

MINISTER'S INTRODUCTION

This is the first annual report on the Public Service of the Northwest Territories. When I took on responsibility for the Personnel portfolio in March of 1990, I saw the need for some mechanism to account to the Legislative Assembly for the operation of the Department of Personnel and to provide general information on human resource management issues across the Public Service.

Legislation will be considered at the eighth session of the Eleventh Assembly (winter 1991) which will make it mandatory for the Minister of Personnel to continue the practise of reporting annually to the Assembly. This is one of the ways I will require greater public accountability by my Department.

As well, legislation approved during the Seventh Session of the Eleventh Assembly (fall 1990) expanded the staffing appeals process. Affirmative action candidates not currently employed by the government may appeal staffing decisions for positions included in the Union of Northern Workers' bargaining unit. The legislation also makes decisions of the Staffing Appeals Committee binding on the Minister of Personnel. As a result, I am confident that northerners will be treated fairly in the hiring process and that appointments to the public service will be made in a fair and equitable manner.

Many exciting things are happening in the public service to achieve a representative northern public service. The Affirmative Action Program continues to introduce large numbers of under represented northerners to government service. Eligibility for priority consideration was expanded in 1990 to include aboriginal people, indigenous non-aboriginal people, disabled residents and resident women.

A major project is underway with the Union of Northern Workers to implement pay equity in conjunction with a new job evaluation system designed to evaluate jobs fairly, according to common criteria. Plans

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አካላዊ ጉዳዮችን የሚመለከቱ ድጋግ

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ዲፕሎማሲያዊ

ዲፕሎማሲያዊ ስርዓቱን ብለው የሚጠየቁበት ለሁሉም ጉዳዮች ግልጽ ሆኖ ማብራራት አለበት።

አዳጋጅ

አዳጋጅ ስርዓቱን ብለው የሚጠየቁበት ለሁሉም ጉዳዮች ግልጽ ሆኖ ማብራራት አለበት።

1990-፣ የሰነድ ለመጠቀም ለሚያስፈልገው ሰነድ ለማግኘት ስርዓቱን ብለው የሚጠየቁበት ለሁሉም ጉዳዮች ግልጽ ሆኖ ማብራራት አለበት።

make the act consistent with current practice.

Staffing Appeals

Amendments to the *Public Service Act* empowered independent Staffing Appeals Committees to revoke appointments where appeals are granted. Amendments were also made to bring the act in line with the Affirmative Action Policy to ensure consistency in staffing and appeal decisions.

In conjunction with the Union of Northern Workers, amendments to the *Staffing Appeals Regulations* and guidelines were made to coincide with these changes and to extend appeal rights to affirmative action candidates applying on competitions.

Grievances

Grievances arise out of disputes between the government and the unions regarding the interpretation and administration of the collective agreements. There are three levels of review of grievances, with the Minister of Personnel being the final level of appeal. Labour Relations conducts a detailed and independent review of grievances when they reach third level. Labour relations reports are prepared for each case to assist the Minister in making his decision. These reports contain the facts, an analysis of case law and the applicable sections of collective agreements or legislation.

Terminations

Terminations include rejection on probation, lay-offs, abandonment of position and termination for cause. Due to the seriousness of requests for termination, investigations are conducted by Labour Relations in order to provide the Minister of Personnel with the relevant facts of the case and an analysis to assist him in making his decision. In 1990, several departments privatized functions. This necessitated the closure of three government facilities and the subsequent lay-off of employees. In addition, six other employees were laid off. There were five employees

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አካላዊ ጉዳዮችን የሚመለከቱ ድጋግ

የሚጠየቁት ለሁሉም ጉዳዮች ስርዓቱን ብለው የሚጠየቁበት ለሁሉም ጉዳዮች ግልጽ ሆኖ ማብራራት አለበት።

ጋራ ጉዳዮችን የሚመለከቱ ድጋግ

የሚጠየቁት ለሁሉም ጉዳዮች ስርዓቱን ብለው የሚጠየቁበት ለሁሉም ጉዳዮች ግልጽ ሆኖ ማብራራት አለበት።

ብሉይ ደብዳቤ የሚያስጠይቅበት ለሁሉም ጉዳዮች ግልጽ ሆኖ ማብራራት አለበት።

ሙሉ ጉዳዮችን የሚመለከቱ ድጋግ

የሚጠየቁት ለሁሉም ጉዳዮች ስርዓቱን ብለው የሚጠየቁበት ለሁሉም ጉዳዮች ግልጽ ሆኖ ማብራራት አለበት።

1990-ለሰነድ ለመጠቀም

- በሰነድ ለመጠቀም ለሚያስፈልገው ሰነድ ለማግኘት ስርዓቱን ብለው የሚጠየቁበት ለሁሉም ጉዳዮች ግልጽ ሆኖ ማብራራት አለበት።
- አካላዊ ጉዳዮችን የሚመለከቱ ድጋግ







1990-ፖ ለኛ-ሩሳይራይጋኛ ላሊ ለገላግሎትራይጋኛ

- በገላግሎትራይጋኛ ማዕከላዊ ሰራተኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ

ገላግሎት

ገላግሎት ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ

1990-ፖ ለኛ-ሩሳይራይጋኛ ላሊ ለገላግሎትራይጋኛ

- በገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለገላግሎትራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ

1990 Highlights and Achievements

- Appointed an aboriginal employee as superintendent trainee.
- Handled 193 competitions including 139 competitions for the Dogrib Division Board of Education, Arctic College, the South Slave Regional School District and the Department of Education. These made up 72 per cent of the 193 competitions handled by this office.
- Visited an average of 12 communities each month for staffing.
- Increased on-site documentations, orientation and benefits counselling.
- Established an Equal Employment and Casual Work Centre which provided an accessible location for people looking for casual employment or requiring assistance from the Equal Employment Officer.
- Recruited an unprecedented 1,336 casual employees.
- Processed 13 applications for assistance from the Employee Home Purchase Program resulting in the purchase by government of five homes from former employees.

Inuvik

The Inuvik Regional Personnel office is located in Inuvik. The staff of ten serve 11 communities.

1990 Highlights and Achievements

- Appointed senior personnel officer, staffing officer, pay and benefits clerk, staffing assistant and secretary.
- Provided field experience for two personnel officer trainees.
- Completed a thorough review of the duties and responsibilities of all staff members.
- Increased number of people recruited by 55 per cent from 1989.
- Completed a major initiative to improve the timeliness and accuracy of the pay and benefits services.

- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ

የኛ-ሩሳይራይጋኛ

የኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ

1990-ፖ ለኛ-ሩሳይራይጋኛ ላሊ ለገላግሎትራይጋኛ

- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ
- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ

የሰራተኛዎች

የሰራተኛዎች ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ

1990-ፖ ለኛ-ሩሳይራይጋኛ ላሊ ለገላግሎትራይጋኛ

- ለኛ-ሩሳይራይጋኛ ለኛ-ሩሳይራይጋኛ ለሥራ ላይ ለማድረግ ሰራተኛዎችን ማሳደግ ለማድረግ ሰራተኛዎችን ማሳደግ

ጠየቀው፣ ለሥራ ለማግኘት ለሚገቡ ለሥራ ለማግኘት ለሚገቡ ለሥራ ለማግኘት

- ለሥራ ለማግኘት ለሚገቡ ለሥራ ለማግኘት ለሚገቡ ለሥራ ለማግኘት
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- Conducted short term training for both permanent and casual staff at a number of campuses. This training included workshops in instructor assessment, program development, counselling and interviewing, and proposal writing.
- 1990 human resource development activities for other government departments and agencies included the development and provision of:
 - an executive secretary course;
 - communications and counselling courses for social services staff;
 - cross cultural workshops;
 - computer training; and
 - enforcement training.

NWT Housing Corporation

Northwest Territories Housing Corporation employees serve Territorial residents by helping to provide them with that most vital and basic need — housing. Staff work directly with individuals and families as well as through housing associations and authorities which exist in 47 communities in the north. Thirty two per cent of the corporation's total 174 employees qualify under the government's affirmation action policy. Staff are located at its head office in Yellowknife, in regional offices in Hay River, Inuvik, Arviat, Norman Wells, Iqaluit and in six sub-offices in Spence Bay, Coppermine, Rankin Inlet, Pond Inlet, Fort Simpson and Rae-Edzo.

1990 Highlights

- Provided every new employee with an orientation in a workshop session in Yellowknife for four days. Two days were devoted to a cross cultural workshop and two days covered presentations by the president, vice presidents and directors who reviewed the areas of Community and Program Services, Finance, Construction and Development, Policy and Evaluation and Human Resources.
- Appointed two in-service trainees who had successfully completed their training to full-time positions at the Housing Corporation.

