



Australia and Canada

A Comparative Primer – Indigenous Affairs

Current January 2019



AUSTRALIA

CANADA

Indigenous Populations

According to the 2016 Census, 649,171 people identify as Aboriginal and/or Torres Strait Islander, an increase of 18.4 per cent on 2011. Taking into consideration that the Indigenous population tends to be undercounted in the Census, the Australian Bureau of Statistics has since estimated that the actual number of Australians who identified as Aboriginal or Torres Strait Islander in 2016 is 798,365. This represents approximately 3.3 per cent of the total population.

In 2016 Canadian Census, Indigenous peoples, (First Nations, Métis and Inuit) accounted for almost 4.9% of the total population of Canada. The number of people who identified themselves as an Aboriginal person, that is, North American Indian (First Nations people), Métis and Inuit, was 1,673,785. This total includes 977,230 First Nations people, 587,545 Métis, and 65,025 Inuit.

The province of Ontario, with 374,395 people, has the largest Aboriginal population of any province or territory. 18% of the population of Manitoba reported being Aboriginal which is the largest of all provinces.

In the decade between 2006 and 2016, the Aboriginal population of Canada increased by 42.7 % - Indigenous Canadians are the fastest growing segment of the national population.

Geographical Distribution of Aboriginal Identity Population (2016)

State/Territory	Number of Indigenous peoples living in state/territory	% of the state/territory's total population that identify as Indigenous	Province/Territory	Number of Indigenous peoples living in province/territory	% of the province/territory's total population that identify as Indigenous
New South Wales	216,176	2.9	Ontario	374,395	2.8
Queensland	186,482	4.0	British Columbia	270,585	5.9
Western Australia	75,978	3.1	Alberta	258,640	6.5
Northern Territory	58,248	25.5	Manitoba	223,310	18.0
Victoria	47,788	0.8	Saskatchewan	175,015	16.3
South Australia	34,184	2.0	Quebec	182,890	2.3
Tasmania	23,572	4.6	Nunavut	30,550	85.9
Australian Capital Territory	6,508	1.6	Nova Scotia	51,495	5.7
			Newfoundland & Labrador	45,725	8.9
			Northwest Territories	20,860	50.7
			New Brunswick	29,380	4.0
			Yukon	8,195	23.3
			Prince Edward Island	2,740	2.0

Life Expectancy

Over the period 2015-2017, life expectancy at birth was:

- Indigenous males: 71.6 years compared with 80.2 years for non-Indigenous males; and

Among the Indigenous population, the Inuit had the lowest projected life expectancy in 2017, of 71 years for men and 74 years for women. The Métis and First Nations populations have similar life expectancies, at

