGN	JR	24 Sept. 2015	SCALE AS SHOWN	REV. A
GIS	CD	13 Nov. 2015		
CHECK	JR	16 Dec. 2015		
REVIEW	DRW	16 Dec. 2015		

FIGURE 1-1



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

To accurately describe baseline conditions in the Kivalliq Region and Baker Lake, current socio-economic effects of the Meadowbank Mine are discussed as well as current Agnico Eagle workplace and community programs and initiatives.

This report describes the socio-economic conditions in the Kivalliq Region and the community of Baker Lake, Nunavut through detailed profiles and descriptions of the following Valued Socio-Economic Components (VSECs):

- Demographics;
- Employment;
- Income;
- Contracting and Business Opportunities;
- Education and Training;
- Culture and Traditional Economy
- Individual and Community Health and Wellness;
- Community Infrastructure and Services; and
- the Nunavut Economy

The following indicators were chosen to describe the above VSECs (Table 2-1).

Table 2-1: Indicators by Valued Socio-Economic Component

Valued-Socio-Economic Component	Indicators
Demographics	<ul style="list-style-type: none">■ regional and community-level population estimates and projections■ regional migration and community-level mobility statistics■ number and rate of the Meadowbank Inuit workforce that has moved to southern provinces■ regional and community-level population estimates by gender, age and ethnicity
Employment	<ul style="list-style-type: none">■ Total Meadowbank employment by:<ul style="list-style-type: none">– gender;– ethnicity;– employee status; and– home-based community.■ Meadowbank turnover rates■ regional and community-level labour force participation statistics (total and by gender)■ regional and community-level employment by industry
Income	<ul style="list-style-type: none">■ income paid to Meadowbank Inuit Employees■ regional and community-level median income
Contracting and Business Opportunities	<ul style="list-style-type: none">■ Meadowbank contract and business expenditures



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 2-1: Indicators by Valued Socio-Economic Component

Valued-Socio-Economic Component	Indicators
Education and Training	<ul style="list-style-type: none"> ■ regional and community-level educational services ■ regional and community-level educational attainment and graduation rates ■ Agnico Eagle investments in education initiatives ■ training program participation at Meadowbank
Culture and Traditional Economy	<ul style="list-style-type: none"> ■ regional and community-level use and knowledge of Aboriginal language ■ participation rates in traditional activity at the territorial and community level
Individual and Community Health and Wellness	<ul style="list-style-type: none"> ■ cost of revised Northern Food Basket ■ regional and territorial sexually transmitted infection rates ■ regional and community-level crime rates ■ housing ownership, supply and demand, conditions and costs ■ regional and territorial suicide rates ■ Meadowbank incident frequency ■ number of visits by Meadowbank employees to the on-site clinic
Community Infrastructure and Services	<ul style="list-style-type: none"> ■ government organization ■ Meadowbank-related use of public physical infrastructure ■ Baker Lake physical infrastructure use and capacity ■ community-level use of Community Health Centres ■ use of community health services by Meadowbank employees ■ community-level social assistance expenditures and recipients ■ number and percentage of children receiving Child and Family Services care (regional and territorial level)
Nunavut Economy	<ul style="list-style-type: none"> ■ royalties and taxes paid by Agnico Eagle ■ Gross Domestic Product

3.0 RESULTS

Nunavut is the youngest Canadian territory. It became independent of the Northwest Territories in 1999. Despite improvements in socio-economic indicators associated with economic development, all levels of government in Nunavut and the federal government remain challenged by the unique social, economic, and health conditions in the territory. Wage employment growth has been slow and reflects lower levels of educational attainment as most jobs require a minimum high school education. There are also challenges because the cost of living is high and food security is low (reflected in hunger and changing diets) and poor housing and infrastructure deficits have been key issues for more than a decade (Aarluk Consulting 2010; AREVA 2011; CBC 2015a; Cumberland Resources Ltd. 2005; Nunatsiaq Online 2010; Nunavut Bureau of Statistics and Statistics Canada 2011; Nunavut Food Security Coalition 2014).

These issues and others have been discussed over time and at length by governments, academia, the media and Nunavummiut (Capital News Online 2012; GN – EDT 2014a; GN – EDT 2014b; GN – HSS 2012; Impact Economics 2010; ITK 2014; Maksimowski 2014; Pauktuutit Inuit Women of Canada and the University of British Columbia 2014; Peterson 2012; Webster 2006; WorleyParsons Canada 2014). Various policies, strategies, studies, plans, and programs have been proposed and implemented (Aarluk Consulting 2010; Capital News Online 2012; Government of Canada 2015a; NHC 2013a; Nunavut Food Security Coalition 2014; 2015). While there has been recent improvement in indicators associated with mining (e.g., educational attainment, labour force participation and income), current socio-economic conditions continue to show sharp divides between Nunavut and the rest of Canada.



3.1 Summary of Meadowbank's Socio-Economic Effects

Table 3.1-1 summarizes the direct socio-economic effects the Meadowbank Mine has had to date in the Kivalliq Region and Baker Lake (the socio-economic study area) on employment, income, contracting and business opportunities, education and training, migration, worker health and safety, community infrastructure and services, and on the Nunavut economy. Effects to date of the Meadowbank Mine on some indicators, including some health and wellness and culture and traditional economy indicators, are considered to be inconclusive or indirect and are therefore not summarized in Table 3.1-1. These other indicators and trends and their potential relationship to the Meadowbank Mine (if any) are discussed in further sections of this report.



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 3.1-1: Summary of Meadowbank's Socio-Economic Effects

Valued Socio-Economic Component	Indicator(s)	Key Results	Section Reference(s)
Demographics	<ul style="list-style-type: none"> population growth rate in the Kivalliq Region and Baker Lake migration and mobility in the Kivalliq Region and Baker Lake number and rate of Inuit Meadowbank employees who have moved to southern provinces 	<ul style="list-style-type: none"> population estimates do not indicate that the construction and operation of Meadowbank has influenced the overall rate of population growth in the Region or in Baker Lake migration and mobility data do indicate the Meadowbank may have influenced migration to the Region and to Baker Lake between 2006 and 2011. There has been a gradual increase in the number of Inuit workers moving to southern provinces, from 7 in 2011 to 12 in 2014 (or less than 5% of the Inuit workforce). 	3.2.1 and 3.2.2
Employment	<ul style="list-style-type: none"> Meadowbank employment (total, Inuit, Nunavummiut, by gender, and by community) Meadowbank turnover 	<ul style="list-style-type: none"> Female employees are more likely to be employed in temporary positions than permanent positions. In 2014, 15% of Meadowbank employees were female, which is just below the Canadian mining-sector average of 17%. Representation of Meadowbank female employees has remained steady. Inuit employees are more likely to be employed in temporary positions than permanent positions and more likely than non-Inuit employees to be employed in temporary positions. Representation of Inuit employees in Meadowbank's workforce has remained steady between 2012 and 2014 (in the range of 31%-34%). There was an increase in the representation of Inuit temporary employees from 71% to 95% between 2012 and 2014. From 2010 to 2014, employees from the Kivalliq Region represented about one third of all Meadowbank employees, over half of which were from Baker Lake. The number of employees from Baker Lake who worked at Meadowbank has increased from 84 employees in 2010, to 155 workers in 2014. In 2014, the turnover rate of Inuit employee's occupying permanent positions increased to 26% from 23% in 2013. However, the global Inuit turnover rate has decreased from 38% to 36%, when considering both permanent and temporary employees. 	3.3.1 and 3.3.2



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 3.1-1: Summary of Meadowbank's Socio-Economic Effects

Valued Socio-Economic Component	Indicator(s)	Key Results	Section Reference(s)
Income	<ul style="list-style-type: none"> ■ income paid to Meadowbank Inuit employees ■ change in median employment income in Kivalliq communities 	<ul style="list-style-type: none"> ■ Inuit employment income has remained steady at about \$18 million per year since 2011. ■ Baker Lake is the only community in the Kivalliq Region to show above average increases in median income since Meadowbank production began. ■ The highest increases in median income in Baker Lake came between 2007 and 2009, during the Meadowbank construction phase. 	3.4
Contracting and Business Opportunities	<ul style="list-style-type: none"> ■ contract expenditures in Baker Lake, in Nunavut and the North ■ business expenditures on Inuit-owned businesses 	<ul style="list-style-type: none"> ■ The relative proportion of contract expenditures in the North was over 50% in 2011 and 2012 and dropped to 48% in 2013. In 2014, Nunavut captured 46% of contract expenditures, indicating a further downward trend. ■ In absolute dollar terms, the annual value of Agnio Eagle contract expenditures has fallen significantly since 2012, reasons for this decline include: <ul style="list-style-type: none"> ■ Postponement of a number of capital projects due to the low price of gold. ■ Temporary cessation of exploration activity at Meadowbank over the past few years as the company has shifted more of its resources towards the Meliadine exploration project. ■ Expenditures on Inuit-owned businesses have been declining since 2012, however, their relative share of contract expenditures is on an upward trend, representing 37% in 2014. 	3.5



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 3.1-1: Summary of Meadowbank's Socio-Economic Effects

Valued Socio-Economic Component	Indicator(s)	Key Results	Section Reference(s)
Education and Training	<ul style="list-style-type: none"> ■ Agnico Eagle investments in school-based initiatives ■ Agnico Eagle investments in mine training and education programs ■ training hours provided at Meadowbank ■ number of haul truck driver program graduates ■ apprenticeships for Inuit employees 	<ul style="list-style-type: none"> ■ Agnico Eagle has made total contributions of approximately \$284,000/year to a variety of school-based initiatives since 2010. ■ Agnico Eagle's financial investments in externally-delivered training programs have been steady at just under \$4 million per year for the past three years, with the Kivalliq Mine Training Society being the largest recipient. ■ The scope of, and participation in, in-house training and apprenticeship programs have been relatively consistent throughout the mine's operation. ■ Annual fluctuations in the number of specific training hours and haul truck driver program graduates largely reflect changing demand at Meadowbank for additional positions for which specific training is provided. 	3.6.3 and 3.6.4
Individual and Community Health and Wellness	<ul style="list-style-type: none"> ■ Meadowbank Mine incident frequency ■ number of visits by employees to on-site Meadowbank clinic 	<ul style="list-style-type: none"> ■ Lost-time and light duty incident frequency has decreased substantially and consistently since 2011, as have visits to the Meadowbank clinic for work-related injuries. ■ The data suggests that the Meadowbank clinic serves an important function in addressing non-work related health and medical conditions amongst workers. 	3.8.6
Community Infrastructure and Services	<ul style="list-style-type: none"> ■ estimates of direct use of public physical infrastructure related to Meadowbank ■ number of Meadowbank employees referred to their community health care centre for personal or work-related reasons. 	<ul style="list-style-type: none"> ■ Agnico Eagle's use of public physical infrastructure consists of use of Baker Lake airport (300-400 passenger trips/year), use of other Nunavut airports (200-400 passenger trips/year), and use of the Baker Lake Community Centre (5-10 times per year). ■ The number of employees referred to community health centres for personal or work-related reasons ranged from 14 to 47 people per year and has been highest in recent years. ■ In 2013, the number of on-site accidents requiring use of Nunavut Health Centres (47) represented less than 1% of visits to the Baker Lake Community Health Centre. This data alone does not indicate whether a Meadowbank worker is a higher user of community health care services than other community members or visitors. 	3.9.2.1 and 3.9.3.2



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 3.1-1: Summary of Meadowbank's Socio-Economic Effects

Valued Socio-Economic Component	Indicator(s)	Key Results	Section Reference(s)
Nunavut Economy	<ul style="list-style-type: none">■ compensation, royalties and taxes paid■ Nunavut Gross Domestic Product (GDP)	<ul style="list-style-type: none">■ Since 2007, Agnico Eagle has provided \$11.8 million to Nunavut Tunngavik Incorporated and the KIA.■ Meadowbank employment taxes provide an average \$30 million per year to the federal government and \$3 million per year to the Government of Nunavut.■ Property taxes paid to the Government of Nunavut by Agnico Eagle are on average \$1.1 million per year.■ As the only operating mine in the territory, Meadowbank has been a driver of Nunavut's GDP growth since 2010.	3.10



3.2 Demographics

The Kivalliq Region is centrally located in Nunavut and the Canadian Arctic, north of Manitoba and west of Hudson Bay. It is one of three administrative regions in the territory and includes seven hamlets. The hamlets are Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Rankin Inlet, Repulse Bay, and Whale Cove. Rankin Inlet is the largest community in the Region and acts as the regional centre for air transportation and government services. Baker Lake is the third largest community in the Region and is the nearest to the Meadowbank Mine. With a 2014 population of 10,467, the Kivalliq Region is the second largest region in Nunavut, after Qikiqtaaluk (19,498) and larger than the Kitikmeot Region (6,620) (Nunavut Bureau of Statistics 2014a). Detailed demographic data tables for the Kivalliq Region and Baker Lake are included in Appendix A.

3.2.1 Population Growth and Projections

Population growth data in Table 3.2-1 suggest that current Meadowbank mine operations have not had an effect on population growth at a regional or community level. Population growth in the Region and in Baker Lake has been relatively stable since 2006. Average annual population prior to and after Meadowbank construction has averaged 2-3% a year in the Kivalliq Region and Baker Lake.

Table 3.2-1: Population Estimates for the Kivalliq Region and Baker Lake

	Population	2006	2007	2008	2009	2010	2011	2012	2013
Kivalliq Region	#	8,722	8,949	9,117	9,301	9,511	9,755	9,928	10,187
	% Change	n/a	3%	2%	2%	2%	3%	2%	3%
Baker Lake	#	1,807	1,846	1,890	1,951	2,010	2,051	2,076	2,117
	% Change	n/a	2%	2%	3%	3%	2%	1%	2%

Sources: Nunavut Bureau of Statistics (2014a, b, c).

Regional population projections and community-level population projections are available in Appendix A. The Bureau has estimated an average annual increase of 1.8% for the Region and 1.5% for Baker Lake (Nunavut Bureau of Statistics 2014d). These are lower than the pace of growth experienced in recent years. This projection is considered conservative given more recent increases in the population between 2007 and 2014 but is appropriate given the uncertainty regarding major developments in Nunavut (e.g., AREVA Kiggavik). The Bureau's projections do not account for potential population increases associated with continued operations of Meadowbank or construction and operations of the Meliadine Project.

3.2.2 Migration

Table 3.2-2 shows movement into and out of the Kivalliq Region by people from within Nunavut (inter-territorial migration) and by people from elsewhere (intra-territorial migration) between 2006 and 2013.

Table 3.2-2: Migration in the Kivalliq Region, 2006-2013

Migration	2006	2007	2008	2009	2010	2011	2012	2013
Inter-territorial	-59	-107	-9	-25	19	-52	-9	88
Intra-territorial	10	22	-45	4	45	37	-12	-12
Net	-49	-85	-54	-21	64	-15	-21	76

Source: Statistics Canada (2015a).



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

A net positive increase in intra-territorial migration occurred as Meadowbank entered its operation phase in 2010 and 2011. Of the 82 people that moved into the Kivalliq Region from other parts of Nunavut over this two year period, half were of working age (age 15-64) (Statistics Canada 2015a). These people may have accessed employment at Meadowbank. As of the end of 2011, there were 249 Kivalliq-based employees at Meadowbank (an increase of 100 employees from the year before) (AEM 2013). This positive migration trend ceased in 2011. This suggests there has been less movement into the Kivalliq Region from other parts of Nunavut, but leaves the possibility of movement within the Region between communities.

While Meadowbank Mine may not have influenced overall growth in Baker Lake, data suggests that it may have played a role in migration to the community. Baker Lake mobility data suggests that migration played a large role in the population increase between 2006 and 2011. According to Statistics Canada Census data, between 2006 and 2011, the population of Baker Lake increased by 144 people¹ (Statistics Canada 2007a; 2012). In 2011, 180 people that lived in Baker Lake lived elsewhere in 2006. About half of these people used to live elsewhere in Nunavut, while the rest used to live outside of Nunavut. Therefore, population change in Baker Lake in this period was largely due to migration as opposed to births and deaths.

Employment at Meadowbank provides Inuit workers with income and skills that may facilitate moving from the territory. It is likely that this movement has been to either Montreal or Val D'Or, Quebec as these are the only employment pick up points outside of the seven Kivalliq communities. The number of Inuit employees working at the Meadowbank Mine that have chosen to move away from Nunavut to live in the south has increased to a total of 12 employees since the mine started operations in 2010 (Figure 3.2-1). Since 2012, this number has remained between 4 and 4.5% of the Inuit workforce.

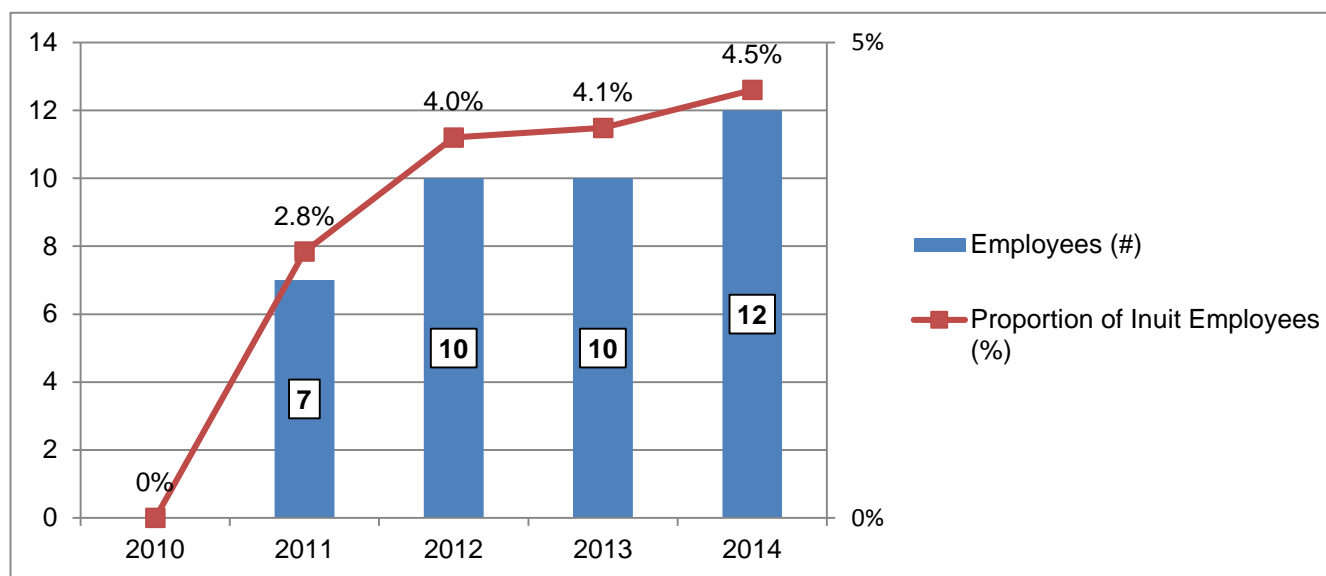


Figure 3.2-1: Number and Rate of Inuit Workforce who have moved to Southern Provinces, 2010-2014

Source: Stratos Inc. (2015).

¹ The Statistics Canada Census data is considered an underestimate of the population of Baker Lake. Therefore, in most cases, data compiled by the Nunavut Bureau of Statistics is presented unless comparisons must be made between two Statistics Canada data sets for which Nunavut Bureau of Statistics Data is not available (i.e., population and mobility).



3.2.3 Gender, Age and Ethnicity

The data presented in detailed demographic tables included in Appendix A, indicate changes in the composition of the Baker Lake population in favour of males, a working-age population (age 15 to 64) and a non-Inuit population. These changes are more pronounced in Baker Lake than at the regional level. The following demographic trends were evident in Baker Lake between 2006 and 2014 (Nunavut Bureau of Statistics 2014a,b,c):

- The male population increased by 20% (1,019) while the female population increased by 15% (726).
- The working age population grew faster in the hamlet than at the regional level. The proportion of the working age population increased from 62% (1,113) to 66% (1,423) of the Baker Lake's population. The pace of growth of this segment of the population was 3.5% a year on average (faster than overall population growth) compared to 2.9% a year in the Kivalliq Region.
- The non-Inuit population increased at a faster rate than the Inuit population. The non-Inuit population in Baker Lake has increased by 94% (143) or 11.8% a year, while the Inuit population has increased by 13% (214) or 1.6% a year. The same trend is evident at the regional level although it is not as pronounced.

These demographic trends are consistent with the demographics of Meadowbank Mine employees (i.e., predominantly male, working age and non-Inuit), however the degree to which the mine has influenced these trends is uncertain.

3.3 Employment

3.3.1 Meadowbank Employment

Total employment at Meadowbank is shown in Figure 3.3-1 by employee status (permanent and temporary). Agnico Eagle defines a permanent employee as an employee whose current job is not specifically tied to a short-term project and the position is expected to be required throughout the life of mine. A temporary employee is considered as an employee whose current job will not continue beyond a specific period of time. A temporary on-call employee, 100% filled by Inuit/Nunavummiut, is an employee who has an indefinite contract and is called upon when the need arises (AEM 2015a). Temporary and temporary on-call employees represented 12-14% of all employees from 2012 to 2014.

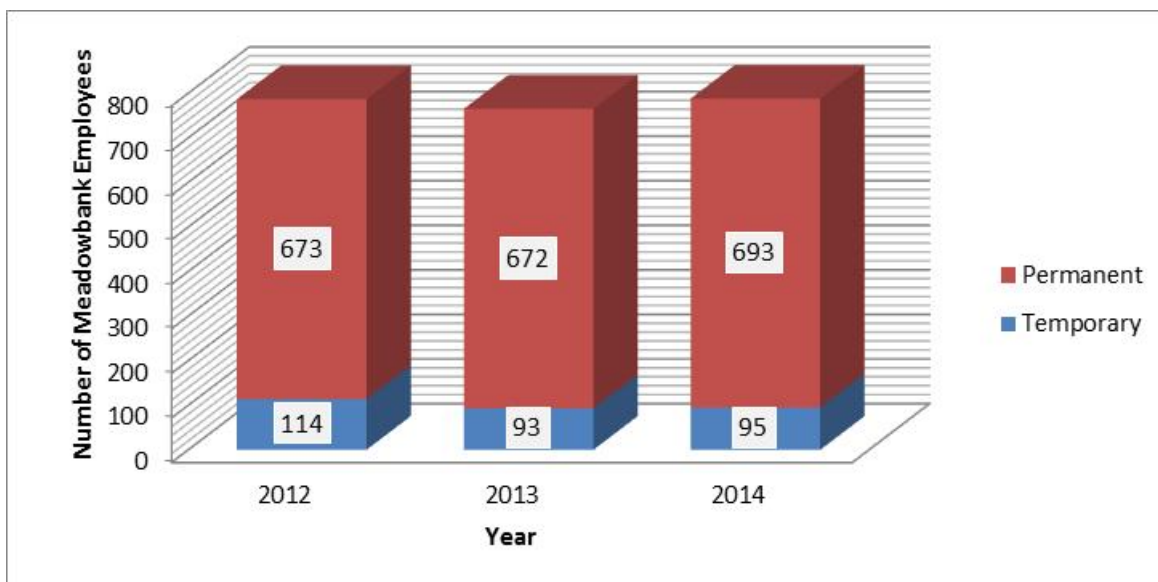


Figure 3.3-1: Total Meadowbank Employment, 2012-2014

Sources: AEM (2013, 2014a, 2015a).

Figure 3.3-2 shows employment by gender and employee status (permanent and temporary). The data allows for a couple of key observations:

- Female employees are more likely to be employed in temporary positions than permanent positions and more likely than males to be employed in temporary positions.
- In 2014, 15% of Meadowbank employees were female, which is just below the Canadian mining-sector average of 17% (MiHR 2015).
- Representation of female employees in Meadowbank's workforce has remained steady between 2012 and 2014 (in the range of 10%-15%).

In 2014, women made up 45% of the Inuit/Nunavummiut workforce. Representation of women among Inuit/Nunavummiut employees (45%) is almost equal to the proportion of the female population living in the Kivalliq Region (48%); most positions held by women are in food or accommodation services at the site. Agnico Eagle is placing considerable effort on training women that are interested in haul truck driver positions or other mining-related trades. As of 2014, there were 20 women working as heavy equipment operations including one instructor (GN – EDT 2014c). Also in 2014, 24 of the 57 graduates of Agnico Eagle's Work Readiness Training Program were women and were hired by Agnico Eagle to work at Meadowbank (GN – EDT 2014b). However, attraction and retention of female employees (especially those with children) for all positions will remain a challenge in the near term, as the current shift rotation (two weeks on/two weeks off) is difficult to balance with a sense of familial roles and responsibilities – even where child care options are available (e.g., grandparents or other family members) (AEM 2015a; AEM 2015b; GN – EDT 2014c; Nunatsiaq Online 2014a; Pauktuutit Inuit Women of Canada and the University of British Columbia 2014).

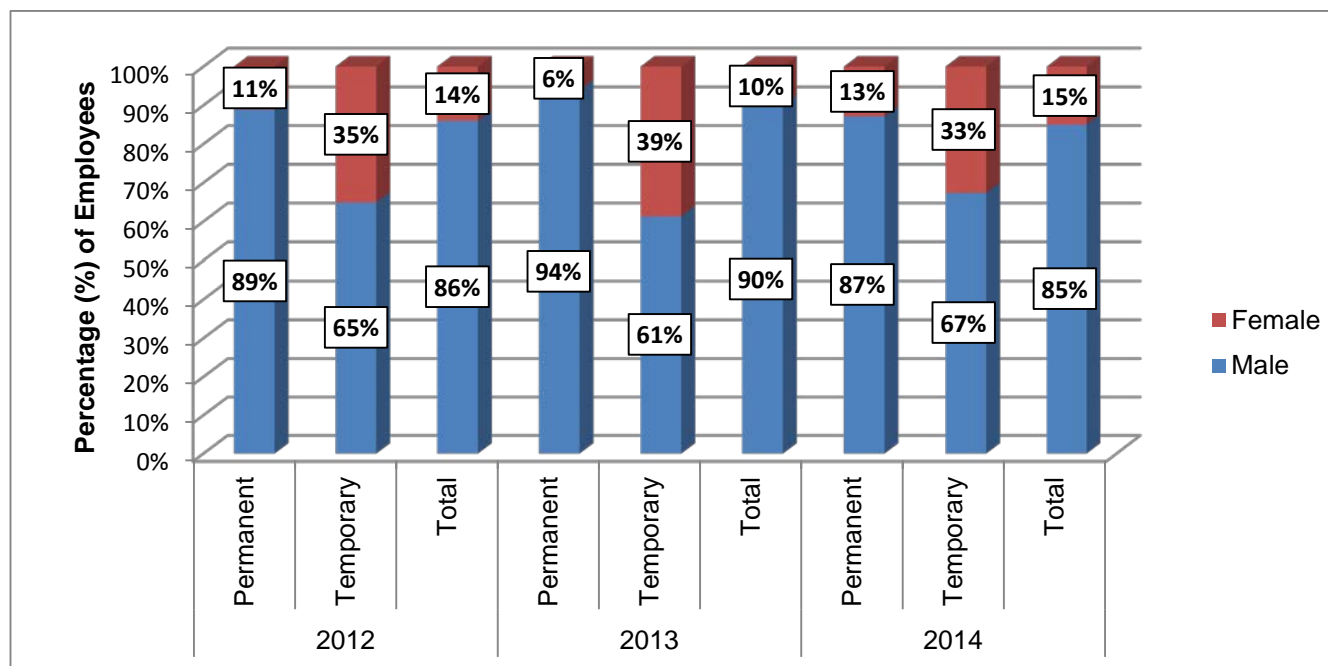


Figure 3.3-2: Meadowbank Employment by Gender, 2012-2014

Sources: AEM (2013, 2014a, 2015a).

Figure 3.3-3 shows Inuit and non-Inuit employment at Meadowbank. The following key findings are evident from the data:

- Inuit employees are more likely to be employed in temporary positions than permanent positions and more likely than non-Inuit employees to be employed in temporary positions.
- Representation of Inuit employees in Meadowbank's workforce has remained steady between 2012 and 2014 (in the range of 31 to 34%).
- There was an increase in the representation of Inuit temporary employees from 71 to 95% between 2012 and 2014. This is likely due to the introduction of temporary on-call positions.

Between 2010 and 2013, Nunavut-based Agnico Eagle employees worked about one third (almost 2 million hours) of the total person hours at Meadowbank (AEM 2015b). This is in line with the overall representation of Inuit/Nunavummiut in the Meadowbank workforce.



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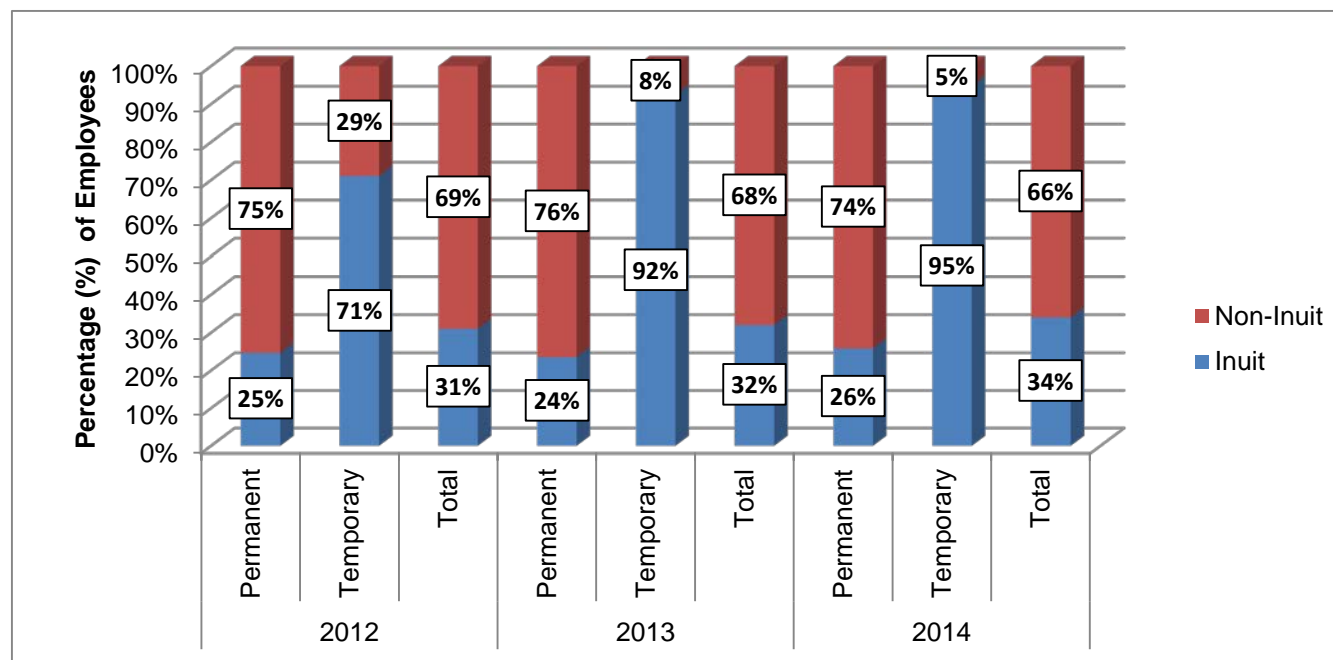


Figure 3.3-3: Meadowbank Inuit Employment, 2012-2014

Sources: AEM (2013, 2014a, 2015a).