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northerners to obtain journeyman status in the trades field. The program has been very successful over the past few years with many of the graduates remaining in government and in the Northwest Territories. The majority of the apprentices in training are aboriginal people (92 per cent). The program graduated 17 apprentices in 1990 of whom 16 were aboriginal and all are now employed. A total of 52 apprentices are currently in training.

Current In-Service Apprentices by Trade	
Carpentry	18
Plumbing	14
Heavy Equipment Mechanic	6
Electrician	7
Painter	2
Motor Mechanic	2
Oil Burner Mechanic	1
Cook	1
Power Engineer	1
	52

Education Leave

The Education Leave Program provides public servants with funding to attend post secondary educational institutions for up to four years to enhance their academic backgrounds. In addition, approximately 25 classroom assistants per year are provided with funding to attend the Teacher Education Program and obtain their teaching certificates. The Professional Improvement Fund for Teachers provides funding support for government teachers to obtain up to one additional year of post secondary education.

Fourteen teachers obtained an additional year of training in 1989/90 and 13 are being supported for the 1990/91 academic year. Thirty two employees participated in the Education Leave Program; 16 obtained their diplomas or degrees. There are currently 38 employees supported by the program.

Generalist Staff Training

This program provides short two to four-day training courses for public servants on a fee for service basis. The courses are designed to provide generalist skills which will be of use

Current Education Leave Recipients		
Program of Study	Institution	Duration of Program
BA Economics	University of Calgary	1 Year
Social Work Program	Arctic College	1 Year
Social Work Program	University of Calgary	2 Years
BA Honours English	University of Saskatchewan	2 Years
Business - Labour Studies	McMaster University	1 Year
BN Nursing	University of Lethbridge	1 Year
Masters Epidemiology	University of Ottawa	1 Year
BA Environment Studies	Carleton University	1 Year
BN Nursing	University of Brunswick	2 Years
BA Anthropology	Dalhousie University	2 Years
BA Communications	Simon Fraser University	2 Years
MBAU	University of British Columbia	1 Year
Engineering Technology	Cambrian College	2 Years
BN Nursing	University of British Columbia	1 Year
Co-op Work/Study Program	Lethbridge College	1 Year
Bus. Personnel Management	University of Arizona	3 Years
Teacher Education	Arctic College	2 Years
Public Business Administration	Arctic College	2 Years
Public Business Administration	Arctic College	2 Years
Commerce	University of Saskatchewan	4 Years
Construction Technology	NAIT	2 Years
Social Work Program	University of Saskatchewan	1 Year
Business Management	University of Lethbridge	1 Year
Commerce	Mount Royal College	1 Year
Masters Education Admin.	University of Saskatchewan	1 Year
Education Technology	McGill University	1 Year
B. Education Teacher Education	University of Saskatchewan	2 Years
Ultra Sound Technology	Victoria Hospital, Halifax	1 Year
Co-op Work/Study Program	Camosun College	1 Year
Dentistry	McGill University	5 Years
Architectural Technology	NAIT	3 Years
BA Linguistics	Memorial University	4 Years
Accelerated Accounting	NAIT	3 Years
Public Business Administration	Dalhousie University	2 Years
BA Urban & Region Plan	Ryerson Polytech Institute	3 Years
B Ed Teacher Education	Simon Fraser University	2 Years
Masters Family Health	London University	1 Year

in a variety of operational settings.

The Department of Education delivered 100 courses to over 1,100 employees in 1990 at a total cost of \$350,000.

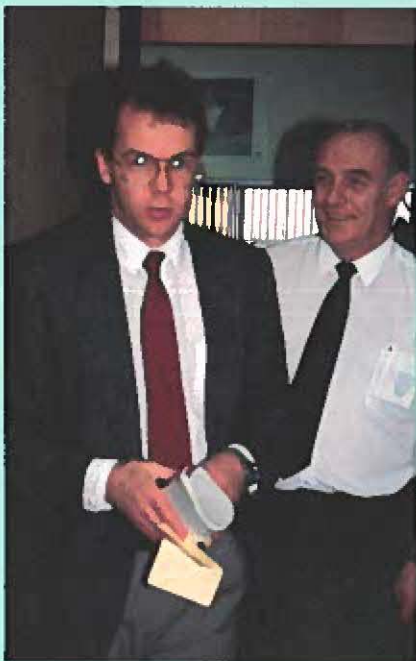
Career Assignment Program (CAP)

This program is delivered by the federal government (Public Service Commission) with participation from a number of provincial and territorial governments including the Government of the Northwest Territories. Participants must initially go through an intensive process of assessment and those who are assessed as having management potential are eligible for a six week concentrated management course followed by a one to two-year assignment with a federal government department. In 1990 a

total of 12 G.N.W.T. employees were assessed, three took the course and one employee is currently on assignment.

Principal Certification

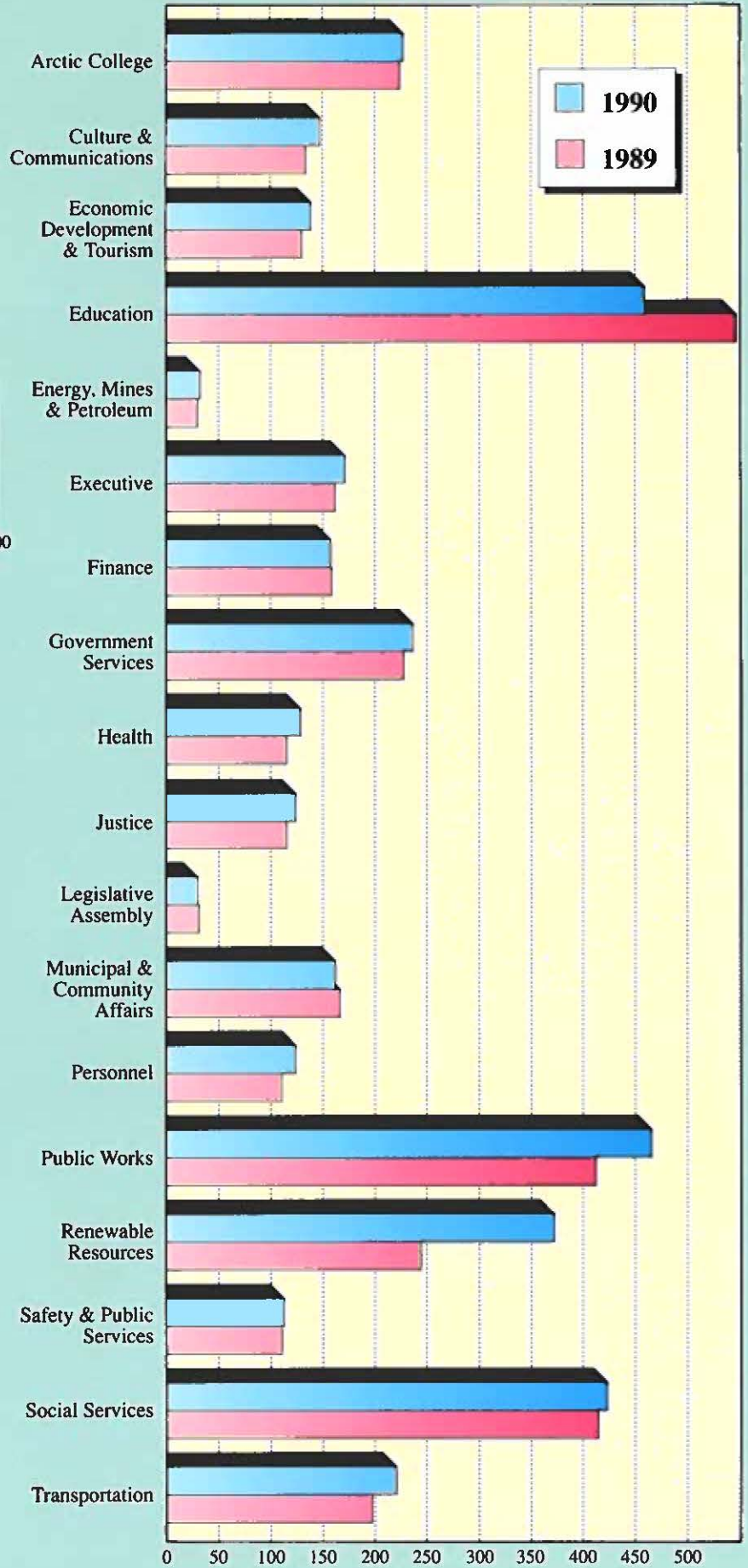
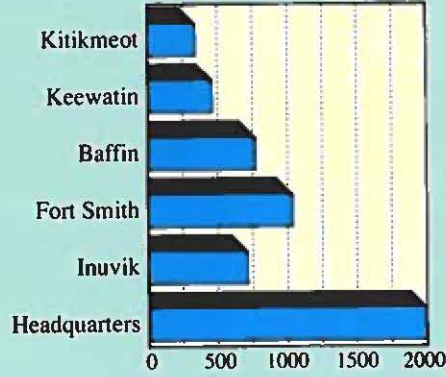
This project is jointly funded by the Department of Education and the Northwest Territories' Teachers Association. The program of summer courses is affiliated with the Ontario Institute for Studies in Education and is designed to provide certification to teachers and principals in N.W.T. schools so that they have the leadership and management skills to be effective principals. A total of 122 teachers have graduated from the program thus far and 37 are currently enrolled.