<ul style="list-style-type: none"> - Indigenous females: 75.6 years, compared with 83.4 years for non-Indigenous females. <p>In 2015-2017, the gap in life expectancy between the Indigenous and non-Indigenous population was:</p> <ul style="list-style-type: none"> - 8.6 years for males; and - 7.8 years for females. <p>Over the period from 2010-2012 to 2015-2017, Indigenous life expectancy at birth increased by 2.5 years for males and 1.9 years for females. However, the change was not statistically significant. The gap narrowed slightly from 10.6 years to 8.6 years for males and from 9.5 years to 7.8 years for females.</p>	<p>76-78 years for men and 79-80 years for women.</p> <p>Life expectancy projections show an average increase of one to two years from the life expectancy that was recorded for the Indigenous population in 2001, but remains below that of the general population (81 years for men and 85 years for women).</p>
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Education	
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<p><i>Early childhood education</i></p> <p>In 2016, around 14,700 Indigenous children (91 per cent) were enrolled in early childhood programs, compared with 92 per cent for non-Indigenous children.</p> <p><i>School attendance</i></p> <p>In 2017, the overall school attendance rate for Indigenous students nationally was 83.2 per cent, compared with 93.0 per cent for non-Indigenous students.</p> <p><i>Literacy and Numeracy</i></p> <p>In 2017, the proportions of Indigenous students achieving at or above the national minimum standard were significantly higher than the proportions in 2008, for reading in Years 3 and 5 and for numeracy in Years 5 and 9. These four areas have shown the largest reduction in the gap with non-Indigenous students from 2008 to 2017 (by about 10 percentage points). However, the gap in outcomes between Indigenous students and non-Indigenous students has narrowed at least slightly for all eight areas (reading and numeracy for Years 3, 5, 7, and 9) from 2008 to 2017.</p> <p><i>Year 12 or equivalent</i></p> <p>Nationally, the proportion of Indigenous 20-24 year-olds who had achieved Year 12 or equivalent increased from 47.4 per cent in 2006 to 65.3 per cent in 2016. By comparison, over the same period the Year 12 attainment rate for non-Indigenous Australians improved from 83.8 per cent to 89.1 per cent.</p> <p><i>Vocational Training and Higher Education</i></p> <p>In 2016, approximately 14,000 15 to 19-year-old Aboriginal and Torres Strait Islander secondary students participated in a Vocational Education and Training course. Of these, 10 per cent (1,428) were undertaking a school-based apprenticeship or traineeship.</p> <p>In 2016, 17,728 Aboriginal and Torres Strait Islander students were in higher education award courses, this</p>	<p><i>Higher School Certificate or equivalent</i></p> <p>According to the 2016 Canadian Census, 66.4% of Indigenous people 15+ in Canada had attained at least high school certificate or an equivalent qualification, compared to 82.4% of non-Indigenous people aged 15+. In 2016, 7.1% of Indigenous people in Canada aged 15+ had a Bachelor's Degree as their highest qualification, up from 6.2% in 2011</p> <p>71.8% of Indigenous people in Canada aged 20-24 years reported that they had completed at least a high school or its equivalent.</p> <p><i>High school diploma:</i> 74.4% of the Indigenous population aged 25-64 years had completed at least high school in 2016, up from 65.9% in 2006.</p> <p><i>University degree:</i> 10.9% of Indigenous people aged 25-64 years in 2016, up from 7.7% in 2006.</p> <p>In 2016, 65.5 % of the Non-Indigenous population reported post-secondary education as their highest certificate, while only 49.3% of the Indigenous population in Canada has reported post-secondary education as their highest certificate.</p>
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<p>has doubled over the past decade (from 8,803 in 2006). Females make up 65.7 per cent of Indigenous students, compared with 58.0 per cent of the total domestic student population.</p> <p>Indigenous students remain underrepresented in universities, with Indigenous people comprising only 1.7 per cent of the domestic student population (compared with 3.1 per cent of the Australian working age population).</p>	
Income/Employment	
<p>In the 2016 Census, the median weekly income for Aboriginal and Torres Strait Islander peoples 15 years and over was \$441, compared to \$622 for the total Australian population 15 years and over. The median household income for Aboriginal and Torres Strait Islander households was \$1,203 per week, compared to a weekly median of \$1,438 for Australian households overall.</p>	<p>In the 2016 Canadian Census, the median annual employment income for Indigenous people 15 years and over was \$26,385 compared to \$33,683 for the total population. The median household income for the Indigenous population was \$64,439, while the median household income for all households in Canada was \$70,332.</p>
Criminal Justice	
<p>While Aboriginal and Torres Strait Islander peoples account for two per cent of the total adult population, in 2017, Aboriginal and Torres Strait Islander people comprised 27% (11,307) of the total adult prisoner population.</p> <p>The age standardised imprisonment rate for Aboriginal and Torres Strait Islander prisoners was 2,434 per 100,000 adult Aboriginal and Torres Strait Islander population. This was more than 15 times higher than non-Indigenous prisoners for whom the imprisonment rate is 160 per 100,000 people.</p>	<p>In 2016/2017, Indigenous adults accounted for 28% of admissions to provincial/territorial correctional services and 27% for federal correctional services, while representing 4.1% of the Canadian adult population. The overrepresentation of Indigenous adults was more pronounced for females than males. In the federal correctional services, Indigenous females accounted for 31% of female admissions to sentenced custody, while Indigenous males accounted for 23%.</p> <p>Indigenous people also experience higher rates of criminal victimization. In 2014, close to one in three Indigenous people (30%) reported that they or their household had been the victim of crime in the previous 12 months, compared to fewer than one in five non-Indigenous people (19%). Violent victimization rates were especially high among Indigenous women, with a sexual assault rate of 115 incidents per 1,000 population, much higher than the rate of 35 per 1,000 recorded by non-Indigenous women. A National Inquiry into Missing and Murdered Indigenous Women and Girls was launched in 2015 to examine and report on the systemic causes behind the violence that Indigenous women and girls experience.</p>
Land Rights	
<p><i>Land</i> As at May 2018, Indigenous Australians' rights and interests in land are fully recognised across over 46 per cent of the land area of Australia.¹ A further 25 per cent of Australia is subject to application for recognition of native title rights.²</p>	<p>Aboriginal and treaty rights are recognized and affirmed by section 35 of the <i>Constitution Act, 1982</i>.</p> <p>Indigenous land constitutes traditional territories, treaty settlement lands, and reserve lands.</p> <p><i>Reserve Lands</i> Reserve lands are held by the Government of Canada</p>

Native Title

Native title is the recognition by the common law of Australia of rights and interests in relation to land and waters held by Indigenous people under their traditional laws and customs. The *Native Title Act 1993* establishes a national framework for addressing questions of where native title exists, who holds it, and the nature of rights that apply in particular areas and to particular developments on land.

