

2021 NGES - Frequently asked questions (FAQs)

What is the Nunavut Government Employee Survey?

The Nunavut Government Employee Survey (NGES) is an online survey of all current Government of Nunavut (GN) and Government of Canada (GoC) employees working in Nunavut.

The 2021 survey is conducted by Statistics Canada, and is sponsored by Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC) and Employment and Social Development Canada (ESDC). It was developed in collaboration with Nunavut Tunngavik Incorporated (NTI), the GN and Pilimmaksaivik, the Federal Centre for Excellence for Inuit Employment in Nunavut.

The 2021 NGES is the second cycle of this survey. The first was completed in 2016.

What is the purpose of the NGES?

This survey will collect data from employees who work for the Government of Nunavut and the Government of Canada in Nunavut. Questions will be asked about their experiences in the workplace, including their interest in learning, training and career advancement.

The information will be used to inform the Nunavut Inuit Labour Force Analysis (NILFA), and will also be used by governments and Inuit organizations to find ways to increase Inuit employment in government to levels that are representative of the population, as per Article 23 of the Nunavut Agreement.

When will the survey take place?

The survey will take place between April 6 and June 1, 2021.

Can I complete the survey in any of the official languages of Nunavut?

Yes, the survey is available to complete online in Inuktitut (Inuktitut Syllabics – South Baffin dialect and Inuinnaqtun), English and French.

Once you enter your unique secure access code (SAC), you will be able to select the language in which you wish to complete the survey.

Who was involved in designing the questionnaire and promoting the survey?

The 2021 NGES questionnaire content was developed in collaboration with NTI, the GN, Pilimmaksaivik, Employment and Social Development Canada and Statistics Canada. Questionnaires were tested with government employees in Iqaluit.

NTI, the GN and the GoC also help Statistics Canada to promote the survey and to highlight the importance of participating in the survey in order to obtain complete and accurate information to inform programs and policies for Article 23 of the Nunavut Agreement purposes.

Where can I find results from the 2016 NGES?

Results from the 2016 NGES were incorporated into the 2018 Nunavut Inuit Labour Force Analysis (NILFA) Report. For further information on the report, contact ESDC.NILFA-APAIN.EDSC@HRSDC-RHDCC.GC.CA.

Why is the NGES important? Why should I respond?

The NGES is an opportunity for employees to share their experiences and opinions on many issues related to their workplace, including learning opportunities, training, and career advancement. The results of the survey will allow the GN and the GoC to identify what is working well in each department and where improvements should be made.

Results of the NGES will also be used by the GN and the GoC to develop and monitor Inuit Employment Plans and Pre-employment Training Plans to increase Inuit employment and support the advancement of Inuit working for government organizations in Nunavut, which is an obligation under Article 23 of the Nunavut Agreement.

How and where will the survey be conducted?

All employees of the GN and the GoC working in Nunavut at any time between April 6 and June 1, 2021, will be invited to take part in the survey through email invitations. The GN and the GoC will provide Statistics Canada with lists of their employee work email addresses. Statistics Canada will then send an invitation containing a link that provides access to the survey questionnaire for employees to complete online at work in Inuktitut, Inuinnaqtun, English or French.

What kinds of questions will be in the survey?

The survey will include questions about:

- current government job
- child-care responsibilities
- languages used at work
- incorporating Inuit societal values
- supervisor support
- perceptions and attitudes about the workplace
- overall hiring process
- interest in and barriers to career advancement
- formal education
- skills and experiences
- barriers to education and workplace learning
- employment barriers and solutions.

How many people will be contacted to participate in the survey?

The NGES questionnaire will be sent to all current employees of the GN and the GoC who work in Nunavut. This corresponds to approximately 6,000 employees.

Who can participate in this survey?

All indeterminate, term, contract, seasonal, students, casual employees and relief workers and substitute teachers who are working at any time during the survey collection period (April 6 to June 1, 2021) can participate in the survey. Employees who are on leave throughout the entire collection period are excluded from the survey.

Why do you need this information? Could it not be obtained from other sources?

The NGES is a unique survey to gather information about government employees' experiences working in Nunavut. Although some limited information could be obtained from government employment data and reports, information about employee experiences with their job, or about access and barriers to training or career advancement is not readily available. The NGES offers an opportunity for government employees to express in confidentiality their opinions about their experiences in the workplace. This information is necessary to understand current successes and areas of possible improvement, with the goal of increasing and maintaining Inuit representation in government.

Am I obligated to take part in the survey?

Although your participation in the survey is voluntary, we value your input. Your responses contribute to complete and accurate information about all government employees in Nunavut.

How was I chosen for this survey? How did you get my name and email address?

The Government of Canada and the Government of Nunavut were responsible for providing a complete list of employees and their work email addresses so that Statistics Canada could send you an invitation to complete the survey questionnaire.

I am an employee with the GN / GoC in Nunavut, but I did not receive an email with the link to the survey. Can I complete the survey?

Yes you can complete the survey. Please contact the Statistics Canada Help Desk:

Telephone: Monday to Friday (except holidays)

For service in Inuktitut: 1-855-560-9735

For service in English and French: 1-877-949-9492 (TTY: 1-800-363-7629*)

**Note: If you use an operator-assisted relay service, you can call us during regular business hours. You do not need to authorize the operator to contact us.*

Email (Inuktitut, English and French): infostats@canada.ca

How do you protect my information? Will it remain confidential?

Statistics Canada takes your confidentiality very seriously. Under the *Statistics Act*, all information provided to Statistics Canada will be kept confidential and used for statistical purposes only.

Your responses will always be grouped with the responses of other employees in your department. Any information shared with your department will exclude personal identifiers so that there is no way to identify individuals.

For more information about confidentiality, please visit Statistics Canada's [Trust Centre](http://www.statcan.gc.ca/eng/trust) (www.statcan.gc.ca/eng/trust).

Why should I answer questions that I feel are too personal or an invasion of my privacy?

We realize that some questions are personal, but keep in mind that we get many answers from many people. These answers are grouped together and used to produce overall statistics. We do not release any information that could identify individuals.

Will you use my name?

No. All personal information such as names and email addresses will be separated from survey answers. Names and addresses are only used to contact people for the survey, and no information will be published that could allow an individual to be identified.

Who is sponsoring this survey?

The survey is conducted by Statistics Canada with funding by Crown-Indigenous Relations and Northern Affairs Canada and Employment and Social Development Canada.

When will the results of this survey be available?

A microdata file will be made available in spring 2022. An announcement will appear on Statistics Canada's website.

In addition, results from the 2021 NGES will be incorporated into future Nunavut Inuit Labour Force Analysis (NILFA) research. For further information regarding the NILFA, contact ESDC.NILFA-APAIN.EDSC@HRSDC-RHDCC.GC.CA.

Can I receive help in any of the official languages of Nunavut?

Help is available in Inuktitut, English or French via email or telephone.

Where can I find out more information about the Nunavut Government Employee Survey?

For more information, please contact:

- Statistics Canada Help Desk: 1-855-560-9735 (Inuktitut); 1-877-949-9492 (English and French)
- Statistics Canada Help desk e-mail: infostats@canada.ca (Inuktitut, English and French)
- Statistics Canada website: www.statcan.gc.ca/NGES
- Nunavut Bureau of Statistics: 1-867-473-2660 (Inuktitut and English)
- Nunavut Bureau of Statistics e-mail: info@gov.nu.ca (Inuktitut and English)

If I start the survey and do not have time to finish it, can I save it and finish later?

Yes, there is a 'Save and finish later' button on each page of the questionnaire. You will be required to create a password. Further instructions are provided in the questionnaire.