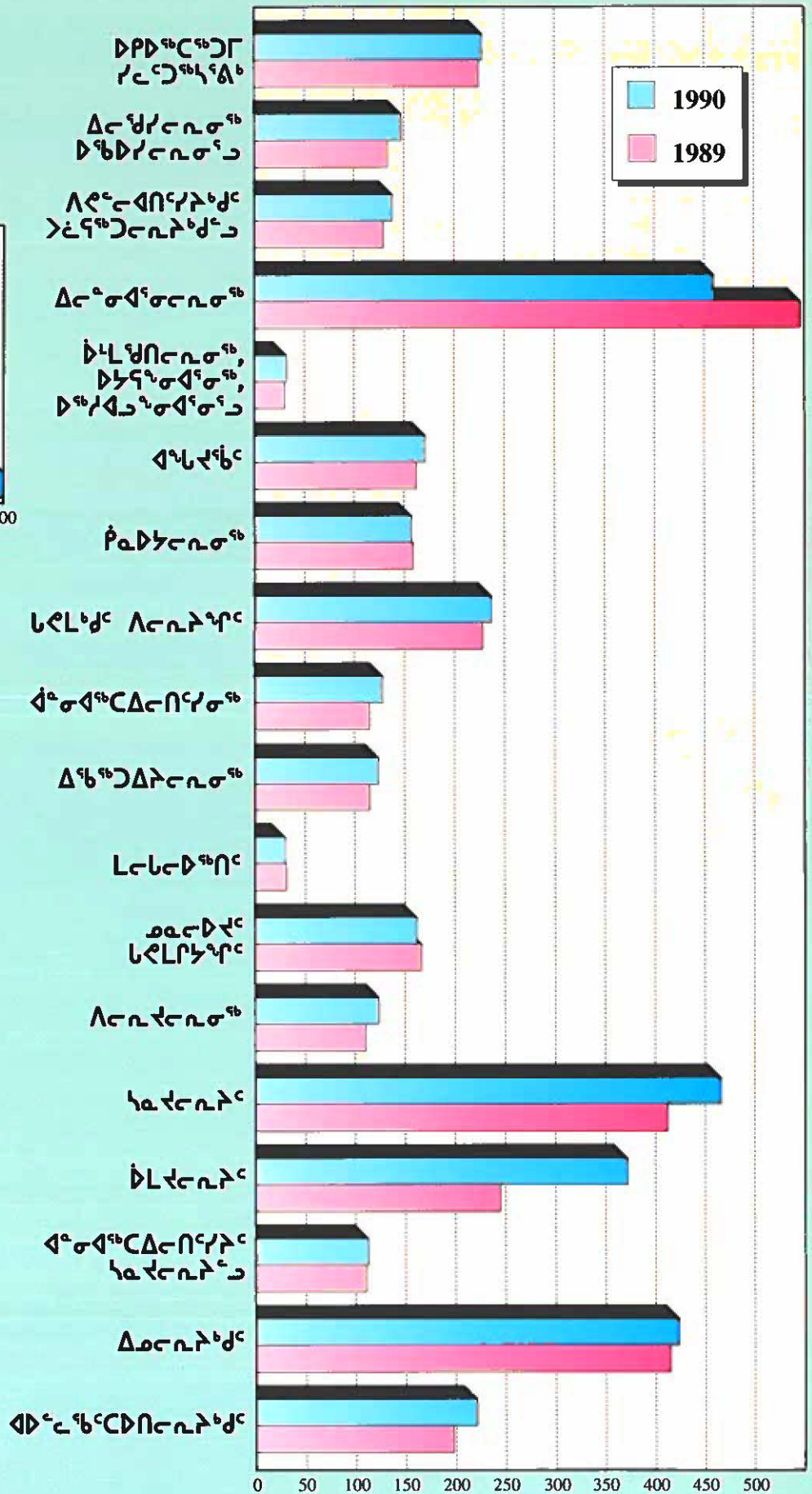
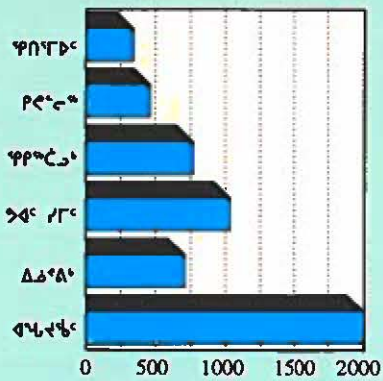
Employees by department

