



## Make it Fair...in Oakville!

Regional Perspective

Who would improvements to employment laws directly affect?

The current (2016) estimated population of Oakville is 182,520.<sup>1</sup>

**Table 1: Oakville Total Population of working age, 2010**

	Total	Male	Female
<b>Total population aged 15 years and over</b>	97,850	46,815	51,035
<b>In the labour force</b>	65,335	34,050	31,290
<b>Employed</b>	60,535	31,645	28,890
<b>Unemployed</b>	4,810	2,405	2,400
<b>Not in the labour force</b>	32,515	12,765	19,750
<b>Participation rate</b>	66.8	72.7	61.3
<b>Employment rate</b>	61.9	67.6	56.6
<b>Unemployment rate</b>	7.4	7.1	7.7

**Source:** Statistics Canada. 2013. *Oakville, Ontario (Code 35060) (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**FACT!** In 2016, changes to Ontario's outdated labour laws will directly benefit approximately 61.5% of the population in Oakville. (estimate)

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<sup>1</sup> <http://www.city-data.com/canada/Oakville-Town.html>

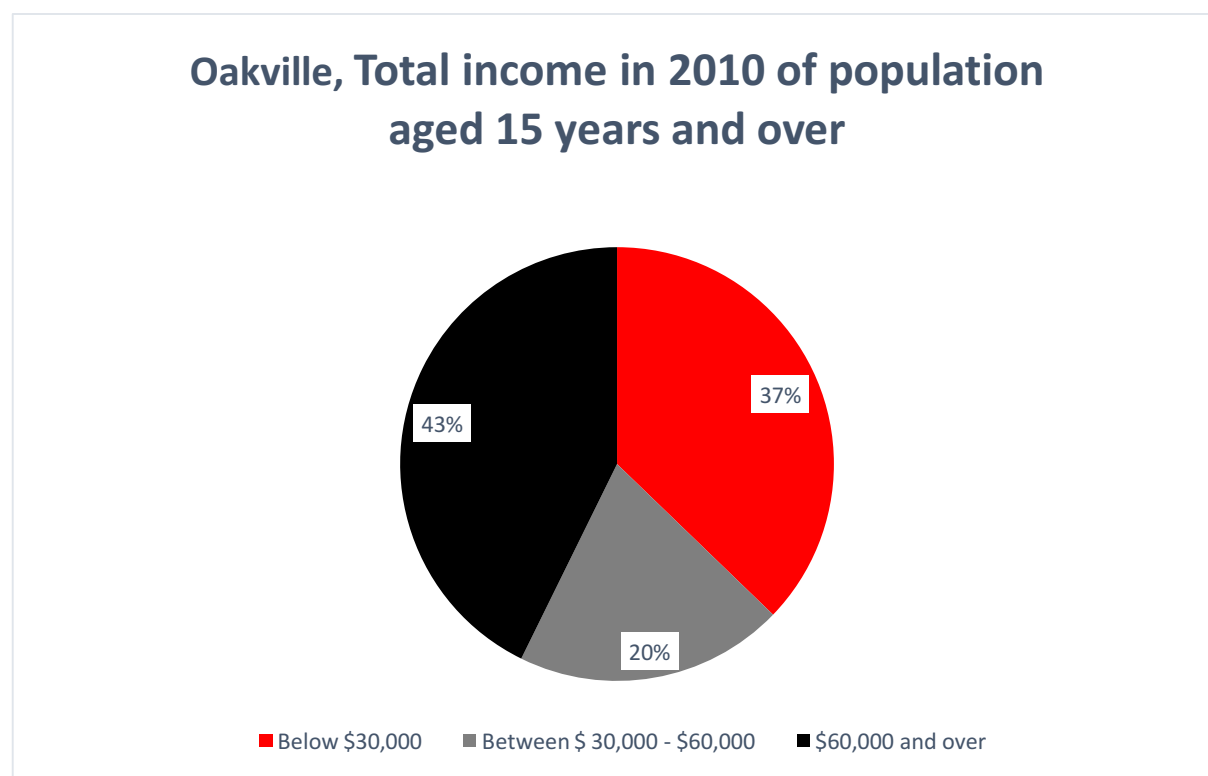
## Income Distribution

### How equally is income distributed?

In 2010, the median income in Oakville was \$37,714 with males earning \$49,080 and females earning \$29,118.

In 2010, the average annual income for individuals in Oakville was \$67,032, with males earning \$90,844 and females earning \$44,927.

