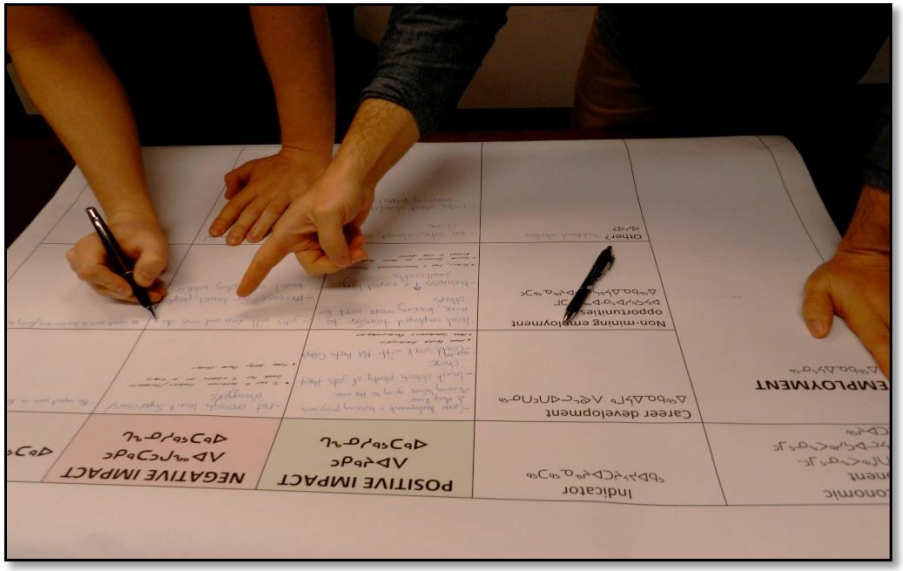
Appendix D

Socio-Economic Impact Predictions and Observations

ᐃᓄᖅᑲᑎᒌᒃᐸᖕᓂᕐᒧᑦ-ᑮᓇᐅᔭᓕᐅᕋᓱᒃᐸᖕᓂᕐᒧᑦ ᐊᒃᑐᖅᓯᓂᖅᑲᓇᔭᐅᔪᓄᑦ ᖃᓄᓂᐊᕋᓱᒋᔭᐅᔪᑦ ᑕᐅᑐᒃᓯᓂᕐᒧᑦᓗ



	Indicator ᖃᐅᔨᓴᐸᑕᐅᐸᓐᓇᖅᑐᖅ	**POSITIVE IMPACT** **ᐱᐅᔪᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NEGATIVE IMPACT** **ᐱᐅᙱᑦᑐᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NO IMPACT** **ᐊᒃᑐᖅᓯᙱᑦᑎᐊᕐᓂᖓ**
EDUCATION ᐃᓕᓐᓂᐊᕐᓂᓕᕆᓂᖅ	Public school attendance ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐃᓕᓐᓂᐊᕐᕕᐅᕙᒃᑐᒥ ᐃᓚᐅᓂᖅ	-Baffinland highly encourages grade 12 education for long term job success. -Projects offering programs in geology.	-Sub contractors may lure students away from high school with promise of a job. Could result in lower education and skills.	
	High school graduation ᖁᑦᑎᒃᑐᒥᓐᓂᖅᓴᒥᒃ ᐃᓕᓐᓂᐊᕐᕕᖕᒥᒃ ᐊᓂᒍᐃᓂᖅ	-Better literacy and higher skills will result in more certified trades workers. -Students may be motivated to graduate to enter trades school for a better paying job at a mine.	-Mines offer jobs that don't require a grade 12 education. Less incentive for students to graduate high school.	
	Number of students writing and passing trades entrance exams ᖃᔅᓯᐅᓂᕆᔭᖕᒋᑦ ᐃᓕᓐᓂᐊᖅᑏᑦ ᑎᑎᕋᖅᓯᒪᔪᑦ ᐊᓂᒍᐃᓯᒪᔪᓪᓗ ᓴᓈᖅᓯᐅᓂᕐᒧᑦ ᐃᓱᕐᓂᐊᕐᓗᓂ ᖃᐅᔨᓴᕈᑎᓂᒃ	-Encourage post-secondary graduates to obtain higher paying jobs (mechanics, electricians, skilled drillers, etc.).	-Mines offer jobs that don't require a trade certificate. Less incentive for students to attend trades schools. -Too many graduates with the same degree might flood the market if there are not enough jobs.	
	Other? ᐊᓯᐊ? -General comment	-Mine royalties could be spent on councilors for career guidance to high school students, providing information on different types of career choices.		