The *Native Title Act 1993* also established a special Land fund to assist traditional owners to assert their native title rights and interests, which is administered by the Indigenous Land Corporation (ILC). The purpose of the ILC is to assist Aboriginal and Torres Strait Islander people to acquire and manage land, so as to provide economic, environmental, social or cultural benefits for those people.

The Land Fund received appropriations from consolidated revenue for the first 10 years of its operation, and at the end of 2004, the value of the fund was \$1.42 billion. The ILC has acquired 5.86 million hectares of land since establishment.

Land Rights

The Commonwealth has direct responsibility for Land Rights in the Northern Territory through the Aboriginal Land Rights (Northern Territory) Act 1976 (Cth) (ALRA). Under the ALRA, Aboriginal land claims to Crown land can be submitted. Traditional owners of land granted under the ALRA hold decision-making powers over access to and use of that land, including for mineral and petroleum exploration.

(Crown), on behalf of First Nations for the use and benefit of First Nations as per s.91 (24) of the Constitution. As a result, Canada and First Nation governments are each responsible for managing different aspects of reserve lands and resources.

There are over 8.8 million acres of reserve lands in Canada (3.6% of the total national land mass), with an additional 4 million acres owed to First Nations arising from legal obligations from treaty land entitlements and specific claims.

The rules and regulations for managing most reserve lands are set out in the *Indian Act*. These rules provide direction on allotting lawful possession of reserve land to a First Nations person (Certificate of Possession), leasing reserve land to a non-band member or company (including a First Nation corporation) for business purposes, and/or providing land use rights to local or other governments for projects such as roads, power lines, or pipelines. The *Indian Act* also includes regulations for the sale of natural resources located on reserve, such as timber, sand or gravel.

Land / Title / Land Rights

There are different methods by which Indigenous groups in Canada can secure ownership and control over their traditional territories, consistent with Article 26 of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). Two of these methods are comprehensive land claim agreements and self-government agreements. Canada and its negotiation partners have signed 26 comprehensive land claim agreements with Indigenous groups since 1973, with and without self-government, covering 40 percent of Canada's land mass. These agreements provide Indigenous parties with certainty and clarity of rights to ownership and use of lands and resources.

In addition, since 2015, Canada has been engaged in Recognition of Indigenous Rights and Self-Determination discussions, where Canada responds to Indigenous leaders wanting to discuss their priorities outside of policy boxes. In many of these discussions, the focus is mainly on Indigenous land ownership, resources revenue and cultural and language preservation. As of December 2018, there are over 75 tables which represent more than 390 Indigenous communities, with a total population of more than 850,000 people.

The Government of Canada has also committed to the review of its laws, policies and operational practices to ensure the constitutional commitments made to Indigenous peoples are respected. Included in this review are the *Comprehensive Land Claims Policy* and the *Inherent Right Policy*. The Government of Canada is committed to working in partnership with Indigenous organizations and rights holders to replace these

	<p>policies, and to listening to ideas about what should be in legislation to make the recognition and implementation of rights the basis for all relations between Indigenous peoples and the federal government.</p> <p>Furthermore, the <i>First Nations Land Management Act (FNLMA)</i> is a mechanism for First Nations to opt out of one third of the <i>Indian Act</i> and take on authority, control and responsibility for their reserve lands, resources and environment. Ensuring that Indigenous groups can benefit from their lands is crucial to reconciliation, economic development, and community growth, and is instrumental in supporting self-determination and self-governance.</p>
Reconciliation	
<p>Australia has not undergone a formal reconciliation process, or a truth telling process.</p> <p>A National Apology to the Stolen Generation was given by the Australian Government in 2007, and this was seen as a historic step towards reconciliation.</p> <p>In the ‘Uluru Statement from the Heart’ June 2017, Indigenous peoples from across Australia came together, following consultations on constitutional recognition, and called for a Voice to Parliament and a Makarrata Commission (truth-telling commission). The Commonwealth Government established a Parliamentary Joint Selection Committee to consider the recommendations of several key reports on constitutional recognition, including the Uluru statement.</p> <p><u>Reconciliation Australia</u></p> <p>Reconciliation Australia’s (RA) work inspires and enables all Australians to contribute and break down stereotypes and discrimination in workplaces, schools and the broader community.</p> <p>RA has achieved high visibility, particularly with its Reconciliation Action Plan (RAP) program. The program is a framework for RA to work with corporate, government and community sectors to demonstrate commitment to achieving reconciliation through development and implementation of a Reconciliation Action Plan (RAP).</p> <p>The RAP framework has enabled organisations to contribute to reconciliation by:</p> <ul style="list-style-type: none"> • Building and encouraging relationships between Aboriginal and Torres Strait Islander peoples, communities, organisations, and the broader Australian community; • Fostering and embedding respect for the world’s longest surviving cultures and communities; and • Developing opportunities within organisations or 	<p>The Government of Canada is committed to achieving reconciliation with Indigenous peoples through a renewed, nation-to-nation, government-to-government, and Inuit-Crown relationship based on recognition of rights, respect, co-operation, and partnership as the foundation for transformative change.</p> <p>In 2008, as part of the Indian Residential Schools Settlement Agreement, the Government of Canada formally apologized to former students and launched a national Truth and Reconciliation Commission (TRC). The TRC delivered its final report in 2015, which included 94 Calls to Action aimed at redressing the legacy of residential schools and advancing the process of reconciliation in Canada. Canada is committed to working in partnership with Indigenous communities, the provinces, territories and other vital partners, to fully implement the Calls to Action and is reporting regularly on progress.</p> <p>In November, 2017, a final agreement was signed settling litigation related to the Sixties Scoop. The settlement provides \$500 to \$700 million in compensation to Status Indians and Inuit who were adopted by non-Indigenous families, became Crown wards or who were placed in permanent care settings between 1951 and 1991. Funding to establish an independent, charitable foundation has also been provided, which will be open to all Indigenous Peoples to support healing, wellness, education, language, culture and commemoration.</p> <p>New structures and policies that change the way Canada works with Indigenous Peoples have also been established, including:</p> <ul style="list-style-type: none"> - Distinctions-based approaches to policymaking to ensure that the unique rights, interests, and circumstances of the First Nations, the Métis Nation, and Inuit are acknowledged, affirmed, and implemented when developing federal Indigenous

