



Make it Fair...in Guelph!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the Guelph Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 112,300. A decade later, in 2016 Guelph's population has increased by 17,300 and is now estimated to be 129,600.¹

Employment

In the Guelph CMA, the number of persons employed in 2006, was estimated to be 79,000. By 2016, that number had increased by only 17,500 and is currently estimated to be 96,500.²

Table 1: Guelph CMA, Total Population of working age, 2010

	Total	Male	Female
Total population aged 15 years and over	114,890	55,590	59,300
In the labour force	80,135	41,245	38,885
Employed	74,835	38,555	36,275
Unemployed	5,300	2,690	2,605
Not in the labour force	34,755	14,340	20,415
Participation rate	69.7	74.2	65.6
Employment rate	65.1	69.4	61.2
Unemployment rate	6.6	6.5	6.7

Source: Statistics Canada. 2013. *Guelph, CMA, Ontario (Code 550)* (table). *National Household Survey (NHS) Profile*. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013. <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E> (accessed April 13, 2016).

FACT! In 2016, changes to Ontario's outdated labour laws will directly benefit 74.4% of the population in Guelph and the surrounding area.

¹ Statistics Canada. *Table 282-0135 - Labour force survey estimates (LFS), by census metropolitan area based on 2011 Census boundaries, 3-month moving average, seasonally adjusted and unadjusted, monthly (persons unless otherwise noted)*, CANSIM (database). (Accessed: April 5, 2016).

² Employed means worked for pay or profit, or performed unpaid family work or had a job but were not at work due to own illness or disability, personal or family responsibilities, labour dispute, vacation, or other reason.

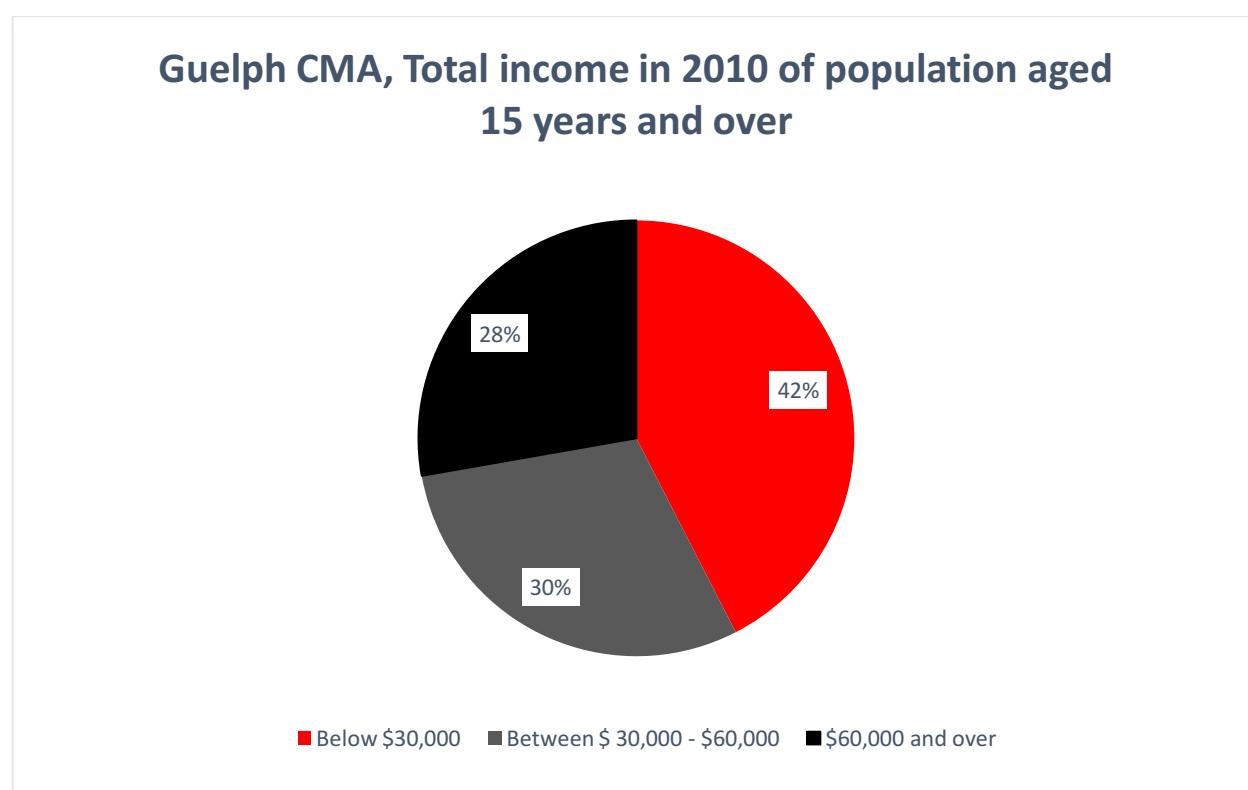
Income Distribution

How equally is income distributed?

In 2010, the median income in the Guelph CMA was \$34,119 with males earning \$41,790 and females earning \$28,048.

In 2010, the average annual income for individuals in the Guelph CMA was \$43,648, with males earning \$51,511 and females earning \$36,280.

Figure 1: Guelph CMA, Total income in 2010 of population aged 15 years and over



Source: Statistics Canada. 2013. *Guelph, CMA, Ontario (Code 550)* (table). *National Household Survey (NHS) Profile*. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013. <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E> (accessed April 13, 2016).

FACT! The average annual income gender wage gap in Guelph and surrounding area is 29.5%. Women earn on average \$15,231 less than men.

FACT! 49,665 individuals working in Guelph and surrounding area make less than \$30,000 a year. That is approximately 42% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Guelph and Surrounding Area, 2010

Total labour force population aged 15 years and over by industry - North American Industry Classification System (NAICS)

Industry/Sector	Male	Female	Total
Manufacturing	10,635	4,590	15,220
Educational services	3,270	5,885	9,150
Retail trade	3,520	3,890	7,410
Health care and social assistance	1,175	6,000	7,180
Professional, scientific and technical services	2,840	2,745	5,585
Accommodation and food services	2,020	2,785	4,805
Public administration	2,165	1,825	3,995
Construction	3,335	605	3,945
Wholesale trade	2,390	1,470	3,860
Other services (except public administration)	1,480	1,675	3,155

Source: Statistics Canada. 2013. *Guelph, CMA, Ontario (Code 550)* (table). *National Household Survey (NHS) Profile*. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013. <http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/prof/index.cfm?Lang=E> (accessed April 13, 2016).

FACT! A substantial amount of individuals in Guelph and the surrounding area are employed in occupations/sectors of the economy, like manufacturing, educational services and retail trade.

Table 3: Top 10 Occupation of Employment, Guelph and Surrounding Area, 2010

Total labour force population aged 15 years and over by industry - North American Industry Classification System (NAICS)

Occupation	Male	Female	Total
Sales and service occupations	7,045	9,480	16,530
Business, finance and administration occupations	3,285	8,560	11,845
Occupations in education, law and social, community and government services	3,610	6,800	10,405
Trades, transport and equipment operators and related occupations	8,525	870	9,390
Management occupations	5,785	3,355	9,140
Occupations in manufacturing and utilities	5,390	2,865	8,255
Natural and applied sciences and related occupations	4,370	1,210	5,570
Health occupations	825	3,390	4,210
Occupations in art, culture, recreation and sport	820	1,175	1,995
Natural resources, agriculture and related production occupations	900	390	1,285

FACT! The health care, and educational sectors of the economy predominantly employ more women than men.

FACT! It's time to make it fair.