Figure 3.3-4 shows Meadowbank employment by the home-based community of employees. Since 2011, representation of employees from within Nunavut (32-36%) and outside Nunavut (64-68%) has remained relatively stable. The representation of employees from Baker Lake has also remained stable at around 20-21%.

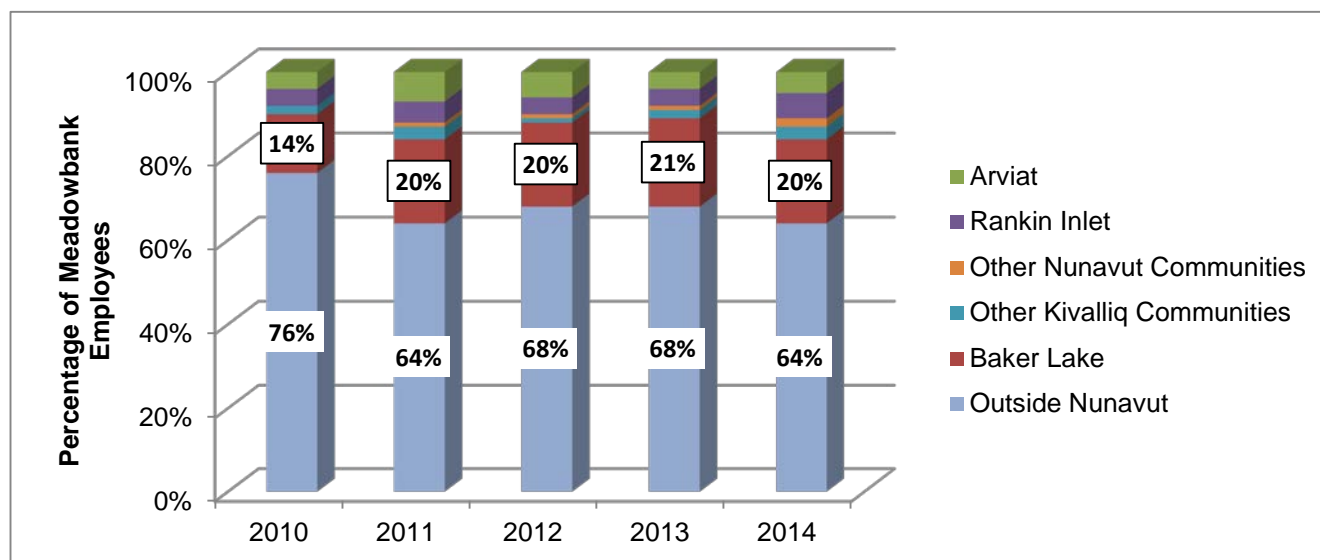


Figure 3.3-4: Meadowbank Employment by Employee Home-Based Community

Sources: AEM (2013, 2014a, 2015a).



Between 2010 and 2014, employees from the Kivalliq Region represented about one third of all Meadowbank employees, over half of which were from Baker Lake. The number of employees from Baker Lake who worked at Meadowbank has increased from 84 employees in 2010, to 155 workers in 2014 (AEM 2013, 2014a, 2015a, Appendix A). This reflects a number of factors, including: the mine's proximity to the hamlet, preferential hiring provisions outlined in the Meadowbank IIBA which give preference to Baker Lake over Inuit from other communities, as well as Agnico Eagle's training and recruiting efforts focused in Baker Lake (Stratos Inc. 2015). Residents have told Agnico Eagle that before the mine, many people in Baker Lake were unable to access employment, even with a high school diploma (AEM 2015b).

Contractors also form a portion of the Meadowbank workforce and are not included in the breakdown above. There were 285 contractors at site in 2015, 224 in 2014, 255 in 2013, and 368 in 2012 (AEM 2013, 2014a, 2015a). Inuit employees of contractors represented 10% (29 employees) of contractors in 2014, 11% (29 employees) of contractors in 2013 and 14% (53 employees) of contractors in 2012 (AEM 2015c). Further information about Meadowbank Business and Contracting Opportunities are described below in Section 3.5.

3.3.2 Meadowbank Turnover

In 2014, Agnico Eagle continued to experience turnover of Inuit employees. For the employees who occupied temporary positions, there was a small increase in the turnover rate from 65% in 2013 to 70% in 2014 (AEM 2015a). However, 38% of temporary employees left due to contract expiration. Some temporary employees are on an on-call contract. The use of on-call contracts assists new employees in gaining a better understanding of the realities of the work environment and Meadowbank operations for short manageable work time periods (i.e., a few days at a time), thereby reducing voluntary resignations which result from standard 2 week on and 2 week off rotational work shifts (AEM 2015b). Also, some Inuit/Nunavummiut employees prefer to work on an on-call basis.

In 2014, the turnover rate of Inuit employee's occupying permanent positions increased to 26% from 23% in 2013 (AEM 2015a). However, the global Inuit turnover rate has decreased from 38% to 36%, when considering both permanent and temporary employees (AEM 2015a). Based on Agnico Eagle's experience, it has become apparent that many Inuit have never had a full-time work experience in their home communities where full-time employment opportunities are often very limited; and although employment opportunities are actively sought, working away from home for two weeks at a time in a structured work environment is a change to which many cannot easily adapt. Exit interviews and focus group meetings support this assumption and the following provides the most common reasons given for voluntary terminations for Inuit employees (AEM 2015c):

- spousal relationship issues;
- family wanted them to come home;
- did not like the work, work was too hard or too tired to continue working;
- too much gossip amongst co-workers;
- no babysitter or daycare;
- found a new job in town or home sick – need to go home; and
- increase in rent for social housing (e.g., \$30 to \$880 per month).



3.3.3 Labour Force Participation

Labour force participation indicators for the Kivalliq Region and Baker Lake are shown in Tables 3.3-1 and 3.3-2. The most recent labour force data available at both the regional and community level is presented. Key findings based on this data and in consideration of Meadowbank employment data are as follows:

- The total Kivalliq labour force increased by 11.1% (360 people) between 2006 and 2011. This timeline coincides with pre-Meadowbank construction (2007) and post-Meadowbank start-up (2010).
 - The increase in the Baker Lake labour force (130 people), represented over one-third of this increase.
- The increase in the people employed in Baker Lake between 2006 and 2011 represented over two thirds of the increase in employed people in the Region (105 of 155 people).
- The increase in the total regional labour force (360 people) and the number of people employed (155 people) between 2006 and 2011 is due in large part to employment opportunities at Meadowbank (AEM 2013).
 - In 2010, the mine employed 149 Kivalliq Region residents. In 2011, 242 Kivalliq residents were employed at Meadowbank, an increase of 93 people or 62% (AEM 2013).
 - Baker Lake residents represented over half of the Kivalliq workforce at Meadowbank in 2010 and 2011 (AEM 2013).

Table 3.3-1: Labour Force Participation in Kivalliq Region, 2006 and 2011

Labour Force Participation	2006			2011		
	Total	Male	Female	Total	Male	Female
Persons 15 years and older	5,255	2,660	2,595	5,730	2,955	2,780
In the Labour Force	3,240	1,695	1,545	3,600	1,940	1,660
Employed	2,730	1,375	1,355	2,885	1,505	1,380
Unemployed	510	320	190	710	435	280
Not in the labour force	2,015	970	1050	2,135	1,020	1,120
Participation Rate (%)	61.7	63.7	59.5	62.8	65.7	59.7
Employment Rate (%)	52.0	51.7	52.2	50.3	50.9	49.6
Unemployment Rate (%)	15.7	18.9	12.3	19.7	22.4	16.9

Sources: Statistics Canada (2007b, 2013a).

Note: Totals may not add up due to rounding by Statistics Canada.



Table 3.3-2: Labour Force Participation in Baker Lake, 2006 and 2011

Labour Force	2006			2011		
	Total	Male	Female	Total	Male	Female
Persons 15 years and older	1,115	585	535	1,270	665	600
In the Labour Force	660	360	295	790	445	350
Employed	535	270	255	640	350	285
Unemployed	125	90	35	150	95	55
Not in the labour force	460	220	240	480	220	255
Participation Rate (%)	59.2	61.5	55.1	62.2	66.9	58.3
Employment Rate (%)	48	46.2	47.7	50.4	52.6	47.5
Unemployment Rate (%)	18.9	25	11.9	19.0	21.3	15.7

Sources: Statistics Canada (2007a, 2013b).

Note: Totals may not add up due to rounding by Statistics Canada.

3.3.4 Employment by Industry

Detailed tables showing employment by Industry in the Kivalliq Region and Baker Lake are available in Appendix A. The top six industries in the Kivalliq Region in 2011 (in terms of employment) were as follows:

- 1) public administration;
- 2) retail trade;
- 3) educational services;
- 4) health care and social assistance;
- 5) construction; and
- 6) mining.

Changes in how industries were categorized between 2006 and 2011 makes comparisons between census years difficult; however, an increase in representation in the mining industry (approximately 114% or 110 people), as well as in the construction industry (42% or 80 people) is evident. Construction and operations of the Meadowbank Mine were the main contributors to this increase. Given recent growth in mining activity in the region, both industries are likely still major contributors to employment.

Men were represented mainly in the following five industries: public administration, construction, mining, retail trade, and transportation and warehousing. About 64% (1,235) of the employed male labour force work in these industries and reflect the most common sources of employment in the Region.

Women were represented mainly in the following five industries: public administration, retail trade, educational services, health care and social assistance, and accommodation and food services. About 75% (1,250) of the employed female labour force in the Region work in these industries.



The top five industries in Baker Lake in 2011 were as follows:

- 1) public administration;
- 2) mining, quarrying, and oil and gas extraction;
- 3) retail trade;
- 4) construction; and
- 5) educational services.

In Baker Lake, construction and operations of the Meadowbank Mine is largely responsible for an increase in representation in the mining industry between 2006 and 2011 (approximately 178% or 80 people), as well as construction (42% or 35 people). These increases also represent 73% and 44% of the increases in employment in these industries at the regional level respectively.

In 2011, men were represented mainly in the following five industries: mining, public administration, construction, retail trade and transportation and warehousing. About 73% (325) of the male labour force in Baker Lake were employed in these industries.

Women are represented mainly in the following five industries: retail trade, educational services, public administration, health care and social assistance, and mining. About 67% (235) of the female labour force in Baker Lake were employed in these industries.

3.4 Income

3.4.1 Income Paid to Meadowbank Inuit Employees

The Meadowbank Mine has brought over \$90 million in wage income to the Inuit employees and employees of contractors since start up in 2010. Income paid to Meadowbank's Inuit employees has been holding steady at approximately \$18 million/year since the mine began production in 2010 (Stratos Inc. 2015). Typical wages paid by Agnico Eagle to non-salaried employees at Meadowbank range between \$48,000 and \$98,500 per annum (a base rate of between \$20.09 to \$37.83 plus a 15% mobility payment for all hours worked at site giving a range of \$23.10 to \$43.50 per hour worked on site).

3.4.2 Median Income by Kivalliq Community

Figure 3.4-1 and Table 3.4-1 provide an overview of the change in median income for each Kivalliq community since 2005. A few key findings are evident from this data:

- Baker Lake has had the highest percentage increase in median income of all the Kivalliq communities (59%). Baker Lake is the only community to show above average increases in median income since 2010, when production began at Meadowbank.
- The highest increases in median income in Baker Lake came between 2007 and 2009, during the Meadowbank construction phase.
- In 2013, the median income of taxfilers in Baker Lake surpassed the regional average for the first time since 2009.



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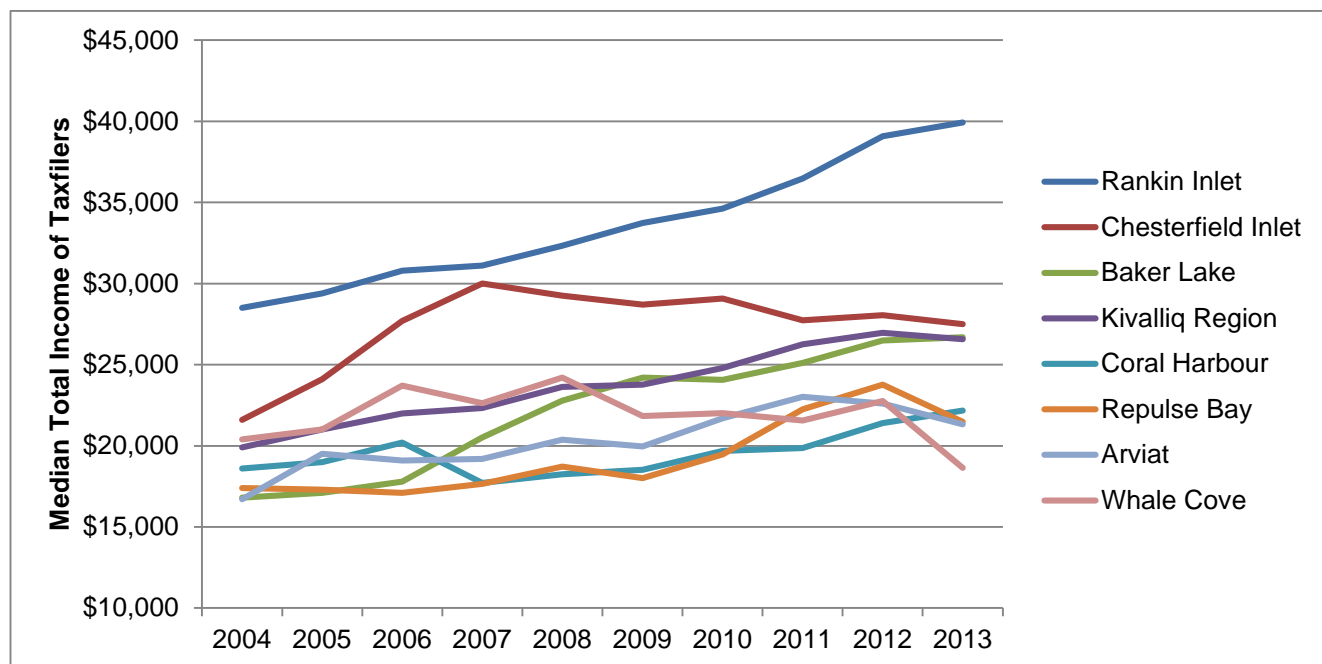


Figure 3.4-1: Median Total Income of Taxfilers with Income by Community, 2004-2013

Source: Nunavut Bureau of Statistics 2015a.

Table 3.4-1: Annual Change in Median Total Income of Taxfilers by Community (%), 2005-2013

Community	2005	2006	2007	2008	2009	2010	2011	2012	2013	Total
Baker Lake	2%	4%	13%	10%	6%	-1%	4%	5%	1%	59%
Rankin Inlet	3%	5%	1%	4%	4%	3%	5%	7%	2%	40%
Arviat	14%	-2%	1%	6%	-2%	8%	6%	-2%	-6%	28%
Chesterfield Inlet	10%	13%	8%	-3%	-2%	1%	-5%	1%	-2%	27%
Repulse Bay	-1%	-1%	3%	6%	-4%	8%	13%	6%	-11%	23%
Coral Harbour	2%	6%	-14%	3%	2%	6%	1%	7%	4%	19%
Whale Cove	3%	11%	-5%	7%	-11%	1%	-2%	5%	-22%	-9%
Kivalliq Region	5%	5%	1%	6%	1%	4%	6%	3%	-1%	34%

Source: Nunavut Bureau of Statistics 2015a.

Residents have told Agnico Eagle representatives that for many people, new income from employment at the mine has enhanced their quality of life by offering a reliable means to afford food, hunting equipment, and consumer goods, such as vehicles and entertainment systems (AEM 2015b). As a result of increased income, Agnico Eagle has also learned through consultations, that while there are still families asking for country food over the local radio, the number of people waiting in line for the monthly food bank has decreased. This was noted as being the most positive impact of the mine (AEM 2015b).



During ongoing community consultations Agnico Eagle was told that when employment was very low (i.e., before construction of Meadowbank), many residents accumulated considerable debt with the housing corporation, the power corporation, the Northern Store, and credit cards, and they are now paying that back (AEM 2015b). New expectations of mine employees to provide financial support to younger siblings and other family members place an added strain on some workers, who have their own financial obligations (AEM 2015b).

Agnico Eagle (in cooperation with its partners (the Kivalliq Mine Training Society and the Kivalliq Partners in Development) has developed and implemented a program called the “Make it Work Program”. The Make it Work Program is a workshop where the Inuit employee and his/her spouse learn how to deal with the challenges of the fly-in-fly-out rotational work lifestyle, specifically challenges that the employee and his/her family will face both on and off the site. This two and a half day workshop has a section on financial management and helps the employee and his/her spouse jointly evaluate their spending habits helping them to reconcile these with their earnings and learning about household budgeting and budgetary planning. In addition to the Make it Work Program, Agnico Eagle offers an Employee Family Assistance Program to all of its employees that includes access to third party support and guidance for different issues including financial matters offered through counselling by specialists. In addition to these programs, Agnico Eagle has set up a Memorandum of Understanding with the Baker Lake Housing Association in which an employee can voluntarily elect to authorize Agnico Eagle to deduct monthly rent from the employees pay.

3.5 Contracting and Business Opportunities

Since completion of the construction of the Meadowbank Mine, Agnico Eagle contract expenditures in Baker Lake have been a significant proportion of Agnico Eagle’s contract expenditures. A total of \$389 million was spent by Agnico Eagle on Baker Lake contracts between 2007 and 2013. Over 70% or \$281 million has been spent since 2011 (AEM 2015c). The majority of the dollars spent in Baker Lake have been captured by Baker Lake Construction and Supply, Peter’s Expediting, and Arctic Fuel. For example, these three companies took in 22.4% of Agnico Eagle expenditures in Canada in 2011 (AEM 2015b). In 2014, contract expenditures in Baker Lake amounted to \$38 million, while contract expenditures in the rest of Nunavut totalled \$67 million (Stratos Inc. 2015).

Figures 3.5-1 and 3.5-2 show changes in the proportions and amounts of Meadowbank contract expenditures spent on Baker Lake businesses, other Nunavut businesses, in the North and in southern Canada. The relative proportion of contract expenditures in the North was over 50% in 2011 and 2012 and dropped to 48% in 2013. In 2014, Nunavut captured 46% of contract expenditures, indicating a further downward trend (Stratos Inc. 2015). In absolute dollar terms, the annual value of Agnico Eagle contract expenditures has fallen significantly since 2012. There are a couple of reasons for this decline (Stratos Inc. 2015):

- 1) Postponement of a number of capital projects due to the low price of gold.
- 2) Temporary cessation of exploration activity at Meadowbank over the past few years as the company has shifted more of its resources towards the Meliadine exploration project.



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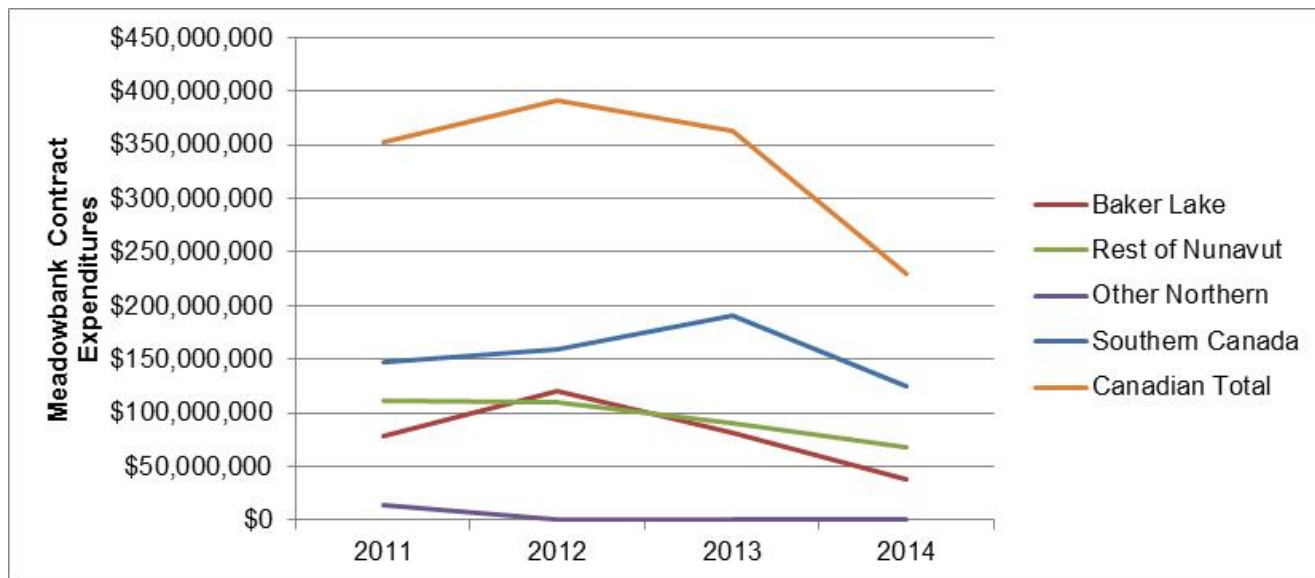


Figure 3.5-1: Meadowbank Contract Expenditures (\$), 2011-2014

Source: AEM (2015c); AEM (2016).

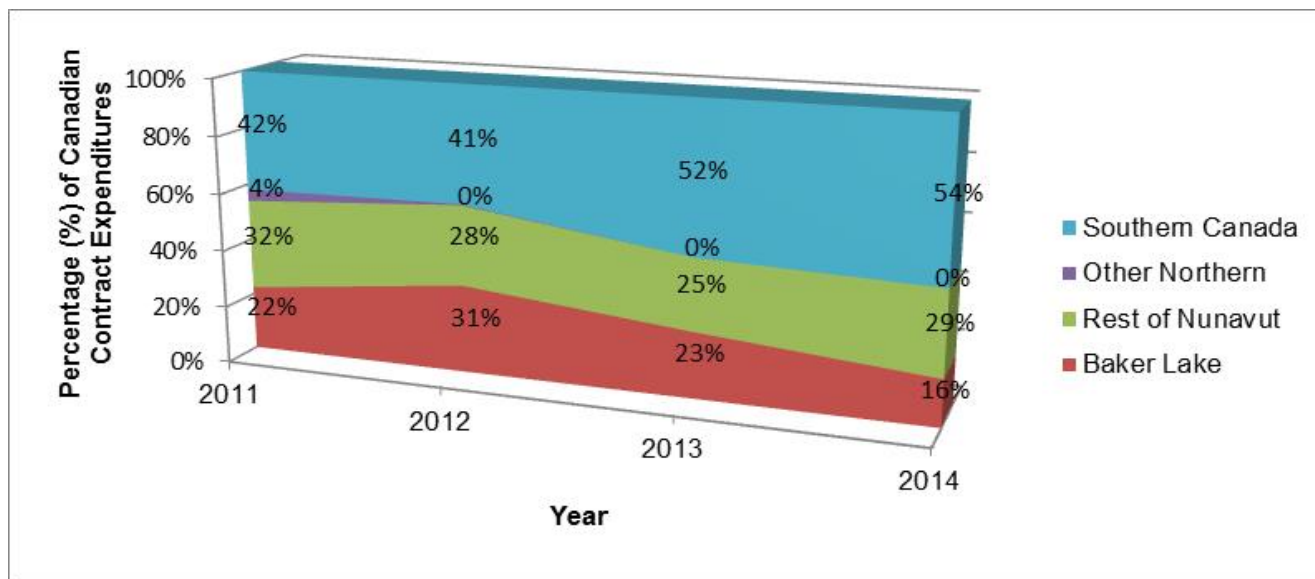


Figure 3.5-2: Meadowbank Contract Expenditures (\$), 2011-2014

Source: AEM (2015c); AEM (2016).

Expenditures on Inuit-owned businesses (registered with Nunavut Tunngavik Incorporated or NTI) have been declining since 2012 as well, however, their relative share of contract expenditures is on an upward trend, representing 37% in 2014 (Figure 3.5-3).

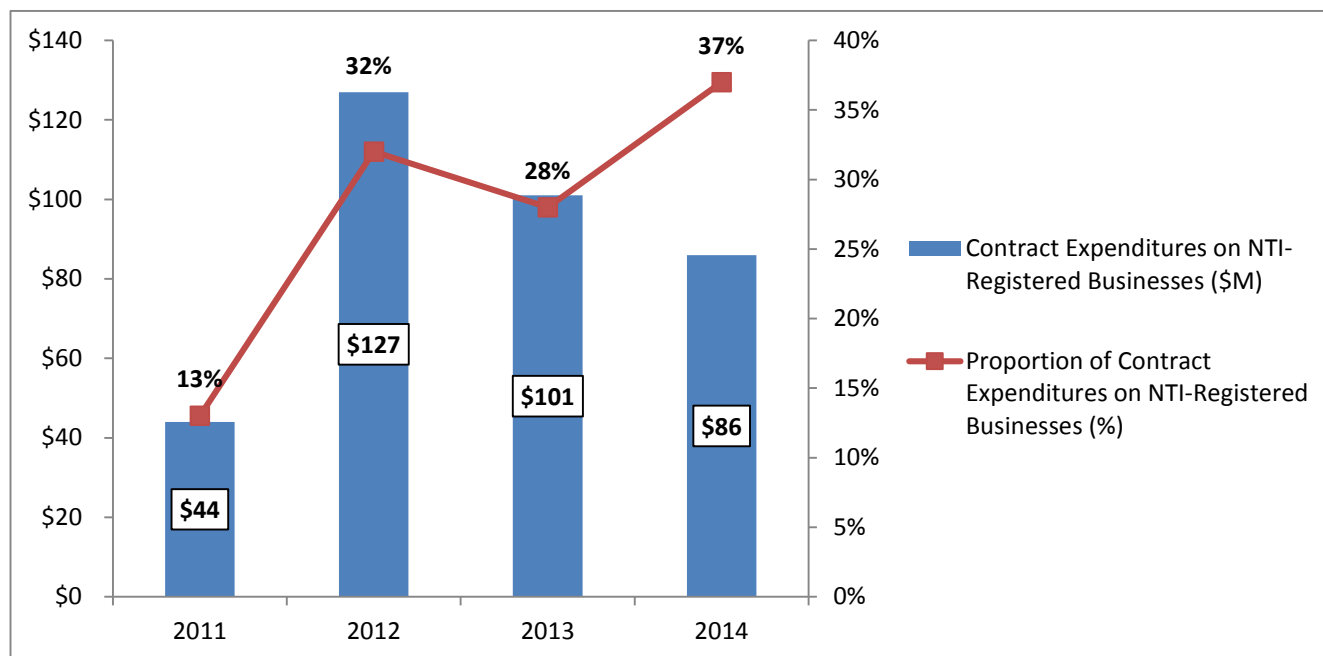


Figure 3.5-3: Meadowbank Contract Expenditures on NTI-registered Businesses, 2011-2014

Source: Stratos Inc. (2015).

In the context of high economic growth due to mineral development, contract expenditures highlight the potential for business growth and development in Baker Lake and the Kivalliq Region. Agnico Eagle has developed a program, the Building People Initiative, to assist Kivalliq businesses meet their market needs. The initiative is designed to develop the capacity of workers in Nunavut to work at the mines in Nunavut (AEM 2013). The program's basic principles include identifying training needs, organizing training more effectively, using the Meadowbank Mine as a training centre, and establishing partnerships for the purpose of education and training. Programs included in this initiative will focus on increasing community-based human resource activities in an effort to reduce absenteeism, increasing career planning, improving students' interest in remaining in school, and increasing the number of Inuit enrolled in trades and professions. In addition, Agnico Eagle launched the Inuit Business Opportunities Initiative in April 2010 to assist Inuit businesses seeking contract opportunities through Meadowbank (AEM 2015b). Since 2011, Agnico Eagle has issued 25 contracts to Inuit-owned businesses for work at Meadowbank (Stratos Inc. 2015).

3.6 Education and Training

3.6.1 Education Services

3.6.1.1 Kivalliq School Operations

Kivalliq School Operations (KivSo) is one of three Regional School Operations in Nunavut. The KivSo supervises and administers activities for twelve public schools offering kindergarten through grade 12 programs. The head office for the KivSo is located in Baker Lake. The KivSo is responsible for the day-to-day operation of schools, supervision of teaching staff, liaising with District Education Authorities, and overseeing the delivery of educational programs and services, under the direction of the Department of Education (Nunavut Teacher Induction Program, no date, a).



There are two schools in Baker Lake: Rachel Arngnammaktiq Elementary School (Grades K-5) and Jonah Amitnaaq Secondary School (JASS) (Grades 6-12). A middle school is under construction in the community (GN - Department of Finance 2014a). The elementary school has 252 students and 21 teachers and administrative staff, as well as 6 support staff (Nunavut Teacher Induction Program, no date, b). The secondary school has about 325 students with 22 teachers and administrative staff, and 9 support staff (Nunavut Teacher Induction Program, no date, c). In partnership with local businesses, Agnico Eagle and Nunavut Arctic College, the school also offers week long introductory courses in mechanics, welding, environmental conservation, electrical, and plumbing.

3.6.1.2 Nunavut Arctic College

Nunavut Arctic College is the only post-secondary institute in Nunavut, with five campuses in the territory and 25 Community Learning Centres. The Kivalliq Campus in Rankin Inlet serves the communities in the Kivalliq Region and is also home to the Sanatuliqsarvik Nunavut Trades Training Centre. The training centre, which can accommodate more than 80 students, has programming in trades, pre-apprenticeship and apprenticeship programs (Nunavut Arctic College 2013a; Nunatsiaq Online 2014b). The college offers a variety of programming in apprenticeship trades, business, education, environmental, fine arts, health, language, and culture. In 2012, 60% of graduates surveyed were employed, 28% in their field of study (Nunavut Arctic College 2013b).

All current mining related courses offered by Nunavut Arctic College in the Kivalliq Region are taught in Rankin Inlet. In the 2015-2016 academic year, the Sanatuliqsarvik Nunavut Trades Training Centre will offer eight month pre-apprenticeship programs for trade positions such as oil burner mechanic, plumber, electrician, carpenter, and certification in heavy equipment operation (Nunavut Arctic College 2015). Students have hands on training and training with simulators for equipment such as dozers, excavators, graders, and haul trucks. Upon completion of the pre-apprenticeship programs, students are eligible to transfer up to 240 hours towards an approved Apprenticeship program through Nunavut's Department of Education. As of June 2014, a total of ten pre-apprenticeship students and 26 apprenticeship students have graduated from the training centre.

3.6.1.3 Kivalliq Mine Training Society

Formed in 2010, the Kivalliq Mine Training Society (KMTS) is an Inuit and private industry partnership that provides skills training and support to Kivalliq residents seeking employment in mining. The KMTS offers funding and support in work readiness and skills training, on-site training and career advancement, literacy and essential skills, and family and community adjustment (Kerr 2014). From 2010 to 2012, the KMTS has trained and brought employment to approximately 400 Kivalliq beneficiaries (Nunatsiaq Online 2012). Since 2010, Agnico Eagle has provided \$6.8 million in cash and in kind support to the KMTS (AEM 2015a).