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



**Source:** Statistics Canada. 2013. *Oakville, Ontario (Code 35060) (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 Oakville is 50.5%. Women earn on average \$45,917 less than men.

**FACT!** 40,145 individuals working in Oakville and surrounding area make less than \$30,000 a year. That is approximately 37% of the working population.

## Employment by Sector/Industry

What sectors/industries are people employed in?

**Table 2: Top 10 Sectors of Employment, Oakville, 2010**

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

Industry/Sector	Male	Female	Total
Professional, scientific and technical services	4,385	3,525	7,910
Retail trade	3,485	3,545	7,030
Finance and insurance	3,360	2,660	6,020
Manufacturing	3,845	1,805	5,645
Health care and social assistance	1,080	4,190	5,265
Educational services	1,465	3,170	4,635
Wholesale trade	2,545	1,640	4,185
Accommodation and food services	1,730	2,100	3,835
Public administration	1,375	1,540	2,915
Construction	2,330	495	2,825

**Source:** Statistics Canada. 2013. *Oakville, Ontario (Code 35060) (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 professional, scientific and technical services, retail trade, finance and insurance, manufacturing, and healthcare and social assistance.

**Table 3: Top 10 Occupation of Employment, Oakville, 2010**

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

<b>Occupation</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Sales and service occupations</b>	<b>6,980</b>	<b>7,750</b>	<b>14,730</b>
<b>Business, finance and administration occupations</b>	<b>4,565</b>	<b>7,915</b>	<b>12,480</b>
<b>Management occupations</b>	<b>7,855</b>	<b>4,200</b>	<b>12,060</b>
<b>Occupations in education, law and social, community and government services</b>	<b>2,240</b>	<b>5,055</b>	<b>7,295</b>
<b>Natural and applied sciences and related occupations</b>	<b>4,040</b>	<b>1,260</b>	<b>5,295</b>
<b>Trades, transport and equipment operators and related occupations</b>	<b>4,165</b>	<b>295</b>	<b>4,465</b>
<b>Health occupations</b>	<b>820</b>	<b>2,240</b>	<b>3,060</b>
<b>Occupations in art, culture, recreation and sport</b>	<b>1,145</b>	<b>1,345</b>	<b>2,495</b>
<b>Occupations in manufacturing and utilities</b>	<b>1,105</b>	<b>525</b>	<b>1,635</b>
<b>Natural resources, agriculture and related production occupations</b>	<b>510</b>	<b>155</b>	<b>660</b>

**Source:** Statistics Canada. 2013. *Oakville, Ontario (Code 35060) (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 Oakville, 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.

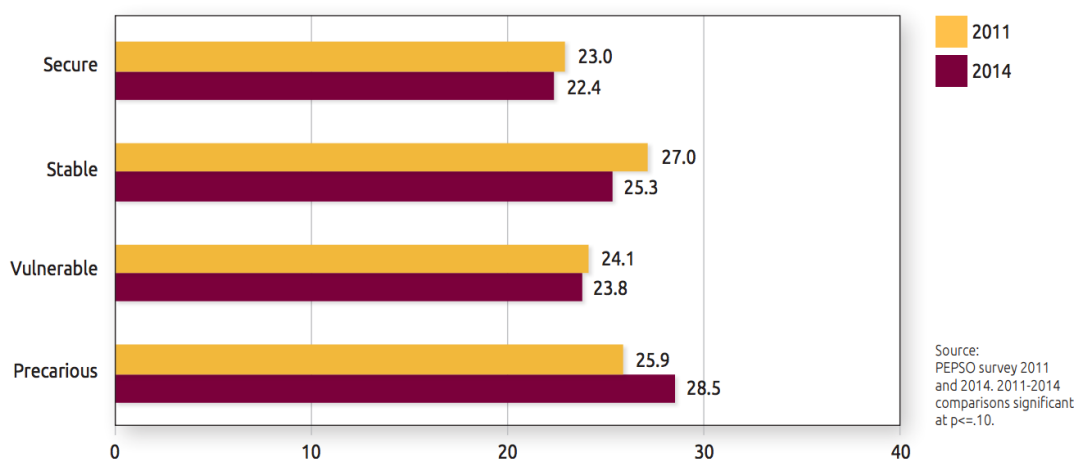
**Table 4: Forms of the employment relationship by region (%)**

% 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 increased marginally in Halton.

**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>