

Undertaking Number: DAR-MVEIRB-HW-02

Source: Homework from Day 1 (Sept 14) of the Public Hearings

Subject: Socio-economics

DAR Section(s): 14

Request:

Dominion Diamond was asked to provide a summary of employment of women in traditional and non-traditional positions.

Response:

Employment of Women (Traditional versus Non-traditional)

As of December 31, 2014, Dominion Diamond directly employed 137 women. Women accounted for 16% of our workforce at the Ekati Mine. Of these 137 employees, 98 of these employees were filling positions that are considered to be Non-Traditional (equipment operators, tradespeople, etc.) and 28 are filling roles that are considered Traditional (administration, etc.).

TABLE 4A: WOMEN EMPLOYMENT IN TRADITIONAL AND NON-TRADITIONAL POSITIONS DDEC EMPLOYEES (PERSON YEARS)						
	Northern Aboriginal	Northern	Total Northern	Other	Grand Total	Indigenous Aboriginal
Non-Traditional	37	33	70	28	98	38
Traditional	18	17	35	4	39	20
Total	55	50	105	32	137	58

TABLE 4B: WOMEN EMPLOYMENT IN TRADITIONAL AND NON-TRADITIONAL POSITIONS DDEC EMPLOYEES (PER CENT)						
	Northern Aboriginal	Northern	Total Northern	Other	Grand Total	Indigenous Aboriginal
Non-Traditional	53%	47%	71%	29%	100%	54%
Traditional	51%	49%	90%	10%	100%	57%
Total	52%	48%	77%	23%	100%	55%

Employment of Women (by Skill Level)

As of December 31, 2014, the majority of the 137 females directly employed by Dominion Diamond were employed in positions in Semi-skilled roles and higher. 38% were staffed in Semi-skilled roles (i.e., apprentices, certain level equipment operators, etc.), 39% were filling roles that are considered Skilled (i.e., tradespeople), and 18% were employed in Professional roles (i.e., engineers and supervisory and management roles).

TABLE 4C: WOMEN EMPLOYMENT BY SKILL LEVEL (PERSON YEARS) (WITHOUT CAPITAL)

	Professional	Skilled	Semi Skilled	Entry Level	Grand Total
Dominion Diamond	25	53	52	7	137
Contractor	6	8	39	53	106
Total	31	61	91	60	243

TABLE 4D: WOMEN EMPLOYMENT BY SKILL LEVEL (PER CENT)

Dominion Diamond	18%	39%	38%	5%	100%
Contractor	6%	8%	37%	50%	100%
Total	13%	25%	37%	25%	100%