Employees by region

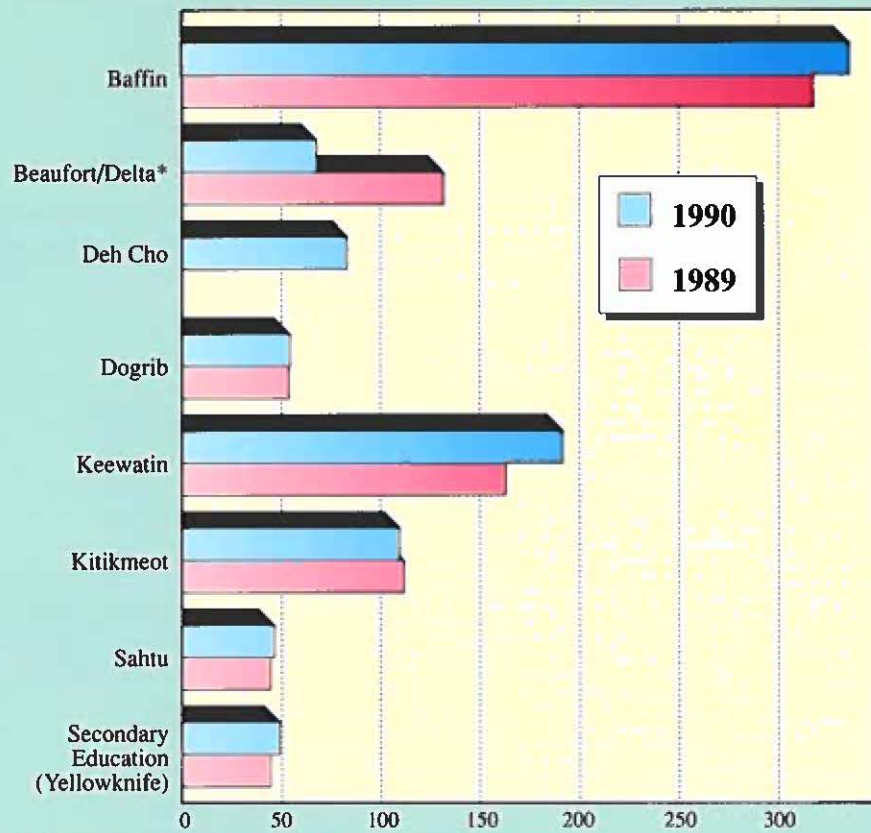


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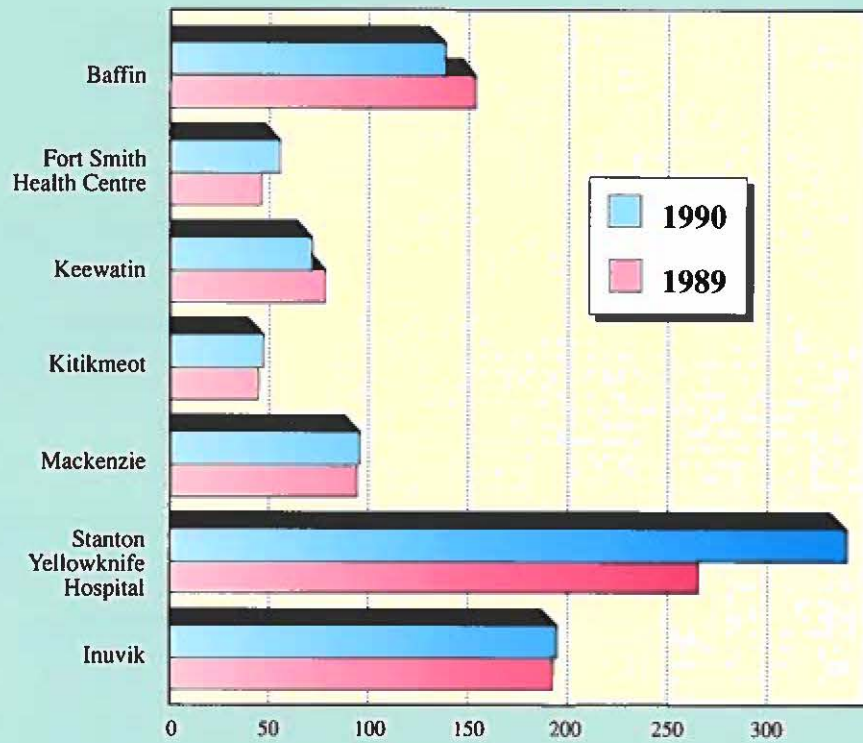


School boards and their populations

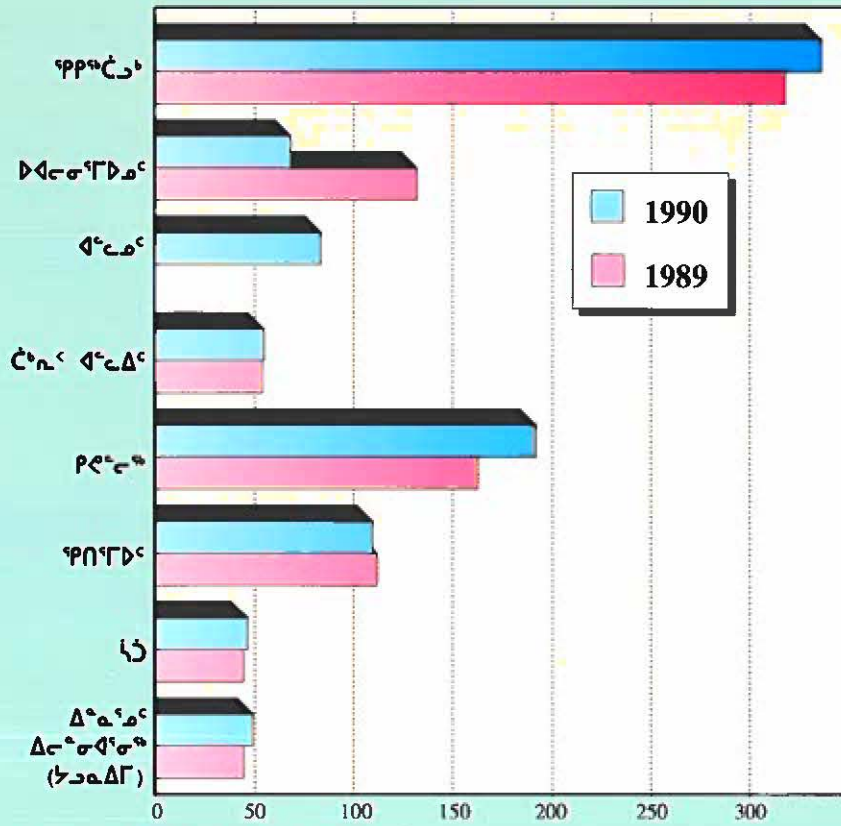


* Inuvik schools are now included with Dept of Education

Health boards and their populations

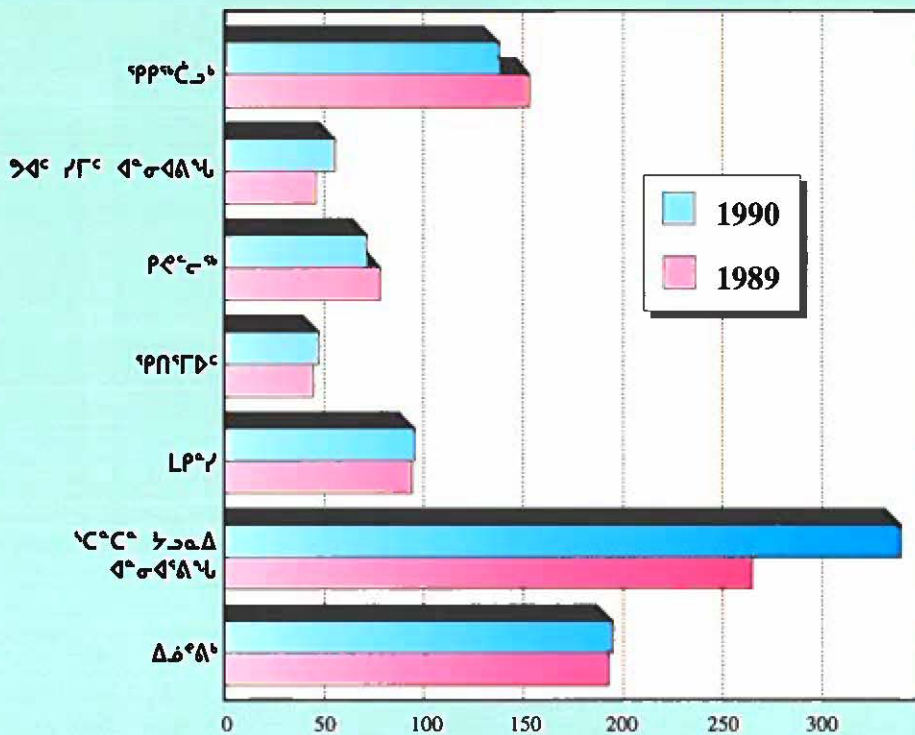


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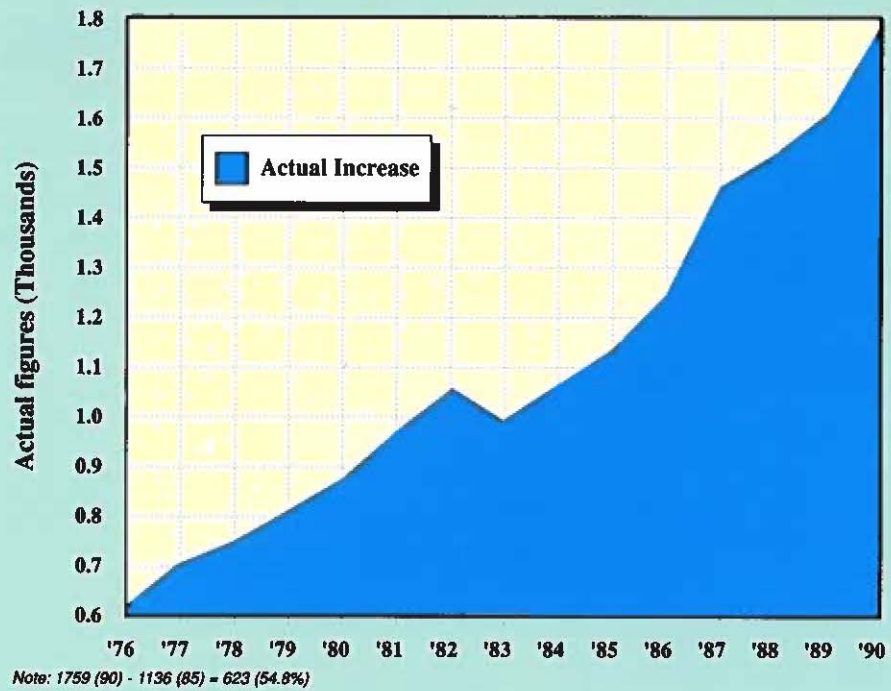


