



**SUSTAINABLE
EMPLOYMENT**

EQUITABLE PARTNERSHIP

SYMPOSIUM "MAPPING THE
WAY TO SUSTAINABLE
EMPLOYMENT"

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OBJECTIVES

- INCREASE AWARENESS OF THE CONCEPT OF EQUITABLE PARTNERSHIP
- EXPLORE PARTICIPANT'S CURRENT PARTNERSHIP EXPERIENCE
- IDENTIFY SOME CONDITIONS FOR EQUITABLE PARTNERSHIP
- EXPLORE WAYS TO WORK TOWARDS EQUITABLE PARTNERSHIP

AGENDA

- PROPOSED DEFINITION
- TYPES OF PARTNERSHIP
- INTERESTS AND MOTIVATIONS IN PARTNERSHIP
- CONDITIONS OF EQUITABLE PARTNERSHIP



SYMPOSIUM “MAPPING THE WAY TO SUSTAINABLE EMPLOYMENT”

Why do we talk about equitable partnership?

- Linking employment to partnership
- A necessary conditions to all the work in Nunavik



WHAT IS YOUR OWN EXPERIENCE IN WORKING IN PARTNERSHIP?

- With the person on your right side take a few minutes to share the image that come to your mind when we talk about working in partnership?

Partnership – definition 1

Partnership is a collaboration in which organizations work together in a transparent, equitable and mutually beneficial way towards a sustainable development goal and where those defined as partners agree to commit resources and share the risks as well as the benefits associated with the partnership.

adapted from The Partnering Initiative,
COADY Institute

Partnership – definition 2

- Partnership is a mutual arrangement to combine resources in order to achieve mutually agreed upon objectives.
- A firm willingness of promoters to work together and unite forces to achieve the realization of commercial and economic development to benefit all participating parties.

Secretariat to the Cree Nation, Abitibi-Témiscamingue Economic Alliance

Equitable partnership

- ❑ Equitable - “impartial, just & fair to all parties as dictated by ***reason and conscience***”
 - Implies:
 - Power relations
 - Principals & ethical considerations

Types of partnership

Joint venture: A form of partnership where a new legal entity is created to carry out a set of specific purposes.

Strategic alliances: This form of partnership has a narrowly focused set of purposes. The partners remain legally separate entities, but they agree to collaborate in one principal area.

Comprehensive partnership : Partners here make a joint commitment to collaborate in a number of interrelated areas.

An example of a strategic partnership

- Kautaapikkut : 7 partners from Mining sectors and public regional organizations working towards an identical goals

GOALS 1/2

- Maximize Inuit employment in existing and future mines in Nunavik, including Inuit employment in all phases of mining;
- Build capacity in KRG, KSB, and mining companies operating in Nunavik to provide best practices, programs, services and support;

GOALS 2/2

- Strengthen the partnerships of Inuit organizations (including those responsible for Inuit employment and training, and economic development, mining development) and mining companies operating in Nunavik to allow these partners to implement the Nunavik Mining Strategy in the most effective manner;
- Leverage the financial resources available to plan and implement this Nunavik Mining Strategy.



Partnership: a way of working
together



REFLECTING ON YOUR EXPERIENCE IN PARTNERSHIP

Think of a partnership in which you are or were involved

- What worked well? Not so well?
- What are or were your interest and motivation in that partnership?

Share with your reflection with the person on your right

Common motivation for undertaking a partnership

- **Mutual benefit:** Partnership arrangements deliver something of value to each party;
- **Shared responsibility:** A partnership means that both parties contribute resources and share the risks;
- **Increased capacity:** Partnership enable both parties to do more together than either one could do alone;
- **Compatible goals:** In a partnership, the partners have compatible, if not identical goals. Ideally there is a strategic fit between partners

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EQUITABLE PARTNERSHIP:

Principles and values

- Honesty
- Transparent relationships (open Dialogue and communication)
- Freely and as equals
- Shared goals & values
- Mutual respect, trust, organizational autonomy
- Creativity and flexibility



WORKING TOWARDS EQUITABLE PARTNERSHIP

With the person on your right side take a few minutes to share ideas on how you can work towards a more equitable partnership for sustainable employment in Nunavik?

Tips for equitable partnership 1/2

- Take time to build the partnership;
- Have an effective management structure;
- Develop a shared and aspirational vision of what might be achieved and set a 'stretch' mission;
- Develop compatible ways of working and be flexible;
- Appoint a leader who is respected by all the partners;
- Ensure that each partner shares their mandates and agendas;

Tips for equitable partnerships

...2/2

- Have open avenues of communication and use a facilitator if necessary;
- Ensure that the partners never lose sight of the vision and mission;
- Make decisions collaboratively and always strive to reach consensus;
- Keep the welfare of the beneficiaries at the forefront of the process;
- All partnership command for a commitment of the organizations and individual that are responsible /accountable for it's success.

For NUNAVIK

We would like to invite you to think about the idea of equitable partnership during the symposium and see how it can serve all of us as an enabling conditions to sustainable employment.

- How can we strengthen collaboration?
- How can we create link and synergy for the future?
- How to explore innovative solutions and work strategically towards sustainable employment keeping in mind equitable partnership?

References

- Working towards Equitable Partnerships, *Coady International Institute – January 2014*
- Guide to developing successful partnerships, Cree Nation – Abitibi Témiscamingue, 2001
- Strengthen Development Programs and Projects, Centre for Intercultural Learning, Foreign service Canadian Foreign Service Institute, 2017.



NAKURMIK

HAVE A GOOD SYMPOSIUM!