<p>services to improve socio-economic outcomes for Aboriginal and Torres Strait Islander peoples and communities.</p>	<p>policy.</p> <ul style="list-style-type: none"> - Permanent bilateral mechanisms with each of the national Indigenous organizations representing First Nations, Inuit and the Métis Nation, led by the Prime Minister and key ministers and supported by senior officials. Regular meetings focus on identifying joint priorities, co-developing policy, and monitoring progress made. - Acceptance and Implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) – which enshrines the individual and collective rights of Indigenous peoples, while guiding the construction of the Government of Canada’s policy in relation to free, prior, and informed consent (FPIC). - Principles respecting Canada’s relationship with Indigenous Peoples, which will guide the work required to fulfill the Government’s commitment to a renewed relationship. - Dissolution of Indigenous and Northern Affairs Canada - in its place, two new departments have been created: Crown–Indigenous Relations and Northern Affairs Canada and Indigenous Services Canada. The new structures are intended to improve services to Indigenous peoples while accelerating a move to self-determination and self-government for Indigenous peoples. - Development of a new rights-based policy to replace the <i>Comprehensive Land Claims Policy</i> and the <i>Inherent Right Policy</i> will be undertaken in partnership with Indigenous organizations and rights holders. The Government of Canada will also continue to listen to ideas about what should be in legislation to make the recognition and implementation of rights the basis for all relations between Indigenous peoples and the federal government.
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Culture

<p>Aboriginal and Torres Strait Islander Australians have the oldest continuous living cultures in the world.</p> <p>Aboriginal people comprise diverse Aboriginal nations, each with their own language, traditions and cultures and have historically lived on mainland Australia, Tasmania or on many of the continent's offshore islands. Torres Strait Islander peoples come from the islands of the Torres Strait, between the tip of Cape York in Queensland and Papua New Guinea. Torres Strait Islanders are of Melanesian origin with their own distinct identity, history and cultural traditions. Many Torres Strait Islanders live on mainland Australia</p> <p>The Australian Government recognises the intrinsic value</p>	<p>The Canadian Constitution recognizes three groups of Aboriginal peoples: First Nations (“Indians”), Inuit and Métis. These are three distinct peoples with unique histories, languages, cultural practices and spiritual beliefs.</p> <p>There are more than 630 First Nation communities in Canada, which represent more than 50 Nations and 50 Indigenous languages (approximately 977,000 people).</p> <p>Inuit are the Indigenous peoples of the Arctic, with a total population of approximately 65,000. Many Inuit in Canada live in 53 communities across the northern regions of Canada in Inuit Nunangat, which means "the place where Inuit live," and is comprised of four regions:</p>
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<p>of culture to Aboriginal and Torres Strait Islander identity and the role it plays in strengthening and shaping the aspirations and choices of Indigenous individuals and communities. Ensuring that Indigenous culture is recognised and sustained is a focus of government policies and programs. Cultural maintenance is supported through programs as varied as the Indigenous Advancement Strategy (IAS), Indigenous language and arts funding, NAIDOC Week celebrations and the Healing Foundation.</p> <p>Building social cohesion and national respect for Indigenous culture is supported by reconciliation activities, a move towards constitutional recognition and an emphasis on eliminating racism through legislation, targeted campaigns and cohesive government policy. The Government will continue to contribute to the maintenance and strengthening of Indigenous cultural expression and conservation, and promote recognition of Australia’s shared history and valuable Indigenous heritage.</p>	<ul style="list-style-type: none"> • Inuvialuit (NWT and Yukon) • Nunavik (Northern Quebec) • Nunatsiavut (Labrador) • Nunavut <p>According to the 2016 Census, 587,545 Canadians self-identified as Métis, with the largest populations residing in Manitoba, Saskatchewan, and Alberta, the historic “Metis Nation Homeland”.</p> <p>In 2016, 15.6% of the Indigenous population reported that they could conduct a conversation in an Indigenous language. This compared with 21.5% in 2006. While the percentage declined by nearly six percentage points between 2006 and 2016, the actual number of Indigenous people who could speak an Indigenous language increased by 3.4% from 252,045 to 260,550.</p> <p>Canada is working collaboratively, transparently and on a distinctions-basis to co-develop First Nations, Inuit and Métis languages legislation with Indigenous peoples that will reflect the distinct geographic, political, legislative, and cultural contexts impacting language preservation, promotion and revitalization.</p>
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Child protection/ care

