



Make it Fair...in Hamilton!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the Hamilton Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 581,300. A decade later, in 2016 Hamilton's population has increased by 65,200 and is now estimated to be 646,500.¹

Employment

In the Hamilton CMA, the number of persons employed in 2006, was estimated to be 375,800. By 2016, that number had increased by only 7,600 and is currently estimated to be 383,400.²

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

	Total	Male	Female
Total population aged 15 years and over	588,195	283,590	304,600
In the labour force	378,720	195,375	183,355
Employed	348,815	179,215	169,605
Unemployed	29,905	16,155	13,745
Not in the labour force	209,470	88,220	121,245
Participation rate	64.4	68.9	60.2
Employment rate	59.3	63.2	55.7
Unemployment rate	7.9	8.3	7.5

Source: Statistics Canada. 2013. *Hamilton, CMA, Ontario (Code 537)* (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 21, 2016).

FACT! In 2016, changes to Ontario's outdated labour laws will directly benefit 59.3% of the population in Hamilton and the surrounding area.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, February (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.

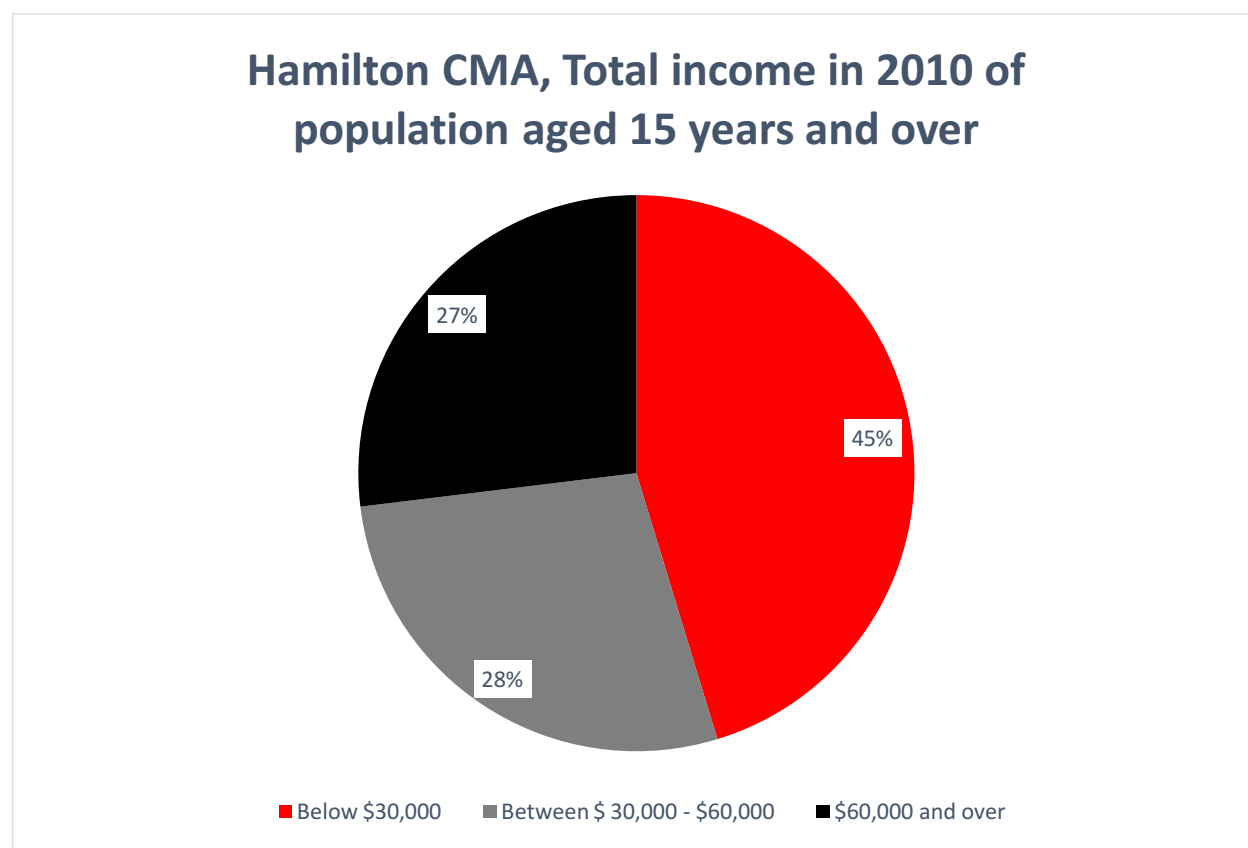
Income Distribution

How equally is income distributed?

In 2010, the median income in the Hamilton CMA was \$31,497 with males earning \$38,649 and females earning \$26,147.

In 2010, the average annual income for individuals in the Hamilton CMA was \$42,543, with males earning \$51,030 and females earning \$34,559.

Figure 2: Hamilton CMA, Total income in 2010 of population aged 15 years and over



Source: Statistics Canada. 2013. *Hamilton, CMA, Ontario (Code 537) (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 21, 2016).

FACT! The average annual income gender wage gap in Hamilton and surrounding area is 32.3%. Women earn on average \$16,471 less than men.