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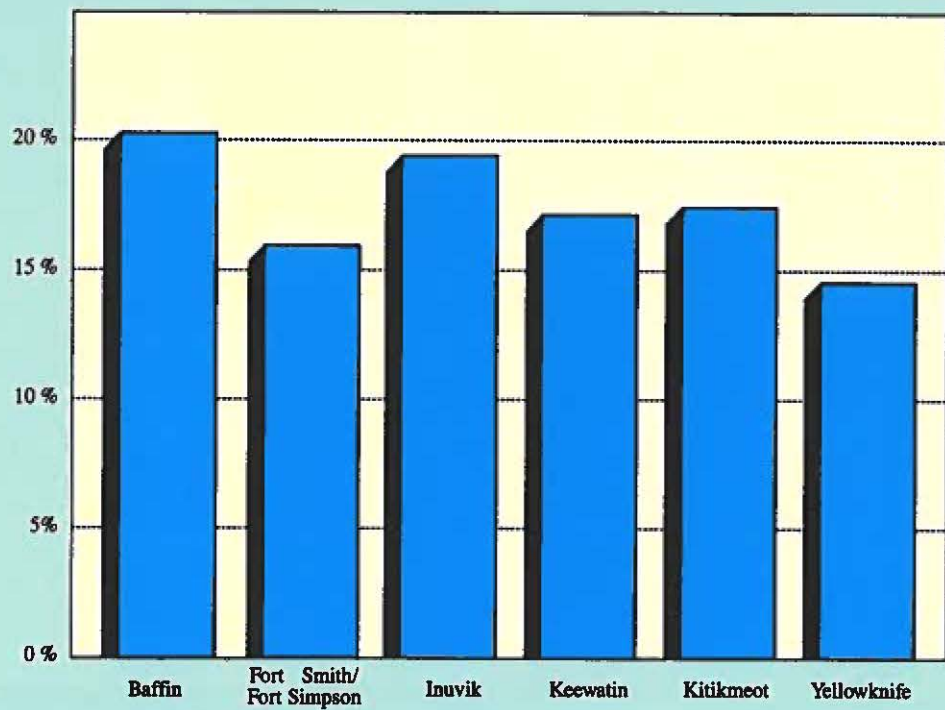
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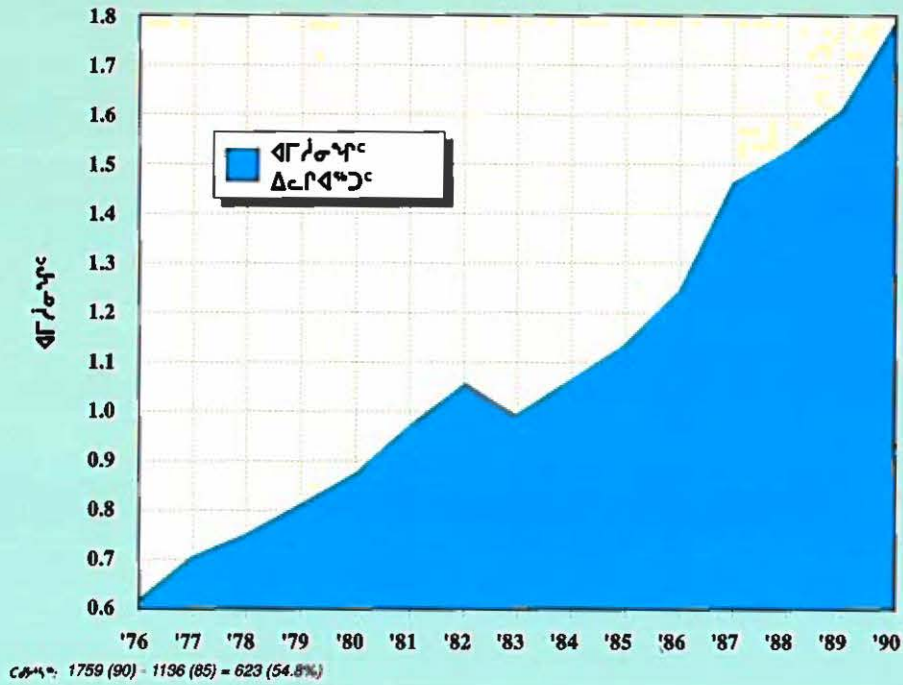
Aboriginal Employment in the GNWT Public Service



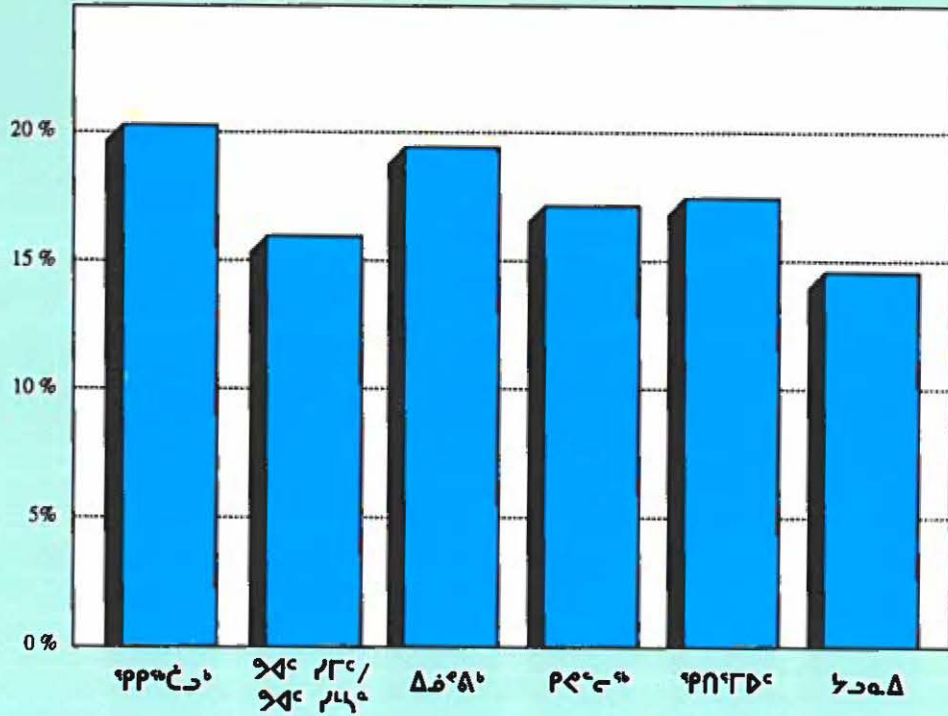
Regional Turnover Rates



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Employment in the GNWT by Affirmative Action Category

Region	Women in management	Total management	Women in non-traditional	Total non-traditional	Indigenous Aboriginal	Disabled	Total employees
Headquarters	41 (18.6%)*	221	63 (13.9%)**	454	334 (16.7%***)	3 (0.2%***)	2000
Fort Smith	6 (15.4%)	39	34 (11.4%)	298	430 (42.0%)	2 (0.2%)	1024
Inuvik	7 (25.9%)	27	10 (6.5%)	155	264 (37.1%)	0 (0.0%)	711
Baffin	9 (32.1%)	28	16 (10.9%)	147	331 (43.8%)	0 (0.0%)	756
Keewatin	3 (17.6%)	17	9 (12.2%)	74	238 (51.6%)	0 (0.0%)	461
Kitikmeot	3 (16.7%)	18	3 (5.3%)	57	162 (49.7%)	1 (0.3%)	326
Total	69 (19.7%)	350	135 (11.4%)	1185	1759 (33.3%)	6 (0.1%)	5278

Note: Baffin Regional Health Board, Stanton Yellowknife Hospital and Fort Smith Health Centre are not included. Individuals with more than one affirmative action characteristic are counted more than once.

* Percentage of total management
 ** Percentage of total non-traditional
 *** Percentage of total employees

Senior Managers in the GNWT, 1990

Region	Indigenous Aboriginal	Total Hay Plan Employees
Headquarters	16 (7.4%)	217
Fort Smith	6 (21.4%)	28
Inuvik	3 (14.3%)	21
Baffin	1 (6.3%)	16
Keewatin	4 (26.7%)	15
Kitikmeot	2 (13.3%)	15
Total	32 (10.3%)	312

Note: Baffin Regional Health Board, Stanton Yellowknife Hospital and Fort Smith Health Centre are not included. Individuals with more than one affirmative action characteristic are counted more than once.

Promotion and Transfer within the GNWT in 1990 by Affirmative Action Category

Region	Women in management	Total management	Women in non-traditional	Total non-traditional	Indigenous Aboriginal	Total employees
Headquarters	9 (34.6%)*	26	8 (17.8%)**	45	67 (25.2%***)	266
Fort Smith	3 (50.0%)	6	0 (0.0%)	41	64 (47.8%)	134
Inuvik	2 (25.0%)	8	1 (5.0%)	20	31 (32.6%)	95
Baffin	1 (16.7%)	6	2 (18.2%)	11	43 (43.0%)	100
Keewatin	1 (33.3%)	3	2 (28.6%)	7	20 (41.7%)	48
Kitikmeot	0 (0.0%)	2	2 (20.0%)	10	22 (51.2%)	43
Total	16 (31.4%)	51	15 (11.2%)	134	247 (36.0%)	686

Note: Baffin Regional Health Board, Stanton Yellowknife Hospital and Fort Smith Health Centre are not included. Individuals with more than one affirmative action characteristic are counted more than once.