<p>In 2016-17, Aboriginal and Torres Strait Islander children were the subject of a substantiated report of abuse or neglect at 7 times the rate of non-Indigenous children and were 10 times more likely than non-Indigenous children to be placed in out-of-home care (AIHW, 2018). The number of Aboriginal and Torres Strait Islander children on care and protection orders has consistently increased nationally from 49.9 per 1000 in 2013 to 65.3 per 1000 in 2017 (AIHW 2018).</p> <p>The Commonwealth is working closely with states and territories as part of the <i>National Framework for Protecting Australia’s Children 2009-2020</i> (National Framework). The National Framework includes a key priority and agreed actions to improve outcomes for Aboriginal and Torres Strait Islander children at risk of entering or already in the child protection system. As part of signing up to the National Framework, all states and territories have adopted the Aboriginal and Torres Strait Islander Child Placement Principle in policy and practice. The Child Placement Principle aims to reduce rates of child removal, enhance child-community connection and preserve cultural identity.</p> <p>In June 2018, Community Services Ministers agreed that the Fourth Action Plan of the National Framework will prioritise outcomes for Aboriginal and Torres Strait Islander children at risk of, or in contact with the child protection system including by:</p> <ul style="list-style-type: none"> • Providing support to uphold the Child Placement Principle; and 	<p>According to the 2016 Census, Indigenous children represented 7.7% of all children ages 0-14. However, they represented 52.2% of all children (age 0-14) in foster care. Almost 7 out of 10 (69%) of Indigenous children age 0-14 who were in foster care were Registered Indians, 13% were Métis, and 3.6% were Inuit.</p> <p>Child and family services is generally an area of provincial legislative authority; the federal role in this area has traditionally been limited to funding for First Nations Child and Family Services on reserve. Currently, Provinces and Territories (PTs) delegate authority for child welfare services for First Nations children ordinarily resident on reserve to First Nations child welfare agencies, but those agencies are subject to PT legislation, regulations, and policies.</p> <p>In January 2018, the Minister of Indigenous Services hosted a national Emergency Meeting involving all provinces and territories and First Nations, Inuit and Métis leaders to address this issue and to work together towards reform. At this meeting, Canada committed to six points of action:</p> <ul style="list-style-type: none"> • Continuing the work to fully implement all orders of the Canadian Human Rights Tribunal, and reforming child and family services including moving to a flexible funding model; • Shifting the programming focus to prevention and early intervention; • Supporting communities to draw down jurisdiction
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<ul style="list-style-type: none"> Strengthening Aboriginal organisations to take a more active role in child protection matters. <p>In 2016-17, 68 per cent of Aboriginal and Torres Strait Islander children in out-of-home care were placed with relatives/kin, other Indigenous caregivers, or in Indigenous residential care (AIHW, 2018).</p> <p>Under the Child Placement Principle, the preferred order of placement for Indigenous children is with an extended family member, a member of the child’s Indigenous community, or other Indigenous people. This applies to all placement types, including adoptions. Where these options are not available or appropriate, Indigenous children may be adopted by other families. It should also be noted that the principle embeds engagement with Indigenous people in adoption-related decision-making.</p> <p>Whilst states and territories have statutory responsibility for their child protection systems, the Australian Government is working to address the underlying drivers that bring Indigenous children into contact with the child protection system and to better support families by:</p> <ul style="list-style-type: none"> Investing in targeted prevention services for vulnerable families; Investing in universal services for families and children; Increasing the number of Indigenous organisations delivering services; and Increasing the availability and use of data and the evaluation of programs. 	<p>and explore the potential for co-developed federal child welfare legislation;</p> <ul style="list-style-type: none"> Accelerating the work of trilateral and technical tables that are in place across the country; Supporting Inuit and Métis Nation leadership to advance culturally-appropriate reform; <u>and</u> Developing a data and reporting strategy with provinces, territories and Indigenous partners. <p>On November 30, 2018, the Minister, together with Assembly of First Nations National Chief Perry Bellegarde, Inuit Tapiriit Kanatami President Natan Obed, and Métis National Council President Clément Chartier, announced that the Government of Canada will introduce co-developed federal legislation on Indigenous child and family services in early 2019. This responds to the fourth Call to Action by the Truth and Reconciliation Commission. Generally, Indigenous child welfare encompasses the first five Calls to Action by the Truth and Reconciliation Commission.</p> <p>As part of the co-development process, a Reference Group was established to validate legislative options stemming from the engagement. This group was composed of representatives from the AFN, along with Inuit Tapiriit Kanatami (ITK), the Métis National Council (MNC), and Indigenous Services Canada. The Reference Group was chaired by noted expert and former judge, Mary Ellen Turpel-Lafond.</p>
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Public service representation