FACT! 268,905 individuals working in Hamilton and surrounding area make less than \$30,000 a year. That is approximately 45% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Hamilton 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
Health care and social assistance	7,575	36,570	44,150
Retail trade	19,090	24,610	43,700
Manufacturing	33,030	10,450	43,475
Educational services	10,440	22,530	32,970
Professional, scientific and technical services	13,255	10,770	24,025
Construction	20,900	2,725	23,625
Accommodation and food services	9,335	13,230	22,560
Public administration	10,435	8,950	19,380
Wholesale trade	13,185	5,775	18,960
Finance and insurance	7,490	10,850	18,340

Source: Statistics Canada. 2013. *Hamilton, CMA, Ontario (Code 537) (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 21, 2016).

FACT! The sectors of the economy that employ the most people are healthcare and social assistance, retail trade, manufacturing, and educational services.

Table 3: Top 10 Occupation of Employment, Hamilton 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	38,315	50,575	88,890
Business, finance and administration occupations	17,645	41,465	59,110
Trades, transport and equipment operators and related occupations	46,725	3,015	49,740
Occupations in education, law and social, community and government services	15,315	31,205	46,520
Management occupations	26,515	15,675	42,190
Health occupations	5,160	20,955	26,120
Natural and applied sciences and related occupations	18,505	4,720	23,220
Occupations in manufacturing and utilities	13,920	4,555	18,475
Occupations in art, culture, recreation and sport	4,580	5,220	9,790
Natural resources, agriculture and related production occupations	3,945	1,410	5,350

Source: Statistics Canada. 2013. *Hamilton, CMA, Ontario (Code 537)* (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 21, 2016).

FACT! In Hamilton, occupations in sales and service; business, finance and administration; education, community and government services, and health occupations predominantly employ more women than men.

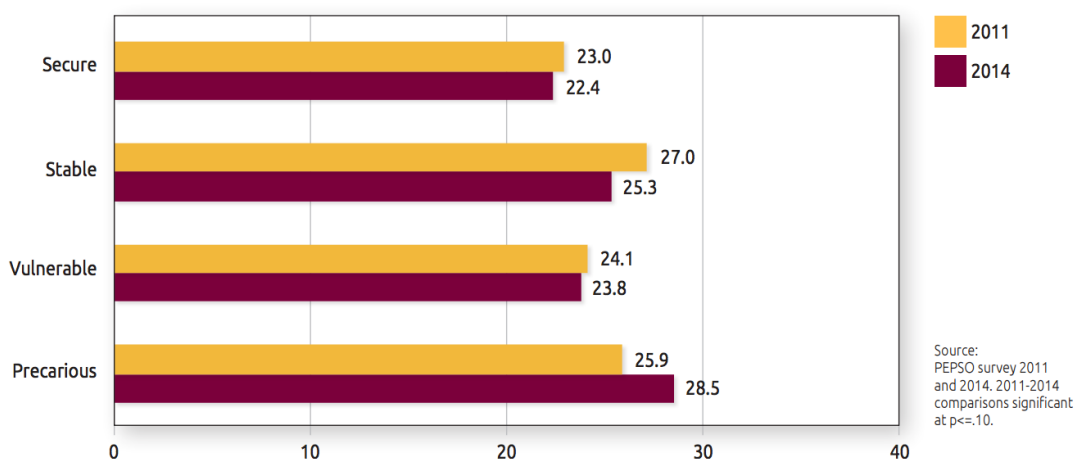
FACT! It's time to make it fair.

Table 4: Forms of the employment relationship by region (%)

% working in	GTHA		City of Toronto		Hamilton		Halton		Peel		York	
	2011	2014	2011	2014	2011	2014	2011	2014	2011	2014	2011	2014
Standard Employment Relationship	50.2	48.1	49.4	45.7	47.1	40.7	57.5	57.9	52.8	50.5	48.0	50.0
Permanent part-time	8.8	8.2	9.0	8.0	12.3	12.7	8.0	6.6	8.0	6.7	7.1	8.7
Temporary and contract	18.4	20.3	19.4	22.7	15.2	19.8	18.0	16.1	17.0	19.8	21.0	17.9
Other employment forms*	22.7	23.3	22.2	23.6	25.4	26.7	16.5	19.4	22.2	22.9	23.9	23.4

Source: PEPSO survey 2011 and 2014. Accessed at:) <http://www.unitedwaytyr.com/document.doc?id=307> pg. 26.

FACT! Compared to 2011, the prevalence of workers in Standard Employment Relationships fell by nearly 14% in Hamilton.

Figure 3: Employment-security categories: 2011–2014 GTHA (%)

Source: PEPSO survey 2011 and 2014. Accessed at:) <http://www.unitedwaytyr.com/document.doc?id=307> pg. 29.

FACT! The share of employment that was Secure fell by about 3%, while Precarious employment increased almost 10%. The percentage of workers in Stable employment decreased by over 6%.

For additional research on Employment Precarity in the GTA & Hamilton please see “The Precarity Penalty - The impact of employment precarity on individuals, households and communities — and what to do about it” A report by Poverty and Employment Precarity in Southern Ontario. (PEPSO) <http://www.unitedwaytyr.com/document.doc?id=307>