* Percentage of total management
 ** Percentage of total non-traditional
 *** Percentage of total employees

Distribution of GNWT Employees and Pay Level

Headquarters			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	54 (31.0%)	120 (69.0%)	174
14 to 18	87 (19.4%)	361 (80.6%)	448
19 to 23	90 (27.3%)	240 (72.7%)	330
24 to 35	85 (11.1%)	681 (88.9%)	766
Hay Plan	16 (7.4%)	210 (92.6%)	217
Teachers	1 (1.9%)	53 (98.1%)	54
Instructors	1 (9.1%)	10 (90.9%)	11
Total	334 (16.7%)	1666 (83.3%)	2000

Stanton Yellowknife Hospital not included

Fort Smith			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	166 (68.0%)	78 (32.0%)	244
14 to 18	100 (55.6%)	80 (44.4%)	180
19 to 23	98 (53.0%)	87 (47.0%)	185
24 to 35	30 (20.8%)	114 (79.2%)	144
Hay Plan	6 (21.4%)	22 (78.6%)	28
Teachers	24 (12.8%)	164 (87.2%)	188
Instructors	6 (11.8%)	45 (88.2%)	51
Total	430 (42.0%)	594 (58.0%)	1024

Fort Smith Health Centre not included

Inuvik			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	119 (70.8%)	49 (29.2%)	168
14 to 18	54 (45.4%)	65 (54.6%)	119
19 to 23	55 (37.4%)	92 (62.6%)	147
24 to 35	14 (11.4%)	109 (88.6%)	123
Hay Plan	3 (14.3%)	18 (85.7%)	21
Teachers	18 (14.9%)	103 (85.1%)	121
Instructors	1 (8.3%)	11 (91.7%)	12
Total	264 (37.1%)	447 (62.9%)	711

ደብዳቤ ለጋራ ገቢ ለማግኘት ለሚሰጡ ሰዎች ለሚሰጡ ሰዎች

ገቢ			
የደብዳቤ ቁጥር	ደብዳቤ ቁጥር	ገቢ ለሚሰጡ	ጠቅላላ ገቢ
ገቢ 13-14	54 (31.0%)	120 (69.0%)	174
14-18 ገቢ	87 (19.4%)	361 (80.6%)	448
19-23 ገቢ	90 (27.3%)	240 (72.7%)	330
24-35 ገቢ	85 (11.1%)	681 (88.9%)	766
ገቢ ለሚሰጡ ገቢ	16 (7.4%)	210 (92.6%)	217
ገቢ ለሚሰጡ	1 (1.9%)	53 (98.1%)	54
ገቢ ለሚሰጡ	1 (9.1%)	10 (90.9%)	11
ጠቅላላ ገቢ	334 (16.7%)	1666 (83.3%)	2000

ገቢ ለሚሰጡ ገቢ ለሚሰጡ ገቢ ለሚሰጡ

ገቢ ለሚሰጡ			
የደብዳቤ ቁጥር	ደብዳቤ ቁጥር	ገቢ ለሚሰጡ	ጠቅላላ ገቢ
ገቢ 13-14	166 (68.0%)	78 (32.0%)	244
14-18 ገቢ	100 (55.6%)	80 (44.4%)	180
19-23 ገቢ	98 (53.0%)	87 (47.0%)	185
24-35 ገቢ	30 (20.8%)	114 (79.2%)	144
ገቢ ለሚሰጡ ገቢ	6 (21.4%)	22 (78.6%)	28
ገቢ ለሚሰጡ	24 (12.8%)	164 (87.2%)	188
ገቢ ለሚሰጡ	6 (11.8%)	45 (88.2%)	51
ጠቅላላ ገቢ	430 (42.0%)	594 (58.0%)	1024

ገቢ ለሚሰጡ ገቢ ለሚሰጡ ገቢ ለሚሰጡ

ገቢ ለሚሰጡ			
የደብዳቤ ቁጥር	ደብዳቤ ቁጥር	ገቢ ለሚሰጡ	ጠቅላላ ገቢ
ገቢ 13-14	119 (70.8%)	49 (29.2%)	168
14-18 ገቢ	54 (45.4%)	65 (54.6%)	119
19-23 ገቢ	55 (37.4%)	92 (62.6%)	147
24-35 ገቢ	14 (11.4%)	109 (88.6%)	123
ገቢ ለሚሰጡ ገቢ	3 (14.3%)	18 (85.7%)	21
ገቢ ለሚሰጡ	18 (14.9%)	103 (85.1%)	121
ገቢ ለሚሰጡ	1 (8.3%)	11 (91.7%)	12
ጠቅላላ ገቢ	264 (37.1%)	447 (62.9%)	711

Distribution of the GNWT Employees by Pay Level

Baffin			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	112 (84.8%)	20 (15.2%)	132
14 to 18	88 (71.5%)	35 (28.5%)	123
19 to 23	52 (50.0%)	52 (50.0%)	104
24 to 35	29 (23.0%)	97 (77.0%)	126
Hay Plan	1 (6.3%)	15 (93.8%)	16
Teachers	44 (20.5%)	171 (79.5%)	215
Instructors	5 (12.5%)	35 (87.5%)	40
Total	331 (43.8%)	425 (56.2%)	756

Baffin Regional Health Board not included

Keewatin			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	107 (93.0%)	9 (7.0%)	115
14 to 18	54 (75.0%)	18 (25.0%)	72
19 to 23	37 (50.0%)	37 (50.0%)	74
24 to 35	17 (23.9%)	54 (76.1%)	71
Hay Plan	4 (26.7%)	11 (73.3%)	15
Teachers	13 (13.1%)	86 (86.9%)	99
Instructors	6 (40.0%)	9 (60.0%)	15
Total	238 (51.6%)	223 (48.4%)	461

Kitikmeot			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	65 (95.6%)	3 (4.4%)	68
14 to 18	36 (83.7%)	7 (16.3%)	43
19 to 23	35 (50.7%)	34 (49.3%)	69
24 to 35	13 (22.8%)	44 (77.2%)	57
Hay Plan	2 (13.3%)	13 (86.7%)	15
Teachers	10 (15.4%)	55 (84.6%)	65
Instructors	1 (11.1%)	8 (88.9%)	9
Total	162 (49.7%)	164 (50.3%)	326

All Regions			
Pay Levels	Indigenous Aboriginal	Other Employees	Total Employees
Up to 13	623 (69.1%)	278 (30.9%)	901
14 to 18	419 (42.5%)	566 (57.5%)	985
19 to 23	367 (40.4%)	542 (59.6%)	909
24 to 35	188 (14.6%)	1099 (85.4%)	1287
Hay Plan	32 (10.3%)	280 (89.7%)	312
Teachers	110 (14.7%)	636 (85.3%)	746
Instructors	20 (14.5%)	118 (85.5%)	138
Total	1759 (33.3%)	3519 (66.7%)	5278

የምርጫ

የጊዜ-ክፍት	ጠቅላይ ልማት	ጥፋት ለጠቅላይ	ጠቅላይ ልማት
በጥቅም 13-14	112 (84.8%)	20 (15.2%)	132
14-17	88 (71.5%)	35 (28.5%)	123
19-22	52 (50.0%)	52 (50.0%)	104
24-35	29 (23.0%)	97 (77.0%)	126
ጠቅላይ ልማት ለጠቅላይ	1 (6.3%)	15 (93.8%)	16
ጠቅላይ ልማት	44 (20.5%)	171 (79.5%)	215
ጠቅላይ ልማት	5 (12.5%)	35 (87.5%)	40
ጠቅላይ ልማት	331 (43.8%)	425 (56.2%)	756

የምርጫ ለጠቅላይ ልማት ለጠቅላይ

የጥፋት

የጊዜ-ክፍት	ጠቅላይ ልማት	ጥፋት ለጠቅላይ	ጠቅላይ ልማት
በጥቅም 13-14	107 (93.0%)	9 (7.0%)	115
14-17	54 (75.0%)	18 (25.0%)	72
19-22	37 (50.0%)	37 (50.0%)	74
24-35	17 (23.9%)	54 (76.1%)	71
ጠቅላይ ልማት ለጠቅላይ	4 (26.7%)	11 (73.3%)	15
ጠቅላይ ልማት	13 (13.1%)	86 (86.9%)	99
ጠቅላይ ልማት	6 (40.0%)	9 (60.0%)	15
ጠቅላይ ልማት	238 (51.6%)	223 (48.4%)	461