Specific programs offered by KMTS include skills training, pre-employment training, and pre-apprenticeship programs. Courses offered in 2014-2015 included surface diamond drilling, HDPE Pipe Fusion Training, Underground Mine Training, Heavy Equipment Operation, Pre-Trades training, and Welding Trade Readiness (KMTS 2015). The three most in-demand trade programs are heavy duty mechanics, millwrights, and heavy equipment operators. Approximately 70 people are trained by the KMTS as heavy duty mechanics, 70 as millwrights and 100 to 150 as heavy equipment operators on an annual basis (Capital News Online 2012).

Agnico Eagle, in collaboration with KMTS developed a Work Readiness Training program as a pre-employment initiative. The program, implemented in April 2013, is delivered over a 4 day period at the community level throughout the year. During 2014, the program was delivered in each Kivalliq community and a total of 128 people attended, of which 111 successfully completed the program. In 2014, 57 graduates of the program were hired by Agnico Eagle, including 24 women (AEM 2015a).



Family support programs such as the coping skills program “Making It Work” have been emphasized by the KMTS in recent years in an attempt to help workers and their families cope with the challenges of fly-in and fly-out shift work (NNSL 2015a). These programs teach skills around communication, conflict resolution, and money management for workers and their families. Another project the KMTS has launched is a sewing group for spouses of mine workers in Kivalliq communities (Nunatsiaq Online 2014a). Child care and sewing materials are supplied to the women so they can gather and find support from other mothers in similar situations. Between April 2013 and December 2014 a total of 437 Inuit participated in KMTS community-based programs of which 386 successfully completed their training and 255 found employment (AEM 2015a).

The KMTS has also provided support of Agnico Eagle’s Mine Training Initiatives such as the Career Path Program, Apprenticeship and Haul Truck Driver operators’ programs (AEM 2015a). The Career Path program is designed to assist Inuit employees who have limited formal skills or education by identifying the steps required for them to advance in their career. The program defines a combination of work experiences, hours of completion, training and skills development for an employee to achieve each step (AEM 2015a). The Career Path program is available for five areas of mine operations: Mine, Drill and Blast, Process Plant, Field Services, and Road Maintenance. Internal Inuit candidates will be hired to fill a position that is part of the program. Between April 2013 and December 2014 a total of 197 Inuit Agnico Eagle employees participated in the Career Path initiatives, of which 178 successfully completed their training and 110 received a promotion (AEM 2015a).

Other examples include the support for the development and delivery of community-based Work Readiness and Labour pool initiatives to help prepare Inuit for employment opportunities. In May 2015, \$1.7 million in federal funding was announced for the KMTS. The funding will provide support for local training and southern-based training for over 300 Aboriginal people for employment in mining and related industries (CNW 2015). From 2013-2015, the KMTS had 750 participants in labour market training programs, of which 570 successfully completed their programs. In addition, 358 participants have found employment, earned a promotion if employed, returned to school, or took further training (NNSL 2015b).

3.6.2 Educational Attainment

Educational attainment information for the Kivalliq Region and Baker Lake is provided in Figure 3.6-1. While the majority of the Kivalliq Region population 15 years and over have no certificate, diploma or degree, the proportion has decreased from 2006 from 65% to 61% in 2011. In 2011, men were four times more likely than women to have an apprenticeship or trades certificate or diploma, while women were more likely than men to have a college or university education (Statistics Canada 2013a). From 2006 to 2011, educational attainment in the Kivalliq Region has increased in every measured category, with more people achieving high school diplomas, apprenticeships, college diplomas, and university education.

The majority of the Baker Lake population 15 years and over have no certificate, diploma or degree, and this proportion has remained virtually unchanged between 2006 and 2011 (Figure 3.6-1). Men were more than three times more likely than women to have an apprenticeship or trades certificate or diploma, while women were more likely than men to have a college or university education (Statistics Canada 2013b). From 2006 to 2011, educational attainment in Baker Lake has increased in the percentage of people with high school diplomas and apprenticeships but a lower proportion has received college or university diplomas or degrees.



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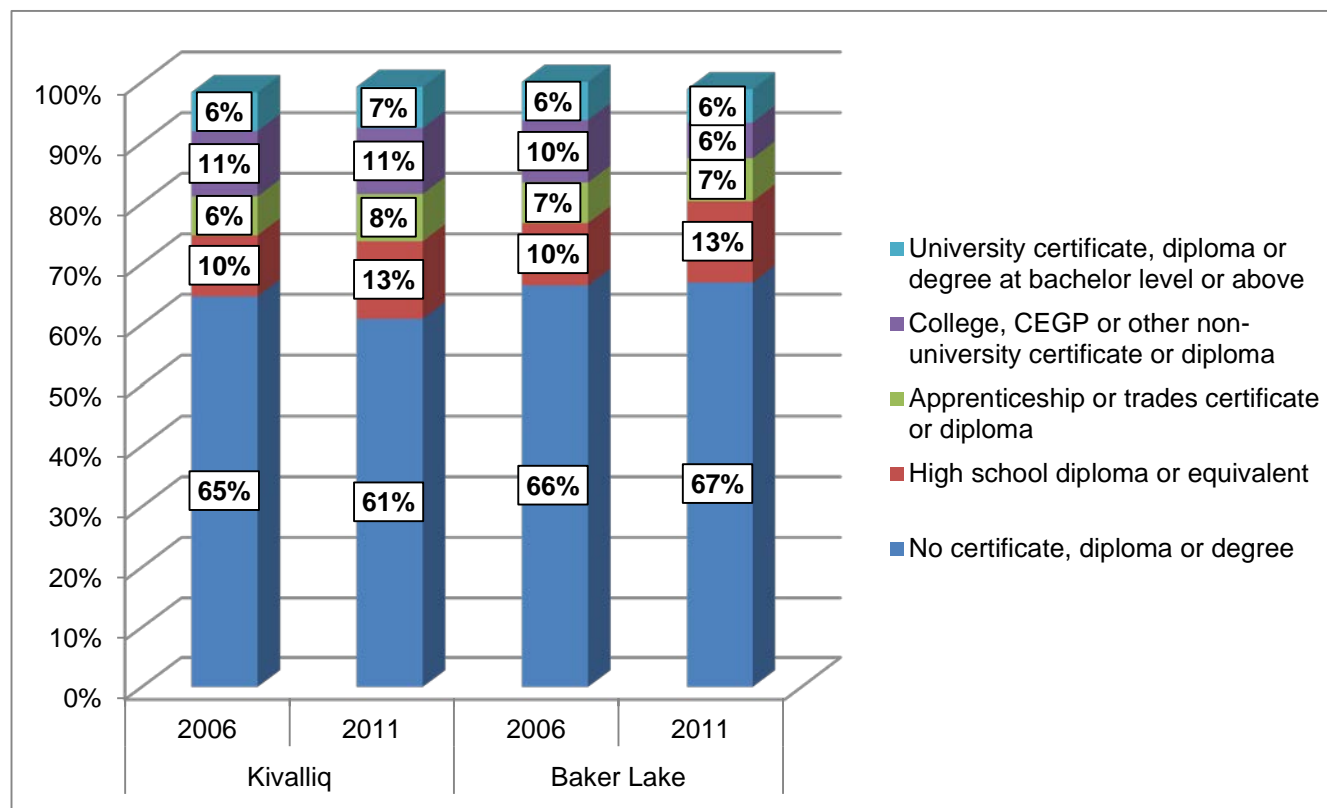


Figure 3.6-1: Educational Attainment in the Kivalliq Region and Baker Lake

Sources: Statistics Canada (2007a, 2007b, 2013a, 2013b).

Recent trends in graduation rates also signal that educational attainment continues to rise in the Kivalliq Region (Figure 3.6-2). Since 2009, graduation rates in the Kivalliq Region have been higher than the territorial average and the average for both other regions. This may be in part due to employment opportunities available at the Meadowbank Mine and through contractor opportunities. Students in Baker Lake, for example, have a local major employer on which to focus career aspirations. Since the opening of the Meadowbank Mine in 2010, people in Baker Lake have told Agnico Eagle that they have observed decreasing dropout rates and higher graduation rates because students have something concrete to have as a goal for employment (AEM 2015b). The types of positions available at Meadowbank Mine and the internal training programs available mean that students may focus on attaining a high school diploma and/or apprenticeship or trade accreditation.

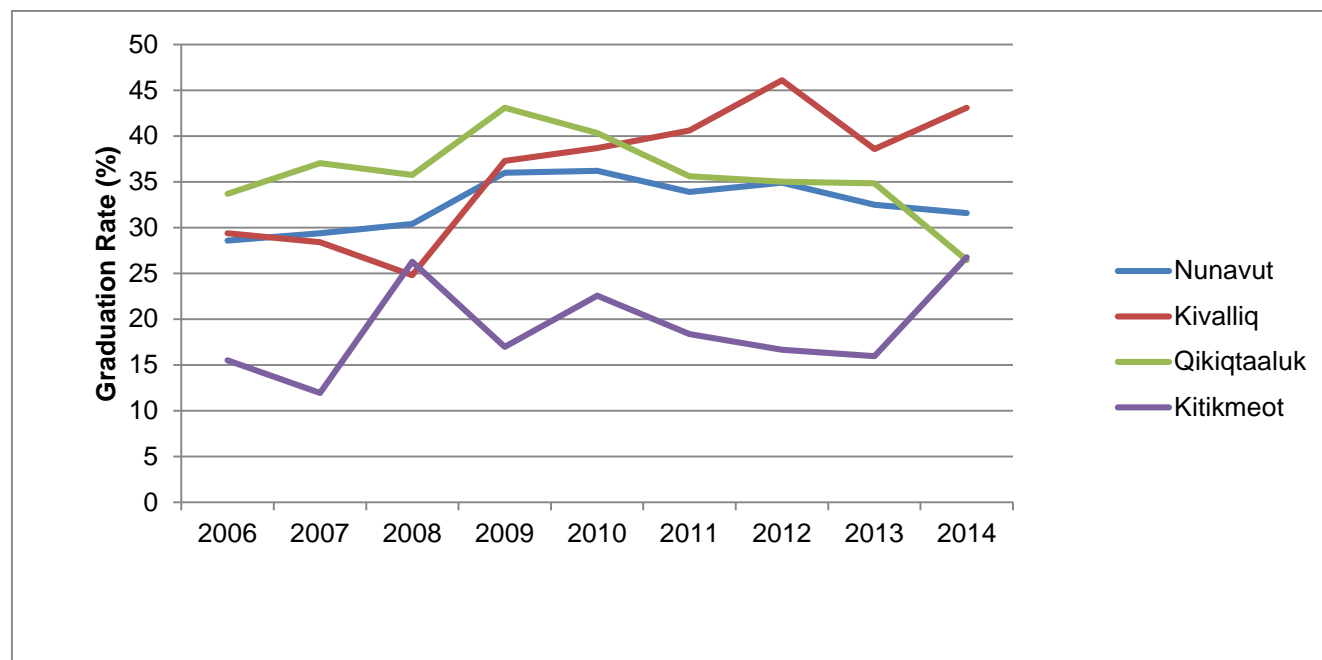


Figure 3.6-2: Graduation Rates in Nunavut and by Region, 1999 to 2014

Source: GN- Department of Education and Statistics Canada (2015).

Notes:

- 1) Gross Graduation Rate is calculated by dividing the number of graduates by the average of estimated 17 and 18 year-old populations (as the typical age of graduation).
- 2) The number of graduates is totaled at the end of the calendar year, while population estimates are as of July 1 of the same year.
- 3) Due to the small population of Nunavut, graduate rate changes from year to year must be interpreted with caution
- 4) Graduates include students who completed secondary school, but exclude those who completed equivalency or upgrading programs.
- 5) Note that all data, dating back to 1998/99 has been adjusted by the Department of Education from previous reports.

3.6.3 Agnico Eagle Investments in Education Initiatives

Education-related investments by Agnico Eagle began in 2011, following the construction of the Meadowbank mine. Table 3.6-1 provides an overview of Agnico Eagle's investments in school-based initiatives along with the number of participants in various programs, where available. Agnico Eagle has made total contributions of approximately \$284,000/year to a variety of school-based initiatives. Agnico-Eagles goals for these programs are to build interest in math, science, and mining among school-aged children, motivate students to pursue post-secondary education with scholarships and encourage stronger educational outcomes in the Kivalliq Region overall (Stratos Inc. 2015).



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Table 3.6-1: Agnico Eagle Investments in School-Based Initiatives, 2010-2014

Program	Measurement	2010	2011	2012	2013	2014
Mining Matters Science Program	investment (\$)	\$0	\$90,000	\$80,000	\$70,000	\$70,000
	# of community schools to which the program was delivered	0	4	3	4	3
Kivalliq Science Educators Community Programs (Science Fairs, Math Fairs, Science Camp)	investment (\$)	\$0	\$15,000	\$15,000	\$25,000	\$25,000
	# of participants	0	36 (Science Camp only)	36 (Science Camp only)	1,307	1,578
MOU with Department of Education Programs	cash and in-kind support	\$0	\$175,000	\$175,000	\$175,000	\$175,000
	estimated participants in Trades Awareness Skills and Knowledge (TASK) week (Baker Lake, Arviat & Chesterfield Inlet)	0	0	60	65	0 ^(a)
Annual scholarship funding provided to KIA	investment (\$)	\$14,000	\$14,000	\$14,000	\$14,000	\$14,000

Source: Stratos Inc. 2015.

^(a) The TASK week program was put on hold in 2014 pending the outcome of a program review.

Agnico Eagle's financial investments in externally-delivered training programs have been steady at just under \$4 million per year for the past three years, with the Kivalliq Mine Training Society being the largest recipient (Stratos Inc. 2015).

3.6.4 Training at Meadowbank

Figure 3.6-3 shows training hours provided per employee to Inuit and non-Inuit employees, which includes the following types of training (Stratos Inc. 2015):

- Health and Safety training includes mandatory training related to compliance with the Nunavut Mine Act, as well as training that is mandated according to Agnico Eagle Health and Safety policies. Many of these training sessions are offered online² prior to the employee's arrival at site.
- General training consists of training activities required at a department level and covers many employees working in different departments. General training includes training on light duty equipment as well as enterprise software systems and cross-cultural training.
- Specific training is focused on developing individual competencies related to a specific position. This training qualifies individual workers for promotion following their progression through the Career Path Program. These training programs are provided through a combination of in classroom (theory) learning as well as practical (one-on-one) learning.

² Online training is offered at Meadowbank through the use of e-learning modules for new employees before they arrive on-site, which eliminates the challenge of training hundreds of new employees on site and allows greater time to deliver specific training. Newly hired employees complete their Mandatory Induction Training online with e-learning modules that are available in English, French, and Inuktitut. Health and safety training, such as WHMIS and fire extinguisher safety, is also available online (AEM 2015a). Agnico Eagle assists those lacking an Internet connection, computer or computer skills level with Community Agents who can support all employees in communities with appropriate resources and electronic material (AEM 2014a).

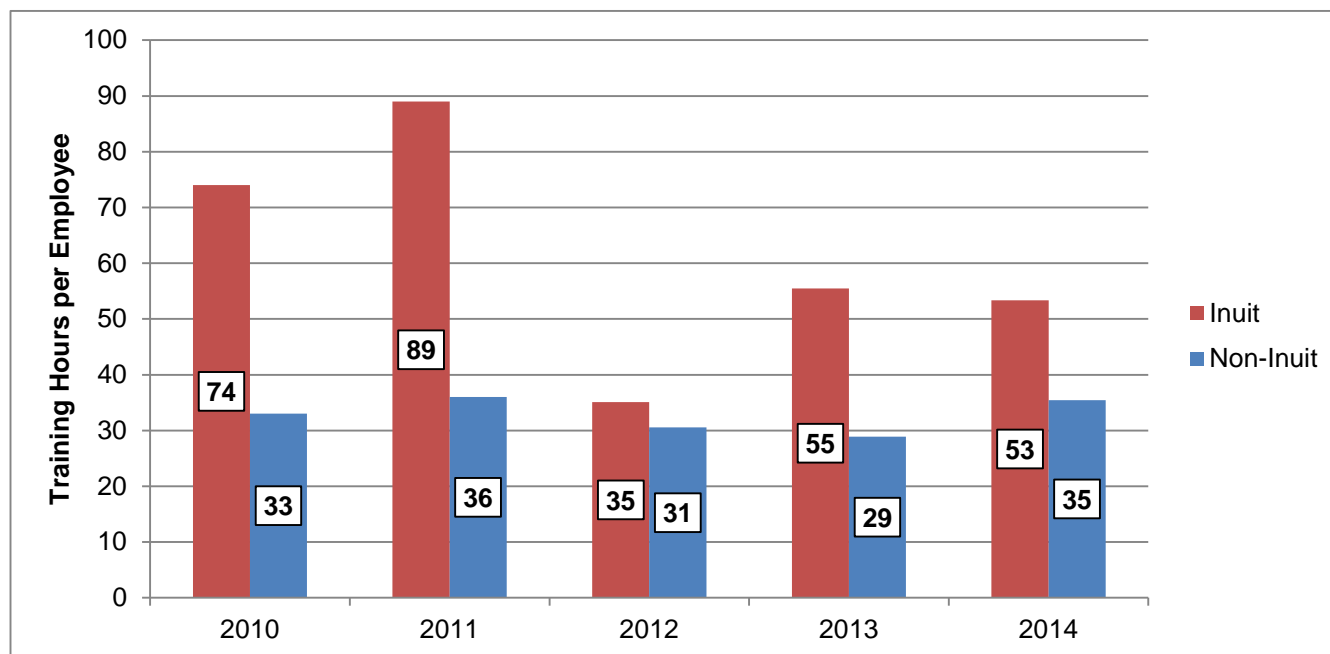


Figure 3.6-3: Training Hours per Employee, 2010-2014

Source: Stratos Inc. (2015).

Other examples of training include the weekly drills of the Emergency Response Team in relation to first aid, firefighting, extraction, search and rescue, and rope rappelling. In addition, the Cross Cultural Training Program is offered to all Agnico Eagle employees and promotes understanding and communications in the workplace across cultures. Throughout 2014, 204 employees received the training. Among them, 103 were Inuit employees, including 43 women and 60 men (AEM 2015a).

Agnico Eagle's haul truck driver crew is comprised of mainly Inuit workers. The majority of the drivers began their employment at Agnico Eagle in entry level positions and have used the haul truck driver program as a springboard for their career as the skills and education gained are transferrable to other sectors of the economy (AEM 2014a). The success of this program has resulted in Agnico Eagle retaining a permanent Inuk Haul Truck Trainer. In 2015, Agnico Eagle intends to train up to 20 new haul truck operators (AEM 2015a). Figure 3.6-4 provides an overview of the number of graduates from the Haul Truck Driver Program, all graduates of the program are Inuit employees at Meadowbank.



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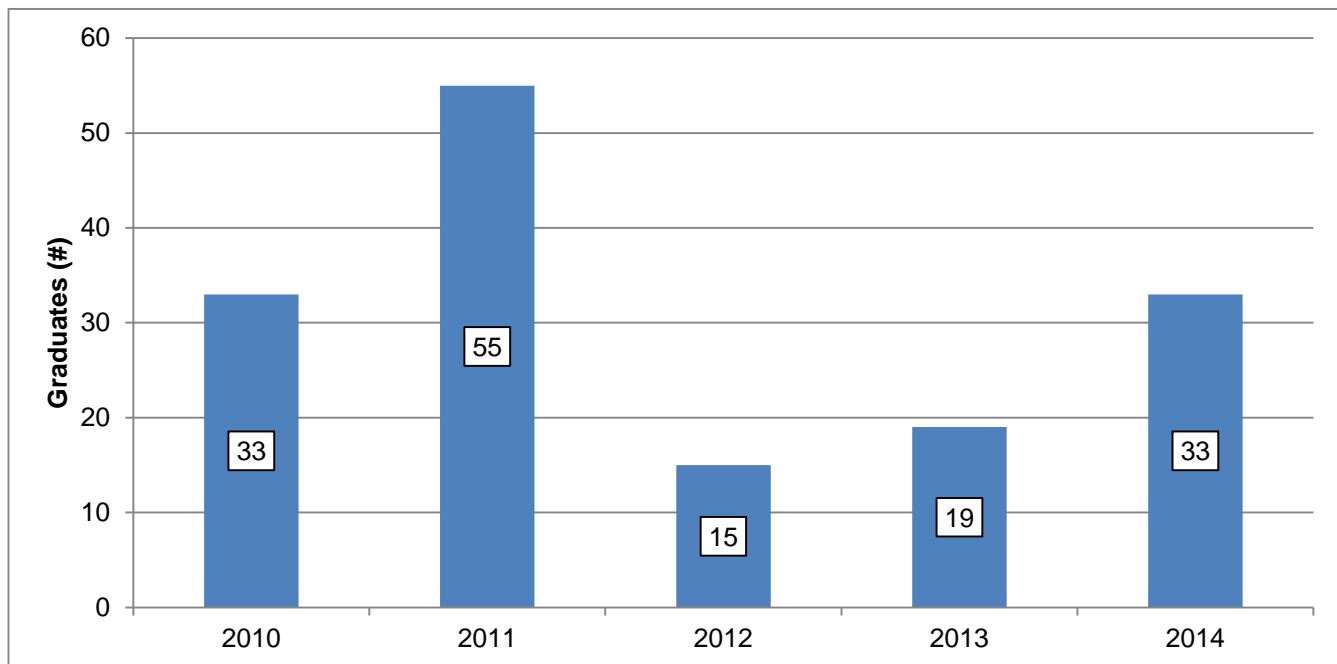


Figure 3.6-4: Number of Haul Truck Driver Program Graduates, 2010-2014

Source: Stratos Inc. (2015).

Apprenticeship training at Meadowbank is available and while Inuit are interested in apprenticeship opportunities, most have difficulty passing the trades' entrance exam due to low comprehension, literacy, and numeracy skills (AEM 2015a). To address these challenges, Agnico Eagle has collaborated with KMTS and Nunavut Arctic College in support of a pre-trade program for Agnico Eagle Inuit employees. Three out of four Inuit employees successfully completed this program in 2014 (AEM 2015a).

In 2015, six new apprenticeship positions were available for a total of at least 12 apprenticeship positions at Meadowbank. The program will be expanded by Agnico Eagle to include additional trades such as plumbing, welding, and carpentry. Skills assessment is also being developed to evaluate Inuit employees' competencies related to a trade and to create an improved fit between skills, interests, and job positions. Another pre-employment initiative, the Work Readiness Training Program, prepares Inuit workers for the work environment in an active mine setting by coaching them in the expectations required of them and teaching self-control, communication, and problem solving skills (AEM 2015a). In 2014, 57 graduates of this program were hired by Agnico Eagle. Newly implemented in 2014, the "Labor Pool Initiative"³, serves to pre-qualify candidates from Kivalliq communities to create a pool for Agnico Eagle from which to draw future employees. In 2014, the labour pool had 111 graduates, of which 57 were offered employment opportunity at Meadowbank.

Overall, the scope of, and participation in, in-house training and apprenticeship programs have been relatively consistent throughout the mine's operation (Stratos Inc. 2015). Annual fluctuations in the number of specific training hours and haul truck driver program graduates largely reflect changing demand at Meadowbank for additional positions for which specific training is provided (Stratos Inc. 2015).

³ Based on an agreement by Agnico Eagle, the KMTS and the KIA



3.7 Culture and Traditional Economy

3.7.1 Language

“The English word ‘culture’ has over 160 meanings, which can sometimes be confusing. There is no such word in Inuktitut. Instead, Inuit use the term ‘illiquisq’ which means the ‘way it is done’ – encompassing all aspects of the Inuit way of life.” – Nunavut Tourism, no date.

Retention of culture (i.e., the Inuit way of life) is important to Inuit identity and wellbeing. One indicator of cultural retention or maintenance is language. Table 3.7-1 shows recent statistics for the use and knowledge of Aboriginal Language in the Kivalliq Region and Baker Lake. The large drop in the population who speak an Aboriginal language most at home may be explained in part by a change in how the category was defined between 2001 and 2006. In 2001, the survey asked whether an Aboriginal language was spoken at home, not whether an Aboriginal language was the *most often* spoken at home. Overall, however there does appear to be a decline in the use of Aboriginal language (i.e., Inuktitut) in the home while knowledge of an Aboriginal language has remained relatively constant. This trend seems to be more severe in Baker Lake than in the Kivalliq region as a whole. This is likely due primarily to a faster growing non-Inuit population (and the need to speak English to access most government services in town) and especially the influence of global media (i.e., television and internet) in the home. A smaller influence may also be the presence of a large southern-based employer (Agnico Eagle) where English is the dominant language in the workplace. The language of instruction at the Baker Lake Elementary School is 50% Inuktitut and 50% English (Nunavut Teacher Induction Program, no date, b). At the high school, Inuit cultural programs are offered in Inuktitut, however instruction of core (required) programs is primarily in English (Nunavut Teacher Induction Program, no date, c).

Table 3.7-1: Use and Knowledge of Aboriginal Language, 2001, 2006, and 2011

Use and Knowledge of an Aboriginal Language	2001	2006	2011	2001	2006	2011
	Kivalliq Region			Baker Lake		
% of the Aboriginal identity population whose mother tongue is an Aboriginal Language	86.7 ^(a)	87.2	85.0	75.2 ^(a)	69.2	69.3
% of the Aboriginal identity population who speak an Aboriginal language most often at home	90.0 ^(b)	66.6	62.7	80.9 ^(b)	28.5	28.9
% of the Aboriginal identity population with knowledge of Aboriginal languages	95.5	95.1	94.8	92.6	88.8	87.1

Sources: Statistics Canada (2001a; 2001b; 2007c; 2007d, 2013b; 2013c).

(a) 2001 data for this category was categorized as “% of the Aboriginal identity population with Aboriginal language(s) first learned and still understood.

(b) 2001 data for this category was categorized as “% of the Aboriginal identity population with Aboriginal language(s) spoken at home.

This trend also implies that the youngest of Kivalliq residents, children born after 2001, are seeing more exposure to English than to Inuktitut in the home. Access to services in Inuktitut is lacking yet there is, an ongoing need to staff government, social and educational service offices and institutions with non-Inuit in the absence of trained Inuit, and the government is trying to address this (AREVA 2011). Building capacity in these areas will take time and in the meantime the need to communicate in English with nurses, doctors, teachers, administrators, and the Royal Canadian Mounted Police (RCMP) may be a contributing factor to language loss (AREVA 2011).



In 2011, issues of language use and culture clashes between Inuit and southern workers were cited by Baker Lake residents as reasons some Baker Lake employees left Meadowbank to pursue other opportunities in town. They stressed the importance of open communication and working together as a team at camp to address social and cultural tensions (AEM 2015b). In 2012, this situation was improved as Inuktitut was formally accepted as a language spoken on site (except for where safety reasons preclude the use of any other language but English). Inuktitut is used at Meadowbank in the following areas (AEM 2015c):

- signage at Meadowbank in major areas;
- application forms;
- informational/communications (recruitment, major announcements);
- by Human Resource Councillors; and
- at religious events (i.e., monthly services or special events at site).

The levels of Inuktitut speaking and number of residents who claim Inuktitut to be their mother tongue is lower in Baker Lake than in other Kivalliq communities (Statistics Canada 2013b). It is hoped that community and school-based language initiatives can reverse these trends while promoting literacy in both English and Inuktitut (AEM 2015b).

3.7.2 Traditional Economy

Nunavut's and the Kivalliq Region's economy is mixed, consisting of a formal economy and a traditional informal economy. In general, households combine income from wage employment with subsistence harvesting. The traditional economy consists of subsistence harvesting activities including hunting, fishing, trapping and gathering (e.g., plants and eggs). Harvested products are used as a source of food and some people use materials to make clothing, arts and crafts. These traditional activities provide livelihood resources from the land and are rooted in a cultural practice of sharing (NPC 2002). Inuit in the Kivalliq Region fish for Arctic char and hunt geese, ptarmigan, and caribou, as well as beluga and seals along the west coast of Hudson Bay. In the fall, they hunt polar bear on the sea ice. Walrus are also an important resource in the more northern parts of the Region. As an inland community, people in Baker Lake are skilled in hunting caribou and fishing. The traditional diet of most residents consists mainly of caribou.

Subsistence harvesting reduces the financial burden of households, not only for food and clothing, but also for services (NPC 2002). Harvesting activities help to shape social relationships, provide opportunities for cultural expressions, and strengthen individual identity and security, thereby promoting and sustaining family and community social structures and values. Subsistence harvesting activities are at the heart of Inuit culture and sustain Inuit society in its traditional way of life (NPC 2002).



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In 2012, 81% of the Inuit population in Nunavut aged 15 years and older, had hunted, fished, trapped or gathered wild plants in the previous 12 months (Statistics Canada 2014a). In 2006, country food constituted at least half⁴ of the meat and fish consumed in 66% of Inuit households in Nunavut, a decrease from the 73% reported five years earlier (Statistics Canada 2001c; 2008). Limited data is available at a regional or community level on the harvest and consumption of country foods. The 2006 Aboriginal Peoples Survey published statistics on the harvesting of country food by community; however, more recent data is not available for comparison (Table 3.7-2). Based on these statistics, average participation in traditional activities in Kivalliq communities is higher than in Nunavut as a whole. Participation in hunting and fishing is lowest in Baker Lake and Rankin Inlet.

Table 3.7-2: Traditional Activities and Harvesting in the Past 12 Months, 2006

	Hunting	Fishing	Gathering Plants	Wild	Trapping
Nunavut	71	76	79		30
Arviat	81	80	86		42
Baker Lake	68	77	87		44
Coral Harbour	71	81	76		53
Rankin Inlet	67	71	81		x
Repulse Bay	82	85	78		46

Sources: Statistics Canada (2011a-f).

x = suppressed to meet the confidentiality requirements of the *Statistics Act*

The replacement value of country food harvested in Nunavut is estimated at a minimum of \$30 million, or at least equal to the cost of food imports from southern Canada (Vail and Clinton 2001). Country food provides a better source of nutrients such as iron, magnesium, and calcium than store bought food and promotion of the availability of country food is a key aspect of the Nunavut Food Security Strategy and Action Plan (Nunavut Food Security Coalition 2014).

In recent years, community representatives have reported to Agnico Eagle an increase in the number of trips on the land by those with income from the mine (AEM 2015b). For some people, the two weeks off provide a chance to recover from the 12-hour shifts at the mine. Some reported being too tired to participate in family or community events, including hunting and land-based activities during their two weeks off. However, others reported that they enjoyed using this time specifically for harvesting, using the mine road to access caribou grounds, and enjoying quality time with their family (AEM 2015b). Others have suggested that the stress associated with life in a community, and increasingly work and school schedules, limit the length of time that individuals can spend on the land (AEM 2015b). Current mine operational impacts on harvesting activities have been discussed more frequently during ongoing community consultations than general environmental impacts, and seem to be the most important environmental concern for Baker Lake residents (AEM 2015b).

⁴ 'About half' and 'More than half' were sub-totaled to at least half.



