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THE UNIVERSITY OF
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BY: ATSLA

The Secretary
Standing Committee on Aboriginal and Torres Strait Islander Affairs
House of Representatives
Parliament House
CANBERRA ACT 2600

6 May 2005

To Whom It May Concern

Inquiry into Indigenous Employment

I am writing on behalf of the researchers working on the Australia Research Council Linkage Project: *Agreements, Treaties and Negotiated Settlements: Their role and relevance to Indigenous Australians in Settler States*. Whilst we are unable to comment directly on initiatives relating to Indigenous Employment that have been successful, outcomes of our project can shed some light on where employment and training opportunities are being included in agreements made with Indigenous peoples around Australia.

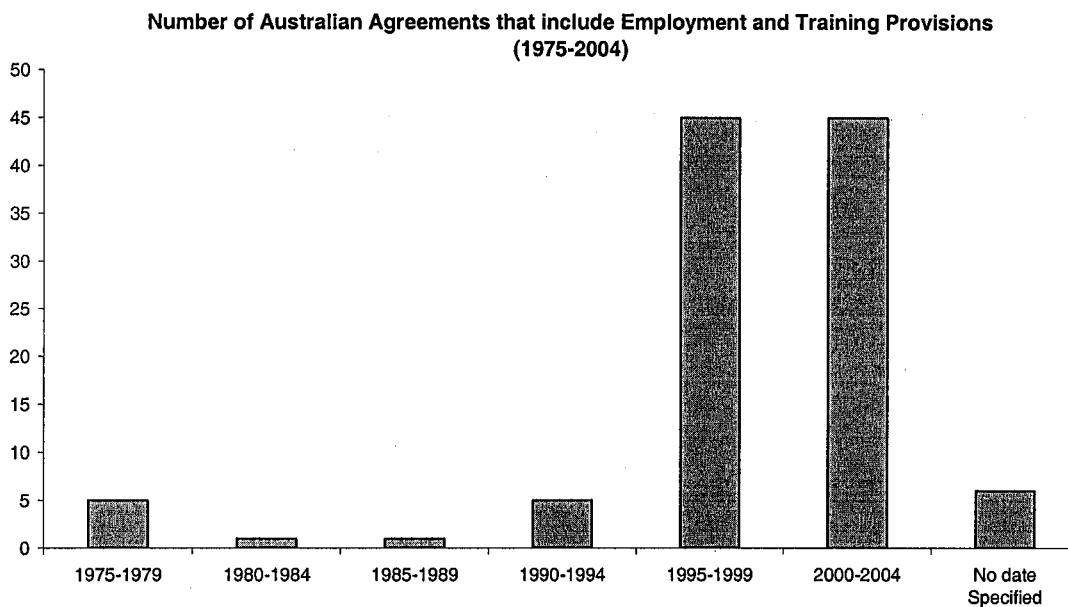
The Project which began in January 2002 was developed to examine treaty and agreement-making with Indigenous Australians and the nature of the cultural, social and legal rights encompassed by past, present and potential agreements and treaties. The project involves researchers from both The University of Melbourne (Professor Marcia Langton, Chair of Indigenous Studies, and Assoc. Professor Maureen Tehan of the Faculty of Law, and Dr Lisa Palmer, Postdoctoral Research Fellow) and The University of Technology Sydney (Professor Larissa Behrendt of the Faculty of Law and Jumbunna Indigenous House of Learning). The project is also supported by the Office of Indigenous Policy Coordination and the Australian Institute of Aboriginal and Torres Strait Islander Studies.

A significant outcome of the project is the ATNS database (www.atns.net.au), an online gateway and resource that links current information, historical detail and published material relating to agreements made between Indigenous people and others in Australia and overseas. Designed for use by Indigenous and other community organisations, researchers, government and industry bodies, the ATNS database includes information on agreements relating to land, as well as those made in the areas of health, education, research, policy and Indigenous relations.

To date the ATNS project team has accumulated a significant quantity of data relating to agreements and the organisations, agencies, corporations and legislative frameworks that are involved in the process of agreement making between Indigenous people. There are over 2200 entities and published resources in the database of which approximately 560 are agreements. Wherever possible entries about these agreements

contain information relating to agreement provisions such as the employment and training, education, and business opportunities. The database includes only information that is already available in the public domain in some form or information given to us by parties who have given us permission to include it in the database. The database does not contain confidential information.