የጥፋት

የጊዜ-ክፍት	ጠቅላይ ልማት	ጥፋት ለጠቅላይ	ጠቅላይ ልማት
በጥቅም 13-14	65 (95.6%)	3 (4.4%)	68
14-17	36 (83.7%)	7 (16.3%)	43
19-22	35 (50.7%)	34 (49.3%)	69
24-35	13 (22.8%)	44 (77.2%)	57
ጠቅላይ ልማት ለጠቅላይ	2 (13.3%)	13 (86.7%)	15
ጠቅላይ ልማት	10 (15.4%)	55 (84.6%)	65
ጠቅላይ ልማት	1 (11.1%)	8 (88.9%)	9
ጠቅላይ ልማት	162 (49.7%)	164 (50.3%)	326

ጠቅላይ ልማት ለጠቅላይ ልማት

የጊዜ-ክፍት	ጠቅላይ ልማት	ጥፋት ለጠቅላይ	ጠቅላይ ልማት
በጥቅም 13-14	623 (69.1%)	278 (30.9%)	901
14-17	419 (42.5%)	566 (57.5%)	985
19-22	367 (40.4%)	542 (59.6%)	909
24-35	188 (14.6%)	1099 (85.4%)	1287
ጠቅላይ ልማት ለጠቅላይ	32 (10.3%)	280 (89.7%)	312
ጠቅላይ ልማት	110 (14.7%)	636 (85.3%)	746
ጠቅላይ ልማት	20 (14.5%)	118 (85.5%)	138
ጠቅላይ ልማት	1759 (33.3%)	3519 (66.7%)	5278

Distribution of the GNWT Employees by Occupational Group

Headquarters			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	13 (5.9%)	208 (94.1%)	221
Professional	4 (2.1%)	186 (97.9%)	190
Technical	18 (5.7%)	298 (94.3%)	316
Administrative Services	116 (15.0%)	657 (85.0%)	773
Operational (Labour & Trades)	62 (48.8%)	65 (51.2%)	127
Operational (Program Delivery)	65 (26.5%)	180 (73.5%)	245
Trainees	27 (90.0%)	3 (10.0%)	30
Education Leave	17 (51.5%)	16 (48.5%)	33
Unclassified	12 (18.5%)	53 (81.5%)	65
Total	334 (16.7%)	1666 (83.3%)	2000

Stanton Yellowknife Hospital not included

Fort Smith			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	4 (10.3%)	35 (89.7%)	39
Professional	31 (11.6%)	236 (88.4%)	267
Technical	6 (18.2%)	27 (81.8%)	33
Administrative Services	73 (42.7%)	98 (57.3%)	171
Operational (Labour & Trades)	171 (67.9%)	81 (32.1%)	252
Operational (Program Delivery)	121 (54.3%)	102 (45.7%)	223
Trainees	14 (87.5%)	2 (12.5%)	16
Education Leave	2 (50.0%)	2 (50.0%)	4
Unclassified	8 (42.1%)	11 (57.9%)	19
Total	430 (42.0%)	594 (58.0%)	1024

Fort Smith Health Centre not included

Inuvik			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	3 (11.1%)	24 (88.9%)	27
Professional	21 (10.0%)	189 (90.0%)	210
Technical	2 (4.8%)	40 (95.2%)	42
Administrative Services	47 (41.2%)	67 (58.8%)	114
Operational (Labour & Trades)	109 (64.1%)	61 (35.9%)	170
Operational (Program Delivery)	72 (57.1%)	54 (42.9%)	126
Trainees	6 (85.7%)	1 (14.3%)	7
Education Leave	3 (60.0%)	2 (40.0%)	5
Unclassified	1 (10.0%)	9 (90.0%)	10
Total	264 (37.1%)	447 (62.9%)	711

ገለጻውን ለማረጋገጥ ያለውን ለውጥ ለማረጋገጥ

ገጽ ፩			
የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ
ገጽ ፩	13 (5.9%)	208 (94.1%)	221
ገጽ ፪	4 (2.1%)	186 (97.9%)	190
ገጽ ፫	18 (5.7%)	298 (94.3%)	316
ገጽ ፬	116 (15.0%)	657 (85.0%)	773
ገጽ ፭	62 (48.8%)	65 (51.2%)	127
ገጽ ፮	65 (26.5%)	180 (73.5%)	245
ገጽ ፯	27 (90.0%)	3 (10.0%)	30
ገጽ ፰	17 (51.5%)	16 (48.5%)	33
ገጽ ፱	12 (18.5%)	53 (81.5%)	65
ገጽ ፳	334 (16.7%)	1666 (83.3%)	2000

ገጽ ፳፻፲፭ ድረስ ድረስ ለውጥ

ገጽ ፪			
የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ
ገጽ ፪	4 (10.3%)	35 (89.7%)	39
ገጽ ፫	31 (11.6%)	236 (88.4%)	267
ገጽ ፬	6 (18.2%)	27 (81.8%)	33
ገጽ ፭	73 (42.7%)	98 (57.3%)	171
ገጽ ፮	171 (67.9%)	81 (32.1%)	252
ገጽ ፯	121 (54.3%)	102 (45.7%)	223
ገጽ ፰	14 (87.5%)	2 (12.5%)	16
ገጽ ፱	2 (50.0%)	2 (50.0%)	4
ገጽ ፳	8 (42.1%)	11 (57.9%)	19
ገጽ ፳፻፲፭	430 (42.0%)	594 (58.0%)	1024

ገጽ ፳፻፲፭ ድረስ ድረስ ለውጥ

ገጽ ፫			
የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ	የውጭ ገለጻውን ለማረጋገጥ
ገጽ ፫	3 (11.1%)	24 (88.9%)	27
ገጽ ፬	21 (10.0%)	189 (90.0%)	210
ገጽ ፭	2 (4.8%)	40 (95.2%)	42
ገጽ ፮	47 (41.2%)	67 (58.8%)	114
ገጽ ፯	109 (64.1%)	61 (35.9%)	170
ገጽ ፰	72 (57.1%)	54 (42.9%)	126
ገጽ ፱	6 (85.7%)	1 (14.3%)	7
ገጽ ፳	3 (60.0%)	2 (40.0%)	5
ገጽ ፳፻፲፭	1 (10.0%)	9 (90.0%)	10
ገጽ ፳፻፲፭	264 (37.1%)	447 (62.9%)	711

Distribution of the GNWT Employees by Occupational Group

Baffin			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	2 (7.1%)	26 (92.9%)	28
Professional	47 (17.7%)	219 (82.3%)	266
Technical	2 (12.5%)	14 (87.5%)	16
Administrative Services	63 (50.4%)	62 (49.6%)	125
Operational (Labour & Trades)	72 (69.9%)	31 (30.1%)	103
Operational (Program Delivery)	124 (64.6%)	68 (35.4%)	192
Trainees	13 (100.0%)	0 (0.0%)	13
Education Leave	2 (40.0%)	3 (60.0%)	5
Unclassified	6 (75.0%)	2 (25.0%)	8
Total	331 (43.8%)	425 (56.2%)	756

Baffin Regional Health Board not included

Keewatin			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	4 (23.5%)	13 (76.5%)	17
Professional	19 (14.1%)	116 (85.9%)	135
Technical	4 (20.0%)	16 (80.0%)	20
Administrative Services	50 (61.7%)	31 (38.3%)	81
Operational (Labour & Trades)	63 (85.1%)	11 (14.9%)	74
Operational (Program Delivery)	88 (75.2%)	29 (24.8%)	117
Trainees	7 (100.0%)	0 (0.0%)	7
Education Leave	1 (25.0%)	3 (75.0%)	4
Unclassified	2 (33.3%)	4 (66.7%)	6
Total	238 (51.6%)	223 (48.4%)	461

Kitikmeot			
Occupational Groups	Indigenous Aboriginal	Other Employees	Total Employees
Management	2 (11.1%)	16 (88.9%)	18
Professional	10 (10.2%)	88 (89.8%)	98
Technical	5 (31.3%)	11 (68.8%)	16
Administrative Services	36 (63.2%)	21 (36.8%)	57
Operational (Labour & Trades)	52 (91.2%)	5 (8.8%)	57
Operational (Program Delivery)	46 (67.6%)	22 (32.4%)	68
Trainees	6 (100.0%)	0 (0.0%)	6
Education Leave	0 (0.0%)	0 (0.0%)	0
Unclassified	5 (83.3%)	1 (16.7%)	6
Total	162 (49.7%)	164 (50.3%)	326