3.8 Individual and Community Health and Wellness

Health is broadly defined as a state of complete physical, mental and social wellbeing, not merely the absence of disease and infirmity. The determinants of health are broad, and include socio-economic parameters such as income, education, environment, social support networks, and culture. A Nunavut Department of Health and Social Services workshop in 2005 defined the following 11 key social determinants of Inuit health that continue to guide discussion on this topic (ITK 2014)

- acculturation (cultural change as a result of intercultural contact);
- productivity (including harvesting, sewing, paid and volunteer work);
- income distribution;
- housing;
- education;
- food security and nutrition;
- health care services;
- quality of early life;
- addictions;
- social safety nets; and
- environment.

The above social determinants of health are addressed in various sections of this socio-economic baseline report except for environment which is addressed in separate physical environment baseline reports. In this section, the following health and wellness indicators are discussed, as per the 2004 Meadowbank EIS Guidelines (NIRB 2004), and based on the availability of regional level data:

- cost of the Northern Food Basket and the Nutrition North subsidy (both indicators of food security)
- types and frequencies of communicable diseases (i.e., sexually transmitted infections);
- crime rates;
- housing supply, demand, condition and cost; and
- suicide rates.

3.8.1 Food Security

Food security exists when all people, at all times, have physical and economic access to sufficient, safe, and nutritious food to meet their dietary needs and food preferences for an active and healthy life (WHO 2015). In response to the territorial government's growing concern regarding the lack of food security in Nunavut, the Nunavut Roundtable for Poverty Reduction established a Nunavut Food Security Coalition (the Coalition) to develop a Nunavut Food Security Strategy. The strategy yielded a 2014-2016 Action Plan which outlined guiding principles and strategic areas for action, including country food, store-bought food, local food production, life skills, programs and community initiatives, and policy and legislation (Nunavut Food Security Coalition 2014).

The Coalition outlines four components of food security:

- 1) availability (enough wildlife on the land or groceries in the store);
- 2) accessibility (adequate money for hunting equipment or store-bought food, and the ability to obtain it);
- 3) quality (healthy food that is culturally valued); and
- 4) use (knowledge of how to obtain, store, prepare, and consume food).



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Several factors have been identified by the Coalition that affect these components of food security (Table 3.8-1).

Table 3.8-1: Factors that Affect the Components of Food Security

Component of Food Security	Factors Affecting Food Security	Factor Category
Availability	population change (demand for food)	economic
	grocery supplies (supply of store-bought food)	economic
	changes in number and distribution of wildlife stocks (supply of country food)	environmental
Accessibility	cost of groceries combined with income levels	economic
	transportation delays	economic
	sharing networks	cultural
	access to hunting grounds	environmental
Quality	food choices or knowledge about healthy foods	individual/family
	wildlife health	environmental
	food spoilage	individual/family
	environmental contaminants	environmental
Use	traditional knowledge and language	cultural
	preparation skills	individual/family
	literacy	individual/family
	budgeting skills	individual/family

Source: Nunavut Food Security Coalition (2014).

In response to a general lack of food security and high grocery costs in Northern Canada, the federal government, through Nutrition North Canada, has provided a Nutrition North Subsidy to Nunavut retailers since 2011, so that savings may be passed on to consumers. Retail grocery stores in all communities in the Kivalliq Region are eligible for this program. In addition, the Nutrition North Canada program provides a subsidy for the transport of country foods (char, caribou, etc.) within Nunavut when they are available through local stores or when purchased from regulated processing plants such as Kivalliq Arctic Foods in Rankin Inlet (Nunavut Food Security Coalition 2015).

One indicator of accessibility is the cost of the Revised Northern Food Basket (RFNB) (Figure 3.8-1). If the cost of RFNB declines over time while costs elsewhere in Canada have increased, then that is an indicator that the subsidy is resulting in savings to consumers. The RFNB is an example of a nutritious diet for a family of four for one week. The combination of foods in the “basket” meets most nutrition requirements and food serving recommendations in Canada's Food Guide for four family members: a man and a woman aged between 31 and 50, and a boy and girl aged 9 and 13 (Nutrition North Canada 2013a).



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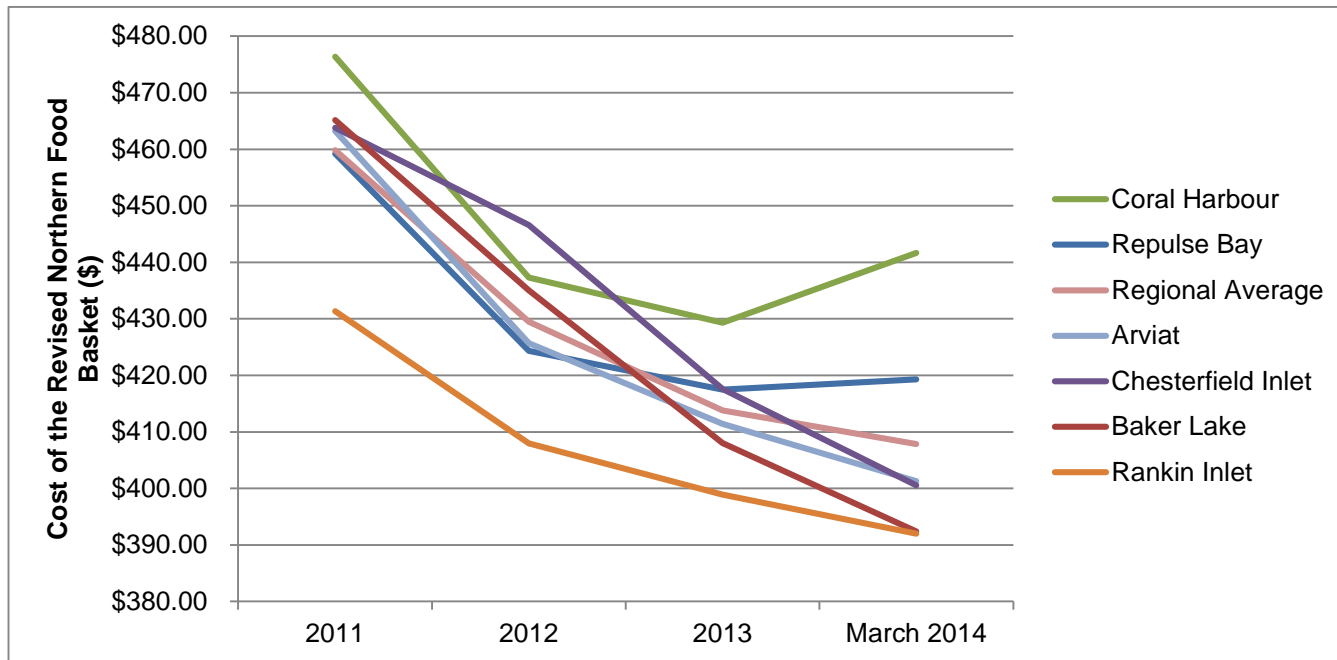


Figure 3.8-1: Cost of the Revised Northern Food Basket (\$), 2011-2014

Sources: Nutrition North Canada (2013b-c; 2015).

Note: The data presented for 2011, 2012, and 2013 is the average cost of the Revised Northern Food Basket for the months of March, June, September and December. Data for 2014 is available for March.

While food prices elsewhere in Canada increased approximately 5.5% over this three year period, the average cost of the RNFB fell by 11.3% or \$51.99 in the Kivalliq Region (Nutrition North Canada 2015). This is good news for the overall accessibility of a healthy diet in the Kivalliq Region but food costs all over Nunavut are still high compared to the rest of Canada. On average, in the Region, food costs about twice as much as it does in the rest of Canada (Nunavut Bureau of Statistics 2015b).

The data above show that food costs in Baker Lake are among the lowest in the Region and that cost of the RFNB decreased by about \$73 or 16% between 2011 and 2014. This does not mean that other factors (Table 3.8-1) do not continue to affect community level food security in Baker Lake. However, increasing incomes associated with employment at Meadowbank, has enhanced the quality of life of employees by offering a reliable means to afford food and hunting equipment. As a result of increased demand, a greater abundance and variety of foods are available at the community grocery stores. While there are still families asking for country food over the local radio, the number of people waiting in line for the monthly food bank has decreased (AEM 2015b). In 2010, no planned investments were identified in regards to Baker Lake's community freezer (Aarluk Consulting 2010). This indicates that food security in Baker Lake may not be as large an issue as it is in other parts of Nunavut or the Kivalliq Region.

3.8.2 Sexual Health

During key informant interviews conducted as part of baseline data collection for the Meliadine Project, spousal jealousy was mentioned frequently in comments about Meadowbank, suggesting that inappropriate sexual behaviours are an issue at the mine (AEM 2014b). The sensitivity of the subject makes it difficult to come to any concrete conclusions as to the extent of inappropriate behaviour at Meadowbank. However, anecdotal evidence collected as part of the Meliadine socio-economic baseline study suggests that it is probable that consensual (yet adulterous) sex, prostitution, and sexual assault and harassment do occur at Meadowbank.



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Current Agnico Eagle workforce management measures at Meadowbank are intended to discourage harassment and encourage people to come forward if it occurs; however, the control of sexual activity by others is problematic. Suggestions from community members to employ only men at mine sites or to test potential employees for sexually transmitted infections (STIs) with a view of denying them employment contravene human rights and cannot be put into place. Public health education by government and Agnico Eagle may go some way toward mitigating potential health effects of inappropriate or illegal sexual activities (including the transmission of STIs), however, the very high and increasing rates of STIs in Nunavut and the Region (Figure 3.8-2) are likely to remain a cause for concern in the years to come. Unlike, other regions in the territory, the Kivalliq Region experienced increasing STI rates in 2009 and 2011 and by 2011 had the highest STI rates in Nunavut. More recent data is unavailable; therefore, there is insufficient data to indicate whether this trend has continued over time.

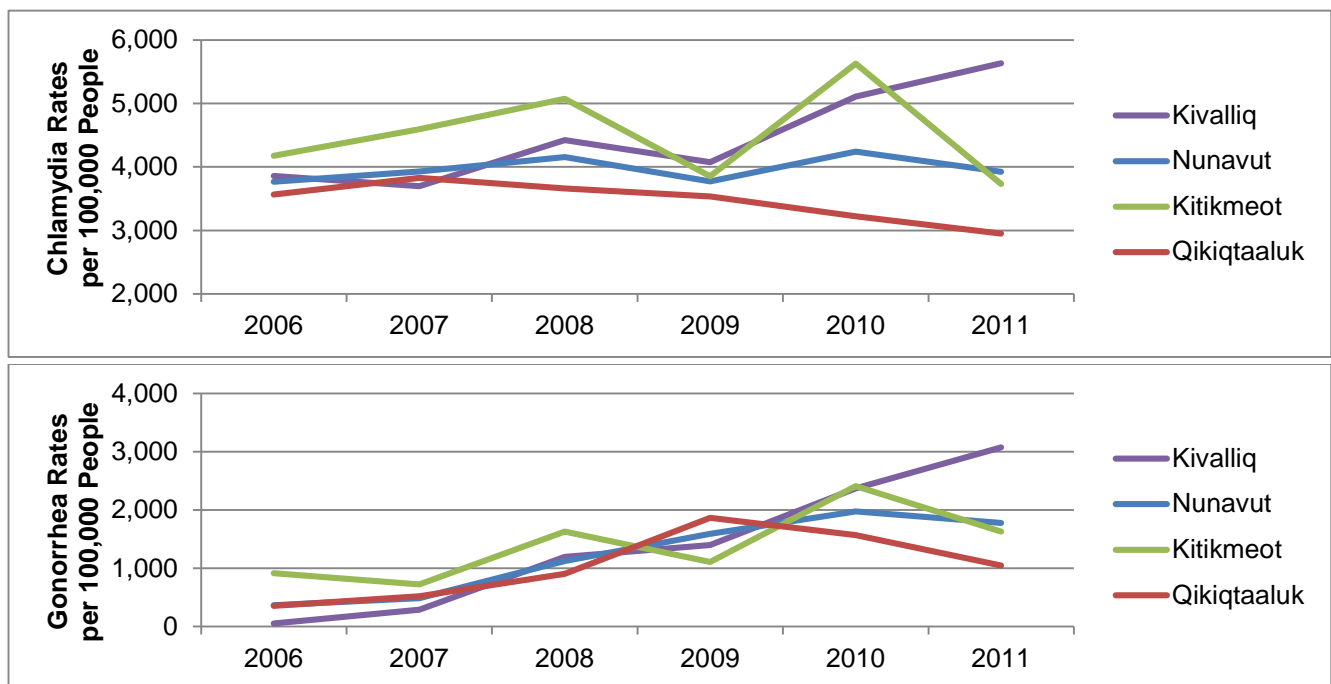


Figure 3.8-2: Chlamydia and Gonorrhea Rates per 100,000 by Region, 2006-2011

Source: GN Department of Health (2012).

3.8.3 Crime

At the 2011 SEMC meeting in Baker Lake, the RCMP stated that Agnico Eagle's provision of income has stimulated staggering increases in crime as incomes are being used to purchase alcohol and drugs and that the uninhibiting influence of alcohol and drugs has led to an increase in criminal activity (AEM 2015b). Agnico Eagle also learned at regular consultation meetings in the hamlet that population growth and an increase in consumer goods, drugs, alcohol, and gambling are affecting crime rates, and particularly thefts and home break-ins (AEM 2015b). It is not uncommon to hear of vehicle theft in the community, and meeting participants are concerned by this lack of respect for personal property. With more vehicles on the road, several participants are concerned about increased traffic, drinking and driving, and the safety of youth in particular. Several participants noted there are more "unsavoury characters" on the streets than there used to be, making it less safe for families to let their children, especially girls, out in the town without supervision. Respondents discussed not knowing who their



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neighbours are anymore, locking their doors when home in the middle of the day, and a concern for their family's safety. A few participants expressed a social reluctance in the community to report incidents such as disturbing the peace and domestic abuse to authorities, but noted that this attitude is changing as priorities ultimately lie in ensuring the safety of one's family and home (AEM 2015b).

Figure 3.8-3 shows the criminal violations rate (number of violations per 1,000 people) for each community in the Kivalliq Region. Additional detailed crime statistics are available in Appendix A. Baker Lake and Rankin Inlet have both experienced large increases in crime rates as Meadowbank entered its production phase in 2009 and 2010, but rates have since levelled off and started to decrease in 2011. Further monitoring of this trend is required to determine whether crime rates may continue to decrease in these communities over time.

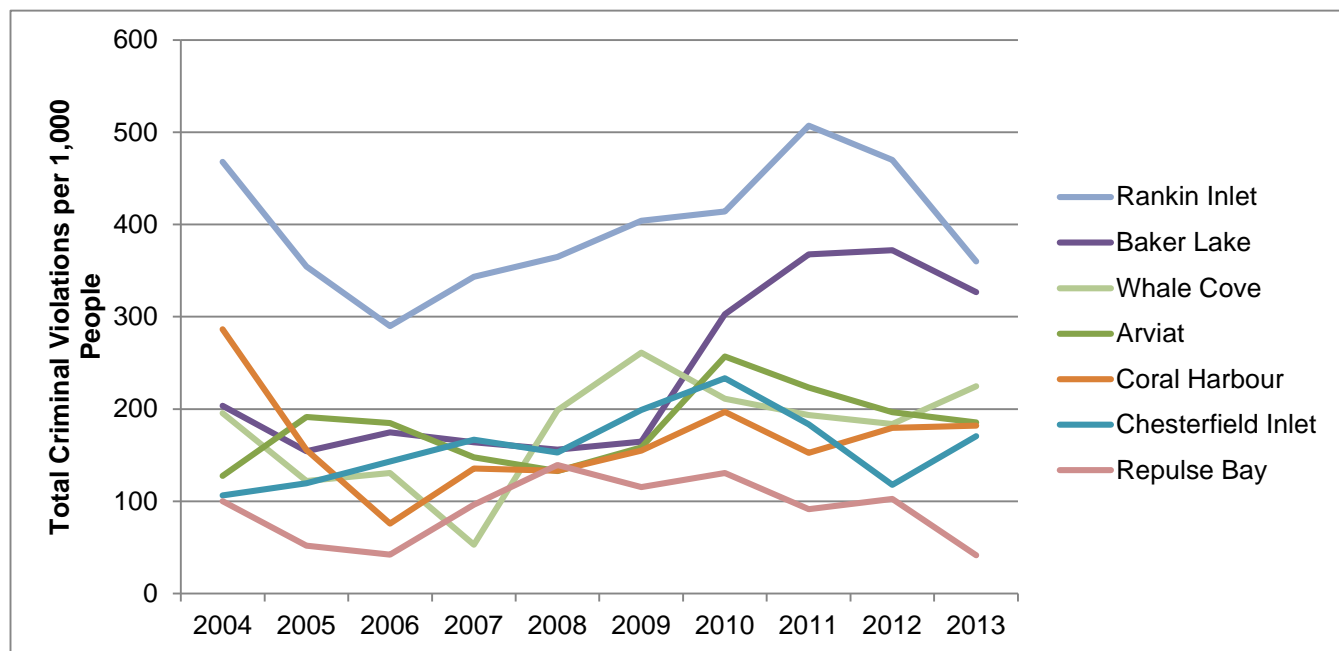


Figure 3.8-3: Total Actual Violations per 1,000 People, by Kivalliq Community, 2004-2013

Source: Nunavut Bureau of Statistics (2014e); Statistics Canada (2014b).

Figure 3.8-4 shows criminal violations by type for Baker Lake and Table 3.8-2 shows the change (%) in the number of criminal violations in Baker Lake compared to the average number of violations from 2006 to 2009. In Baker Lake, rates of mischief, disturbing the peace, and harassment and theft more than doubled or tripled in the years since Meadowbank began production (2010-2012). The rates of more serious crimes including assault and sexual assault also increased substantially (49%-82%) during this same period. Rates for most types of violations decreased in 2013 (except assault, impaired driving, and drug violations), coinciding with the decrease in the overall crime rate. In general, the data supports observations noted in recent consultation meetings, however, increases in thefts and breaking and entering (which has been cited as a concern) have not been as high as increases in cases of mischief, assault and disturbing the peace.



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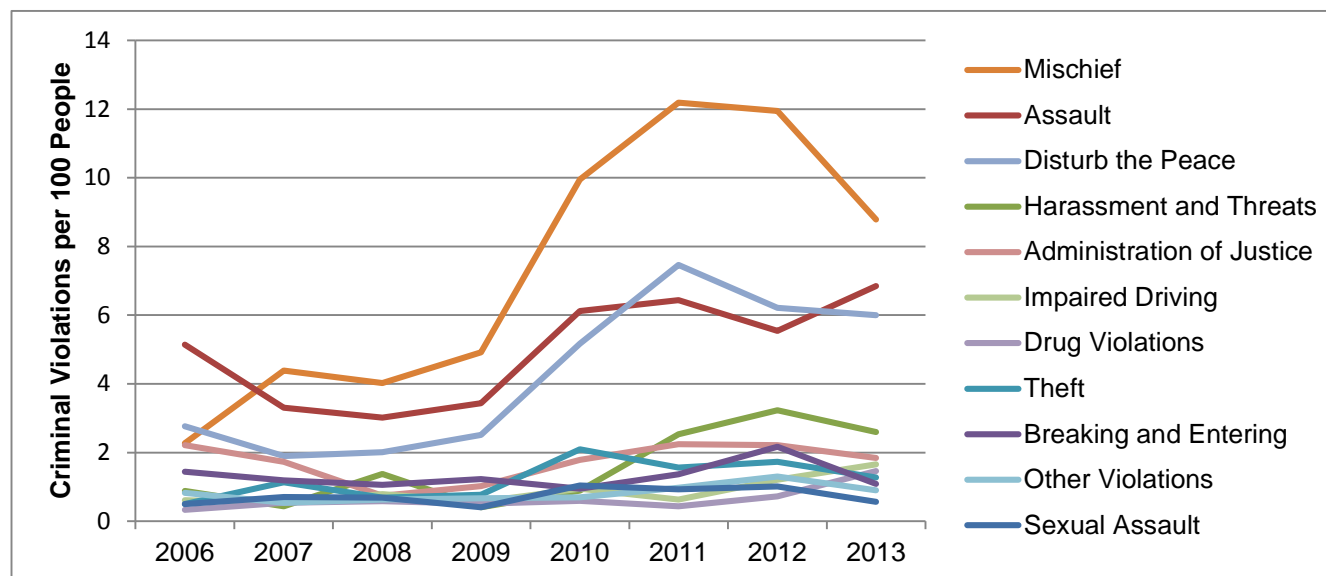


Figure 3.8-4: Baker Lake Criminal Violations per 100 People by Type, 2006-2013

Sources: Nunavut Bureau of Statistics (2014e); Statistics Canada (2014c).

Table 3.8-2: Change in Baker Lake Criminal Violations against 2006-2009 average, 2010-2013

Criminal Violation	2010	2011	2012	2013
Mischief	155%	213%	206%	125%
Assault	64%	73%	49%	84%
Disturb the Peace	125%	225%	171%	161%
Harassment and Threats	15%	227%	316%	235%
Administration of Justice	25%	57%	55%	29%
Impaired Driving	51%	1%	92%	164%
Drug Violations	21%	-11%	47%	198%
Theft	170%	102%	124%	65%
Breaking and Entering	-23%	11%	76%	-12%
Other Violations	4%	46%	95%	34%
Sexual Assault	82%	61%	76%	-1%

Source: Statistics Canada (2014c).

3.8.4 Housing

The housing situation in Nunavut and the Kivalliq Region is often referred to as a crisis by the Nunavut Housing Corporation (NHC) and the Government of Nunavut (NHC 2014a; Nunatsiaq Online 2010). The Government of Nunavut Long-term Comprehensive Housing and Homelessness Strategy highlights the need for additional housing to address the persistent issues of housing shortages, overcrowding, and units that are in need of major repairs (NHC 2013a). High costs of constructing and maintaining housing combined with the nature of Nunavut's economy where wage labour is limited and often seasonal, makes the attainment of home ownership difficult for most residents (NHC 2013a). As such, most residents in the Kivalliq Region, like the rest of Nunavut, live in



subsidized non-market rental units maintained by the NHC, a public agency of the Government of Nunavut (NHC 2013a). The NHC's Housing and Homelessness Strategy (2013a) states that the territory's large size, its challenging climate and legacy of underinvestment in basic infrastructure has held back the social and economic development required to keep pace with the long-term housing needs of Nunavut's growing population.

With respect the housing supply and demand the NHC has published the following information:

- In 2014, the NHC estimated that 3,580 new social housing units are required to meet Nunavut's immediate housing needs, with an additional 90 units per year (Nunatisaq Online 2014c).
- The NHC will have a total of 1,611 public housing units in the Kivalliq Region and 419 public housing units in Baker Lake once construction of new housing units⁵ is complete in 2016 (NHC 2014b).

Demand for housing is high and significant portions of the Kivalliq Region and Baker Lake populations remain on the housing wait list (Nunavut Bureau of Statistics and Statistics Canada 2011):

- In 2010, there were 1,120 persons aged 15 years and over (17% of the population 15 years and over) in Kivalliq who were on the public housing wait list.
- Approximately 390 residents aged 15 years and over (35%) reported being on the waiting list for at least one year but less than three years, while 200 residents (18%) reported being on the wait list for five years or more.
- In Baker Lake there were 300 persons aged 15 years and over who were on the public housing wait list (19% of the population 15 years and over).
- Approximately 100 Baker Lake residents aged 15 years and over (33%) reported being on the waiting list for at least one year but less than three years, while 50 residents (17%) reported being on the wait list for five years or more.

The cost of construction is the most cited challenge to increasing the availability of homes in Nunavut. Contributing factors include the following (NHC 2013a):

- a short construction season;
- limited local skilled workers;
- limited essential goods and services that can cost up to two to three times more than in southern Canada; and
- high operating and maintenance costs which can be five to ten times more expensive in Nunavut.

These high costs restrict market participation and place limits on both public and private housing construction due to the high level of perceived risk.

⁵ These include new public housing units provided by funding from the Government of Canada, Government of Nunavut and Canada Mortgage and Housing Corporation funding.



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The most recent data available regarding housing conditions indicates that homes in the Kivalliq Region and Baker Lake are in poorer condition than in Nunavut as a whole (Figure 3.8-5). Poor housing conditions in the region and in Baker Lake are due primarily to crowding.

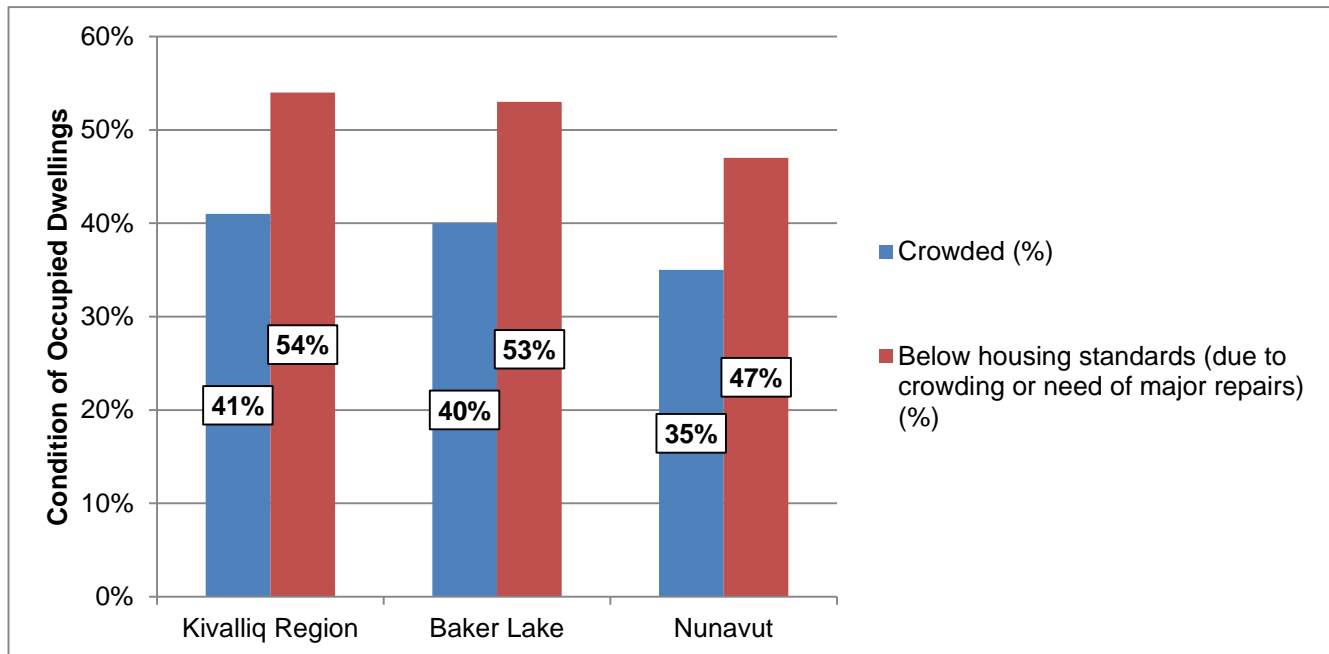


Figure 3.8-5: Housing Conditions, 2009-2010

Source: Nunavut Bureau of Statistics and Statistics Canada (2011).

Note: The need for major repairs is based on the opinion of the respondent. A dwelling is classified as crowded if there is a lack of sufficient number of bedrooms for household members.

Overcrowded conditions have both economic and social costs. Overcrowding increases wear and tear and contributes to higher operating and maintenance costs. The NHC (2013a) states that overcrowded living conditions also raise the potential for stress, violence, food insecurity, abuse, addiction, and suicide (NHC 2013a). These provide additional burdens on health and social services.

A contributing factor to overcrowded homes is the limited number of emergency shelters for the housing vulnerable. No emergency shelters for men and only one for women is available in the Kivalliq Region, in Rankin Inlet (Government of Canada 2013, 2015a). These limited housing options, combined with the cold weather conditions that prevent people from sleeping outside and the Inuit cultural values that encourage people to take in the homeless (Laird 2007; Webster 2006), results in fewer people living on the streets. Those without housing find temporary shelter in the homes of relatives and friends, living in a state of 'hidden homelessness', thereby contributing to the state of overcrowded homes. The 2009-2010 Nunavut Housing Survey (Nunavut Bureau of Statistics and Statistics Canada 2011) found that:

- About 400 Kivalliq residents (4% of the region's population) did not have a usual home at the time of the Nunavut Housing Survey and were in immediate need of housing.
- 30% of occupied dwellings in the Kivalliq Region housed temporary residents without a usual home elsewhere.



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- About 60 Baker Lake residents (3% of the hamlet's population) did not have a usual home at the time of the Nunavut Housing Needs Survey and were in immediate need of housing.
- 25% of occupied dwellings in Baker Lake housed temporary residents without a usual home elsewhere.

Budgetary constraints limit the NHC's construction of new public housing as the NHC's funding comes primarily from the territorial and federal levels of government. While the NHC received \$100 million in federal funding in 2013, which resulted in an additional 213 units for 12 communities, additional funding in later years was more modest with Nunavut receiving \$15 million in 2014 to allocate over the course of five years (CBC 2015a; Nunatsiaq Online 2014c; CMHC 2014). In the 2015-2016 capital budget the Government of Nunavut approved of \$10 million towards new public housing units for Nunavut (GN – Department of Finance 2014a). The Kivalliq Region was allocated \$1.2 million for homeownership programs. As the construction of a new housing unit in Nunavut costs approximately \$400,000, the rate at which new housing units in Kivalliq could be built cannot sufficiently meet demand.

With a high demand for housing throughout Nunavut, the NHC uses a formula to determine the allocation of where new housing stock in Nunavut should be constructed. It uses needs list numbers (the number of applications waiting for the allocation of a unit) and current public housing stock numbers to create a ranking of needs list as a percentage of existing stock (NHC 2014b). This ranking is calculated by dividing the needs list number by the amount of public housing stock in the community to produce a percentage that measures relative need (NHC 2014b). Housing needs are variable between the Kivalliq communities, with some in greater housing need than others. In 2014, Arviat had the most acute shortage of public housing in the Kivalliq Region, placing fourth in all of Nunavut, with a 39% public housing shortage (NHC 2014b). Baker Lake placed 23rd out of the 25 communities in Nunavut, with a 19% public housing shortage. As such, Arviat was allocated construction of 15 new units in 2014, which increases its housing stock by 4%. Limited funding meant that no other Kivalliq community was allocated funds for new housing units in 2014.

Most housing in the Kivalliq Region (77%) and in Baker Lake (81%) is rental housing (Statistics Canada 2013a; 2013b). In 2011 (the most recent year of available data), approximately 87% of the rental dwellings in Baker Lake and the Kivalliq Region were subsidized in (Statistics Canada 2013a; 2013b). The NHC creates, coordinates and administers affordable housing programs for residents of Nunavut. Programs including home ownership assistance (i.e., assisting with home purchasing, repair, renovation and maintenance), public housing, and government staff housing (NHC no date, a). Applications for home ownership and government staff housing in Kivalliq are sent to the district office in Arviat, while public housing applications are sent to the Local Housing Organizations (LHOs) in the individual Kivalliq communities. Some applications, such as the home ownership assistance applications, require verification of income and employment verification (NHC no date, b).

