

In 2011, sponsors may take the following figures to be the SHRC's long-term goals for a representative workforce. The Commission chose the age range of 15 to 74 to reflect the change in the *Saskatchewan Human Rights Code*, with the end of mandatory retirement. Statistics Canada considers people 75 and older not to be unemployed even if they are looking for work.

**Please read notes below, which simplify procedures so that no employer is working with more than one figure for any equity group.**

#### SHRC - 2011 Goals for Representative Workforce

Equity Group	See Note	2011 Goal
Aboriginal People		
Provincial	(1)	13.1%
Prince Albert & Northern Administration District	(2)	30.1%
Members of a Visible Minority Group		
Provincial	(3)	3.8%
Regina or Saskatoon	(4)	6.6%
Persons with Disabilities	(5)	9.7%
Women in Underrepresented Occupations	(6)	47.0%

#### Notes

- (1) *This is the percentage of the population 15 to 74 years of age who self-identify as Aboriginal based on the 2006 Statistics Canada census (12.8%) updated to 2011 using estimates from Sask Trends Monitor.*
- (2) *If more than 70% of your workforce is employed in Prince Albert or the Northern Administrative District, please use 30.1% as your goal.*
- (3) *This is the percentage of the population 15 to 74 years of age who self-identify as members of a visible minority group based on the 2006 Statistics Canada (3.6%) census and updated to 2010 using estimates from Sask Trends Monitor.*  
  
*If more than 30% of your workforce is primarily located outside of Regina or Saskatoon, please use the provincial goal of 3.8%.*
- (4) *If more than 70% of your workforce is primarily located in Regina or Saskatoon, please use the urban goal of 6.6%.*
- (5) *This is based on the proportion of the population 15 to 64 years of age who reported a disability or activity limitation in the 2001 PALS.*
- (6) *In 2009, women made up 47% of people employed in Saskatchewan according to Statistics Canada's Labour Force Survey. If you are an employer which uses the National Occupational Codes (NOC) use of the three digit code is sufficient.*