<p>The APS Employment Database data shows that the representation of ongoing Indigenous employees is just over three per cent. Most Indigenous employees in the APS occupy trainee, graduate and APS 1–6 positions. Almost four per cent of positions up to APS 6 are held by Indigenous employees, continuing a steadily increasing trend in Indigenous employment since 2012. In comparison, Indigenous representation within Executive Level (EL) and Senior Executive Service (SES) classifications has remained relatively static.</p> <p>The Commonwealth Aboriginal and Torres Strait Islander Employment Strategy aims to build Indigenous employment within the APS and supports the government’s target of 3.8 per cent Indigenous employment by 2018. This also reflects APS-wide efforts to offer a range of entry pathways for Indigenous employees and to improve career development opportunities for existing employees.</p>	<p>As of March 2016, Aboriginal peoples represented of 5.2% of the total federal employee population, against an estimated workforce availability of 3.4%.</p> <p>However, at the highest salary levels, the proportion of Aboriginal peoples continued to be slightly lower than the rest of the employee population, with Indigenous employees comprising approximately 3.7% of the Executive Group.</p> <p>In addition, the departure of Aboriginal employees from the public service was persistently higher than their workforce availability. The separation level (at 5.1% in 2016) is almost equal to their representation level (of 5.2%).</p> <p>To better understand the experiences, challenges and workplace satisfaction issues for Indigenous employees, the Interdepartmental Circles on Indigenous Representation, led by the Deputy Minister Champion for Indigenous Public Servants, conducted a workforce retention survey in 2016 of current and past Indigenous employees, and issued a final report in 2017, entitled</p>
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Political representation/decision-making

The Prime Minister’s Indigenous Advisory Council

The Prime Minister’s Indigenous Advisory Council has provided the opportunity for First Australians to participate in and influence policy and program decisions at the highest levels of Government: advising the Prime Minister and contributing to a Cabinet process, through the Council’s links with the Indigenous Policy Committee of Cabinet. Along with advising the Prime Minister and the Minister for Indigenous Affairs on agreed priority issues, Council also provides advice on submissions being drafted for the Indigenous Policy Committee’s consideration.

In providing its advice to the Government about policies of importance to Aboriginal and Torres Strait Islander peoples, the Council focuses its attention in four key areas:

- strengthening the relationship;
- using strengths-based approaches;
- enabling and embracing local leadership and decision-making; and
- developing better lines of accountability and decision-making for expenditure in Indigenous Affairs and beyond.

National Congress of Australia’s First Peoples

Congress was established in 2009 as the national representative body for Aboriginal and Torres Strait Islander peoples. The organisation received funding of \$29.3 million over five years to support its establishment and operations, and more recently a further \$3 million over 3 years to support the Government’s engagement with Peak Indigenous organisations to address a set of key priority issues identified through the Redfern Statement in June 2016.

Permanent Bilateral Mechanisms

Three Permanent Bilateral Mechanisms were established in 2016 with each of the Assembly of First Nations, Inuit Tapirit Kanatami, and Métis National Council. They provide a comprehensive, distinctions-based approach to priority-setting, policy co-development, and results, with a whole-of-government focus and consisting of:

- annual meetings with the Prime Minister and national and regional Indigenous leaders from each organization, to establish priorities and report on progress;
- meetings with key Cabinet Ministers at least twice a year to advance policy co-development; and
- quarterly meetings with senior officials, and ongoing technical working groups to support ministerial tables.

In addition, the Prime Minister and key ministers participate in an annual **Modern Treaty and Self-Governing First Nations Forum** to discuss shared priorities related to the implementation of land claim and self-government agreements.