Public housing is allocated through LHOs, which assign points to applicants based on a set of eligibility criteria. These include meeting a residency requirement, having a household income no greater than a certain minimum level which varies depending on community, and good standing (the applicant must not owe money to the NHC) (Nunatsiaq Online 2011). Additional consideration is given based on the amount of time spent on the housing waiting list, if applicants are victims of violence, have lower income, or whose current accommodations are damaging to their health.



The NHC's Public Housing Program is an income tested rental housing program that provides subsidized housing to tenants based on their income and ability to pay rent using a geared- to- income rent scale. In 2013, in an effort to allow tenants to accumulate wealth and advance in their field of employment, the NHC revised the Public Housing Rent Scale (Table 3.8-3), which reduced the rent for most tenants (NHC 2013b). The NHC acknowledged that the reductions in Income Support payments would result in approximately \$2.4 million in lost revenue in 2013, but would create long-term benefits such as greater workforce participation, reduced reliance on GN social programs, and greater economic prosperity and social well-being.

Table 3.8-3: Nunavut Housing Corporation Public Housing Rent Scale, 2013

Gross Annual Income of Primary Tenant(s)	Monthly Rent
Under \$22,000 ^(a)	\$60.00
\$22,000-\$40,000	20% of annual gross income
\$40,000-\$80,000	25% of annual gross income
\$80,000-\$97,200	30% of annual gross income

Source: NHC 2013b.

^(a) The Minimum Rent Threshold, is based on the equivalent gross income of one 40 hour per week full-time employment at minimum wage, which was \$22,000 in 2013, and results in a minimum rent of \$60 a month.

Before the revised rent scale, Rent Geared to Income (RGI) public housing comprised 51% of Nunavut's housing stock, and housed 60% of the population, of whom 58% paid \$60 or less based on their household income, a percentage that was expected to increase to 76% after the revised rent scale (NHC 2013b). If tenants secure employment or receive a pay raise, rent will not increase until September 1 of the following year. The Public Housing Program allows for immediate decreases to the assessed rent for seasonal workers and tenants that lose their employment. Full-time students and those attending pre-trade and trade courses and other academic upgrading are exempt from rental assessments (NHC 2013b).

3.8.5 Suicide

The Kivalliq SEMC monitors annual suicide rates as it is an issue that affects all Nunavummiut. Suicide is significant because it can deeply impact the core structure and mental health of families and communities, negatively impacting their overall well-being" (GN – EDT 2014a). Nunavut communities are small and deaths due to suicide strongly affect wellbeing across the community. High suicide rates are therefore considered both a symptom and cause of poor community wellbeing. The suicide rate in Nunavut is 13 times higher than in the rest of Canada (Stratos Inc. 2015).

Recent suicide statistics are presented in Figure 3.8-6. More detailed statistics are available in Appendix A. When comparing average suicide rates before 2010 and after 2010 (the approximate midpoint of data available), the data shows a 6 point increase in Nunavut (87 to 93 per 100,000), a steady average rate in the Qikiqtaaluk Region (108 per 100,000), a 67% increase in the Kivalliq Region (49 to 82 per 100,000) and a drop in the average in the Kitikmeot Region (86 to 65 per 100,000). Annual rates fluctuate considerably however, and therefore these numbers do not point to a particular trend. This data is one indicator of community wellbeing that should be reviewed in the context of other community wellbeing indicators such as income, housing conditions, food security, crime and others.

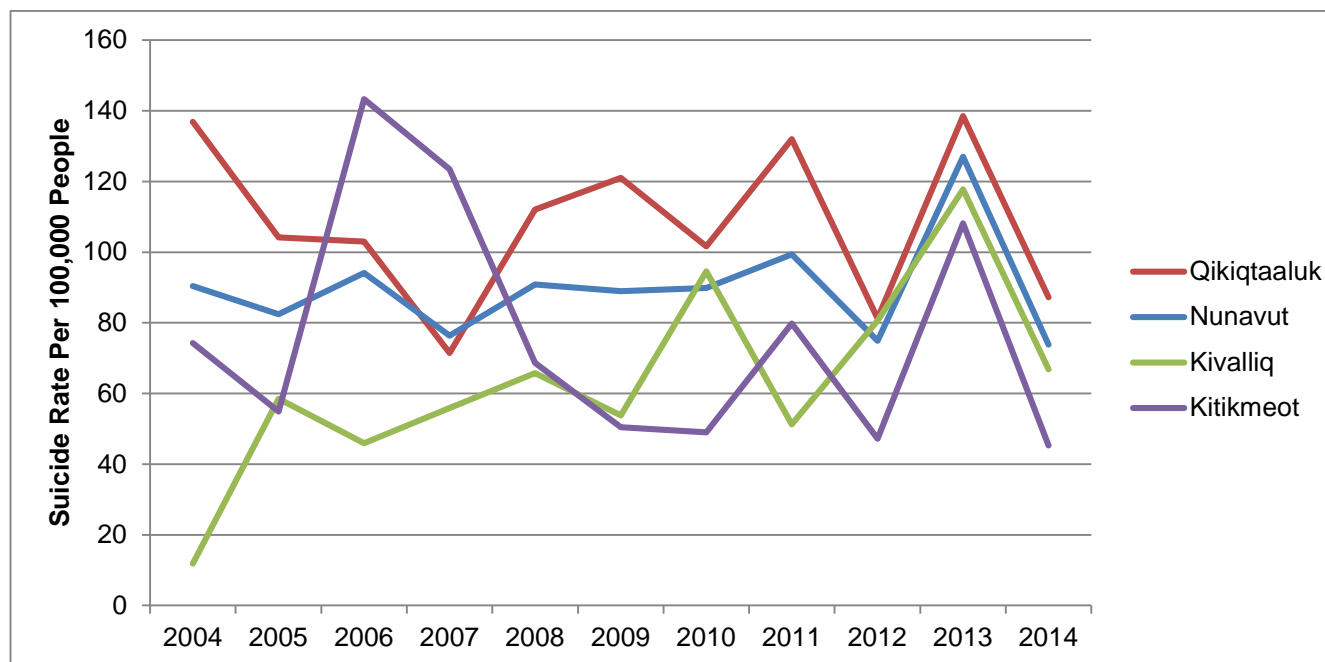


Figure 3.8-6: Suicide Rates per 100,000 by Region, 2004-2014

Source: GN – Department of Justice (2015).

Notes:

Region refers to the jurisdiction where the death occurred.

Suicide Rate is calculated by dividing the number of suicides by the estimated population and multiplying the result by 100,000.

Population estimates used to calculate suicide rates are as of July 1 and are based on 2011 Census counts adjusted for census net undercoverage.

Community level statistics do not reveal a discernable trend as the number of suicides in each year is small and variable. For example, there were 3 suicides in Baker Lake in 2010 and 2013, and 1 suicide in each year in 2011, 2012 and 2014 (Stratos Inc. 2015). Even one suicide in a community the size of Baker Lake affects the whole community. A community group called Baker Lake Against Suicide Team organized a Suicide Prevention Walk in 2013 to show support to those in the community that may be struggling.

3.8.6 Worker Health and Safety

3.8.6.1 Counselling Programs and Usage at Meadowbank

In response to concerns regarding the community and family level effects of Meadowbank, Agnico Eagle offers several family counselling programs at the mine (Table 3.8-4). In addition to the programs listed below, Agnico Eagle has subcontracted the development and delivery of a Work Readiness Training program through the KMTS for workers and their families (see Section 3.6.1.3). During 2014, the program was delivered in each Kivalliq community and a total of 128 people attended, of which 111 successfully completed the program. In 2014, 57 graduates of the program were hired by Agnico Eagle, including 24 women (AEM 2015a).



Table 3.8-4: Family Counselling Programs Offered, 2010-2014

Program	Description	Start Year	Notes on Program Use
Family Employee Assistance Program	External program via Homewood Health, offering mental health and additional services including organizational wellness, assessments, outpatient and inpatient treatment, recovery management, return to work and family support services.	2011	Demand to date has been very low, between 2 and 6 employees a year access this program.
On-site Councillors Program	Inuit employee councillors on-site provide first line support on coping with employment.	2010	not available
Elder Visitation Program	Monthly visiting Elder's program to provide Inuit employees with advice and guidance rooted in Inuit cultural values and encourages employees to choose balanced, health and productive lifestyles.	2012	A total of 32 Inuit employees have participated in these visits to date.
Family Network Program	Agnico Eagle is a partner and investor in the KMTS. The KMTS has established this program intended to assist the families of current and potential employees to become more prepared about the expectations and realities involved in having a family member employed at Meadowbank.	2013	not available
Make it Work Program	With support from the KMTS, Agnico Eagle introduced a fly in-fly out program for the spouses of employees to come to Meadowbank to experience what mining life was like. The program includes spousal counselling sessions on effective communications, financial management, conflict resolution and healthy living.	2014	24 participants in its first year.

Source: Stratos Inc. (2015).

Due to privacy concerns it can be difficult to assess participation in counselling programs, however, where data is and can be collected there is evidence of use of these programs by their intended audience. Over the long-term, through ongoing socio-economic monitoring, it may be possible to identify a correlation between usage of counselling programs and positive changes in community wellness (Stratos 2015).

3.8.6.2 Health and Safety On-Site

Figures 3.8-7 and 3.8-8 provide an overview of the health and safety statistics for Meadowbank. Figure 3.8-7 provides the combined lost-time and light duty incident frequency on site, per 200,000 person-hours. Lost-time and light duty incident frequency has been decreasing consistently since 2011. It is not unusual to see an increase in accidents in the early years of an operation (2010-2011) when there is a new and inexperienced workforce. Figure 3.8-8 shows the total number of visits by employees to the on-site clinic. Since, the vast majority of visits to the clinic are for non-work related conditions, it appears as though the clinic serves an important function in addressing the health and medical needs of workers. The decline in visits for work-related injuries coincides with the declining lost-time and light duty incidents over the same period.



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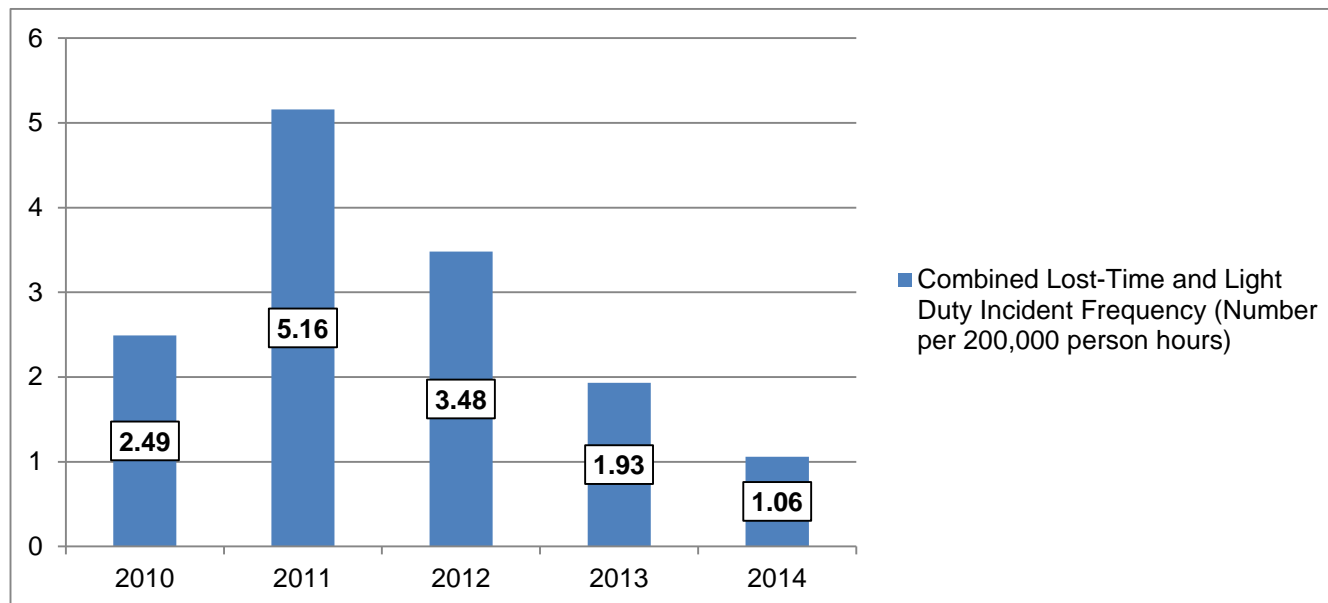


Figure 3.8-7: Combined Lost-Time and Light Duty Accident Frequency, 2010-2014

Source: Stratos Inc. (2015).

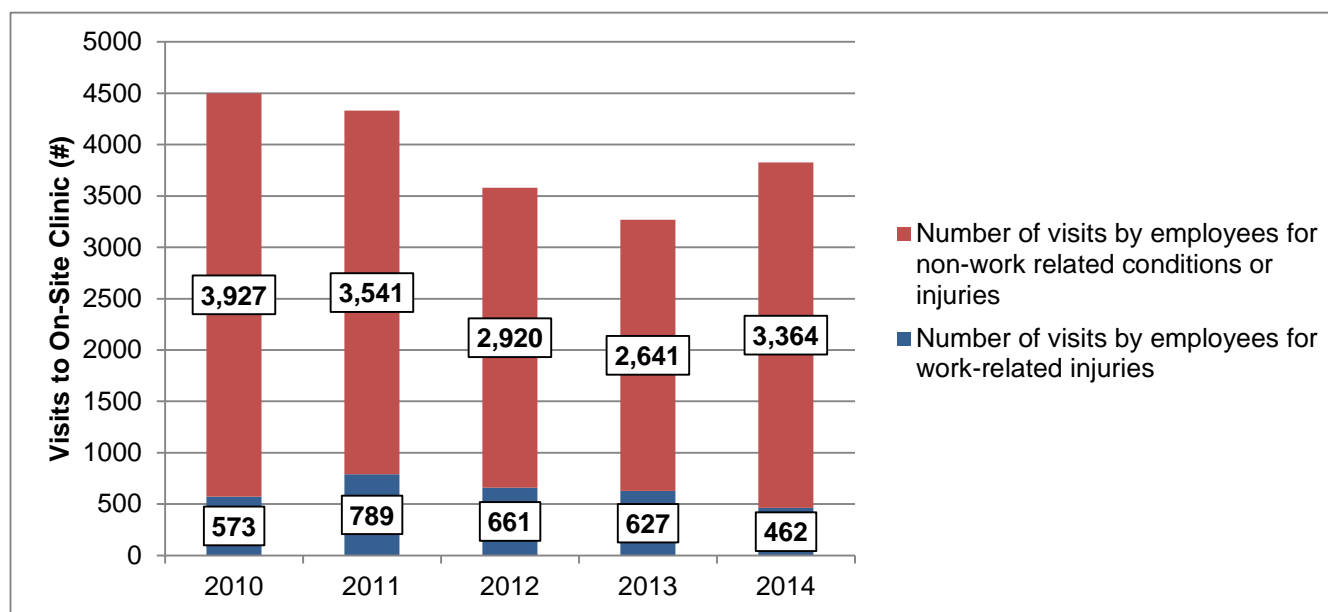


Figure 3.8-8: Number of Visits by Employees to Meadowbank On-Site Clinic, 2010-2014

Source: Stratos Inc. (2015).



3.8.7 Baker Lake Wellness Study

Since construction and operations began at Meadowbank mine in 2010, Agnico Eagle has reported that a number of community members are concerned with the influx of money, southern material goods and technologies that are providing “too many distractions”, and limiting healthy socializing and volunteerism in the community. There is concern that growing individualism and materialism are displacing Inuit values and the influence of elders (AEM 2015b). Baker Lake residents are also very concerned about the proportion of income spent on alcohol, drugs and gambling. Residents have noted to Agnico Eagle that drug and alcohol use is affected by underlying social issues (e.g., a history of drug or alcohol use and abuse in the family), rising incomes, the two-week rotational schedule, and population growth. The two weeks of downtime without structure, combined with a lack of money management skills, was also identified as a concern, and a cause of reckless spending, including gambling and drug and alcohol consumption (AEM 2015b). Agnico Eagle’s ability to manage the downtime of their employees is limited. In some cases, not having a job or any structure or routine can also lead to increased drug and alcohol consumption if there are no other outlets for socialization or activities available or perceived to be available. Agnico Eagle offers orientations to employees and their family members to learn about the potential stresses of a rotational schedule and coping strategies as well as financial literacy training.

Also, in response to these concerns and because of a commitment in the IIBA, in 2012, Agnico Eagle began funding a study developed by researchers at the University of Guelph and the Hamlet of Baker Lake that lead to an Annual Wellness Report and Implementation Plan. The annual report will track community wellness over time based on indicators that are meaningful to Baker Lake residents (SEMC 2012). Wellness indicators were drawn from primary data sources collected in Baker Lake 2011 and 2012. A local steering committee and the study team then adapted the identified community issues, concerns and hopes into indicators of wellness. The objective of each annual report and implementation plan is to provide an overview of any impacts of the Meadowbank Mine on the wellness of Baker Lake Inuit residents in as much detail as practically possible (SEMC 2012). These include any impacts on residents’:

- state of physical and mental health;
- extent of alcohol and drug abuse;
- personal and family relationships, including any impacts attributable to employment at a remote work site under a rotational work schedule;
- migration into or out of the community;
- prevalence and use of Inuktitut;
- Inuit culture and traditional practices;
- job satisfaction of those Inuit residents of Baker Lake employed at the Meadowbank project;
- management of personal finances; and
- any other aspect of the wellness that the Meadowbank Mine could reasonably be expected to affect.

A draft list of wellness indicators was released in March 2013. An assessment of wellness for the hamlet of Baker Lake will be derived from a census-style questionnaire that is based on the wellness indicators developed from the first Annual Wellness Report (SEMC 2012). The questionnaire will be administered to all of households in the hamlet and will be repeated every other year to provide data on wellness in Baker Lake over time.



This initiative has faltered in the past primarily due to lack of capacity within the Hamlet governance to lead community involvement. The researchers were not getting the necessary feedback and thus forward movement on this initiative stalled in 2013. Therefore in 2015 Agnico Eagle brought in an outside consultant to reinvigorate this initiative with the first Wellness Report now in preparation and due to be completed before the end of 2015.

3.9 Community Infrastructure and Services

3.9.1 Government

The Kivalliq Region holds six of the 22 seats in the Legislative Assembly of Nunavut (Legislative Assembly of Nunavut 2013). These six constituencies are Aivilik (includes Repulse Bay and Coral Harbour), Baker Lake, Rankin Inlet North – Chesterfield Inlet, Rankin Inlet South, Arviat North – Whale Cove, and Arviat South. The community of Rankin Inlet is the centre of government for the Kivalliq Region.

For the 2015/2016 fiscal year, the Government of Nunavut is budgeting to receive \$1.5 billion from federal transfers and a total of \$186.8 million from own-source revenues (taxes, revolving funds, other own-source), for a total of \$1.7 billion in revenue (GN – Department of Finance 2015). The Kivalliq Region was allocated \$254.7 million (17.4%) out of the Government of Nunavut's total operating and maintenance expenditure budget of \$1.5 billion (GN – Department of Finance 2015). Capital expenditures for the fiscal year totalled \$27.6 million for the Kivalliq Region.

The municipal government in Baker Lake consists of eight locally elected counselors and a mayor. The Senior Administrative Officer (SAO) oversees local departments such as housing maintenance, water/sewage and garbage pickup, heavy equipment and garage maintenance, community economic development, recreation, by-law enforcement, municipal building permits, and other community services (Baker Lake 2011a). Simeon Mikkungwak represents the hamlet as a Member of the Legislative Assembly of Nunavut in the Nunavut Government (GN – Assembly 2015). Hunter Tootoo represents the hamlet as the Member of Parliament in the Government of Canada (CBC 2015b).

3.9.2 Physical Infrastructure

3.9.2.1 Use of Physical Infrastructure Related to Meadowbank

The Meadowbank mine has its own dedicated energy, water, and communication infrastructure that are independent of public (i.e., Baker Lake) physical infrastructure. Agnico Eagle's use of Baker Lake's public infrastructure is limited to the use of airports for travel to and from the mine, the use of community meeting space for public engagement and the use of local health care facilities as needed (Stratos Inc. 2015). The use of health care facilities is discussed in Section 3.9.3.

Agnico Eagle's use of public physical infrastructure related to the operations of Meadowbank consists of use of the Baker Lake airport (300-400 passenger flights/year), use of other Nunavut airports (200-400 passenger flights/year), and use of the Baker Lake Community Centre (5-10 times per year). These numbers have been estimated by Agnico Eagle and do not include use of infrastructure by employees while they are not actively travelling for work related purposes (e.g., personal travel) or when they are doing non-work related activities (Stratos Inc. 2015).



3.9.2.2 *Transportation*

The Community and Government Services (CGS) department provides programs and funding that supports municipal operation, infrastructure development and land development. The department assists in securing and allocating GN and federal funds for municipal infrastructure projects. In 2015-2016, the department had the third largest budget, with \$27.9 million, or 13.5% of the total capital budget for Nunavut (GN – Department of Finance 2014a). The Kivalliq Region was allocated \$2.3 million out of the CGS's capital budget for 2015-2016. The transportation branch of the Department of Economic Development and Transportation had the largest capital budget, with \$81.4 million, or 39.6% of the total capital budget for Nunavut (GN – Department of Finance 2014a).

No roads connect communities within Nunavut or to southern Canada (GN no date). While winter roads and ATV trails facilitate some access, the most common means of transportation in Nunavut is by air. Calm Air, First Air and Keewatin Air provide scheduled passenger and cargo service to the Kivalliq Region (Nunatsiaq Online 2015a). Calm Air is the main service provider for most of the Kivalliq Region's air travel. The airline operates daily flights between Rankin Inlet and all Kivalliq communities, with the new aircraft hangar in Rankin Inlet serving as the regional hub. The new hangar, constructed in 2014, replaces the Churchill, Manitoba location as Calm Air's Nunavut hub, allowing for fresh food to arrive in Kivalliq communities three days earlier (Nunatsiaq Online 2015a).

Aviation weather and communication service is provided by the Community Aerodrome Radio Stations (CARS) that are available at all small airports in the Kivalliq Region, and the Flight Service Station (FSS) in Rankin Inlet (Nav Canada 2015). With the exception of the paved runway in Rankin Inlet, all airports in the Kivalliq Region have gravel runways (NEDA 2014).

With no roads, the Kivalliq Region is dependent upon sealift for resupply shipments that are scheduled from July to September and air transports for the other months of the year (NSSI 2015; Prolog Canada 2011). These economic resupply shipments are critical for communities in the Kivalliq Region for economic development and for exploration activities. Almost all non-perishable goods, such as fuel, construction materials, vehicles, and dry goods, needed in Nunavut move by water as it is a more economical method of transportation (GN – CGS 2015). Sealifts of goods and supplies to the Kivalliq Region are offered by NEAS (Nunavut Eastern Arctic Shipping) and NSSI (Nunavut Sealink and Supply Inc) from Sainte-Catherine, Quebec and Churchill, Manitoba (NEAS 2015; NSSI 2015). Each company will offer two scheduled cargo deliveries to the communities in Kivalliq in 2015.

Table 3.9.-1 provides a summary of the traffic forecast for the Kivalliq Region. Baker Lake is served year-round by daily scheduled flights from Calm Air, with additional flights scheduled during the summer months (Calm Air 2015). With the new codeshare agreement between First Air and Calm Air in place after July 2015, Baker Lake will have 20 flights a week, with most connecting directly to the Kivalliq hub of Rankin Inlet (Nunatsiaq Online 2015a). Charter flights are also available from Kivalliq Air and Ookpik Aviation. Two companies offer taxi service in Baker Lake (Explore Nunavut 2015a).



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Table 3.9-1: Traffic Forecast for the Kivalliq Region (Tonnes/Year)

Freight/Cargo/Passengers	2010	2015	2020	2025	2030
Sealift Transport (Tonnes/Year)					
Mines					
General Freight	17,100	38,100	68,000	68,000	16,500
Bulk Fuel	23,200	52,200	78,000	78,000	24,000
Total	40,300	90,300	146,000	146,000	40,500
Communities					
General Freight	14,592	15,403	16,126	16,748	17,892
Bulk Fuel	27,696	29,233	30,606	31,786	32,029
Total	42,288	44,636	46,732	48,534	49,921
Total					
General Freight	31,692	53,503	84,126	84,748	34,392
Bulk Fuel	50,896	81,433	108,606	109,786	56,029
Total	82,588	134,936	192,732	194,534	90,421
Air Transport					
Air Cargo (tonnes/year)	4,298	5,457	6,615	8,205	9,705
Air Passenger (passengers/year)	175,000	197,050	217,525	240,275	265,300

Source: Prolog Canada (2011).

Sealift of goods and supplies to Baker Lake are offered by NEAS and NSSI from July to September (NEAS 2015; NSSI 2015). In 2015, each company will deploy two sealifts to Baker Lake. In 2014, three dedicated shiploads, one part shipload from Churchill, Manitoba and two tug and barge deliveries from Bécancour, Québec were made to support service to Agnico Eagle at Baker Lake (GN – CGS 2015).

Short-term and medium-term needs were identified in 2010 regarding building a new freight storage facility, increasing capacity of the Baker Lake airport terminal and expansion of the airstrip (Aarluk Consulting 2010). As of 2015, the Baker Lake airport has received \$5 million in funding for various improvements. Substantial upgrades to the airport such as runway expansion, construction of a conveyor belt in the terminal and other changes to improve the capacity and efficiency of the airport were once proposed in joint agreement with the Building Canada Fund, but a finalized arrangement could not be settled upon (Legislative Assembly of Nunavut 2014).

Baker Lake has a marine dock, public dock, and community mooring bollards (Aarluk Consulting 2010). Residents identified the need to build a marshalling area for materials and supplies and the need to relocate the marine dock 4 km from town for safety reasons in the short-term. The dock in Baker Lake has been in operation since 2010 and handles approximately 125,000 tonnes per annum goods and port of loading inbound (WorleyParsons Canada 2014). Vessel traffic from the Baker Lake area has increased from an average of seven transits a year from 2002 to 2006 to an average of 30 transits a year from 2007-2011 (OAG 2014).

3.9.2.3 Communications

The communities in the Kivalliq Region have access to various communication infrastructure including postal, radio, telephone, internet, and satellite television services.



Canada Post provides mail service to all communities in the Kivalliq Region by airlift to each community's Air Stage Office (Canada Post 2015a,b). The Kivalliq News and Nunatsiaq News publish weekly newspapers to all communities in the Kivalliq Region. Nunatsiaq News is a bilingual newspaper that publishes in English and Inuktitut (Nunatsiaq Online 2015b).

Most radio stations in the Kivalliq Region are community-owned and rebroadcast CBC-Radio North. The medium is an important method of communication with residents that transmits community, business, and political news. CBC Radio in Nunavut broadcasts out of Iqaluit and Rankin Inlet and is rebroadcasted to the other communities in the Kivalliq Region (CBC 2015b).

Multiple television stations are available in Inuktitut, Inuinnaqtun, Inuvialuktun, and English. With the expansion of internet availability, the distribution of television content in these Inuit languages is more readily available to residents. CBC Television broadcasts out of Iqaluit and Rankin Inlet and is available through satellite television. The national broadcaster, Aboriginal Peoples Television Network (APTN) is the sole Nunavut-wide broadcaster of Inuit language programs (Nunatsiaq Online 2015c).

Telephone service is direct-dial in every Kivalliq Region community. Internet service is also available in every community through Northwestel, a subsidiary of Bell Canada, and the Qiniq network, operated by SSI Micro (Nunavut Broadband Development Corporation 2015). The Community Access Program (CAP), funded by the Government of Nunavut's Department of Education provides free, public internet access across Nunavut at public locations such as libraries and community centres (Nunatsiaq Online 2015d). In July 2015, the Government of Canada announced \$35 million in funding for SSI Micro to extend and enhance satellite Internet service for approximately 8,600 homes in Nunavut, including all communities in the Kivalliq Region. The program will be available starting in 2016, providing download speeds of at least three megabits per second (Mbps) (Government of Canada 2015b).

All communities in the Kivalliq Region have access to satellite television. Arviat, Baker Lake, and Rankin Inlet have access to cellular service, which is provided by Bell Canada (Northwestel 2013; Bell Canada 2015). Rankin Inlet is the one community in the Kivalliq Region with 4G cellular service (Nunatsiaq Online 2014d).

Multiple internet service providers are available to the residents of Baker Lake, with Northwestel offering DSL service (Nunavut Broadband Development Corporation 2015). Internet packages from Northwestel range from \$80 to \$150 per month (Northwestel 2015). One radio station, CKQN-FM is based out of Baker Lake (GN 2013). Bell Canada provides telephone service to Baker Lake.

Baker Lake's communication infrastructure was identified in 2010 as being challenged to provide adequate support to the increasingly diversified local economy community (Aarluk Consulting 2010). One recommendation was to establish a publicly accessible computer facility in the community, such as a CAP site. The Connecting Canadians program will see the extension and enhancement of satellite Internet service for Baker Lake by extending the leases that provide satellite Internet services and improving Internet speed for residents to at least three megabits per second (Government of Canada 2015b).

3.9.2.4 Protection

Royal Canadian Mounted Police detachments are located in every community in the Kivalliq Region (RCMP 2015). In 2014, Nunavut had a total of 119 police officers, or 325.3 police officers per 100,000 people (Statistics Canada 2015b). The police officers per 100,000 population rate have been decreasing in the last five years.



The Hamlet of Baker Lake is responsible for fire protection and relies on approximately 20 volunteers trained by the Hamlet Fire Chief, the assistant Fire Chief, and the Nunavut Fire Marshall's office.

Baker Lake has a fire hall and fire truck whose projected years of remaining life will last until 2031 and 2020, respectively. The need for minor repairs at the fire hall and minor repairs to the community's fire truck was identified as short-term priorities (within the next five years) (Aarluk Consulting 2010).

No issues were identified in regards to search and rescue in 2010; however, a need to review search and rescue equipment needs and acquire, upgrade, and update as required were evaluated as a short-term (within the next five years) priority (Aarluk Consulting 2010).

The Nunavut Court of Justice's (NCJ) Circuit Court travels to the 24 communities throughout Nunavut to administer trials and sentencing. In 2014, the NCJ introduced a monthly remand court in Iqaluit for citizens detained in the Kivalliq Region. Video or telephone appearances have been used for citizens held in Rankin Inlet for the purpose of procedural appearances (Nunavut Court of Justice 2015). There are currently six resident judges of the NCJ, of which five travel within the Circuit Court. In 2014, Baker Lake had five scheduled circuit weeks.

3.9.2.5 Retail Services

Baker Lake has seven retail stores which provide groceries, equipment supply, clothing, video rentals, and general retail (Explore Nunavut 2015b). The Northern Store offers general retail, groceries, and light banking and the Sanavik Co-op is a grocery and retail co-op that also offers hotel accommodation. One hotel, two lodges, and a bed and breakfast are located in Baker Lake that can accommodate approximately 119 people in total (Explore Nunavut 2015c; Nunamiut Lodge Hotel, no date; Iglu Hotel, no date; Baker Lake Lodge, no date). Other facilities include the Vera Akumalik Visitors Centre, the Inuit Heritage Centre, the Okpiktuyuk Art Gallery and the Qatqa Sports Hunting outfitting service (Explore Nunavut 2015d).

