



Make it Fair...in Kingston!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the Kingston Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 125,600. A decade later, in 2016 Kingston's population has increased by 13,300 and is now estimated to be 138,900.¹

Employment

In the Kingston CMA, the number of persons employed in 2006, was estimated to be 75,000. By 2016, that number had increased by only 9,300 and is currently estimated to be 84,300.²

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

	Total	Male	Female
Total population aged 15 years and over	129,865	61,970	67,895
In the labour force	84,605	42,115	42,490
Employed	77,780	38,805	38,975
Unemployed	6,825	3,315	3,515
Not in the labour force	45,260	19,855	25,405
Participation rate	65.1	68	62.6
Employment rate	59.9	62.6	57.4
Unemployment rate	8.1	7.9	8.3

Source: Statistics Canada. 2013. *Kingston CMA, Ontario (Code 521) (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 19, 2016).

FACT! In 2016, changes to Ontario's outdated labour laws will directly benefit 60.6% of the population in Kingston and the surrounding area.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.

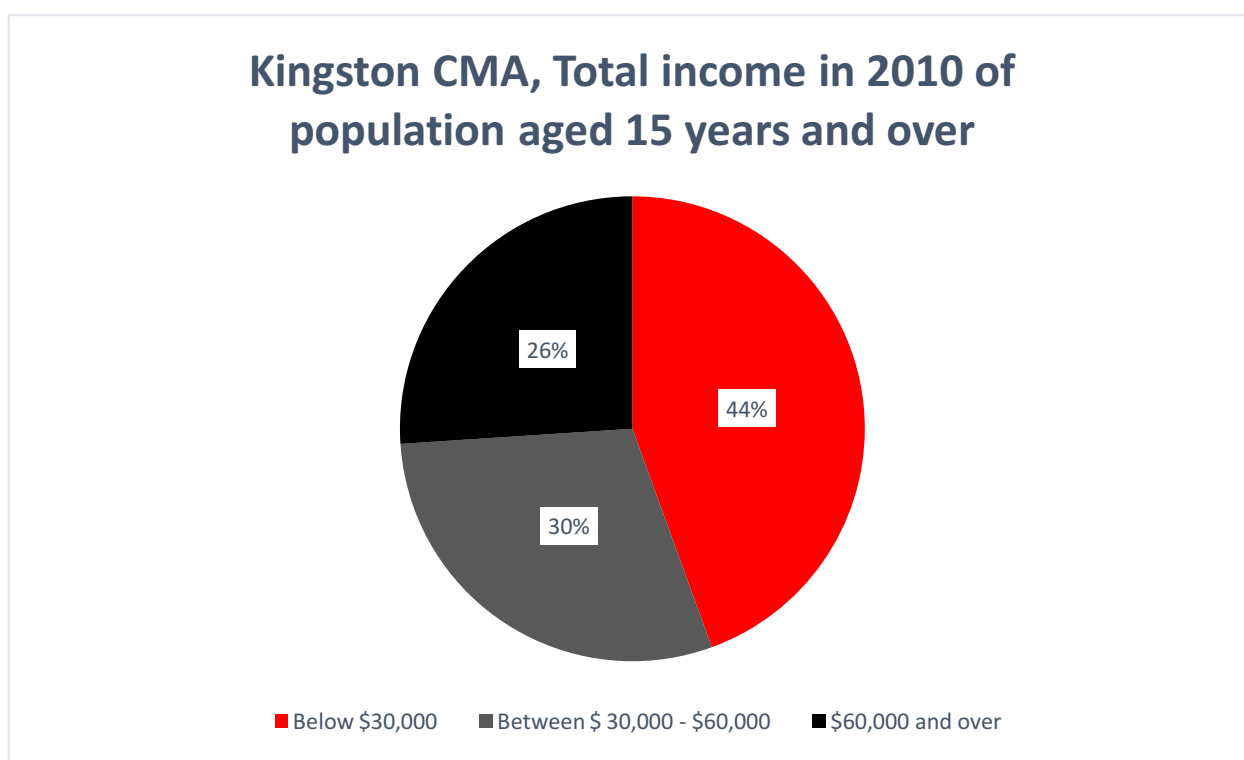
Income Distribution

How equally is income distributed?

In 2010, the median income in the Kingston CMA was \$32,415 with males earning \$38,721 and females earning \$27,563.

In 2010, the average annual income for individuals in the Kingston CMA was \$41,118, with males earning \$47,168 and females earning \$35,555.

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



Source: Statistics Canada. 2013. *Kingston, 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 Kingston and surrounding area is 25.0%. Women earn on average \$11,613 less than men.

FACT! 58,675 individuals working in Kingston and surrounding area make less than \$30,000 a year. That is approximately 44% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Kingston 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
Educational services	4,720	7,230	11,950
Health care and social assistance	2,315	9,250	11,565
Public administration	6,465	4,310	10,770
Retail trade	4,590	5,170	9,760
Accommodation and food services	2,830	4,010	6,850
Construction	4,460	455	4,915
Manufacturing	3,180	820	4,000
Professional, scientific and technical services	2,050	1,835	3,890
Administrative and support, waste management and remediation services	2,040	1,580	3,615
Other services (except public administration)	1,485	1,610	3,100

Source: Statistics Canada. 2013. *Kingston, CMA, Ontario (Code 521) (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 19, 2016).*

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

Table 3: Top 10 Occupation of Employment, Kingston 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	9,070	11,490	20,560
Occupations in education, law and social, community and government services	6,735	8,735	15,470
Business, finance and administration occupations	3,225	8,955	12,185
Trades, transport and equipment operators and related occupations	9,185	430	9,615
Management occupations	5,090	3,505	8,600
Health occupations	1,450	5,440	6,890
Natural and applied sciences and related occupations	3,690	1,175	4,860
Occupations in art, culture, recreation and sport	950	1,425	2,380
Occupations in manufacturing and utilities	1,325	275	1,600
Natural resources, agriculture and related production occupations	775	100	875

Source: Statistics Canada. 2013. *Kingston, CMA, Ontario (Code 521) (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 19, 2016).

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

FACT! It's time to make it fair.