The Minister of Crown-Indigenous Relations and Northern Affairs has also established mechanisms to identify joint priorities and co-develop policy to improve socio-economic conditions for Indigenous peoples represented by the Congress of Aboriginal Peoples (CAP) and the Native Women’s Association of Canada (NWAC). An Accord with the CAP (which represents off-reserve and non-status First Nations, NunatuKavut Inuit and some Métis) was signed in December 2018, and an Accord with NWAC is planned for early 2019 to establish a formal process of reconciliation and a renewed relationship.

Funding

The Government of Canada provides ongoing core funding and proposal-based project funding to national and regional Indigenous organizations to support their participation in these and other policy development and engagement processes.

Cabinet Committee on Reconciliation

Established in 2018, and building on the work of the Working Group of Ministers on the Review of Laws and Policies Related to Indigenous Peoples undertaken from 2016 to 2018, this Cabinet committee examines initiatives designed to strengthen the relationship with Indigenous peoples.

Constitutional recognition/Treaties	
<p>The Australian Government remains committed to recognising Aboriginal and Torres Strait Islander Australians in the Constitution. Recognition would acknowledge our shared history and the value we place on our Aboriginal and Torres Strait Islander heritage.</p> <p>A Parliamentary Joint Select Committee on Constitutional Recognition Relating to Aboriginal and Torres Strait Islander Peoples delivered its final report to Parliament on 29 November 2018. The Australian Government has not yet formally responded to the report’s recommendations but is supportive of a process of co-design with Aboriginal and Torres Strait Islander Australians.</p> <p>Australia is committed to working in partnership with Indigenous Australians and improving their engagement with all levels of government and</p> <p>In Australia, several state and territory governments are progressing treaty discussions with Aboriginal and Torres Strait Islander Australians.</p>	<p>Aboriginal and treaty rights are recognized and affirmed in section 35 of the <i>Constitution Act, 1982</i>. The Government of Canada is committed to removing colonial barriers that impede the exercise of those rights to ensure the relationship between Canada and Indigenous peoples is based on the recognition and implementation of Indigenous rights.</p> <p>The Government of Canada will continue to engage with Indigenous peoples to reform the <i>Comprehensive Land Claims Policy</i> and the <i>Inherent Right Policy</i> based on the recognition of rights. In addition, Canada will continue to listen to ideas around what should be in legislation to make the recognition and implementation of rights the basis for all relations between Indigenous peoples and the federal government.</p>
Economic development	
<p>The Australian Government is embracing closer working relationships with Indigenous leaders and communities – an approach that supports Indigenous agency, enables true partnerships with Government, and recognises the diversity of Aboriginal and Torres Strait Islander peoples.</p> <p>This includes an Indigenous-led and designed approach to development through the Empowered Communities (EC) initiative. EC involves Indigenous communities and governments working together to set priorities, improve services and apply funding effectively at a regional level. In tandem, Commonwealth and state and territories are investing in a range of regional governance models to support local decision making across Australia. Embedded in this broader regional governance agenda is economic policy largely focused on the creation of choice and the realisation of opportunity. Australian Indigenous economic policy rests on two pillars:</p> <ol style="list-style-type: none"> 1. Driving demand for Indigenous businesses and employees through purchasing/procurement; and 2. Strengthening supply side supports to enable Indigenous Australians to take up the demand side opportunities. <p>The Australian Government has a strong focus on the role of Indigenous-owned businesses, and addressing the significant discrepancy between Indigenous and non-Indigenous participation in business (3.7% working age Indigenous people are in business compared to 10.8% non-Indigenous Australians), to support Indigenous</p>	<p>Launched in 1996, the Procurement Strategy for Aboriginal Business (PSAB) is the primary tool used by the Government of Canada to address the under-representation of Indigenous participation within federal procurement processes. PSAB enhances the creation, growth and long-term viability of Indigenous businesses by assisting them in competing for – and winning – federal procurement opportunities.</p> <p>Building on PSAB, federal government departments have been asked to set aside 5% of federal procurement dollars for Indigenous businesses. PSAB is currently being reviewed for potential enhancements to further increase federal procurement opportunities for Indigenous people.</p> <p>Created in 2009, the guiding principles set out in the Government of Canada’s “Federal Framework for Aboriginal Economic Development” are consistent with today’s mandate: jobs and economic growth are fundamental to improving the lives of Indigenous peoples and contributing to Canada’s long-term prosperity. The Framework was a modern, federal approach to promoting Aboriginal economic development that recognizes that Government can help create the right conditions, but it cannot do it all and it cannot do it alone.</p> <p>The Framework is about working with willing partners to focus Government of Canada efforts on real opportunities and positive results; tailoring our efforts to specific situations and needs; and adapting to new</p>

