

Crucial to the implementation of affirmative action programs is the availability of a labour profile on the targeted groups. No adequate data base currently exists for visible minorities.

A labour profile should be constructed which would provide statistics on the labour force, labour force participation rates, employment, unemployment and occupational distribution, so that it is possible to determine the numbers currently employed, the availability of individuals with requisite skills and problems with employer policies and practices.

Good Examples: A number of Canadian organizations have voluntarily adopted affirmative action programs featuring the following types of strategies - work force analysis, examination of employment policies and practices, and pre-employment training courses. The following are examples of programs established by organizations to increase employment opportunities for aboriginal persons:

- Eldor Mines at Rabbit Lake, Saskatchewan, has instituted a commuter system whereby employees work an eleven-hour day for seven days and then have seven days off - a policy which accommodates the needs of aboriginal employees to spend more concentrated time with their families and communities and to continue their traditional lifestyle.
- The Co-operators Insurance Company placed one employee at the Native Employment Centre for one year. The employee is currently on staff at the Co-operators as the Equal Opportunity Co-ordinator.
- Saskatchewan Power Corporation supports the Headstart Employment Corporation where unemployed aboriginal persons are trained in industry-related skills. Headstart has arranged contract work with Saskatchewan Power for the summer months. After freezing weather sets in, trainees are enrolled in various provincial and community colleges. Following the two year program, graduates may work for Saskatchewan Power or for other corporations.
- Nova, an Alberta Corporation has a Pipeline Construction Training Program designed to provide aboriginal persons with on-the-job training. Experienced non-aboriginal contractors are engaged to train aboriginal persons during the construction of an actual pipeline.
- The National Union of Provincial Government Employees (NUPGE) is conducting a study with the United Native Nations to examine ways and means of increasing employment of Native Indians.

Other Efforts for Visible Minorities:

- NUPGE suggested that it is possible to negotiate a number of initiatives with unions to increase the participation of visible minorities. They suggested negotiating a five year change of seniority rules, protection of visible minorities against lay-offs, lay-offs from each group in proportion to their numbers, and encouragement of affirmative action where employment is expanding.
- Canadian National Railway is working with the Human Rights Commission to prepare tests for positions in their company which are related directly to job requirements.