	Indicator ᖃᐅᔨᓴᐊᑕᐅᔪᓐᓇᖅᑐᖅ	**POSITIVE IMPACT** **ᐱᐅᔪᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NEGATIVE IMPACT** **ᐱᐅᙱᑦᑐᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NO IMPACT** **ᐊᒃᑐᖅᓯᙱᑦᑎᐊᕐᓂᖓ**
HOUSING ᐃᒡᓗᑕᓇᓂᖅ	Amount of private dwellings ᖃᔅᓯᐅᓂᓇᔭᖕᒋᑦ ᓇᖕᒥᓂᓇᔭᐅᔪᑦ ᐃᓂᒋᔭᐅᕙᒃᑐᑦ	-More employment, more people can save money to buy private homes. -Could reduce the heavy burden currently facing Public Housing units. -Household programs designed for renovation and maintenance.	-Increasing people's income doesn't address financial literacy. Long-term financial management still prohibiting people from buying homes.	
	People on waiting list for Public Housing ᐃᓄᐃᑦ ᐅᑕᖅᑭᔪᑦ ᑭᒃᑯᑐᐃᓐᓇᓄᑦ ᐃᒡᓗᒋᔭᐅᕙᒃᑐᓂᒃ	-If more people are buying homes because employment is helping them afford it, less people will be on the waiting list.	-If migration to a community increases because of the mine, Public Housing waitlists are likely to increase. -NHC has limited amount of money that goes to priority areas. If it does not go towards building more Public Housing units, waitlists will increase. -Even with a good paying job, buying a house is expensive and hard to afford. Likely to stay in Public Housing.	
	Number of houses that are crowded ᖃᔅᓯᐅᓂᖕᒋᑦ ᐃᒡᓗᕐᔪᐊᑦ ᐃᓄᒋᐊᓗᐊᖅᑐᑦ	-Someone living in an over-crowded house starts working at the mine can save enough money to go live on their own.	-If Public Housing waiting lists remain long, people will continue living with extended family or friends. -People move to the community looking to gain employment but are stuck on the Public Housing waiting list. Will likely look to live with anyone, even if house is crowded. -More people move to a community because of prioritized hiring.	
	Other? ᐊᓯᐊ?			

	Indicator ᖃᐅᔨᓴᐊᑕᐅᔪᓐᓇᖅᑐᖅ	**POSITIVE IMPACT** **ᐱᐅᔪᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NEGATIVE IMPACT** **ᐱᐅᙱᑦᑐᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NO IMPACT** **ᐊᒃᑐᖅᓯᙱᑦᑎᐊᕐᓂᖓ**
EMPLOYMENT ᐃᖅᑲᓇᐃᔭᕐᓂᖅ	Career development ᐃᖅᑲᓇᐃᔾᒥᒃ ᐱᕙᓪᓕᐊᑎᑦᑎᓂᖅ	-Numerous training and career development programs offered at Mary River. -Inuit have access to jobs and could develop their skills. -More employment opportunities. -More community development as a spinoff.	-Not enough Inuit supervisors and managers. -2 week rotation tough for parents and families. -Time away from home.	-No impacts seen in Resolute and Qikiqtarjuaq.
	Non-mining employment opportunities ᐅᔭᕋᒃᓯᐅᕐᓂᐅᙱᑦᑐᒥ ᐃᖅᑲᓇᐃᔾᔭᒃᓴᓇᔭᐅᔪᓐᓇᖅᑐᑦ	-People employed in the community leave to work at the mine, opens job vacancies for others. -Economic spinoffs lead to other businesses like expediting, foods, small crafts, construction supplies. -Hotel and transportation industry opportunities. -Tourism benefits as more people become exposed to the north.	-Cautious of boom-bust cycle. -People employed in the community leave to work at the mine, opens job vacancies for others. This could be a negative impact if there is no one to fill those job vacancies.	
	Other? ᐊᓯᐊ? -Traditional activities	-More money means people can afford machines and hunting equipment. -2 week rotation gives plenty of time to enjoy cultural practices.	-More time spent working at the mine could reduce the amount of time spent hunting and teaching younger people to hunt.	

	Indicator ᖃᐅᔨᓴᐸᑕᐅᐸᓐᓇᖅᑐᖅ	**POSITIVE IMPACT** **ᐱᐅᔪᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NEGATIVE IMPACT** **ᐱᐅᙱᑦᑐᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NO IMPACT** **ᐊᒃᑐᖅᓯᙱᑦᑎᐊᕐᓂᖓ**
HEALTH AND WELL-BEING ᖃᓄᐃᙱᑦᑎᐊᕐᓂᕐᒧᑦ ᐃᓅᓯᑦᑎᐊᓇᖕᓂᕐᒧᑦᓗ	Number of visits to health centers ᖃᔅᓯᐅᓂᓇᔭᖕᒋᑦ ᐋᓐᓂᐊᕕᓕᐊᕐᓃᑦ	-Onsite health office can detect illnesses early on. -More records of health. -Could see an increase in medical staff in anticipation of more health centre visits.	-More people working in dangerous positions could lead to more visits and stress on the health centre. -Dust in the air leading to long-term respiratory problems. A lot of visits to health centres over the long run.	
	Alcohol and tobacco consumption ᐃᒥᐊᓗᒃᑐᖅᐸᖕᓂᖅ ᑕᕝᕙᑭᑐᖅᐸᖕᓂᕐᓗ	-Could see the establishment of an alcohol education committee. -Increase in consumption could trigger the establishment of services from GN health department. This would have a positive impact on communities. -Zero tolerance at Mary River site is a really good policy for workers.	-Increase of personal incomes means more disposable money to buy alcohol and cigarettes. -Smoking in the house affects the family. -If mine employee demand for alcohol increases, more bootleggers will set up in communities.	-People who smoke and drink will continue to smoke and drink, regardless of working at a mine.
	Other? ᐊᓯᐊ? -Community cohesion and passing of knowledge -Company agreements with GN (DPA)	-Bringing the community together to identify community concerns and priorities. Work together to achieve collective goals and build programs to address needs. -Increased sporting facilities and activities through contributions to local sports associations.	-Valuing money more than passing of knowledge to younger generation can negatively impact community cohesion.	