<p>economic development. Indigenous businesses create self-employment and other employment opportunities, build wealth and are key to economic empowerment for Indigenous Australians. For example, Indigenous businesses who have won Indigenous Procurement Policy (IPP) contracts on average have an overall Indigenous workforce of 37 per cent, compared to an average Indigenous workforce of 0.7 per cent in non-Indigenous businesses.</p> <p>The refresh of Australia’s national agenda to support Aboriginal and Torres Strait Islander peoples, Closing the Gap, is centred on achieving parity through partnership. It is a commitment from Australian governments to work with Indigenous Australians to improve outcomes in areas of health, education and employment, and sets targets aimed at eliminating the gap in outcomes between Indigenous and non-Indigenous Australians.</p> <p>The strategy has been developed and agreed to by Australia’s Commonwealth and state and territory governments through the Council of Australian Governments (COAG) framework, with responsibility for implementation shared between the jurisdictions. Like the UN Sustainable Development Goals, Closing the Gap is a long-term, ambitious framework which requires sustained efforts from all levels of government and each sector in society.</p> <p>As an investment in the fundamental components of human capital, estimates suggest that closing the gap in social and economic outcomes for Indigenous Australians would deliver considerable benefits to the Australian economy, with a gain of approximately \$24 billion by 2031. It would also have positive implications for government budgets, with an estimated net gain of \$11.9 billion to governments across Australia by 2031.</p>	<p>and changing conditions as they arise. Federal departments collaboratively foster community and individual economic development efforts through direct investments and supports.</p> <p>The vision for the Government of Canada is to work in all areas of the economy and in all parts of the country to improve conditions for investment, enhance Canada's innovation performance, increase Canada's share of global trade and build a fair, efficient and competitive marketplace. Secondly, to improve the standard of living and quality of life for all Canadians by promoting a labour force that is highly skilled and promoting an efficient and inclusive labour market; and finally, to support the self-determination of Indigenous peoples who should control service delivery for their own people</p> <p>The current approach can be summarized as follows:</p> <ol style="list-style-type: none"> 1) Improve the Legal and Regulatory Environment: Address barriers that impede economic development, such as outdated mining regulations in the <i>Indian Act</i> and disproportionate impact of the <i>Species at Risk Act</i> on-reserve lands. 2) Increase Skilled Labour: Improve educational outcomes, literacy, skills development and industry-specific job training. 3) Address Deficits in Capacity: Increase tools and capacity to identify and pursue economic opportunities and improve community development programs and Indigenous institutional arrangements. 4) Increase Access to Lands and Resources: Accelerate resolution of land claims and Addition to Reserves processes, and support participation in the First Nations Land Management regime. 5) Address Deficits in Infrastructure: Reduce commercial, communication and transportation infrastructure gaps and improve linkages with other federal programming. 6) Increase Financing Options: Improve access to commercial capital and other forms of financing, such as through <i>First Nations Fiscal Management Act</i> to exercise property taxation authority. <p>To achieve these goals, departments are working to align/streamline efforts, strengthen partnerships and build Indigenous capacity which will be keys to delivering on outcomes, including working with other orders of government. Programs such as Community Opportunities Readiness and Lands and Economic Development Services are examples of strengthening community capacity.</p>
<p>Terminology</p>	

'Aboriginal and Torres Strait Islander people' is a collective name for the original people of Australia and their descendants. This distinction emphasises the diversity of languages, cultural practices and spiritual beliefs. This diversity is acknowledged by adding an 's' to 'people' ('Aboriginal and Torres Strait Islander peoples').

The 'I' in 'Indigenous' is capitalised when referring specifically to Australian Aboriginal and Torres Strait Islander peoples.

The terms Indigenous and Aboriginal and Torres Strait Islander People are often used interchangeably.

Canada's Constitution recognizes three distinct Aboriginal peoples: First Nations ("Indians"), Inuit and Métis, each with unique histories, languages, cultural practices and spiritual beliefs.

First Nations are the Indigenous peoples found south of the Arctic Circle, and include more than 50 distinct Nations and 50 Indigenous languages. Historically, they have been governed by the *Indian Act*, which defined "Indian Status" and created the reserve system.

Inuit are the Indigenous peoples of the Arctic. The word Inuit means "the people" in the Inuit language (Inuktitut). The singular of Inuit is Inuk.

The Métis are people of mixed First Nation and European (primarily French) ancestry who identify as Métis. While self-identified Métis are found in many regions of Canada, the Métis Nation defines itself by the distinct culture, language (Michif) and traditions that emerged in historic Métis communities along the routes of the fur trade in Manitoba, Saskatchewan, Alberta, as well as parts of Ontario, British Columbia, and the Northwest Territories.

The 'I' in 'Indigenous' is capitalised when referring specifically and collectively to First Nations, Inuit and Métis in Canada, and is often used interchangeably with the term "Aboriginal".