



Make it Fair...in London!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the London Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 385,500. A decade later, in 2016 London's population has increased by 38,800 and is now estimated to be 424,300.¹

Employment

In the London CMA, the number of persons employed in 2006, was estimated to be 246,000. By 2016, that number had increased by only 7,900 and is currently estimated to be 253,900.²

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

| | Total | Male | Female |
|--|---------|---------|---------|
| Total population aged 15 years and over | 388,445 | 186,570 | 201,870 |
| In the labour force | 253,515 | 129,360 | 124,155 |
| Employed | 231,750 | 117,925 | 113,825 |
| Unemployed | 21,770 | 11,435 | 10,330 |
| Not in the labour force | 134,930 | 57,210 | 77,720 |
| Participation rate | 65.3 | 69.3 | 61.5 |
| Employment rate | 59.7 | 63.2 | 56.4 |
| Unemployment rate | 8.6 | 8.8 | 8.3 |

Source: Statistics Canada. 2013. *London CMA, Ontario (Code 555)* (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 In 2016, changes to Ontario's outdated labour laws will directly benefit 59.8% of the population in London and the surrounding area.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.

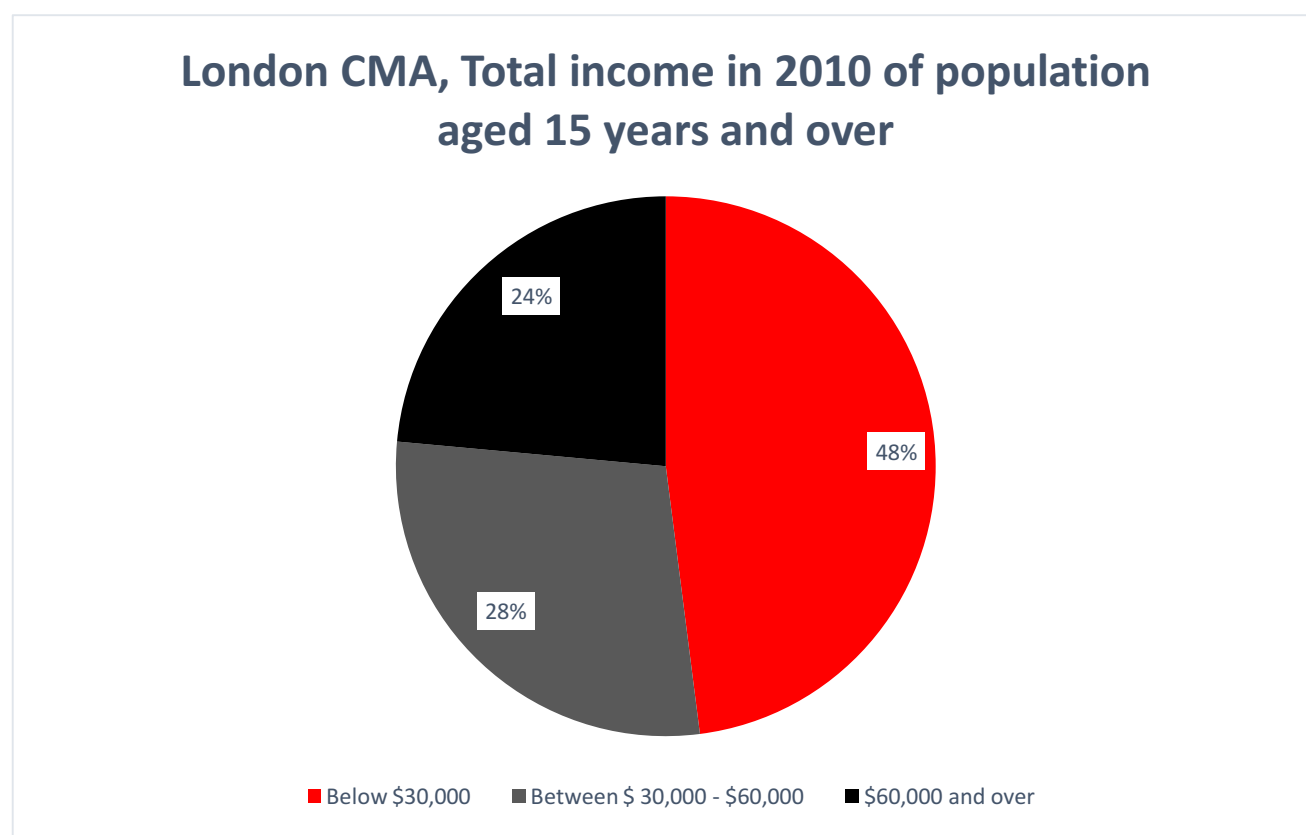
Income Distribution

How equally is income distributed?

In 2010, the median income in the London CMA was \$29,772 with males earning \$35,549 and females earning \$25,592.

In 2010, the average annual income for individuals in the London CMA was \$39,361, with males earning \$46,034 and females earning \$33,162.

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



Source: Statistics Canada. 2013. *London CMA, Ontario (Code 555)* (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 average annual income gender wage gap in London and surrounding area is 28.0%. Women earn on average \$12,872 less than men.

