

**SASKATCHEWAN HUMAN RIGHTS COMMISSION  
EMPLOYMENT EQUITY REPORTS, 2008  
Representative Workforce Levels**

Employment equity programs seek to create a positive work environment for all employees and fair representation of groups and individuals who face particular barriers. As the Human Rights Commission stated in its *Policy on Equity Programs*:

“The fundamental goals of equity programs can be expressed as principles of fairness and inclusion. Equity in employment means a representative workforce that mirrors the working age population in all occupations and at all levels, and supportive work environments that promote the participation of all groups.”<sup>1</sup>

To ensure programs are as effective as possible, sponsors need concrete, measurable goals and ways of assessing progress towards them. For this reason, the SHRC periodically identifies long-term goals that are derived from Statistics Canada data on the representation of equity groups in Saskatchewan’s working age population.<sup>2</sup> The long-term goals for the 2008 reports of employment equity sponsors are set out in the following table.

Equity Group	Goal 2008
Aboriginal People	
Province of Saskatchewan	14.3% <sup>3</sup>
Northern Region of Saskatchewan	81.0%
Prince Albert	25.0 %
North Battleford	14.0%
Visible Minorities	
Province of Saskatchewan	3.1%
Regina and/or Saskatoon	5.6% <sup>4</sup>
Persons with Disabilities	9.7% <sup>5</sup>
Women in Underrepresented Occupations	47.0%

<sup>1</sup> Saskatchewan Human Rights Commission, *Policy on Equity Programs*, Part 7, paragraph 1.

<sup>2</sup> The role of the SHRC is to identify general, long-term goals. Equity employers themselves identify short or mid-term goals and timetables that are workable for their own organizations.

<sup>3</sup> The 14.3% figure is based on a projection for the representation of Aboriginal People in 2007. The 2007 figure was chosen as the appropriate figure for 2008 reports, because most reports reflect the 2007 calendar year or April 1/07 - March 31/08.

<sup>4</sup> A combined figure for the two cities is given here for the convenience of sponsors. In 2001, the representation of visible minorities in the working age population was 5.5% in Regina and 5.8% in Saskatoon.

<sup>5</sup> The goal for persons with disabilities is based on 1991 figures from the post-censal *Health and Activity Limitation Survey (HALS)*. Because Statistics Canada changed its survey method in 2001, more research is necessary before the 9.7% goal can be updated.

Most of the figures in the above table are based on data from the 2001 census or earlier. Statistics Canada will release figures based on its 2006 census in December 2007 for Visible Minorities and in January 2008 for Aboriginal People. When those figures become available, the Commission will prepare a more detailed report on long-term representative workforce goals.

The long-term, numerical goals of employment equity are not ends in themselves but general indicators of success. They provide sponsors with a way of tracking progress, and give a general picture of what ultimate success would look like.

The qualitative goals of employment equity can include such hard-to-measure objectives as the creation of welcoming work environments and the cultivation of mutual respect. They are at least as important as quantitative goals. However, it may also be noted that qualitative goals often feed into numerical ones. For example, an effective anti-discrimination policy can improve the retention of equity groups. This, in turn, will affect the statistical makeup of a sponsor's workforce.

The Commission has been able to update long-term goals for Aboriginal People annually because of projections based on 2001 data. <sup>6</sup> In order to aid employers in their long-term planning, projections for 2008 - 2016 are listed below. The SHRC will provide new projections in 2008.

**PROJECTED REPRESENTATION OF ABORIGINAL PEOPLE IN SASKATCHEWAN**

<b>Year</b>	<b>Representation (15-64)</b>
2007	14.3%
2008	14.8%
2009	15.2%
2010	15.7%
2011	16.1%
2016	18.2%

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<sup>6</sup> Projections provided by Doug Elliott of Sask Trends Monitor.