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**PAUKTUUTIT**  
**INUIT WOMEN OF CANADA**

# Impacts of Resource Extraction: **Employment and Gender-Based Violence**

## KEY MESSAGES

- **Equitable opportunities for job advancement.** Any resource development or extraction company operating in an Inuit community must provide new or existing Inuit women and gender-diverse employees with equitable opportunities for job advancement in supervisory, managerial, and HR roles.
- **Equitable pay for work – it's the law.** Inuit women and gender-diverse Inuit must receive equitable pay for their work. Extraction companies must uphold their legal obligations, conduct regular pay audits, implement clear compensation policies, and encourage salary transparency among employees.
- **On-site support services are a necessity.** Provide on-site social, cultural, and gendered-debriefing support services that are developed by and for Inuit women and gender-diverse Inuit. These include mental health counselling, Elder support networks, and affordable, flexible on-site childcare.
- **Zero-tolerance workplace sexual harassment and violence policies – with enforced accountability.** Workplace protocols and protections that are rooted in an Inuit-specific Gender-Based Analysis+ lens (ISGBA+) are mandatory.
- **ISGBA+ orientation and ongoing training for all new and existing staff.** All employees must know what to do if an incident occurs, who to report to, and have zero barriers to access resources.
- **Transparency about incidents, actions, and outcomes.** There must be mandatory follow up with employees who report incidents of sexual harassment or violence, to share the outcomes and actions taken by the company.

## EXECUTIVE SUMMARY:

### Employment and Gender-based Violence: Impacts of Resource Extraction on Inuit Women, Girls, and Gender-Diverse Inuit

- Many women value mining employment as a meaningful source of income and family support. However, they face a dual burden: significant economic disadvantages and widespread sexual violence and harassment.
- Inuit women represent the largest proportion of female workers at northern mine sites, yet remain a small minority of the overall workforce. They are concentrated in lower-paid, temporary roles such as housekeeping, kitchen duties, and janitorial work. These roles frequently expose them to elevated risks of harassment due to the private settings of the work.
- Despite earning less than both Inuit and non-Inuit men — and less than non-Inuit women — many Inuit women support households far larger than the Nunavut average. Some provide for more than ten people with annual household incomes of \$60,000 or less.<sup>1</sup>
- Via research by [Pauktuutit Inuit Women of Canada](#), Inuit women have disclosed repeated incidents of harassment.
- The hypermasculine culture of remote work camps, combined with predominantly non-Inuit and male HR and management structures, creates significant barriers to reporting.
- Inuit women have identified fear of job loss, distrust of management, and the absence of Inuit staff in positions of authority as key reasons for not coming forward. When incidents were reported, responses from companies were inconsistent — some women faced retaliation, including termination or being told to keep quiet.

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<sup>1</sup> Pauktuutit Inuit Women of Canada. (2021). Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry. (PDF)

### **POLICY RECOMMENDATIONS:**

Several critical measures will improve economic disadvantages in the workforce and address gender-based violence in the resource development sector and within major projects.

To be effective and trusted, all recommendations and policies must be co-designed with Inuit women, delivered in Inuktitut, and grounded in Inuit Qaujimajatuqangit (traditional knowledge).

- Increase opportunities for new and existing female employees who are Inuit to upgrade their skills, and provide equitable opportunities for job advancement in supervisory, managerial, and HR roles.
- Ensure that Inuit women receive equitable pay for their work. This will increase employee satisfaction, productivity, and retention. To uphold their legal and moral obligations, extraction companies operating in Inuit communities should conduct regular pay audits, implement clear compensation policies, and encourage salary transparency among employees.
- Improve on-site social, cultural, and debriefing support services. These include mental health counselling, Elder support networks, and affordable, flexible on-site childcare.
- Implement robust protocols for major projects that include mandatory protections for Indigenous women, girls, and 2SLGBTQI+ people, with meaningful community consultation. All major development projects must be reviewed utilizing an Inuit-specific Gender-Based Analysis Plus (ISGBA+) Framework.
- Deliver effective Inuit-specific workplace policies on sexual harassment and violence, created by and for Inuit women using the ISGBA+ lens. They must enforce genuine accountability through zero-tolerance termination and mandatory RCMP reporting. This will ensure offenders face real consequences both within the company and the broader community.
- Provide thorough, culturally relevant, gender-based orientation and training for all new and existing employees. This includes what to do if an incident occurs, who to report to, available resources, and how the company will act.
- Follow up with employees who report incidents of sexual harassment or violence to share the outcome and actions taken by the company.

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