FACT! 185,880 individuals working in London and surrounding area make less than \$30,000 a year. That is approximately 48% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, London 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 | 6,750 | 27,135 | 33,885 |
| Manufacturing | 21,250 | 7,370 | 28,620 |
| Retail trade | 12,635 | 15,490 | 28,130 |
| Educational services | 8,365 | 14,175 | 22,545 |
| Accommodation and food services | 7,225 | 10,295 | 17,520 |
| Construction | 12,710 | 1,525 | 14,230 |
| Professional, scientific and technical services | 7,685 | 6,515 | 14,200 |
| Finance and insurance | 5,040 | 8,545 | 13,580 |
| Administrative and support, waste management and remediation services | 6,920 | 5,680 | 12,600 |
| Transportation and warehousing | 8,385 | 2,700 | 11,085 |

Source: Statistics Canada. 2013. *London CMA, Ontario (Code 555)* (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 healthcare and social assistance, manufacturing, retail trade, educational services and accommodation and food services.

Table 3: Top 10 Occupation of Employment, London 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 | 26,640 | 35,620 | 62,260 |
| Business, finance and administration occupations | 11,035 | 27,260 | 38,300 |
| Trades, transport and equipment operators and related occupations | 30,275 | 1,800 | 32,075 |
| Occupations in education, law and social, community and government services | 10,975 | 20,710 | 31,685 |
| Management occupations | 15,295 | 9,165 | 24,455 |
| Health occupations | 4,115 | 14,860 | 18,975 |
| Occupations in manufacturing and utilities | 10,655 | 3,990 | 14,650 |
| Natural and applied sciences and related occupations | 11,010 | 2,955 | 13,965 |
| Occupations in art, culture, recreation and sport | 2,725 | 3,385 | 6,110 |
| Natural resources, agriculture and related production occupations | 2,885 | 810 | 3,695 |

Source: Statistics Canada. 2013. *London CMA, Ontario (Code 555)* (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).