Of the 560 agreements detailed in the database, 475 are agreements that have been made in Australia. 108 of those contain employment and training provisions reflecting the high priority accorded to job creation for Indigenous people by the parties, especially between 1995 and 2004. A list of these has been provided for you as an attachment. Below is a chart detailing the number of Australian agreements which include employment and training provisions in 5 year periods from 1975 to 2004.



If you would like to know more about the details of these agreements, it is possible to search agreements by their title on the ATNS database at <http://www.atns.net.au/search.php>.

If you have any further enquiries please do not hesitate to contact Odette Mazel on 03 8344 9160 or email her: omazel@unimelb.edu.au.

Yours sincerely

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Agreements containing Employment and Training provisions
detailed on the ATNS Database

6/05/2005

Title	Start Date	Nationality	Category	Type
Aboriginal and Torres Strait Islander Commission (ATSIC) Memorandum of Understanding	1998	Australian	Employment	Agreement
Aboriginal Landcare Education Program	26 February 2003	Australian	Employment	Agreement
Agreement between the Northern Land Council and the Director of National Parks and Wildlife	3 November 1978	Australian	Employment	Agreement
Agreement for the Provision and Management of Housing and Infrastructure for Aboriginal and T	20 February 2001	Australian	Employment	Agreement
Alcan South Pacific Agreement	3 September 1997	Australian	Employment	Agreement
Alice Springs to Darwin Railway Agreement		Australian	Employment	Agreement
Arabunna Area Minerals Exploration Indigenous Land Use Agreement (ILUA)	13 October 2004	Australian	Employment	Agreement
Benda Bluff & Collara Mts Agreement	1999	Australian	Employment	Agreement
BHP Area C Agreement	2000/2001	Australian	Employment	Agreement
Bradshaw Partnering Indigenous Land Use Agreement (ILUA)	16 July 2003	Australian	Employment	Agreement
Breakaways / Moon Plain Filming Agreement	1998	Australian	Employment	Agreement
Breakaways Reserve Management Plan and Joint Management Agreement		Australian	Employment	Agreement
Broome Pearls Native Title Pearlring Agreement	18 November 2003	Australian	Employment	Agreement
Bundjalung People and Ross Mining Agreement	25 July 1997	Australian	Employment	Agreement
Bunjalung of Byron Bay (Arakwal) Indigenous Land Use Agreement (ILUA)	28 August 2001	Australian	Employment	Agreement
Burrup and Maitland Industrial Estates Agreement Implementation Deed	January 2003	Australian	Employment	Agreement
Chevron Gas Pipeline Agreement	24 November 1997	Australian	Employment	Agreement
City of Albany Aboriginal Accord	27 March 2003	Australian	Employment	Agreement
City of Port Phillip Memorandum of Understanding with Indigenous Community	11 March 1999	Australian	Employment	Agreement
Comalco Indigenous Land Use Agreement (ILUA)	24 August 2001	Australian	Employment	Agreement
Communique between the Government of the State of Tasmania and the Aboriginal and Torres	14 November 2001	Australian	Employment	Agreement
Dambimingari Agreement	1998	Australian	Employment	Agreement
Deed of Management between Limilingan-Wulna Aboriginal Corporation and the Conservation C	7 November 1994	Australian	Employment	Agreement
Department of Education, Training and Youth Affairs Memorandum of Understanding	1998	Australian	Employment	Agreement
Department of Employment, Workplace Relations & Small Business (DEWRSB) Employment Co	1999	Australian	Employment	Agreement
Dhimurru Section 73 Agreement	16 November 2002	Australian	Employment	Agreement
Diavik Diamonds Project Socio-Economic Monitoring Agreement	2 October 1999	Australian	Employment	Agreement
Eastern Guruma Agreement	2001	Australian	Employment	Agreement
Georgina River Bridge Project		Australian	Employment	Agreement
Geraldton-Greenough Memorandum of Understanding	2003	Australian	Employment	Agreement
Giants Reef Exploration Pty Ltd Edna Beryl Agreement	28 November 1998	Australian	Employment	Agreement
Greater Shepparton Shared Responsibility Agreement	4 September 2003	Australian	Employment	Agreement