	Indicator ᖃᐅᔨᓴᐸᑕᐅᐊᓐᓇᖅᑐᖅ	**POSITIVE IMPACT** **ᐱᐅᔪᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NEGATIVE IMPACT** **ᐱᐅᙱᑦᑐᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NO IMPACT** **ᐊᒃᑐᖅᓯᙱᑦᑎᐊᕐᓂᖓ**
CRIME ᐱᕋᔭᒃᑐᖅᑲᖅᐸᖕᓂᖕᒐᓄᑦ	Amount of criminal activity ᖃᓄᖅ ᐊᖕᒋᑎᒋᓂᖓ ᐱᕋᔭᒃᑐᖅᑲᖅᐸᖕᓂᓇᔭᖕᒐᑕ	-People are keeping busy working at the mine. Less crime. -Community programs aimed at reducing criminal activity. -Community cohesion from working at the mine together.	-May increase because there is more income and more valuable goods to steal in the community. It is not the mine employees committing crimes. Instead it is the criminals following the money.	
	Number of violent crimes ᖃᔅᓯᐅᓂᓇᔭᖕᒋᑦ ᐋᓐᓂᖅᓯᓇᑦᑐᓂ ᐱᕋᔭᖕᓂᓇᔭᐅᔪᑦ	-Presence of mine brings increased security to airports. -People employed have too much to lose, stay away from criminal behavior. -Programs offered at the mine site (Work Ready at Mary River) help prepare employees and their families for the changes that come with working at the mine. Less stress between family members.		
	Violence involving alcohol and drugs ᐋᓐᓂᖅᓯᓇᓂᖅ ᐱᔾᔪᑎᖃᖅᓱᓂ ᐃᒥᐊᓗᖕᒥᒃ ᐋᖕᒐᔫᕐᓇᖅᑐᓂᒡᓗ	-Zero tolerance policy onsite at Mary River will limit these issues at the mine and hopefully in the community.	-If rotational work leads to more substance abuse and alcohol consumption, could see an increase in associated violent crimes.	-People who like alcohol and drugs will continue with their habits, regardless of a mine.
	Other? ᐊᓯᐊ? -Family conflicts		-Employee not trusting family with money while they are away working. Could lead to tension and violence at home.	

	Indicator ᖃᐅᔨᓴᐊᑕᐅᔪᓐᓇᖅᑐᖅ	**POSITIVE IMPACT** **ᐱᐅᔪᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NEGATIVE IMPACT** **ᐱᐅᙱᑦᑐᒃᑯᑦ** **ᐊᒃᑐᖅᓯᓂᖓ**	**NO IMPACT** **ᐊᒃᑐᖅᓯᙱᑦᑎᐊᕐᓂᖓ**
DEMOGRAPHICS ᓄᓇᒥ ᖃᓄᐃᓕᐅᕐᓂᓇᔭᐅᕙᒃᑐᑦ	Migration (in/out) by Inuit ᓄᒃᑕᖅᐸᖕᓂᓇᔭᖕᒋᑦ (ᑕᐃᑯᙱᐅᑦᓗᑎᒃ/ᑕᐃᑲᙱᖅᓗᑎᒃ) ᐃᓄᐃᑦ	-Learning experience for Inuit to live in new communities. -Total income in community will increase with more employed people moving in. Economic spinoffs for local businesses. -Skills from people moving in could be transferred to others living in town.	-Disrupting family connections with movement of population. -Pressure on housing may exceed infrastructure. -Disruption of the local environment (more cars on the roads, more parties, more alcohol consumption, etc.). -Could impact the community culture. -Stress on local infrastructure (city garbage, grocery store, etc.)	
	Migration (in/out) by non-Inuit ᓄᒃᑕᖅᐸᖕᓂᓇᔭᖕᒋᑦ (ᑕᐃᑯᙱᐅᑦᓗᑎᒃ/ᑕᐃᑲᙱᖅᓗᑎᒃ) ᐃᓅᙱᑦᑐᑦ	-Non Inuit have the chance to learn of Inuit culture and values. -Broaden multi-cultural perspectives.	-Housing capacity could become a major problem. -More hunting in the area adding stress to local animal populations. -Potential cultural dilution. -Possible change in council that could make decisions not conductive to cultural retention.	
	Other? ᐊᓯᐊ?			