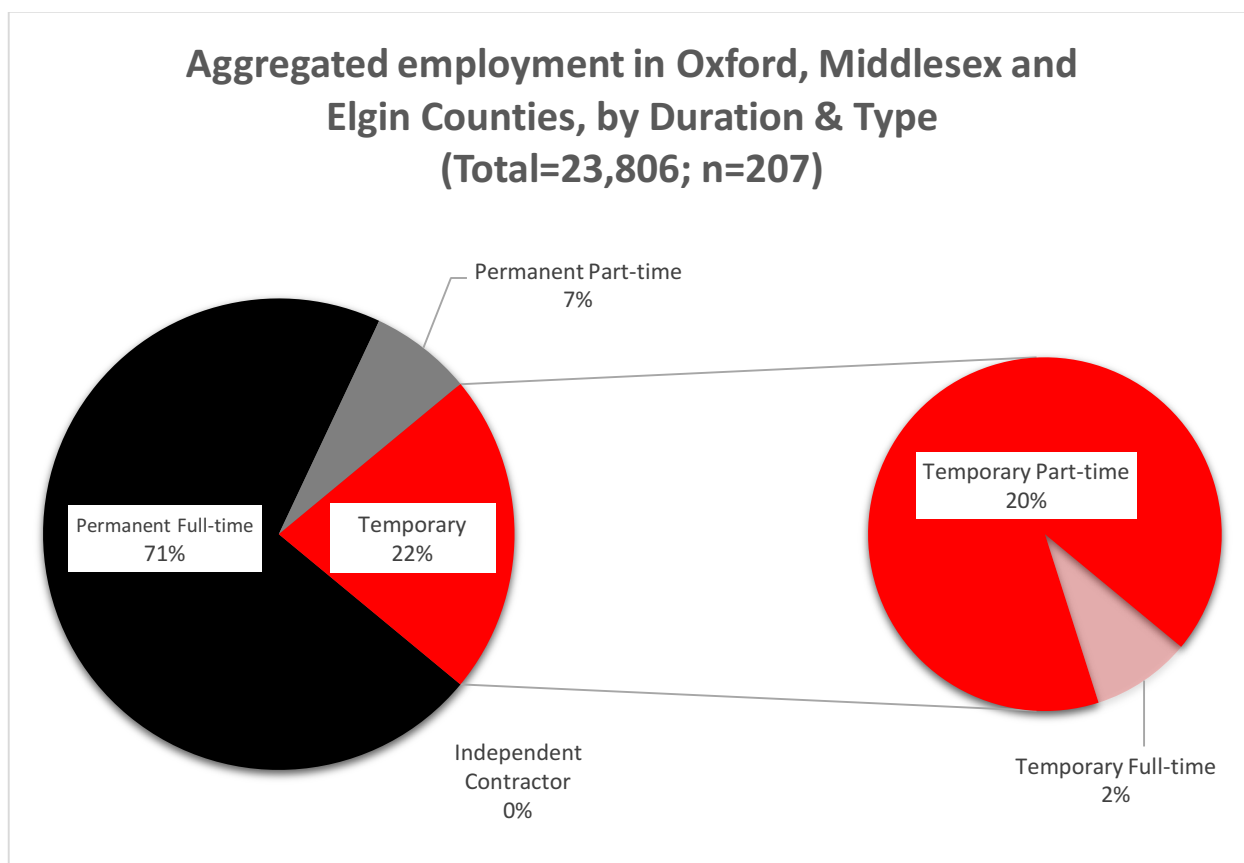
FACT! In London, occupations in sales and service; business, finance and administration; education, social, community and government services; and health occupations predominantly employ more women than men.

FACT! It's time to make it fair.

The following employment relationship data is extracted from the EmployerOne annual survey. It is completed by employers during the month of January on a voluntary basis. The survey is conducted by the Elgin, Middlesex and Oxford Workforce Planning and Development Board.

In January 2015, employers from London Economic Region completed 235 surveys. Regarding the location, samples were taken from Oxford, Middlesex and Elgin Counties. 83% of those sampled were head offices while 17% were branches.

Figure 2: *EmployerOne* survey of Employers in Oxford, Middlesex and Elgin Counties, 2015



Source: Elgin, Middlesex and Oxford Workforce Planning and Development Board. *EmployerOne* Survey, 2015. http://worktrends.ca/sites/default/files/documents/EmployerOne_Summary_Results_2015.pdf (accessed April 19, 2016). Total number of employees 23,806; n = number in a trial or sample (207).

FACT! A sample of employers in the London economic area in the 2015 *EmployerOne* Survey indicated that 22% of their workforce is comprised of temporary employees.