Title	Start Date	Nationality	Category	Type
Gulf Communities Agreement	September 1997	Australian	Employment	Agreement
Hail Creek Coal Agreement Wiri Yuwiburra	1998	Australian	Employment	Agreement
Hamersley Iron Pty Ltd - Eastern Guruma Indigenous Land Use Agreement (ILUA)	27 November 2002	Australian	Employment	Agreement
Hopevale Aboriginal Council and Cape Flattery Silica Mines Deeds of Compensation A & B	30 April 1992	Australian	Employment	Agreement
Indigenous Employment and Training Agreement between ADrail Joint Venture Company and th	2001	Australian	Employment	Agreement
Kakadu National Park, The Northern Territory of Australia, Memorandum of Lease	1991	Australian	Employment	Agreement
Kakadu National Park, The Northern Territory of Australia, Memorandum of Lease	1996	Australian	Employment	Agreement
Kakadu National Park, The Northern Territory of Australia, Memorandum of Lease	1991	Australian	Employment	Agreement
Kakadu National Park, The Northern Territory of Australia, Memorandum of Lease	3 November 1978	Australian	Employment	Agreement
Kakadu National Park, The Northern Territory of Australia, Memorandum of Lease (3 November	3 November 1978	Australian	Employment	Agreement
Kalkadoon / Matrix Metals Indigenous Land Use Agreement (ILUA)	19 February 2003	Australian	Employment	Agreement
Kimberley Land Council Argyle Diamond Mine Memorandum of Understanding	2001	Australian	Employment	Agreement
Kimberley Region Native Title and Heritage Protection Memorandum of Understanding	23 June 1999	Australian	Employment	Agreement
Kinchega National Park Memorandum of Understanding	1 July 2002	Australian	Employment	Agreement
Koonibba Aboriginal Community Agreement		Australian	Employment	Agreement
Koonibba Community Pipeline Deed of Agreement	October 1996	Australian	Employment	Agreement
Larrakia and Phillips Oil Company Australia Agreement	1999	Australian	Employment	Agreement
Local Agreement between Eurobodalla Shire Council and Aboriginal Community	1998	Australian	Employment	Agreement
Local Agreement between the Cowra Shire Council and Cowra Indigenous People	May 1997	Australian	Employment	Agreement
Manna Hill Mining Company and the Kuyani/Adnyamathanha Peoples Agreement	August 1997	Australian	Employment	Agreement
Martirendi Agreement		Australian	Employment	Agreement
Memorandum of Understanding between Alexandria Park Community School and University of T	17 June 2004	Australian	Employment	Agreement
Memorandum of Understanding between ATSIC and the Independent Education Union	19 September 2003	Australian	Employment	Agreement
Memorandum of Understanding between Chevron and the Cape York Land Council	July 1997	Australian	Employment	Agreement
Memorandum of Understanding between Tangentyere Council and Alice Springs Town Council	3 November 2000	Australian	Employment	Agreement
Memorandum of Understanding between the Glenelg Shire Council and the Local Indigenous Co	30 January 2002	Australian	Employment	Agreement
Memorandum of Understanding between the Northern Land Council and Jobfind Centres Pty Ltd	4 February 2004	Australian	Employment	Agreement
Memorandum of Understanding between the Northern Land Council and the Territory Constructi	18 December 2002	Australian	Employment	Agreement
Memorandum of Understanding between the South West Aboriginal Land and Sea Council and t	8 October 2003	Australian	Employment	Agreement
Memorandum of Understanding for Model Exploration and Mining Agreements	2001	Australian	Employment	Agreement
Memorandum of Understanding with McArthur River Mining	May 2001	Australian	Employment	Agreement
Mereenie Oil and Gas Agreement	17 November 2002	Australian	Employment	Agreement