3.9.2.6 Recreation

Baker Lake has a recreation centre (which contains an arena and community hall), an indoor swimming pool and four playgrounds (Aarluk Consulting 2010). As of 2010, the projected remaining years of life for the recreation centre was 18 for the recreation centre, 28 for the swimming pool, and 8 for the playground in the indoor arena. In 2010, recreational infrastructure needs such as additional outdoor recreational facilities, enlargement of playground sizes, relocation of the baseball diamond and the installation of a concrete pad in the arena were identified as issues (Aarluk Consulting 2010). While the Baker Lake Integrated Community Infrastructure Sustainability Plan (ICISP) calls for a new multi-use recreation centre by 2014, an outdoor multiplex facility and a new youth centre by 2007, no additional steps have been taken since the report's publication. The report also identified the medium-term need for a new swimming pool.

Baker Lake received funding from the Government of Nunavut, the Baker Lake Hamlet and the Canadian Northern Economic Development Agency (CanNor) for a \$400,000 upgrade to the local arena. An eco-ice system increases arena use from three to four months per year to eight to nine months per year (CanNor 2013).

3.9.2.7 Water, Sanitation, and Waste Disposal

Baker Lake's water, sewage, and solid waste infrastructure were identified in 2010 as under pressure due to the growth in the community. Priority short-term and medium-term needs were identified for the hamlet. Since the publication of the infrastructure investment priorities in 2010 (Aarluk Consulting 2010), the water, waste water, and sewage disposal needs were addressed by the upgrading of the water treatment facility, sewage disposal facility, and new water pump house.



Water for the community is sourced from Baker Lake and is delivered to residents by trucked services for scheduled water delivery to all houses and other buildings (GN – CGS 2011). In 2011, a new water treatment facility was constructed in Baker Lake. The water treatment process consists of four pressure media filters, UV disinfection and chlorine injection prior to storage in a 360,000 L tank. Baker Lake's residential water use is not expected to exceed the annual 100,000 cubic metres (m³) authorized quantity limit until 2030 (GN – CGS 2011). Baker Lake also received a new water pump house in 2014, at the cost of \$4.5 million (GN – Department of Finance 2014a).

Trucked sewage collection services are provided to the residents of Baker Lake. A Sewage Disposal Facility, which was upgraded in 2010, is located 1.2 km north of the community and consists of two sewage discharge points, a large holding cell, flow attenuation structures, and a wetlands/lake area (GN – CGS 2011). Sewage is collected from the houses and buildings by vacuum truck and discharged from one of two built out gravel pads. Effluent flows downslope to the sewage treatment wetland for 10-month storage with decanting over the late summer/early fall into Finger Lake, which then flows to Airplane Lake, which drains into Baker Lake. The hamlet identified the medium-term need for an additional sewage truck to assist with sewage disposal (Aarluk Consulting 2010).

The community's Solid Waste Disposal Facility is located adjacent to wetlands and Finger Lake. The facility was constructed in 1991 and expanded in 1998. The facility is made up of a fenced disposal area for municipal solid waste, and a separate storage area for bulky metals, hazardous wastes and waste oil. The municipal solid waste disposal area is approximately 25,000 square metres (GN – CGS 2011). The Solid Waste Disposal Facility and the bulky metals/hazardous waste storage area is unlined and runoff drains directly into Finger Lake and the sewage treatment wetland. Since the 2010 Baker Lake ICISP, the solid waste facility has not been relocated or upgraded to a site further away from the community.

A long-term infrastructure priority identified for Baker Lake was the establishment of a water and sewer utilidor in the main part of town that would service all major buildings and schools as well as some residential areas (Aarluk Consulting 2010). Nunavut's 2015-2016 Capital Budget Estimate allocated \$121,000 towards a feasibility study for a new utilidor (i.e., piped water and sewage system) in Baker Lake (GN – Department of Finance 2014b). The Hamlet of Baker Lake is required to hold a water licence, issued by the Nunavut Water Board in for the use, management of fresh water and waste disposal infrastructure. Their current licence (Licence No. 3BM – BAK1015) was amended in 2011 and expires in 2015 (NWB 2010; NWB 2011).

3.9.2.8 *Heat and Power*

Qulliq Energy Corporation supplies Baker Lake with diesel driven electricity. The power system consists of three generators, four diesel storage tanks and four gasoline storage tanks. The power plant converts fuel oil that is delivered by barge in the summer to electricity (Baker Lake 2011b). In 2010, the community identified the need for an increase in bulk fuel storage capacity of diesel and gasoline as a priority (Aarluk Consulting 2010). To address this, Inukshuk Construction was contracted in 2014 with the upgrade of the fuel storage facility. A new 3,400 m³ diesel fuel storage tank will be installed and the existing 941 m³ storage tank will be converted from diesel fuel to gasoline (Inukshuk Construction Limited 2014). Hydrostatic testing of fuel storage tanks are currently proposed to be completed by October 2015 (NIRB 2015).

Table 3.9-2 presents details of power infrastructure and capacity as of 2010.



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Table 3.9-2: Power Infrastructure in Baker Lake (2010)

Component Asset	Acquired (Year)	Project Life (Year)	Useful Years of Remaining Life	Capacity/Utilization
QEC Power Plant	2003	2043	33	Adequate
QEB 800 kW Generator	1994	2014	4	800 kW
QEB 972 kW Generator	2005	2028	18	972 kW
QEB 1229 kW Generator	2005	2028	18	1,229 kW
Diesel Storage Tanks (4)	-	-	-	7,816,011 L
Gasoline Storage Tanks (4)	-	-	-	1,688,462 L

Source: Aarluk Consulting (2010).

3.9.3 Health Services

3.9.3.1 Use of Community Health Centres by Community

All communities in the Kivalliq Region have health centres, managed and staffed by nurses. All communities also have emergency medical evacuation services. Regular fly-in specialists include doctors, physiotherapists, optometrists, psychiatrists, and dentists. Rankin Inlet is the exception as its new Kivalliq Health Centre is staffed full time with doctors, nurses and midwives.

The number of health centre visits per capita by community is reported annually by the Kivalliq SEMC. The most recent statistics are presented in Figure 3.9-1. The number of visits is an indicator of demand for services in the community. To control for population and for ease of comparison between the region and communities, the data on community health centre visits is presented per capita.

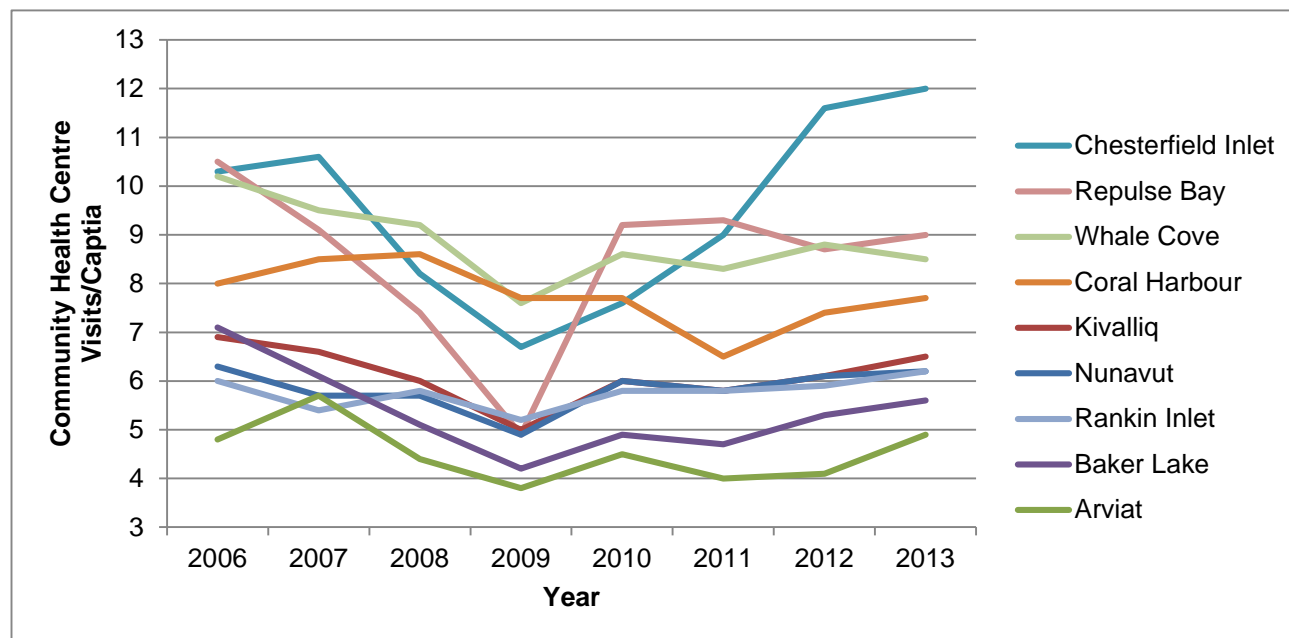


Figure 3.9-1: Community Health Centre Visits per Capita, 2006-2013

Sources: GN – Department of Health (2014); Nunavut Bureau of Statistics (2014e).



The following key observations are evident from this data:

- Kivalliq communities experienced steady or declining community health centre visits per capita between 2006 and 2009.
- Between 2009 and 2010, when Meadowbank operations began, per capita visits increased in every community except Coral Harbour.
- Since 2010, per capita visits have remained relatively steady in all communities except Chesterfield Inlet and Baker Lake. While visits per capita increased in Baker Lake from 2011 to 2013, they remain lower than 2006 and 2007 levels.
- Of those communities with the most Meadowbank employees (Baker Lake, Rankin Inlet and Arviat) health centre visits per capita have not shown a substantial increase since Meadowbank began operating in 2010.
- The data do not suggest that the presence of Meadowbank has influenced the number of community health centre visits overtime in Baker Lake or in the Region. Demand for services has remained relatively stable throughout the eight year period with only small or infrequent annual fluctuations in visits per capita in most communities except Chesterfield Inlet and Repulse Bay.

Increased demand may be an indicator of several factors including an increasing population, an aging population, a disease or illness outbreak, or an increase in demand for regular check-ups or health consultations by otherwise healthy people (e.g., immunizations for children, pregnancy check-ups, etc.). Additional information about these factors could explain the reasons for annual changes in each community, including the noteworthy increase in Chesterfield Inlet between 2009 and 2013.

The Baker Lake Health Centre is staffed by nurses, community health representatives, and support workers (Cumberland Resources Ltd. 2005). Throughout the year, family and specialist physicians visit the community to provide additional medical services. (Cumberland Resources Ltd. 2005). Mental health services, including group, family and one-on-one counselling, suicide prevention and interventions are provided in the community by nursing staff (Cumberland Resources Ltd. 2005). Pregnant women are flown to Rankin Inlet, Churchill or Yellowknife for delivery. If the delivery is considered high risk, the women are flown to Winnipeg (Cumberland Resources Ltd. 2005).

Baker Lake has an alcohol and drug program, a youth drop-in centre, and Elder's centre, a home care program, women's shelter, and counselling services. Addictions workers employed by the Hamlet provide counselling services through the Tunganiq Addiction project (Cumberland Resources Ltd. 2005). The youth drop-in centre has been credited with reducing incidences of vandalism in the community (AREVA 2011).

3.9.3.2 Use of Health Services by Meadowbank Employees

All Agnico Eagle employees at Meadowbank are required to provide a medical health certificate before they are offered a permanent position. In 2014, Agnico Eagle provided new medical exam services at Meadowbank using qualified medical staff brought in from outside Nunavut. These services are provided at no cost to employees.

Table 3.9-3 shows the number of visits by employees to the Agnico Eagle clinic at Meadowbank, the number of visits due to work-related injuries and the number of onsite accidents that required the use of off-site Nunavut health services.



Table 3.9-3: Use of the Agnico Eagle Clinic and Community Health Centres by Employees

Usage	2010	2011	2012	2013
Number of visits by employees to Agnico Eagle clinic	4,500	4,330	3,581	3,268
Number of visits to Agnico Eagle clinic for work-related injuries	573	789	661	627
Number of on-site accidents requiring use of community health centres	14	27	18	47

Source: AEM (2015c).

Since 2011, almost 4 in 5 visits to the Agnico Eagle clinic have been for non-work-related injuries or illnesses. In 2013, the number of on-site accidents requiring use of Nunavut Health Centres (47) represented less than 1% of visits to the Baker Lake Community Health Centre, however, this data alone does not indicate whether a Meadowbank worker is a higher user of community health care services than other community members or visitors.

3.9.4 Social Services

3.9.4.1 Social Assistance

Social Assistance, or income support, is a program for Nunavummiut who, because of inability to obtain employment, loss of principal family provider, illness, disability, age, or any other cause cannot provide adequately for themselves and their dependents (GN – Department of Family Services 2014a). Social assistance is provided by the Government of Nunavut in the form of monthly financial payments to help individuals meet a minimum standard of living. All residents of Nunavut between the ages of 18 and 59 can apply.

Between 2008 and 2011, when Meadowbank mine was constructed and began production, the number of social assistance recipients declined by approximately 15% from 2008 to 2011, in the three communities with the largest representation of Meadowbank employees in the Region (Baker Lake, Rankin Inlet and Arviat) (Stratos Inc. 2015). The relative number of recipients has levelled off or slightly increased in these communities in 2012 and 2013 (Figure 3.9-2). Future monitoring of this data will confirm whether this is the sign of a negative trend or if the number of recipients may drop further in communities where employees and contractors are living.

Per capita social assistance expenditures began to increase in 2010-2011 for several communities (including Baker Lake and Arviat) (Figure 3.9-3), following a period of declining or steady expenditure in earlier years, including a notable decline in 2007/2008 coinciding with the start of Meadowbank's construction. While positive trends in social assistance expenditures and the number of social assistance recipients seem to be associated with the timeline for the construction and operation of Meadowbank, the degree to which these activities have influenced social assistance delivery in the Region remains unclear. Further monitoring and discussion of the factors influencing social assistance expenditures through regional monitoring initiatives may help to determine whether the mine is affecting social assistance needs in the Kivalliq Region overall.



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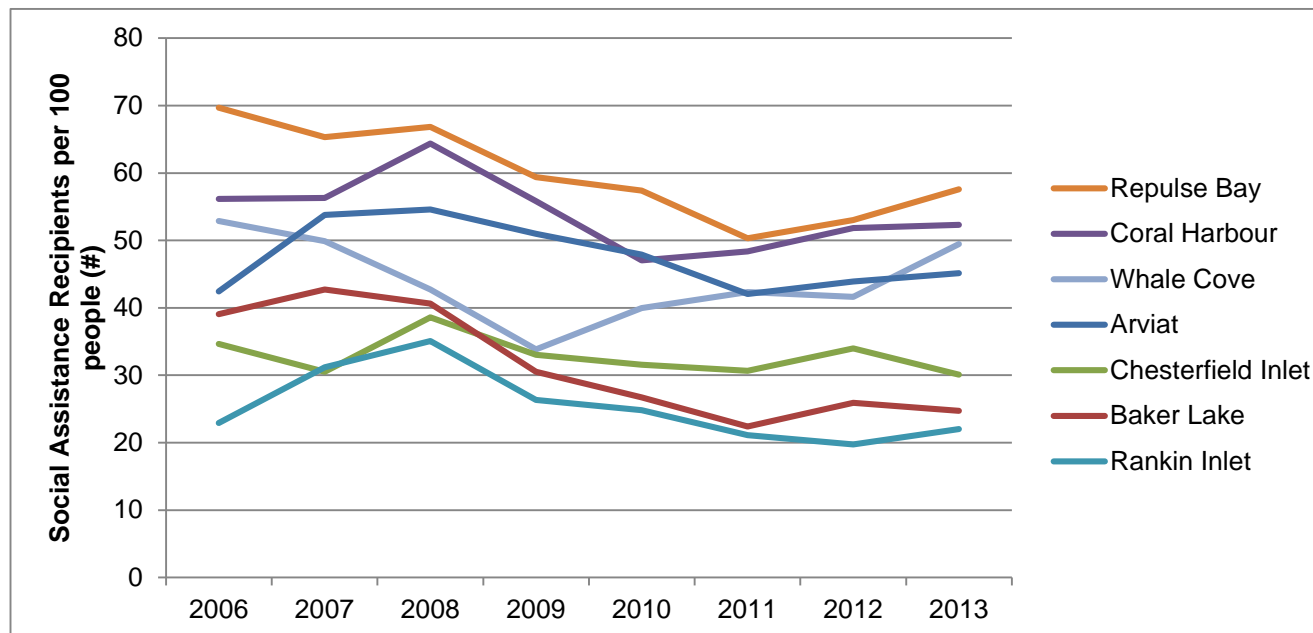


Figure 3.9-2: Social Assistance Recipients (normalized by population) by Kivalliq Community, 2006-2013

Sources: GN – Department of Family Services (2014a); Nunavut Bureau of Statistics (2014e).

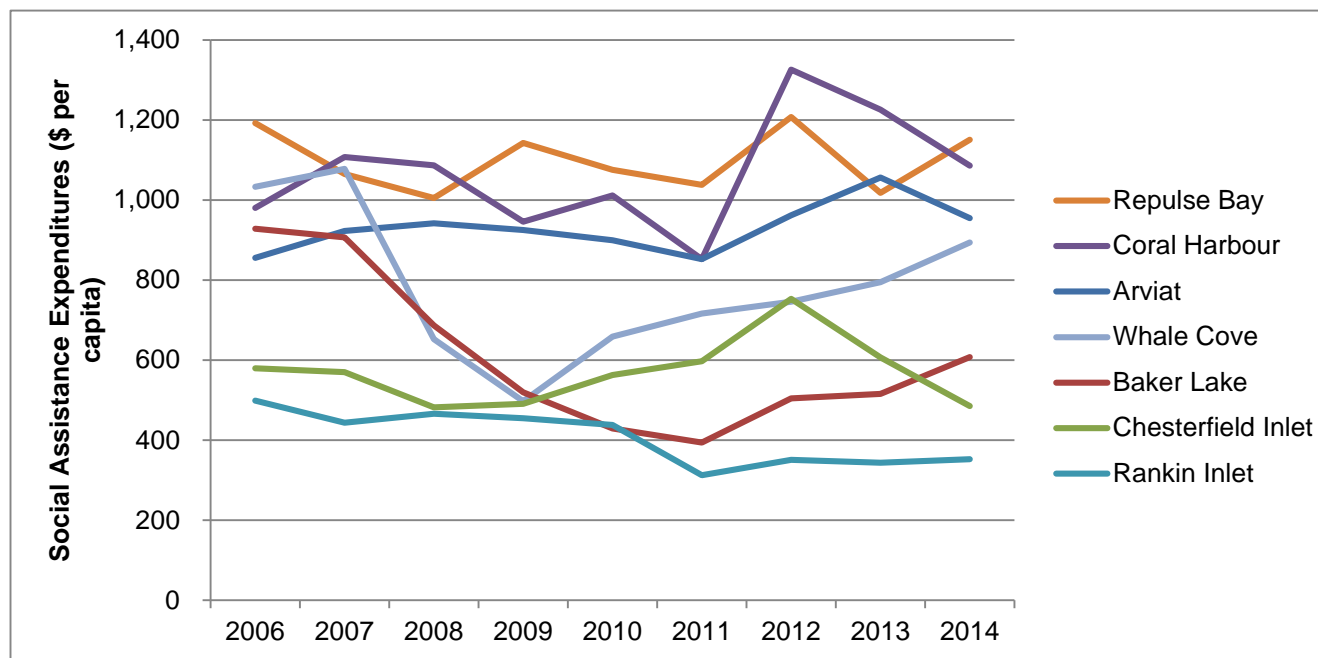


Figure 3.9-3: Per Capita Social Assistance Expenditures by Kivalliq Community, 2006 to 2014

Sources: GN – Department of Family Services (2014b); Nunavut Bureau of Statistics (2014e).



3.9.4.2 Families and Child Care

Children Receiving Care

The number of children receiving Child and Family Services Care are presented in Figure 3.9-4. To control for population growth, the number of children receiving services is also presented as a proportion of the total population under the age 14 in the region and territory. The SEMC monitors this data as an indicator of the health of communities. In general, fewer children are expected to need services in communities with more stable family situations. The data shows that case rates are lowest in the Kivalliq Region and that the trend in the percentage of children receiving care is flat (around 2% of children under 14 years of age). Based on this data, it is unlikely that the presence of the Meadowbank mine is influencing family dynamics in the Region such that more children are receiving care. There is ongoing concern however, that employment of one or more spouses at the mine is affecting familial relationships in a negative way in the community of Baker Lake (Pauktuutit Inuit Women of Canada and the University of British Columbia 2014).

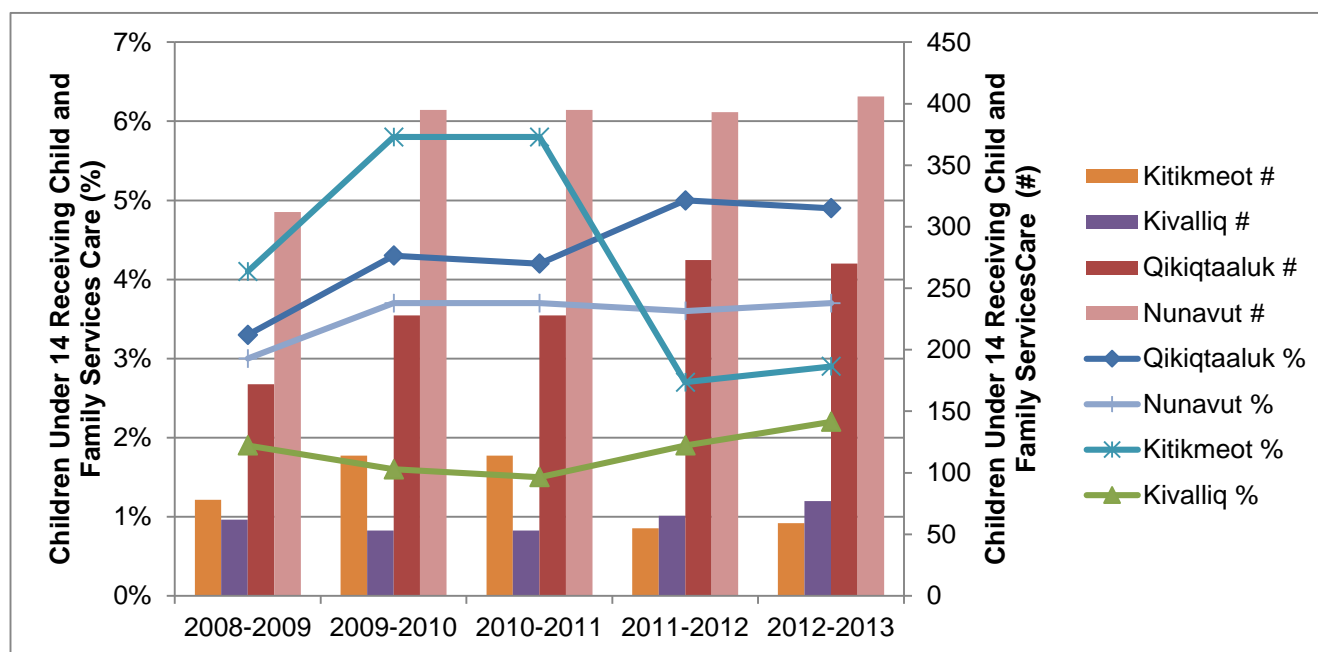


Figure 3.9-4: Children under 14 Receiving Child and Family Services

Sources: GN-HSS (2011, 2012); GN – Department of Family Services (2014c); GN – EDT (2014a).

Note: Yearly child welfare statistics are based on the fiscal year (ending March 31).

% = the number of cases expressed as a percentage of children under the age of 14 for the year end of the fiscal year (e.g., 2008-2009 uses population statistics for 2009 and so on). This data should be interpreted with caution and is considered an estimate and is likely conservative (higher than actual rates). The age group was chosen based on the availability of population statistics for each region. All children under the age of 18 may be eligible to receive care from Child and Family Services.

Family Stress

While not formally studied in Baker Lake, Agnico Eagle has learned through community meetings that the two-week rotation has contributed to spousal stress in Baker Lake, and that gossip and rumours of infidelity are causing relationship problems. A recent study focused on the impacts of mining on Baker Lake women found through discussions with RCMP that the jealousies created by having a partner working away from home for weeks at a time can lead to an increase in domestic abuse files (Pauktuutit Inuit Women of Canada and the University of British Columbia 2014).



Agnico Eagle has reviewed and considered the results and recommendations of the Pauktutit study. In response, they are currently conducting a third party audit. The audit includes a review of different policies and programs and confidential interviews with Agnico Eagle active and former employees, community representatives, and other stakeholders. Once the audit is completed a report will be submitted to Agnico Eagle that will lead to an action plan to address the concerns raised in the study. Agnico Eagle first and foremost wants to provide a safe workplace for female employees and wants to eliminate any real or perceived employment barriers for women (GN – EDT 2014b).

A recent article in Nunatsiaq Online profiled the experience of two mothers who work at Meadowbank to support their families (Nunatsiaq Online 2014a). They both receive support from family members that look after their children while on rotation, but it is still a stressful situation. When employment options in town are limited and social assistance is not an option, working at the mine is an important means to feed their families. The article quotes the KMTS and describes recent efforts to provide skills training, as well as emotional support for families of employees and potential employees.

The relative impact of the two week in-two week out schedule on families varies greatly according to participants of the 2011 SEMC meeting. Participants indicated that working out of the community for two weeks at a time is a big adjustment for those who are not use to maintaining a strict work schedule. For some, leaving the community for two weeks at a time presents huge challenges for childcare and family obligations. This raises concerns of socio-economic inequality (AEM 2015b). All large projects like Meadowbank have the potential to create inequities in nearby communities as not everyone can benefit equally from employment or contracting opportunities. This can cause disruption where everyone had relatively equal (if equally low) incomes in the past. Changes in income for certain segments of the population (i.e., working age men) can create new social hierarchies and influence community values and dynamics. This has been evident in comments received through community meetings held by the SEMC in recent years.

The Agnico Eagle human resource department is currently aware of the stresses caused by the rotational work and recognize that stress at home impacts work life (Nunatsiaq Online 2014a). In 2014 (in cooperation with its partners, the Kivalliq Mine Training Society and the Kivalliq Partners in Development), Agnico Eagle started delivering the Make it Work Program to its Inuit employees. In its first year 24 employees participated in the program. The Make it Work Program is a workshop where the Inuit employee and his/her spouse learn how to deal with the challenges that they face as a result of the fly-in-fly-out two week rotational work schedule; challenges that they face both on and off the mine site as a result of the family separation. The Make it Work Program teaches both the employee and his/her spouse skills on how to communicate effectively and efficiently through conflict resolution. The length of the program is two and half days and is delivered on site. Through this program employees have gained great confidence in continuing with their work as they no longer need to try an explain to their spouses as to what life experiences they go through in a normal work setting at the mine. The origin of this program is from the October 2014 Ilitaqiniq Nunavut Literacy Council Report. It is given in partnership with the KMTS.

As part of their Work Readiness Program for the existing Meadowbank mine operations, Agnico Eagle is trying to integrate the future employee's family in the process. In addition, Agnico Eagle has started bringing families to the mine when a person is hired. The purpose of such a visit would be to show families that the mine is a controlled environment and that people work and then relax in the evening (e.g., there are no parties). The hope is that these types of visits will reduce the potential for rumours about extra-marital affairs. The Agnico Eagle human resources department is also looking at working with community groups to see part-time baby-sitting services offered in some of the Kivalliq communities to offer spouses or family members of employees a break from parenting.



3.10 Nunavut Economy

3.10.1.1 Royalties and Taxes Paid by Agnico Eagle

Table 3.10-1 show the compensation, royalties and taxes paid to NTI, the KIA and the Government of Nunavut.

Table 3.10-1: Compensation, Royalties and Taxes Paid

Payment Type	Recipient	Timeframe	Amount (\$M)
resource royalties	NTI	Total, 2007-2014	\$5.3
compensation (i.e., IIBA implementation costs, quarry and other usage fees)	KIA	Total, 2007-2014	\$6.5
payroll taxes	Government of Nunavut	Average Annual Value	\$3.0
property taxes	Government of Nunavut	Average Annual Value	\$1.1
payroll taxes	Government of Canada	Average Annual Value	\$30

Source: Stratos Inc. (2015).

The Meadowbank Mine provides revenue to the Inuit, Nunavut and federal governments through royalties, taxation and compensation paid to the KIA. Given the location of the mine on Inuit-owned lands, all resource royalties flow directly to the NTI as the Inuit government authority. Since 2007, Agnico Eagle has provided \$11.8 million to NTI and the KIA.

3.10.1.2 Nunavut's Gross Domestic Product

The top industries in Nunavut (in terms of contribution to real Gross Domestic Product [GDP]) include the following and account for about two thirds of the Nunavut GDP in 2014 (\$2.1 billion, 2007 chained dollars) (Nunavut Bureau of Statistics 2015c):

- public administration (\$397 million);
- mining, quarrying, and oil and gas extraction (\$366 million);
- construction (\$343 million);
- educational services (\$159 million); and
- health care and social assistance (\$110 million).

Between 2010 and 2014 the contribution of the mining and construction industries to GDP increased by \$298 million dollars or 72%. This increase accounted for 71% of the increase in GDP in that period (Nunavut Bureau of Statistics 2015c). A detailed table showing Nunavut GDP by industry is available in Appendix A. Therefore, the importance of current mining operations (and related construction) to the Nunavut economy cannot be overstated.

The overall value of Nunavut's GDP, in current prices is show in Figure 3.10-1.

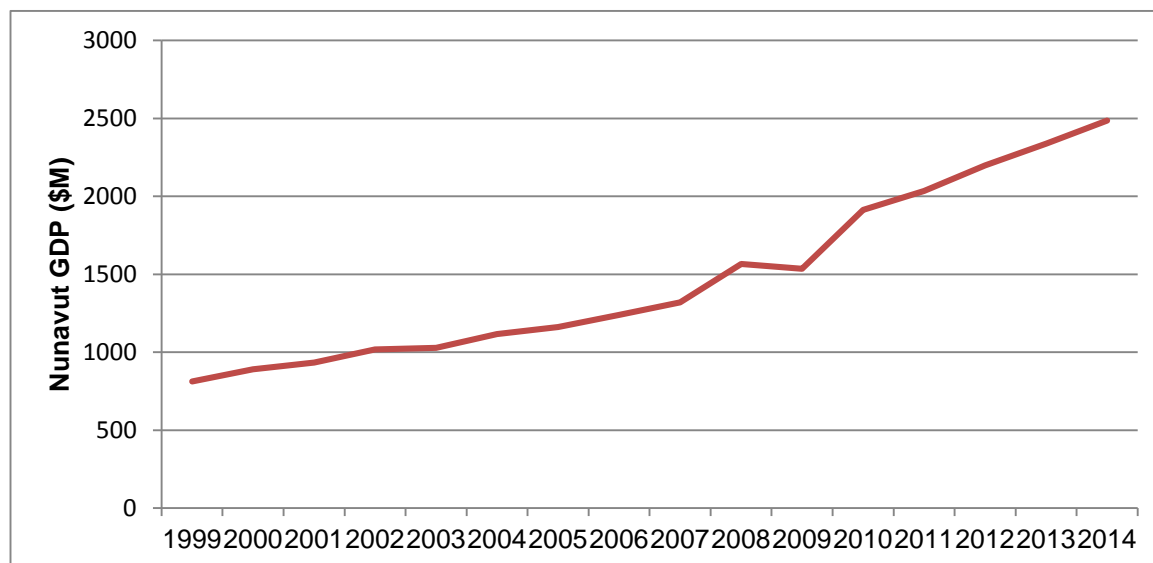


Figure 3. 10-1: Nunavut GDP, current prices, 1999-2014

Source: Statistics Canada 2015c.