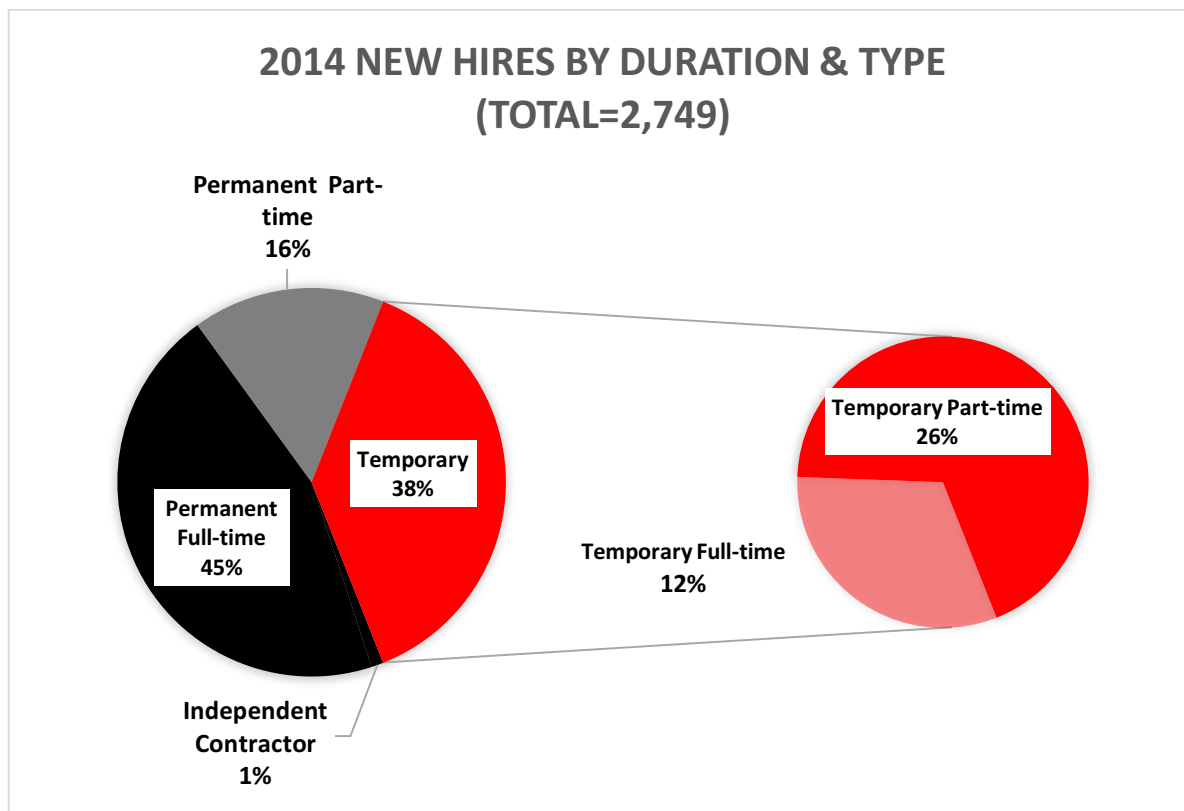
According to the *EmployerOne* Survey respondents:

Permanent full-time positions available during 2014 were mostly filled by Professionals (46%), Production Workers (23%) and Trades (9%). In contrast, permanent part-time

available positions were filled by Service Workers (57%), Professionals (23%), and Administrative and Clerical (7%).

In the same time, the temporary full-time available positions during 2014 were occupied mainly by Production Workers (29%), Service Workers (16%) and Administrative and Clerical (15%). Finally, the temporary part-time open positions during 2014 were filled primarily by Service Workers (65%), Other occupations (20%) and Production Workers (11%).³

Figure 3: *EmployerOne* survey of Employers in Oxford, Middlesex and Elgin Counties, 2015



Source: Elgin, Middlesex and Oxford Workforce Planning and Development Board. *EmployerOne* Survey, 2015. http://worktrends.ca/sites/default/files/documents/EmployerOne_Summary_Results_2015.pdf (accessed April 19, 2016). **Total number of employees 2,749.**

FACT! According to 2015 *EmployerOne* Survey respondents, in 2014 38% of the new hires in Elgin, Middlesex and Oxford counties were temporary employees.

FACT! Non-standard employment is on the rise in the London economic area.

³ Elgin, Middlesex and Oxford Workforce Planning and Development Board. *EmployerOne* Survey, 2015. http://worktrends.ca/sites/default/files/documents/EmployerOne_Summary_Results_2015.pdf (accessed April 19, 2016). Pg. 6.