Title	Start Date	Nationality	Category	Type
Merlin Diamond Mine Northern Territory and the Wurdaliya and Wuyaliya Peoples Agreement	16 June 1998	Australian	Employment	Agreement
Mimosa Aerial Control Agreement	17 September 1998	Australian	Employment	Agreement
Mineral Exploration Template Indigenous Land Use Agreement (ILUA)	2004	Australian	Employment	Agreement
ML30156 (Balcooma) Indigenous Land Use Agreement (ILUA)	13 March 2003	Australian	Employment	Agreement
Model Exploration & Mining Agreement between Rio Tinto Exploration Pty Ltd, Local Aboriginal	2001	Australian	Employment	Agreement
Monkey Mia Dolphin Resort Joint Venture Agreement	June 2002	Australian	Employment	Agreement
Mount Hotham Airport Agreement	12 October 1998	Australian	Employment	Agreement
Mount Stretton Deed for Exploration	27 June 1995	Australian	Employment	Agreement
Mt Grenfell Lease: Cobar Local Aboriginal Land Council Lease to the Minister for the Environme	17 July 2004	Australian	Employment	Agreement
Mt Lean Agreement	2000	Australian	Employment	Agreement
Murrin Murrin Project Agreement	3 April 1997	Australian	Employment	Agreement
Mutawintji Lease Agreement	4 September 1998	Australian	Employment	Agreement
Nitmiluk (Katherine Gorge) National Park Memorandum of Lease	1989	Australian	Employment	Agreement
Partnering Agreement between the Government of South Australia and the Aboriginal and Torre	December 2001	Australian	Employment	Agreement
Pine Ridge & Mt Davies Agreements	1998	Australian	Employment	Agreement
Protocol for the Negotiation of a Native Title Framework Agreement for Victoria	3 November 2000	Australian	Employment	Agreement
Ranger Uranium Project: Government Agreement (9 January 1979)	9 January 1979	Australian	Employment	Agreement
Ranger Uranium Project: Section 44 Agreement (3rd November 1978)	3 November 1978	Australian	Employment	Agreement
Residential Development Agreement between the Larrakia and the Northern Territory Governme	2001	Australian	Employment	Agreement
Snake Creek Deed for Exploration	10 January 1997	Australian	Employment	Agreement
Snowdrop Creek Deed for Exploration	28 August 1995	Australian	Employment	Agreement
Sounds of the Outback Agreement	2002	Australian	Employment	Agreement
South Australian Petroleum Exploration and Production Agreement	6 April 1998	Australian	Employment	Agreement
South Nicholson River Agreement	1998	Australian	Employment	Agreement
Statement of Commitment to a New and Just Relationship between the Government of Western	10 October 2001	Australian	Employment	Agreement
Stokes Range Agreement	1999	Australian	Employment	Agreement
Tanami Exploration, Central Land Council Indigenous Land Use Agreement (ILUA)	18 April 2001	Australian	Employment	Agreement
Tanami Mining Agreements	1983	Australian	Employment	Agreement
Tjupan Ngalia Agreement	4 March 1997	Australian	Employment	Agreement
Todmorden Pastoral Indigenous Land Use Agreement (ILUA)	29 March 2004	Australian	Employment	Agreement
Tripartite Agreement between the Metropolitan Local Aboriginal Land Council, Warringah Council	10 September 1998	Australian	Employment	Agreement
Tumut Brungle Indigenous Land Use Agreement (ILUA)	26 August 1998	Australian	Employment	Agreement

Title	Start Date	Nationality	Category	Type
Uluru - Kata Tjuta National Park Memorandum of Lease	1 January 1994	Australian	Employment	Agreement
Union Mining, the Ewamian People and the State of Queensland Agreement	November 1997	Australian	Employment	Agreement
Wadeye Shared Responsibility Agreement	21 March 2003	Australian	Employment	Agreement
Walgundu Exploration Agreement	1995	Australian	Employment	Agreement
Western Cape Communities Memorandum of Understanding	1996	Australian	Employment	Agreement
Western Mining Corporation (WMC) Olympic Dam Agreements	March 1999	Australian	Employment	Agreement
Wetji River Deed for Exploration	28 August 1995	Australian	Employment	Agreement
Willowra Deed for Exploration	1 June 1995	Australian	Employment	Agreement
Witjira Joint Management Arrangement		Australian	Employment	Agreement
Wunara Exploration Deed	2000	Australian	Employment	Agreement
Yandicoogina Mine Mediation Memorandum of Understanding	1996	Australian	Employment	Agreement
Yandicoogina Regional Land Use Agreement	March 1997	Australian	Employment	Agreement