A few key findings are evident from the data:

- Nunavut's GDP increased steadily between 1999 and 2008 prior to the global recession in 2009.
- When Meadowbank began production in 2010 Nunavut's GDP began to increase again and at a faster rate.
- Since 2010, (i.e., during Meadowbank's operations phase) these increases range from \$127 million to \$388 million.
- As the only operating mine in the territory, Meadowbank has been a driver of these higher rates of GDP growth since 2010.

4.0 SUMMARY OF KEY RESULTS

The socio-economic baseline presents current information and data for and discusses factors affecting selected indicators of the following Valued-Socio-Economic Components (VSECs):

- | | |
|---|--|
| ■ Demographics; | ■ Culture and Traditional Economy; |
| ■ Employment; | ■ Individual and Community Wellness; |
| ■ Income; | ■ Community Infrastructure and Services; and |
| ■ Contracting and Business Opportunities; | ■ Nunavut Economy. |
| ■ Education and Training; | |

Table 4.1 highlights key findings or observations for each VSEC.



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 4-1: Summary of Key Results

Valued Socio-Economic Component	Key Results
Demographics	<p>Population Growth</p> <ul style="list-style-type: none"> ■ Average annual population prior to and after Meadowbank construction averaged 2-3% a year in the Kivalliq Region and Baker Lake. ■ Population estimates do not indicate that the construction and operation of Meadowbank has influenced the overall rate of population growth in the Region or in Baker Lake <p>Migration</p> <ul style="list-style-type: none"> ■ Migration and mobility data indicate the Meadowbank may have influenced migration to the Region and to Baker Lake between 2006 and 2011. ■ There has been a gradual increase in the number of Inuit workers moving to southern provinces, from 7 in 2011 to 12 in 2014 (or less than 5% of the Inuit workforce). <p>Age, Gender and Ethnicity</p> <ul style="list-style-type: none"> ■ In Baker Lake between 2006 and 2014: <ul style="list-style-type: none"> ■ The male population in increased by 20% (1,019) while the female population increased by 15% (726). ■ The working age population grew faster in the hamlet than at the regional level. The proportion of the working age population increased from 62% (1,113) to 66% (1,423) of the hamlet's population. The pace of growth of this segment of the population was 3.5% a year on average compared to 2.9% a year in the Kivalliq Region. ■ The non-Inuit population increased at a faster rate than the Inuit population. The non-Inuit population in Baker Lake has increased by 94% (143) or 11.8% a year, while the Inuit population has increased by 13% (214) or 1.6% a year. The same trend is evident at the regional level although it is not as pronounced.
Employment	<p>Meadowbank Employment</p> <ul style="list-style-type: none"> ■ Female employees are more likely to be employed in temporary positions than permanent positions. ■ In 2014, 15% of Meadowbank employees were female, which is just below the Canadian mining-sector average of 17%. ■ Representation of female employees in Meadowbank's workforce has remained steady between 2012 and 2014. ■ Inuit employees are more likely to be employed in temporary positions than permanent positions and more likely than non-Inuit employees to be employed in temporary positions. ■ Representation of Inuit employees in Meadowbank's workforce has remained steady between 2012 and 2014 (in the range of 31%-34%). ■ There was an increase in the representation of Inuit temporary employees from 71% to 95% between 2012 and 2014. ■ Over this five year period, employees from the Kivalliq Region represented about one third of all Meadowbank employees, over half of which were from Baker Lake. ■ The number of employees from Baker Lake who worked at Meadowbank has increased from 84 employees in 2010, to 155 workers in 2014. <p>Meadowbank Turnover</p> <ul style="list-style-type: none"> ■ In 2014, the turnover rate of Inuit employee's occupying permanent positions increased to 26% from 23% in 2013. However, the global Inuit turnover rate has decreased from 38% to 36%, when considering both permanent and temporary employees.



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 4-1: Summary of Key Results

Valued Socio-Economic Component	Key Results
	<p>Labour Force Participation</p> <ul style="list-style-type: none"> The total Kivalliq labour force increased by 11.1% (360 people) between 2006 and 2011. This timeline coincides with pre-Meadowbank construction (2007) and post-Meadowbank start-up (2010). <ul style="list-style-type: none"> The increase in the Baker Lake labour force (130 people), represented over one-third of this increase. The increase in the people employed in Baker Lake between 2006 and 2011 represented over two thirds of the increase in employed people in the Region (105 of 155 people). The increase in the total regional labour force (360 people) and the number of people employed (155 people) between 2006 and 2011 is due in large part to employment opportunities at Meadowbank. <p>Employment by Industry</p> <ul style="list-style-type: none"> The top five industries in the Kivalliq Region in 2011 (in terms of employment) were as follows: <ol style="list-style-type: none"> public administration; retail trade; educational services; health care and social assistance; and construction. In Baker Lake, the top five industries were: <ol style="list-style-type: none"> public administration; mining, quarrying, and oil and gas extraction; retail trade; construction; and educational services.
Income	<p>Income Paid to Meadowbank Inuit Employees</p> <ul style="list-style-type: none"> Inuit employment income has remained steady at about \$18 million per year since 2011. <p>Median Income by Kivalliq Community</p> <ul style="list-style-type: none"> Baker Lake has had the highest percentage increase in median income of all the Kivalliq communities (59%). Baker Lake is the only community to show above average increases in median income since 2010, when production began at Meadowbank. The highest increases in median income in Baker Lake came between 2007 and 2009, during the Meadowbank construction phase. The trend for increases in median income of taxfilers in Baker Lake is on pace to surpass the regional average for the first time since 2009.
Contracting and Business Opportunities	<ul style="list-style-type: none"> The relative proportion of contract expenditures in the North was over 50% in 2011 and 2012 and dropped to 48% in 2013. In 2014, Nunavut captured 46% of of contract expenditures in Nunavut was 46%, indicating a further downward trend. In absolute dollar terms, the annual value of Agnio Eagle contract expenditures has fallen significantly since 2012, reasons for this decline include:



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 4-1: Summary of Key Results

Valued Socio-Economic Component	Key Results
	<ul style="list-style-type: none"> Postponement of a number of capital projects due to the low price of gold. Temporary cessation of exploration activity at Meadowbank over the past few years as the company has shifted more of its resources towards the Meliadine exploration project. Expenditures on Inuit-owned businesses (NTI-registered) have been declining since 2012 as well, however, their relative share of contract expenditures is on an upward trend, representing 37% in 2014.
Education and Training	<p>Education Services</p> <ul style="list-style-type: none"> Regional and community-level education services are provided by Kivalliq School Operations, Nunavut Arctic College and the Kivalliq Mine Training Society. <p>Educational Attainment</p> <ul style="list-style-type: none"> While the majority of the Kivalliq Region population 15 years and over have no certificate, diploma or degree, the proportion has decreased from 2006 from 65% to 61% in 2011. In 2011, men in Baker Lake and the Kivalliq Region were three and four times more likely than women to have an apprenticeship or trades certificate or diploma, while women were more likely than men to have a college or university education. From 2006 to 2011, educational attainment in the Kivalliq Region has increased in every measured category, with more people achieving high school diplomas, apprenticeships, college diplomas, and university education. The majority of the Baker Lake population 15 years and over have no certificate, diploma or degree, and this proportion has remained virtually unchanged between 2006 and 2011. From 2006 to 2011, educational attainment in Baker Lake has increased in the percentage of people with high school diplomas and apprenticeships but a lower proportion has received college or university diplomas or degrees. Since 2009, graduation rates in the Kivalliq Region have been higher than the territorial average and the average for both other regions. <p>Agnico Eagle Investments in Education Initiatives</p> <ul style="list-style-type: none"> Agnico Eagle has made total contributions of approximately \$284,000/year to a variety of school-based initiatives. AEM's financial investments in externally-delivered training programs have been steady at just under \$4 million per year for the past three years, with the Kivalliq Mine Training Society being the largest recipient. <p>Training at Meadowbank</p> <ul style="list-style-type: none"> The scope of, and participation in, in-house training and apprenticeship programs have been relatively consistent throughout the mine's operation Annual fluctuations in the number of specific training hours and haul truck driver program graduates largely reflect changing demand at Meadowbank for additional positions for which specific training is provided.
Culture and Traditional Economy	<p>Language</p> <ul style="list-style-type: none"> There appears to be a decline in the use of Aboriginal language (i.e., Inuktitut) in the home. This trend seems to be more severe in Baker Lake than in the Kivalliq Region. <p>Traditional Economy</p>



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 4-1: Summary of Key Results

Valued Socio-Economic Component	Key Results
	<ul style="list-style-type: none"> ■ Average participation in traditional activities in Kivalliq communities is higher than in Nunavut as a whole. Among Kivalliq communities, participation in hunting and fishing is lowest in Baker Lake and Rankin Inlet. ■ Community representatives have reported to Agnico Eagle an increase in the number of trips on the land by those with income from the mine. Others have suggested that the stress associated with life in a community, and increasingly work and school schedules, limit the length of time that individuals can spend on the land. ■ Current mine operational impacts on harvesting activities have been discussed more frequently during ongoing community consultations than general environmental impacts, and seem to be the most important environmental concern for Baker Lake residents.
Individual and Community Health and Wellness	<p>Food Security</p> <ul style="list-style-type: none"> ■ While food prices elsewhere in Canada increased approximately 5.5% between 2011 and 2014, the average cost of the RNFB fell by 11.3% or \$51.99 in the Kivalliq Region. ■ Food costs in Baker Lake are among the lowest in the Region and that cost of the RFNB decreased by about \$73 or 16% between 2011 and 2014. <p>Sexual Health</p> <ul style="list-style-type: none"> ■ Unlike, other regions in the territory, the Kivalliq Region experienced increasing STI rates in 2009 and 2011 and by 2011 had the highest STI rates in Nunavut. <p>Crime</p> <ul style="list-style-type: none"> ■ Baker Lake and Rankin Inlet have both experienced large increases in crime rates as Meadowbank entered its production phase in 2009 and 2010, but rates have since levelled off and started to decrease in 2011. ■ In Baker Lake, rates of mischief, disturbing the peace, and harassment and theft more than doubled or tripled in the years since the mine began production (2010-2012). The rates of more serious crimes including assault and sexual assault also increased substantially (49%-82%) during this same period. ■ In Baker Lake, rates for most types of violations decreased in 2013 (except assault, impaired driving, and drug violations), coinciding with the decrease in the overall crime rate. <p>Housing</p> <ul style="list-style-type: none"> ■ In 2014, the NHC estimated that 3,580 new social housing units were required to meet Nunavut's immediate housing needs, with an additional 90 units per year. ■ In 2010, there were 1,120 persons aged 15 years and over (17% of the total population 15 years and over) in Kivalliq who were on the public housing wait list. ■ Housing conditions in Kivalliq and Baker Lake are poorer than for Nunavut as a whole. In 2011: <ul style="list-style-type: none"> ■ 37% of private households in the Kivalliq Region and 32% of private households in Baker Lake did not have a suitable size and number of bedrooms for their occupants compared to 31% in Nunavut as a whole. <p>Suicide</p>



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 4-1: Summary of Key Results

Valued Socio-Economic Component	Key Results
	<ul style="list-style-type: none"> ■ Suicide rates in the Kivalliq region do not follow a discernable trend. Overall, however, suicide rates in Nunavut are 13 times higher than in Canada as a whole. <p>Worker Health and Safety</p> <ul style="list-style-type: none"> ■ Lost-time and light duty incident frequency has decreased substantially and consistently since 2011, as have visits to the Meadowbank clinic for work-related injuries. ■ The data suggests that the Meadowbank clinic serves an important function in addressing non-work related health and medical conditions amongst workers.
Community Infrastructure and Services	<p>Physical Infrastructure</p> <ul style="list-style-type: none"> ■ Agnico Eagle's use of public physical infrastructure consists of use of Baker Lake airport (300-400 passenger trips/year), use of other Nunavut airports (200-400 passenger trips/year), and use of the Baker Lake Community Centre (5-10 times per year). ■ Infrastructure needs identified by third party consultants in Baker Lake include: <ul style="list-style-type: none"> ■ a new freight storage facility; ■ increasing capacity of the Baker Lake Airport terminal and expansion of the airstrip; ■ a marshalling area for materials and supplies and relocation of the marine dock; ■ minor repairs to the fire hall and community fire truck; ■ review of search and rescue equipment needs; ■ additional outdoor recreational facilities; ■ enlargement of playgrounds; ■ relocation of the baseline diamond; ■ installation of a concrete pad in the arena and upgrades to the arena; ■ a new swimming pool; ■ an additional sewage truck; ■ a piped water and sewage system; and ■ increased bulk fuel storage capacity. <p>Health Services</p> <ul style="list-style-type: none"> ■ Kivalliq communities experienced steady or declining community health centre visits per capita between 2006 and 2009. ■ Between 2009 and 2010, when Meadowbank operations began, per capita visits increased in every community except Coral Harbour. ■ Since 2010, per capita visits have remained relatively steady in all communities except Chesterfield Inlet and Baker Lake. While visits per capita increased in Baker Lake from 2011 to 2013, they remain lower than 2006 and 2007 levels.



SOCIO-ECONOMIC BASELINE - WHALE TAIL PIT PROJECT

Table 4-1: Summary of Key Results

Valued Socio-Economic Component	Key Results
	<ul style="list-style-type: none"> ■ Of those communities with the most Meadowbank employees (Baker Lake, Rankin Inlet and Arviat) health centre visits per capita have not shown a substantial increase since Meadowbank began operating in 2010. ■ The data do not suggest that the presence of Meadowbank has influenced the number of community health centre visits overtime in Baker Lake or in the Region. Demand for services has remained relatively stable throughout the eight year period with only small or infrequent annual fluctuations in visits per capita in most cases. ■ The number of employees referred to community health centres for personal or work-related reasons ranged from 14 to 47 people per year and has been highest in recent years. ■ In 2013, the number of on-site accidents requiring use of Nunavut Health Centres (47) represented less than 1% of visits to the Baker Lake Community Health Centre. This data alone does not indicate whether a Meadowbank worker is a higher user of community health care services than other community members or visitors. <p>Social Services</p> <ul style="list-style-type: none"> ■ Between 2008 and 2011, when Meadowbank mine was constructed and began production, the number of social assistance recipients declined by approximately 15%, in the three communities with the largest representation of Meadowbank employees in the Region (Baker Lake, Rankin Inlet and Arviat). ■ Per capita social assistance expenditures began to increase in 2010-2011 for several communities (including Baker Lake and Arviat), following a period of declining or steady expenditure in earlier years, including a notable decline in 2007/2008. ■ Data for the percentage of children under 14 receiving child and family services care shows that case rates are lowest in the Kivalliq Region and that the trend in the percentage of children receiving care is flat (around 2%).
Nunavut Economy	<p>Royalties and Taxes Paid</p> <ul style="list-style-type: none"> ■ Since 2007, Agnico Eagle has provided \$11.8 million to NTI and the KIA. ■ Employment taxes at Meadowbank provide \$30 million on average per year to the federal government, \$3 million on average per year to the Government of Nunavut. ■ Property taxes paid to the Government of Nunavut are by Agnico Eagle are on average \$1.1 million per year. <p>Nunavut GDP</p> <ul style="list-style-type: none"> ■ As the only operating mine in the territory, Meadowbank has been a driver of Nunavut's GDP growth since 2010.



Report Signature Page

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APPENDIX A

Detailed Statistics



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Demographics

Table 1: Demographic Profile of the Kivalliq Region, 2006 to 2014

Demographics	2006		2007		2008		2009		2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Population	8,722	100	8,949	100	9,117	100	9,301	100	9,511	100	9,755	100	9,928	100	10,187	100	10,467	100
Gender																		
Male	4,430	50.8	4,560	51.0	4,668	51.2	4,777	51.4	4,900	51.5	5,059	51.9	5,155	51.9	5,285	51.9	5,449	52.1
Female	4,292	49.2	4,389	49.0	4,449	48.8	4,524	48.6	4,611	48.5	4,696	48.1	4,773	48.1	4,902	48.1	5,018	47.9
Age																		
14 years and younger	3,118	35.7	3,158	35.3	3,215	35.3	3,235	34.8	3,315	34.9	3,421	35.1	3,442	34.7	3,509	34.4	3,583	34.2
15-64	5,356	61.4	5,532	61.8	5,618	61.6	5,787	62.2	5,913	62.2	6,042	61.9	6,175	62.2	6,370	62.5	6,562	62.7
65+	248	2.8	259	2.9	284	3.1	279	3.0	283	3.0	292	3.0	311	3.1	308	3.0	321	3.1
Population 15 years and over	5,604	64.3	5,791	64.7	5,902	64.7	6,066	65.2	6,196	65.1	6,334	64.9	6,486	65.3	6,678	65.6	6,883	65.8
Ethnicity																		
Inuit	7,889	90.4	8,081	90.3	8,238	90.4	8,370	90.0	8,517	89.5	8,706	89.2	8,837	89.0	9,028	88.6	9,189	87.8
Non-Inuit	833	9.6	868	9.7	879	9.6	931	10.0	994	10.5	1,049	10.8	1,091	11.0	1,159	11.4	1,278	12.2
Migration																		
Net interprovincial migration	-59		-107		-9		-25		19		-52		-9		88		n/a	
Net intraprovincial migration	10		22		-45		4		45		37		-12		-12		n/a	

Sources: Nunavut Bureau of Statistics (2014a,b,c); Statistics Canada (2015a).

Note: Population total includes unorganized areas and outpost camps.



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Table 2: Demographic Profile of Baker Lake, 2006 to 2014

Demographics	2006		2007		2008		2009		2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Population	1,807	100	1,846	100	1,890	100	1,951	100	2,010	100	2,051	100	2,076	100	2,117	100	2,164	100
Gender																		
Male	947	52.4	973	52.7	996	52.7	1,030	52.8	1,072	53.3	1,101	53.7	1,110	53.5	1,138	53.8	1,163	53.7
Female	860	47.6	873	47.3	894	47.3	921	47.2	938	46.7	950	46.3	966	46.5	979	46.2	1,001	46.3
Age of Population																		
14 years and younger	614	34.0	609	33.0	609	32.2	622	31.9	635	31.6	637	31.1	640	30.8	650	30.7	669	30.9
15-64	1,113	61.6	1,158	62.7	1,201	63.5	1,251	64.1	1,298	64.6	1,335	65.1	1,355	65.3	1,391	65.7	1,425	65.9
65+ (%)	80	4.4	79	4.3	80	4.2	78	4.0	77	3.8	79	3.9	81	3.9	76	3.6	70	3.2
Population 15 years and over	1,193	66.0	1,237	67.0	1,281	67.8	1,329	68.1	1,375	68.4	1,414	68.9	1,436	69.2	1,467	69.3	1,495	69.1
Ethnicity																		
Inuit	1,655	91.6	1,681	91.1	1,698	89.8	1,729	88.6	1,764	87.8	1,796	87.6	1,826	88	1,850	87.4	1,869	86.4
Non-Inuit	152	8.4	165	8.9	192	10.2	222	11.4	246	12.2	255	12.4	250	12	267	12.6	295	13.6

Sources: Nunavut Bureau of Statistics (2014a,b,c).

Table 3: Nunavut Population Projections, 2015 to 2023

Total	2015	2016	2017	2018	2019	2020	2021	2022	2023
Nunavut	37,099	37,667	38,232	38,805	39,377	39,951	40,523	41,086	41,641
Qikiqtaaluk Region	19,751	20,035	20,319	20,609	20,896	21,187	21,476	21,764	22,041
Kivalliq Region	10,653	10,856	11,057	11,260	11,464	11,673	11,880	12,083	12,288
Kitikmeot Region	6,695	6,776	6,857	6,936	7,016	7,091	7,166	7,239	7,312

Source: Nunavut Bureau of Statistics (2014d).

Note: Region totals include unorganized areas and outpost camps.



Socio-Economic Baseline – Whale Tail Pit Project

Table 4: Kivalliq Region Population Projections by Community, 2015 to 2035

Total	2015	2016	2017	2018	2019	2020	2021	2022	2023	Average Annual Change (%)
Kivalliq	10,653	10,856	11,057	11,260	11,464	11,673	11,880	12,083	12,288	1.8
Arviat	2,671	2,737	2,804	2,870	2,937	3,006	3,075	3,143	3,210	2.3
Baker Lake	2,194	2,229	2,264	2,299	2,333	2,369	2,404	2,435	2,468	1.5
Chesterfield Inlet	392	398	402	407	413	418	423	428	433	1.3
Coral Harbour	979	998	1,016	1,034	1,053	1,073	1,093	1,112	1,131	1.8
Rankin Inlet	2,864	2,908	2,953	2,998	3,046	3,093	3,139	3,185	3,228	1.5
Repulse Bay	1,091	1,118	1,144	1,170	1,195	1,220	1,244	1,272	1,302	2.2
Whale Cove	461	468	474	481	488	494	502	509	515	1.4

Source: Nunavut Bureau of Statistics (2014d).

Note: Region totals include unorganized areas and outpost camps.



Employment

Table 5: Meadowbank Employees on Agnico Eagle Payroll

Agnico Eagle Employees at Meadowbank Mine	2012		2013		2014	
	#	%	#	%	#	%
Number of employees who are permanent employees	673	85.5	672	87.8	693	88.0
of these employees who are Inuit/Nunavummiut	166	24.7	158	23.5	179	25.8
of these employees who are female	74	11.0	41	6.1	89	12.8
Number of employees who are temporary employees	114	14.5	93	12.15	95	12.0
of these employees who are Inuit	81	71.1	86	92.5	90	94.7
of these employees who are female	40	35.1	36	38.7	31	32.6
Total number of employees	787	100.0	765	100	788	100.0
of these employees who are Inuit/Nunavummiut	247	31.4	244	31.9	269	34.1
of these employees who are female	114	14.5	77	10.1	120	15.2

Sources: AEM (2013, 2014a, 2015a).

Table 6: Positions Held by Inuit/Nunavummiut at Meadowbank Mine by Skill Level

Skill Level of Position	2012		2013		2014	
	#	%	#	%	#	%
Management	1	0.4	n/a	n/a	n/a	n/a
Skilled	30	12.1	22	9.0	35	13.0
Semi-skilled	90	36.4	175	71.7	183	68.0
Unskilled	126	51.0	47	19.3	51	19.0
Total	247	100	244	100	269	100

Sources: AEM (2013, 2014a, 2015a).

Table 7: Home Communities of Nunavut-Based Employees at Meadowbank Mine

Community	2010		2011		2012		2013		2014	
	#	%	#	%	#	%	#	%	#	%
Arviat	26	17.4	48	19.3	44	17.8	28	11.5	38	14.1
Baker Lake	84	56.4	138	55.4	154	62.3	162	66.4	155	57.6
Chesterfield Inlet	4	2.7	5	2.0	5	2.0	3	1.2	3	1.1
Coral Harbor	6	4.0	4	1.6	1	0.4	3	1.2	5	1.9
Rankin Inlet	24	16.1	35	14.1	29	11.7	31	12.7	44	16.4
Repulse Bay	3	2.0	2	0.8	2	0.8	4	1.6	10	3.7
Whale Cove	2	1.3	10	4.0	2	0.8	3	1.2	2	0.7
others	-	0.0	7	2.8	10	4.0	10	4.1	12	4.5
Total	149	100.0	249	100.0	247	100.0	244	100.0	269	100.0

Sources: AEM (2013, 2014a, 2015a).



Socio-Economic Baseline – Whale Tail Pit Project

Table 8: Labour Force Participation in Kivalliq Region, 2001, 2006 and 2011

Labour Force Participation	2001			2006			2011		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Persons 15 years and older	n/a	n/a	n/a	5,255	2,660	2,595	5,730	2,955	2,780
In the Labour Force	n/a	n/a	n/a	3,240	1,695	1,545	3,600	1,940	1,660
Employed	2,435	1,255	1,175	2,730	1,375	1,355	2,885	1,505	1,380
Unemployed	n/a	n/a	n/a	510	320	190	710	435	280
Not in the labour force	n/a	n/a	n/a	2,015	970	1,050	2,135	1,020	1,120
Participation Rate (%)	66.9	69.2	64.5	61.7	63.7	59.5	62.8	65.7	59.7
Employment Rate (%)	54.4	55.3	53.4	52.0	51.7	52.2	50.3	50.9	49.6
Unemployment Rate (%)	18.6	19.7	16.9	15.7	18.9	12.3	19.7	22.4	16.9

Sources: Statistics Canada (2001d, 2007b, 2013a).

Note: Totals may not add up due to rounding by Statistics Canada.

Table 9: Labour Force Participation in Baker Lake, 2001, 2006 and 2011

Labour Force	2001			2006			2011		
	Total	Male	Female	Total	Total	Total	Total	Male	Female
Persons 15 years and older	n/a	n/a	n/a	1,115	585	535	1,270	665	600
In the Labour Force	n/a	n/a	n/a	660	360	295	790	445	350
Employed	445	230	210	535	270	255	640	350	285
Unemployed	n/a	n/a	n/a	125	90	35	150	95	55
Not in the labour force	n/a	n/a	n/a	460	220	240	480	220	255
Participation Rate (%)	65.0	66.0	64.0	59.2	61.5	55.1	62.2	66.9	58.3
Employment Rate (%)	48.6	48.9	47.2	48	46.2	47.7	50.4	52.6	47.5
Unemployment Rate (%)	26.1	25.8	26.3	18.9	25	11.9	19.0	21.3	15.7

Sources: Statistics Canada (2001e, 2007a, 2013b).

Note: Totals may not add up due to rounding by Statistics Canada.



Socio-Economic Baseline – Whale Tail Pit Project

Table 10: Employment by Industry in the Kivalliq Region, 2006 and 2011

Industry	2006						2011					
	Total		Male		Female		Total		Male		Female	
	#	%	#	%	#	%	#	%	#	%	#	%
Total labour force population	3,065	100.0	1,590	51.9	1,470	48.0	3,600	100.0	1,935	53.8	1,660	46.1
Agriculture, forestry, fishing and hunting	125	4.1	90	5.7	30	2.0	15	0.4	10	0.5	0	0.0
Mining, quarrying, and oil and gas extraction							235	6.5	190	9.8	50	3.0
Utilities	n/a	n/a	n/a	n/a	n/a	n/a	45	1.3	30	1.6	20	1.2
Construction	190	6.2	180	11.3	10	0.7	270	7.5	265	13.7	15	0.9
Manufacturing	55	1.8	30	1.9	25	1.7	25	0.7	20	1.0	10	0.6
Wholesale trade	50	1.6	35	2.2	10	0.7	60	1.7	35	1.8	25	1.5
Retail trade	390	12.7	185	11.6	205	13.9	455	12.6	175	9.0	275	16.6
Transportation and warehousing	n/a	n/a	n/a	n/a	n/a	n/a	215	6.0	170	8.8	50	3.0
Information and cultural industries	n/a	n/a	n/a	n/a	n/a	n/a	50	1.4	30	1.6	20	1.2
Finance and insurance	145	4.7	105	6.6	45	0.0	30	0.8	10	0.5	15	0.9
Real estate and rental and leasing							140	3.9	100	5.2	35	2.1
Professional, scientific and technical services	n/a	n/a	n/a	n/a	n/a	n/a	45	1.3	25	1.3	20	1.2
Management of companies and enterprises	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0
Administrative and support, waste management and remediation services	n/a	n/a	n/a	n/a	n/a	n/a	45	1.3	30	1.6	20	1.2
Educational services	450	14.7	150	9.4	305	20.7	370	10.3	120	6.2	250	15.1
Health care and social assistance	335	10.9	55	3.5	280	19.0	280	7.8	60	3.1	220	13.3
Arts, entertainment, and recreation	n/a	n/a	n/a	n/a	n/a	n/a	55	1.5	40	2.1	15	0.9
Accommodation and food services	n/a	n/a	n/a	n/a	n/a	n/a	155	4.3	50	2.6	105	6.3
Other services	n/a	n/a	n/a	n/a	n/a	n/a	60	1.7	35	1.8	20	1.2
Public administration	n/a	n/a	n/a	n/a	n/a	n/a	830	23.1	435	22.5	400	24.1
Business Services	360	11.7	250	15.7	110	7.5	n/a	n/a	n/a	n/a	n/a	n/a
Other Services	960	31.3	510	32.1	450	30.6	n/a	n/a	n/a	n/a	n/a	n/a

Sources: Statistics Canada (2007b, 2013a).

Notes: Statistics Canada's 2006 Community Profile and the 2011 National Household Survey used different categories of industry classifications; therefore comparable data for each category is not available. Some categories from the 2006 Community Profile have been disaggregated in 2011 into separate categories. Totals may not add up due to rounding by Statistics Canada.

n/a = not available.



Socio-Economic Baseline – Whale Tail Pit Project

Table 11: Employment by Industry in Baker Lake, 2006 and 2011

Industry	2006						2011					
	Total		Male		Female		Total		Male		Female	
	#	%	#	%	#	%	#	%	#	%	#	%
Total labour force population	615	100	335	100	275	100	790	100	445	100	350	100
Agriculture, forestry, fishing and hunting	45	7.3	25	7.5	20	7.3	0	0.0	0	0.0	0	0.0
Mining, quarrying, and oil and gas extraction							125	15.8	95	21.3	30	8.6
Utilities	n/a	n/a	n/a	n/a	n/a	n/a	20	2.5	0	0.0	15	4.3
Construction	40	6.5	35	10.4	10	3.6	75	9.5	70	15.7	10	2.9
Manufacturing	10	1.6	0	0.0	10	3.6	0	0.0	0	0.0	0	0.0
Wholesale trade	15	2.4	10	3.0	0	0.0	0	0.0	0	0.0	0	0.0
Retail trade	95	15.4	45	13.4	50	18.2	105	13.3	40	9.0	65	18.6
Transportation and warehousing	n/a	n/a	n/a	n/a	n/a	n/a	60	7.6	40	9.0	20	5.7
Information and cultural industries	n/a	n/a	n/a	n/a	n/a	n/a	10	1.3	0	0.0	0	0.0
Finance and insurance	20	3.3	20	6.0	10	3.6	0	0.0	0	0.0	0	0.0
Real estate and rental and leasing							25	3.2	20	4.5	10	2.9
Professional, scientific and technical services	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0
Management of companies and enterprises	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0
Administrative and support, waste management and remediation services	n/a	n/a	n/a	n/a	n/a	n/a	0	0.0	0	0.0	0	0.0
Educational services	95	15.4	30	9.0	60	21.8	75	9.5	20	4.5	55	15.7
Health care and social assistance	60	9.8	10	3.0	45	16.4	40	5.1	0	0.0	40	11.4
Arts, entertainment and recreation	n/a	n/a	n/a	n/a	n/a	n/a	10	1.3	15	3.4	0	0.0
Accommodation and food services	n/a	n/a	n/a	n/a	n/a	n/a	40	5.1	15	3.4	25	7.1
Other services	n/a	n/a	n/a	n/a	n/a	n/a	10	1.3	0	0.0	10	2.9
Public administration	n/a	n/a	n/a	n/a	n/a	n/a	130	16.5	80	18.0	45	12.9
Business Services	60	9.8	50	14.9	10	3.6	n/a	n/a	n/a	n/a	n/a	n/a
Other Services	170	27.6	100	29.9	70	25.5	n/a	n/a	n/a	n/a	n/a	n/a

Sources: Statistics Canada (2007a, 2013b).