የምርጫ			
ለጽሑፍ ልሳጋግረላቸው	ጠቅላላ ቁጥር	ጥቅም ለክፍሎች	ጠቅላላ ልክፍሎች (ካሊት)
ጥቅም	2 (7.1%)	26 (92.9%)	28
ልዩ ልዩ	47 (17.7%)	219 (82.3%)	266
ልዩ ልዩ ለልዩ ልዩ	2 (12.5%)	14 (87.5%)	16
ጥቅም ለጽሑፍ	63 (50.4%)	62 (49.6%)	125
ጥቅም ለጥቅም ለጽሑፍ	72 (69.9%)	31 (30.1%)	103
ጥቅም ለጥቅም ለጽሑፍ	124 (64.6%)	68 (35.4%)	192
ልዩ ልዩ	13 (100.0%)	0 (0.0%)	13
ልዩ ልዩ ለጥቅም ለጽሑፍ	2 (40.0%)	3 (60.0%)	5
ልክፍሎች ለጥቅም ለጽሑፍ	6 (75.0%)	2 (25.0%)	8
ጠቅላላ	331 (43.8%)	425 (56.2%)	756

የምርጫ ለጥቅም ለጽሑፍ ለጥቅም ለጽሑፍ

የጥቅም			
ለጽሑፍ ልሳጋግረላቸው	ጠቅላላ ቁጥር	ጥቅም ለክፍሎች	ጠቅላላ ልክፍሎች (ካሊት)
ጥቅም	4 (23.5%)	13 (76.5%)	17
ልዩ ልዩ	19 (14.1%)	116 (85.9%)	135
ልዩ ልዩ ለልዩ ልዩ	4 (20.0%)	16 (80.0%)	20
ጥቅም ለጥቅም ለጽሑፍ	50 (61.7%)	31 (38.3%)	81
ጥቅም ለጥቅም ለጽሑፍ	63 (85.1%)	11 (14.9%)	74
ጥቅም ለጥቅም ለጽሑፍ	88 (75.2%)	29 (24.8%)	117
ልዩ ልዩ	7 (100.0%)	0 (0.0%)	7
ልዩ ልዩ ለጥቅም ለጽሑፍ	1 (25.0%)	3 (75.0%)	4
ልክፍሎች ለጥቅም ለጽሑፍ	2 (33.3%)	4 (66.7%)	6
ጠቅላላ	238 (51.6%)	223 (48.4%)	461

የጥቅም			
ለጽሑፍ ልሳጋግረላቸው	ጠቅላላ ቁጥር	ጥቅም ለክፍሎች	ጠቅላላ ልክፍሎች (ካሊት)
ጥቅም	2 (11.1%)	16 (88.9%)	18
ልዩ ልዩ	10 (10.2%)	88 (89.8%)	98
ልዩ ልዩ ለልዩ ልዩ	5 (31.3%)	11 (68.8%)	16
ጥቅም ለጥቅም ለጽሑፍ	36 (63.2%)	21 (36.8%)	57
ጥቅም ለጥቅም ለጽሑፍ	52 (91.2%)	5 (8.8%)	57
ጥቅም ለጥቅም ለጽሑፍ	46 (67.6%)	22 (32.4%)	68
ልዩ ልዩ	6 (100.0%)	0 (0.0%)	6
ልዩ ልዩ ለጥቅም ለጽሑፍ	0 (0.0%)	0 (0.0%)	0
ልክፍሎች ለጥቅም ለጽሑፍ	5 (83.3%)	1 (16.7%)	6
ጠቅላላ	162 (49.7%)	164 (50.3%)	326

Applicants Interviewed by Sex and Ethnicity

Region/Area	MALE		FEMALE	
	Aboriginal	Non-Aboriginal/ Unknown	Aboriginal	Non-Aboriginal/ Unknown
Baffin	34	114	81	75
Fort Simpson	17	22	28	23
Fort Smith	110	141	132	169
Inuvik	49	108	88	128
Keewatin	48	60	108	81
Kitikmeot	42	71	55	44
Yellowknife	97	611	164	674
Total	397	1127	656	1194

Grievances

Department	Number of grievances forwarded to third level in 1990	Number of grievances carried over from previous years	Number resolved in 1990	Number forwarded in 1990
Arctic College	6	1	2	5
Culture & Comm.	5	-	1	4
Econ. Dev. & Tour.	3	-	1	2
Education	10	3	10	3
Executive	-	1	-	1
Finance	2	1	-	1
Gov. Services	3	6	7	2
Health	14	4	13	5
Justice	1	2	2	1
MACA	-	1	-	1
NWTHC	-	2	2	-
NWTPC	5	2	3	4
Public Works	9	6	11	4
Renewable Resources	3	-	1	2
Safety & Public Serv.	2	-	2	-
Social Services	14	6	9	11
Transportation	2	-	-	1
Workers Compensation	2	-	-	1
Union Policy Grievance	2	1	-	3
Total	83	35	64	51

ለጊዜ ገቢ ለግብርና ለግብርና ለግብርና ለግብርና ለግብርና

ግብርና	ግብር		ግብር	
	ግብር	ግብር	ግብር	ግብር
የግብር	34	114	81	75
ግብር	17	22	28	23
ግብር	110	141	132	169
ግብር	49	108	88	128
ግብር	48	60	108	81
ግብር	42	71	55	44
ግብር	97	611	164	674
ግብር	397	1127	656	1194

ግብርና ለግብርና

ግብርና ለግብርና	ግብርና ለግብርና	ግብርና ለግብርና	ግብርና ለግብርና	ግብርና ለግብርና
የግብር	6	1	2	5
ግብር	5	-	1	4
ግብር	3	-	1	2
ግብር	10	3	10	3
ግብር	-	1	-	1
ግብር	2	1	-	1
ግብር	3	6	7	2
ግብር	14	4	13	5
ግብር	1	2	2	1
ግብር	-	1	-	1
ግብር	-	2	2	-
ግብር	5	2	3	4
ግብር	9	6	11	4
ግብር	3	-	1	2
ግብር	2	-	2	-
ግብር	14	6	9	11
ግብር	2	-	-	1
ግብር	2	-	-	1
ግብር	2	1	-	3
ግብር	83	35	64	51

Position Classification Activity by Region, 1990

	Positions Classified	Average Processing Time (days)	Positions Outstanding
Headquarters	950	17.3	23
Fort Smith/Fort Simpson	324	8.5	3
Inuvik	154	12.0	4
Baffin	154	12.1	2
Keewatin	71	9.1	1
Kitikmeot	75	8.7	2
Total	1728	11.3	35

Long Service Awards by Region, 1990

	5 YRS	10 YRS	15 YRS	20 YRS	Total
Fort Smith	46	33	21	12	112
Fort Simpson	6	1	1	20	28
Inuvik	19	7	3	4	33
Baffin	27	19	9	14	69
Keewatin	20	11	4	2	37
Kitikmeot	13	10	5	-	28
Headquarters	118	59	32	22	231
Total	249	140	75	74	538

ሎሲ ድልድይ ህጻናት ስድስት ወር ዕድሜ ስር ያገለግላቸዋል 1990-፲

	ሎሲ ድልድይ	አጠቃላይ ሎሲ ድልድይ ስድስት ወር ዕድሜ ስር ያገለግላቸዋል	ሎሲ ድልድይ ስድስት ወር ዕድሜ ስር ያገለግላቸዋል
ጠቅላላ	950	17.3	23
ጎረቤት ስር/ጎረቤት ስር	324	8.5	3
ሌሎች	154	12.0	4
የሥራ ስር	154	12.1	2
የግብር ስር	71	9.1	1
የግብር ስር	75	8.7	2
ጠቅላላ	1728	11.3	35

ገቢ ለማግኘት ስራ ስር ያገለግላቸዋል ስድስት ወር ዕድሜ ስር ያገለግላቸዋል 1990-፲

	ስድስት ወር	ስድስት ወር	ስድስት ወር	ስድስት ወር	ጠቅላላ
ጎረቤት ስር	46	33	21	12	112
ጎረቤት ስር	6	1	1	20	28
ሌሎች	19	7	3	4	33
የሥራ ስር	27	19	9	14	69
የግብር ስር	20	11	4	2	37
የግብር ስር	13	10	5	-	28
ጠቅላላ	118	59	32	22	231
ጠቅላላ	249	140	75	74	538