Note: Statistics Canada's 2006 Community Profile and the 2011 National Household Survey used different categories of industry classifications; therefore, comparable data for each category is not available. Some categories from the 2006 Community Profile have been disaggregated in 2011 into separate categories. Totals may not add up due to rounding by Statistics Canada.

n/a = not available.



Socio-Economic Baseline – Whale Tail Pit Project

Income

Table 12: Median Total Income of Taxfilers by Community (%), 2004-2013

Community	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Arviat	\$16,700	\$19,500	\$19,100	\$19,200	\$20,380	\$19,970	\$21,690	\$23,020	\$22,600	\$21,330
Baker Lake	\$16,800	\$17,100	\$17,800	\$20,510	\$22,780	\$24,210	\$24,070	\$25,120	\$26,500	\$26,680
Chesterfield Inlet	\$21,600	\$24,100	\$27,700	\$30,000	\$29,260	\$28,700	\$29,070	\$27,740	\$28,040	\$27,500
Coral Harbour	\$18,600	\$19,000	\$20,200	\$17,720	\$18,250	\$18,530	\$19,680	\$19,860	\$21,400	\$22,180
Rankin Inlet	\$28,500	\$29,400	\$30,800	\$31,100	\$32,330	\$33,740	\$34,610	\$36,480	\$39,080	\$39,930
Repulse Bay	\$17,400	\$17,300	\$17,100	\$17,660	\$18,720	\$18,000	\$19,460	\$22,240	\$23,760	\$21,480
Whale Cove	\$20,400	\$21,000	\$23,700	\$22,630	\$24,210	\$21,840	\$22,010	\$21,560	\$22,770	\$18,640
Kivalliq Region	\$19,900	\$21,000	\$22,000	\$22,320	\$23,630	\$23,760	\$24,790	\$26,250	\$26,970	\$26,580

Source: Nunavut Bureau of Statistics (2015a).

Contracting and Business Opportunities

Table 13: Agnico Eagle Contract Expenditures

Businesses	\$/%(^a)	2007-2010 (Construction)	2011	2012	2013	Total
Baker Lake Businesses	\$	108,156,042	78,849,786	120,438,792	81,882,111	389,326,731
	%	8.6	22.4	30.8	22.5	16.4
Nunavut Businesses	\$	347,445,670	190,481,655	230,319,652	171,871,274	940,118,251
	%	27.6	54.0	58.8	47.3	39.7
Northern Businesses (NU and NWT)	\$	519,256,846	205,121,222	231,570,321	172,980,838	1,128,929,227
	%	41.2	58.2	59.2	47.6	47.7
Canadian	\$	1,260,413,840	352,463,982	391,452,712	363,413,892	2,367,744,426
	%	100	100	100	100	100

Source: AEM (2015c).

(^a) Percentage of total contract expenditures in Canada.



Education and Training

Table 14: Educational Attainment in the Kivalliq Region, 2006 and 2011

Highest Level of Educational Attainment	2006			2011		
	Total	Male	Female	Total	Male	Female
Total population aged 15 years and over	5,255	2,660	2,595	5,735	2,955	2,780
No certificate, diploma or degree (%)	64.6	63.5	65.7	60.9	58.0	64.0
High school diploma or equivalent (%)	10.1	9.0	11.0	12.8	12.5	13.3
Apprenticeship or trades certificate or diploma (%)	6.4	10.2	2.5	7.8	12.5	2.9
College, CEGP or other non-university certificate or diploma (%)	10.8	9.8	11.8	10.9	10.3	11.3
University certificate, diploma or degree at bachelor level or above (%)	6.4	5.6	7.1	6.8	5.9	7.6

Sources: Statistics Canada (2007b, 2013a).

Note: Totals may not add up due to rounding by Statistics Canada.

Table 15: Educational Attainment in Baker Lake, 2006 and 2011

Educational Attainment	2006			2011		
	Total	Male	Female	Total	Male	Female
Total population aged 15 years and over by highest certificate, diploma or degree	1,115	585	530	1,270	665	605
No certificate, diploma or degree (%)	66.4	64.1	68.9	66.9	65.4	68.6
High school diploma or equivalent (%)	10.3	10.3	10.4	13.4	13.5	13.2
Apprenticeship or trades certificate or diploma (%)	6.7	10.3	2.8	7.1	9.8	3.3
College, CEGP or other non-university certificate or diploma (%)	10.3	9.4	10.4	5.9	5.3	7.4
University certificate, diploma or degree at bachelor level or above (%)	6.3	5.1	7.5	5.5	4.5	7.4

Note: Totals may not add up due to rounding by Statistics Canada.

Sources: Statistics Canada (2007a; 2013d).

Table 16: Training Hours for Agnico Eagle Employees (2011 to 2014)

Employees	2011 ^(a)	2012	2013	2014
Inuit Employees	22,060	8,662	13,530	14,344
Non-Inuit Employees	16,027	16,506	15,054	18,398
Total	38,087	25,168	28,584	32,742

Sources: AEM (2013, 2014a, 2015b).

^(a) Data for 2011 is for Nunavut and non-Nunavut Based Employees.



Culture and Traditional Lifestyle

Table 17: Use and Knowledge of Aboriginal Language in the Kivalliq Region, 2001, 2006, and 2011

Use and Knowledge of an Aboriginal Language	2001	2006	2011
% of the Aboriginal identity population whose mother tongue is an Aboriginal Language	86.7 ^(a)	87.2	85.0
% of the Aboriginal identity population who speak an Aboriginal language most often at home	90.0 ^(b)	66.6	62.7
% of the Aboriginal identity population with knowledge of Aboriginal languages	95.5	95.1	94.8

Sources: Statistics Canada (2001a, 2007c, 2013c).

(a) 2001 data for this category was categorized as “% of the Aboriginal identity population with Aboriginal language(s) first learned and still understood.

(b) 2001 data for this category was categorized as “% of the Aboriginal identity population with Aboriginal language(s) spoken at home.

Table 18: Use and Knowledge of Aboriginal Language in Baker Lake, 2001, 2006, and 2011

Use and Knowledge of Aboriginal Language	2001	2006	2011
% of the Aboriginal identity population whose mother tongue is an Aboriginal Language	75.2 ^(a)	69.2	69.3
% of the Aboriginal identity population who speak an Aboriginal language most often at home	80.9 ^(b)	28.5	28.9
% of the Aboriginal identity population with knowledge of Aboriginal languages	92.6	88.8	87.1

Sources: Statistics Canada (2001b, 2007d, 2013e).

(a) 2001 data for this category was defined as “% of the Aboriginal identity population with Aboriginal language(s) first learned and still understood.

(b) 2001 data for this category was defined as “% of the Aboriginal identity population with Aboriginal language(s) spoken at home.

Table 19: Traditional Activities and Harvesting in the Past 12 Months, 2006

	Hunting	Fishing	Gathering Wild Plants	Trapping
Nunavut	71	76	79	30
Arviat	81	80	86	42
Baker Lake	68	77	87	44
Coral Harbour	71	81	76	53
Rankin Inlet	67	71	81	x
Repulse Bay	82	85	78	46

Sources: Statistics Canada (2011a-f).

x = suppressed to meet the confidentiality requirements of the *Statistics Act*



Individual and Community Health and Wellness

Table 20: Cost of the Revised Northern Food Basket (\$), 2011 to 2014

Kivalliq Community	2011	2012	2013	March 2014	Change 2011 to March 2014	
					\$	%
Arviat	\$463.23	\$425.71	\$411.44	\$401.27	-61.96	-13.4
Baker Lake	\$465.13	\$435.06	\$408.01	\$392.41	-72.72	-15.6
Chesterfield Inlet	\$463.80	\$446.58	\$417.58	\$400.55	-63.25	-13.6
Coral Harbour	\$476.35	\$437.29	\$429.31	\$441.67	-34.68	-7.3
Rankin Inlet	\$431.35	\$407.99	\$398.91	\$391.98	-39.37	-9.1
Repulse Bay	\$459.22	\$424.34	\$417.46	\$419.27	-39.95	-8.7
Regional Average	\$459.85	\$429.50	\$413.79	\$407.86	-51.99	-11.3

Sources: Nutrition North Canada (2013b-c; 2015).

Note: The data presented for 2011, 2012, and 2013 is the average cost of the Revised Northern Food Basket for the months of March, June, September and December. Data for 2014 is available for March.

Table 21: Chlamydia and Gonorrhea Rates per 100,000 by Region, 2006-2011

Region	2006		2007		2008		2009		2010		2011	
	C	G	C	G	C	G	C	G	C	G	C	G
Nunavut	3,766	364	3,930	486	4,154	1,126	3,772	1,588	4,243	1,974	3,922	1,780
Qikiqtaaluk	3,567	356	3,828	521	3,661	905	3,534	1,867	3,224	1,570	2,951	1,044
Kitikmeot	4,173	913	4,592	724	5,075	1,628	3,854	1,108	5,628	2,407	3,731	1,628
Kivalliq	3,856	53	3,696	290	4,420	1,197	4,077	1,399	5,107	2,371	5,633	3,074

Source: GN Department of Health (2012).

C = Chlamydia; G = Gonorrhea

Table 22: Crime Rates per 1,000 People by Region, 2004 to 2013

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Total Actual Violations^(a)										
Canada	83.9	80.9	80.0	77.1	74.8	72.8	70.0	66.3	64.6	59.7
Nunavut	385.4	366.0	330.4	318.5	369.1	393.6	410.3	394.4	405.7	343.5
Qikiqtaaluk	427.1	435.9	361.6	353.3	445.6	469.5	479.6	454.7	474.2	408.4
Kivalliq	254.4	208.4	185.7	196.8	205.9	228.8	288.8	308.1	293.2	248.4
Kitikmeot	465.6	403.9	464.1	408.5	401.7	430.4	398.3	354.4	383.5	305.6
Criminal Code Violations (Excluding Traffic)										
Canada	76.0	73.3	72.5	69.1	66.3	64.6	61.6	57.8	56.3	51.9
Nunavut	367.3	348.6	312.6	301.3	349.4	372.4	390.1	375.3	381.6	323.5
Qikiqtaaluk	408.1	415.8	343.6	337.1	424.9	446.2	456.8	434.2	447.0	387.2
Kivalliq	241.8	198.8	173.8	182.8	191.0	213.6	274.2	289.5	272.4	229.0
Kitikmeot	441.3	382.3	438.1	382.2	377.4	406.1	377.1	338.4	362.6	287.5
Criminal Code Traffic Violations										
Canada	3.8	3.8	3.8	4.0	4.4	4.4	4.2	4.2	4.1	3.9



Socio-Economic Baseline – Whale Tail Pit Project

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nunavut	7.6	7.5	10.2	10.7	10.1	11.2	8.0	6.9	11.4	8.8
Qikiqtaaluk	6.0	6.6	8.4	8.8	9.1	11.4	8.0	6.6	10.6	8.0
Kivalliq	6.5	6.2	9.1	10.1	10.3	10.5	7.1	7.7	12.1	10.8
Kitikmeot	14.1	12.3	17.2	17.5	12.5	11.4	9.6	6.5	12.7	7.9
Violent Crimes										
Canada	14.0	13.9	13.9	13.5	13.3	13.2	12.9	12.4	12.0	10.9
Nunavut	100.0	94.2	85.2	90.4	96.5	92.5	102.2	96.1	97.7	86.6
Qikiqtaaluk	102.9	103.6	90.5	108.4	113.8	101.3	110.1	102.5	105.2	95.2
Kivalliq	67.6	58.1	57.3	52.7	55.0	59.7	84.9	78.7	75.5	72.3
Kitikmeot	141.8	122.7	113.0	96.7	111.2	118.3	106.1	104.5	110.5	84.2
Non-Violent Crimes										
Canada	51.2	48.8	48.1	45.3	42.6	41.2	38.4	35.4	34.3	31.5
Nunavut	166.7	148.1	138.4	136.3	156.3	166.1	167.5	161.9	161.0	129.3
Qikiqtaaluk	181.1	172.4	148.2	146.9	183.9	190.6	198.7	188.7	183.4	152.1
Kivalliq	109.6	84.7	69.3	84.3	93.7	94.5	108.4	118.9	116.7	89.4
Kitikmeot	212.8	174.9	217.3	187.2	173.9	206.7	168.9	151.4	165.7	126.2

Source: Statistics Canada (2014b).

Notes:

Actual violations per 1,000 persons were calculated by dividing Actual Violations (Table 1) by population estimates and multiplying the result by 1,000.

Traffic violations include dangerous or impaired operation of a motor vehicle and driving a motor vehicle while prohibited to do so.

Violent incidents involve offences that deal with the application, or threat of application, of force to a person. These include homicide, attempted murder, various forms of sexual and non-sexual assault, robbery, and abduction. Traffic incidents that result in death or bodily harm are included under Criminal Code traffic incidents according to the most serious offence. The violent crime offence category has been revised to include a number of offences which were previously considered to be "other Criminal Code" offences, but which have a clear component of targeting and impacting individual victims. These offences include: sexual offences against children, forcible confinement or kidnapping, extortion, uttering threats, and threatening or harassing phone calls.

The non-violent crime offence category consists of the former Property Crime and Other Criminal Code offences categories. The following crimes can be combined, and represent crimes against property violations: breaking and entering, possession of stolen property, theft of a motor vehicle, theft over \$5,000 (non-motor vehicle), theft under \$5,000, fraud, mischief, and arson.

- ^(a) Violations (Reported, Unfounded, Actual) When a crime is reported to the police, the violation is recorded as a 'reported' violation. Police then conduct a preliminary investigation to determine the validity of the report. Occasionally, crimes reported to the police prove to be unfounded. Unfounded violations are subtracted from the number of reported violations to produce the number of 'actual violations'. Numbers and rates of crime are calculated on the basis of 'actual violations' categorized according to the most serious offence.



Socio-Economic Baseline – Whale Tail Pit Project

Table 23: Crime Rates per 1,000 People by Community, 2004 to 2013

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Total Actual Violations^(a)										
Kivalliq	254.4	208.4	185.7	196.8	205.9	228.8	288.8	308.1	293.2	248.4
Arviat	127.5	191.4	184.7	147.6	132.7	158.5	257.1	223.3	196.7	185.4
Baker Lake	203.4	154.1	174.9	164.1	156.1	164.7	302.6	367.6	372.1	326.6
Chesterfield Inlet	106.3	119.7	143.3	166.7	152.8	198.9	233.2	183.3	118.0	170.5
Coral Harbour	286.5	155.5	76.0	135.6	133.0	154.9	196.8	152.6	179.7	182.0
Rankin Inlet	468.0	354.4	289.9	343.4	364.9	404.1	414.0	507.0	470.1	360.1
Repulse Bay	100.3	52.0	42.2	96.4	139.5	115.4	130.8	91.3	102.6	41.4
Whale Cove	195.5	121.9	130.8	53.1	198.5	261.2	211.2	193.5	183.7	224.6
Criminal Code Violations (Excluding Traffic)										
Kivalliq	241.8	198.8	173.8	182.8	191.0	213.6	274.2	289.5	272.4	229.0
Arviat	123.2	184.8	179.1	137.6	126.1	145.6	244.4	192.9	177.9	167.9
Baker Lake	200.5	147.8	162.7	149.5	139.2	152.4	286.7	354.5	349.1	294.4
Chesterfield Inlet	97.7	114.0	128.9	155.4	138.9	173.7	216.3	177.8	112.6	157.8
Coral Harbour	271.1	141.4	73.5	132.0	123.5	145.5	190.1	149.3	175.4	174.6
Rankin Inlet	438.8	337.1	265.2	317.1	340.6	382.6	391.9	482.4	437.8	336.9
Repulse Bay	94.8	50.7	42.2	92.8	133.7	104.1	126.4	83.0	96.5	39.4
Whale Cove	187.0	119.1	125.3	53.1	173.4	246.3	203.9	186.5	158.7	209.5
Criminal Code Traffic Violations										
Kivalliq	6.5	6.2	9.1	10.1	10.3	10.5	7.1	7.7	12.1	10.8
Arviat	1.0	4.2	3.7	6.8	5.3	7.8	7.2	7.9	7.3	4.8
Baker Lake	2.9	3.4	8.9	8.1	9.0	6.2	9.5	7.8	15.4	17.3
Chesterfield Inlet	0	2.9	5.7	2.8	2.8	14.0	8.4	0	5.4	12.7
Coral Harbour	1.3	1.3	1.3	3.6	1.2	3.5	1.1	1.1	1.1	4.2
Rankin Inlet	19.2	14.1	21.1	21.9	21.5	19.5	9.3	14.4	21.6	16.6
Repulse Bay	0	1.3	0	1.2	4.7	5.7	1.1	1.0	3.1	1.9
Whale Cove	2.8	2.8	0	0	12.6	12.4	4.9	0	13.6	10.8
Violent Crimes										
Kivalliq	67.6	58.1	57.3	52.7	55.0	59.7	84.9	78.7	75.5	72.3
Arviat	29.6	52.9	73.2	54.3	50.4	56.6	87.4	73.8	53.5	58.6
Baker Lake	72.3	66.5	66.4	44.4	51.3	45.2	81.6	101.9	101.4	102.3
Chesterfield Inlet	54.6	34.2	28.7	45.2	41.7	86.8	67.4	55.6	37.5	76.3
Coral Harbour	78.0	48.8	33.6	55.7	54.6	54.0	89.4	57.1	75.2	58.2
Rankin Inlet	107.8	75.5	63.6	73.4	65.3	67.6	93.7	94.6	87.9	80.7
Repulse Bay	27.9	18.7	14.1	14.5	43.4	52.0	60.4	33.2	53.9	26.0
Whale Cove	68.0	58.2	49.1	31.8	70.4	102.0	89.8	65.3	81.6	86.4
Non-Violent Crimes										
Kivalliq	109.6	84.7	69.3	84.3	93.7	94.5	108.4	118.9	116.7	89.4
Arviat	64.5	81.9	50.0	55.2	61.5	66.1	88.3	62.1	72.2	79.0
Baker Lake	88.0	48.9	44.8	68.3	58.2	70.3	130.9	153.1	160.6	112.6



Socio-Economic Baseline – Whale Tail Pit Project

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Chesterfield Inlet	28.7	39.9	63.0	79.1	58.3	61.6	84.3	72.2	56.3	56.0
Coral Harbour	145.8	57.8	31.1	46.0	48.7	65.7	67.9	75.7	75.2	76.2
Rankin Inlet	194.3	157.1	140.9	154.8	178.3	175.5	160.7	207.0	193.2	128.2
Repulse Bay	47.4	21.3	17.9	57.8	83.2	40.7	40.7	28.0	27.4	5.8
Whale Cove	34.0	24.9	19.0	10.6	60.3	69.7	43.7	65.3	27.2	49.7

Notes:

Actual violations per 1,000 persons is calculated by dividing Actual Violations (Table 1) by population estimates and multiplying the result by 1,000.

Traffic violations include dangerous or impaired operation of a motor vehicle and driving a motor vehicle while prohibited to do so.

Violent incidents involve offences that deal with the application, or threat of application, of force to a person. These include homicide, attempted murder, various forms of sexual and non-sexual assault, robbery, and abduction. Traffic incidents that result in death or bodily harm are included under Criminal Code traffic incidents according to the most serious offence. The violent crime offence category has been revised to include a number of offences which were previously considered to be "other Criminal Code" offences, but which have a clear component of targeting and impacting individual victims. These offences include: sexual offences against children, forcible confinement or kidnapping, extortion, uttering threats, and threatening or harassing phone calls.

The non-violent crime offence category consists of the former Property Crime and Other Criminal Code offences categories. The following crimes can be combined, and represent crimes against property violations: breaking and entering, possession of stolen property, theft of a motor vehicle, theft over \$5,000 (non-motor vehicle), theft under \$5,000, fraud, mischief, and arson.

^(a) Violations (Reported, Unfounded, Actual) When a crime is reported to the police, the violation is recorded as a 'reported' violation. Police then conduct a preliminary investigation to determine the validity of the report. Occasionally, crimes reported to the police prove to be unfounded. Unfounded violations are subtracted from the number of reported violations to produce the number of 'actual violations'.

Numbers and rates of crime are calculated on the basis of 'actual violations' categorized according to the most serious offence.

Source: Statistics Canada (2014b).



Socio-Economic Baseline – Whale Tail Pit Project

Table 24: Suicides by Region, Sex and Age Group, 2004-2014

Region/Gender/ Age	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Number of Suicides by Region											
Nunavut	27	25	29	24	29	29	30	34	26	45	27
Qikiqtaaluk	22	17	17	12	19	21	18	24	15	26	17
Kivalliq	1	5	4	5	6	5	9	5	8	12	7
Kitikmeot	4	3	8	7	4	3	3	5	3	7	3
Suicide Rate per 100,000 by Region											
Nunavut	90.4	82.4	94.1	76.4	90.9	89.0	89.9	99.4	74.9	127.0	73.8
Qikiqtaaluk	136.9	104.2	103.0	71.5	112.1	121.0	101.6	132.0	81.3	138.5	87.2
Kivalliq	11.9	58.5	45.9	55.9	65.8	53.8	94.6	51.3	80.6	117.8	66.9
Kitikmeot	74.3	54.9	143.3	123.5	68.7	50.5	49.0	79.8	47.2	108.2	45.3
Percentage of Suicides by Sex											
Males	81.5	84.0	75.9	75.0	86.2	79.3	76.7	79.4	76.9	73.3	77.8
Females	18.5	16.0	24.1	25.0	13.8	20.7	23.3	20.6	23.1	26.7	22.2
Percentage of Suicides by Age Group											
Under Age 20	40.7	60.0	31.0	33.3	37.9	41.4	23.3	32.4	42.3	24.4	40.7
Age 20 to 29	33.3	24.0	44.8	41.7	41.4	24.1	53.3	38.2	38.5	44.4	29.6
Age 30 to 39	18.5	8.0	17.2	16.7	13.8	24.1	16.7	11.8	11.5	17.8	14.8
Age 40 to 49	7.4	8.0	3.4	8.3	6.9	6.9	3.3	8.8	3.8	6.7	11.1
Age Over 50	0.0	0.0	3.4	0.0	0.0	3.4	3.3	8.8	3.8	6.7	3.7

Notes:

Region refers to the jurisdiction where the death occurred.

Suicide Rate is calculated by dividing the number of suicides by the estimated population and multiplying the result by 100,000.

Population estimates used to calculate suicide rates are as of July 1 and are based on 2011 Census counts adjusted for census net undercoverage.

Source: GN – Department of Justice (2015).



Community Infrastructure and Services

Table 25: Traffic Forecast for the Kivalliq Region (Tonnes/Year)

Freight/Cargo/Passengers	2010	2015	2020	2025	2030
Sealift Transport (Tonnes/Year)					
Mines					
General Freight	17,100	38,100	68,000	68,000	16,500
Bulk Fuel	23,200	52,200	78,000	78,000	24,000
Total	40,300	90,300	146,000	146,000	40,500
Communities					
General Freight	14,592	15,403	16,126	16,748	17,892
Bulk Fuel	27,696	29,233	30,606	31,786	32,029
Total	42,288	44,636	46,732	48,534	49,921
Total					
General Freight	31,692	53,503	84,126	84,748	34,392
Bulk Fuel	50,896	81,433	108,606	109,786	56,029
Total	82,588	134,936	192,732	194,534	90,421
Air Transport					
Air Cargo (tonnes/year)	4,298	5,457	6,615	8,205	9,705
Air Passenger (psgrs/year)	175,000	197,050	217,525	240,275	265,300

Source: Prolog Canada (2011).

Table 26: Power Infrastructure in Baker Lake (2010)

Component Asset	Acquired (Year)	Project Useful Life (Year)	Years of Remaining Life	Capacity/Utilization
QEC Power Plant	2003	2043	33	Adequate
QEB 800 kW Generator	1994	2014	4	800 kW
QEB 972 kW Generator	2005	2028	18	972 kW
QEB 1229 kW Generator	2005	2028	18	1,229 kW
Diesel Storage Tanks (4)	-	-	-	7,816,011 L
Gasoline Storage Tanks (4)	-	-	-	1,688,462 L

Source: Aarluk Consulting (2010).



Socio-Economic Baseline – Whale Tail Pit Project

Table 27: Community Health Centre Visits 2006 to 2013

		2006	2007	2008	2009	2010	2011	2012	2013
Nunavut	# of visits	193,219	179,891	180,270	160,100	199,649	198,601	212,266	220,780
	visits/capita	6.3	5.7	5.7	4.9	6.0	5.8	6.1	6.2
Kivalliq	# of visits	60,012	59,411	54,512	46,246	56,634	56,165	60,235	65,988
	visits/capita	6.9	6.6	6.0	5.0	6.0	5.8	6.1	6.5
Arviat	# of visits	10,330	12,534	10,056	8,723	10,594	9,702	10,130	12,324
	visits/capita	4.8	5.7	4.4	3.8	4.5	4.0	4.1	4.9
Baker Lake	# of visits	12,903	11,262	9,597	8,150	9,847	9,548	11,019	11,859
	visits/capita	7.1	6.1	5.1	4.2	4.9	4.7	5.3	5.6
Chesterfield Inlet	# of visits	3,604	3,764	2,966	2,388	2,704	3,226	4,314	4,532
	visits/capita	10.3	10.6	8.2	6.7	7.6	9.0	11.6	12.0
Coral Harbour	# of visits	6,435	7,052	7,244	6,464	6,763	6,008	6,810	7,402
	visits/capita	8.0	8.5	8.6	7.7	7.7	6.5	7.4	7.7
Rankin Inlet	# of visits	14,814	13,685	14,654	13,192	14,875	15,302	15,639	16,835
	visits/capita	6.0	5.4	5.8	5.2	5.8	5.8	5.9	6.2
Repulse Bay	# of visits	8,191	7,547	6,315	4,280	8,314	8,822	8,420	9,142
	visits/capita	10.5	9.1	7.4	4.9	9.2	9.3	8.7	9.0
Whale Cove	# of visits	3,735	3,567	3,680	3,049	3,537	3,557	3,903	3,894
	visits/capita	10.2	9.5	9.2	7.6	8.6	8.3	8.8	8.5

Sources: GN – Department of Health (2014); Nunavut Bureau of Statistics (2014e).



Socio-Economic Baseline – Whale Tail Pit Project

Table 28: Use of the Agnico Eagle Clinic and Nunavut Health Services by Employees

Usage	2010	2011	2012	2013
Number of visits by employees to Agnico Eagle clinic	4,500	4,330	3,581	3,268
Number of visits to Agnico Eagle clinic for work-related injuries	573	789	661	627
Number of on-site accidents requiring use of Nunavut Health Centres	14	27	18	47

Source: AEM (2015c).

Table 29: Social Assistance Recipients by Community, 2006-2013

Region/ Community	2006	2007	2008	2009	2010	2011	2012	2013
Kivalliq	1,020	1,012	968	987	945	904	948	1,200
Baker Lake	239	206	156	135	124	123	132	150
Nunavut	3,594	3,725	3,646	3,806	3,822	3,838	4,083	4,382

Source: GN – Department of Family Services (2014a).

Table 30: Number of Children Receiving Child and Family Services Care in Nunavut by Region

Region	2008-2009		2009-2010		2010-2011		2011-2012		2012-2013	
	#	%	#	%	#	%	#	%	#	%
Qikiqtaaluk Region	172	3.3	228	4.3	228	4.2	273	5.0	270	4.9
Kivalliq Region	62	1.9	53	1.6	53	1.5	65	1.9	77	2.2
Kitikmeot Region	78	4.1	114	5.8	114	5.8	55	2.7	59	2.9
Nunavut	312	3.0	395	3.7	395	3.7	393	3.6	406	3.7

Note: Yearly child welfare statistics are based on the fiscal year (ending March 31).

% = the number of cases expressed as a percentage of children under the age of 14 for the year end of the fiscal year (e.g., 2008-2009 uses population statistics for 2009 and so on). This data should be interpreted with caution and is considered an estimate and is likely conservative (higher than actual rates). The age group was chosen based on the availability of population statistics for each region. All children under the age of 18 may be eligible to receive care from Child and Family Services.

Sources: GN-HSS (2011, 2012); GN – Department of Family Services (2014b); GN – EDT (2014a).



Nunavut Economy

Table 31: Nunavut Real Domestic Product by Industry, 2010 to 2014

NAICS category	2010	2011	2012	2013	2014	% of Total in 2014	% Change 2010-2014
	Millions of chained (2007) dollars						
All industries	1,666.5	1,742.6	1,761.7	1,963.5	2,085.1	100.0	25.1
Public administration	381.1	386.3	386.5	387.3	397.2	19.0	4.2
Mining, quarrying, and oil and gas extraction	201.5	250.6	285.2	333.2	366.2	17.6	81.7
Construction	209.7	184.4	131.4	236.9	342.5	16.4	63.3
Educational services	149.3	150.4	152.8	155.7	158.5	7.6	6.2
Health care and social assistance	99.8	102.7	104.0	107.2	110.4	5.3	10.6
Retail trade	68.5	70.1	73.8	76.1	75.0	3.6	9.5
Utilities	62.2	65.2	66.7	67.1	69.0	3.3	10.9
Administrative and support, waste management and remediation services	40.0	43.7	46.7	47.1	46.9	2.2	17.3
Transportation and warehousing	39.9	44.1	41.0	42.1	44.3	2.1	11.0
Information and cultural industries	33.6	36.5	36.8	37.4	37.5	1.8	11.6
Finance and insurance	33.5	34.0	35.2	37.6	37.1	1.8	10.7
Wholesale trade	31.9	32.1	54.1	77.3	32.5	1.6	1.9
Other services (except public administration)	23.7	24.4	24.8	24.5	24.6	1.2	3.8
Accommodation and food services	21.5	23.9	22.3	21.3	21.5	1.0	0.0
Manufacturing	3.4	3.4	12.0	14.8	12.9	0.6	279.4
Agriculture, forestry, fishing and hunting	2.7	3.0	3.1	3.0	3.0	0.1	11.1
Arts, entertainment and recreation	2.6	2.4	2.5	2.6	2.6	0.1	0.0

Source: Nunavut Bureau of Statistics (2015c).

Note: The totals for each category may not add up to the total GDP for all industries due to data suppression for smaller industries not included in this table.

NAICS = North American Industry Classification System

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