



Make it Fair...in Burlington!

Regional Perspective

Who would improvements to employment laws directly affect?

Table 1: Burlington, Total Population of working age, 2010

	Total	Male	Female
Total population aged 15 years and over	100,385	47,690	52,695
In the labour force	66,555	34,305	32,245
Employed	62,590	32,120	30,475
Unemployed	3,965	2,195	1,775
Not in the labour force	33,830	13,385	20,455
Participation rate	66.3	71.9	61.2
Employment rate	62.3	67.4	57.8
Unemployment rate	6	6.4	5.5

Source: Statistics Canada. 2013. *Burlington, Ontario (Code 35010) (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 29, 2016).

FACT! Changes to Ontario's outdated labour laws will directly benefit 62.3% of the population in Burlington. (estimate)

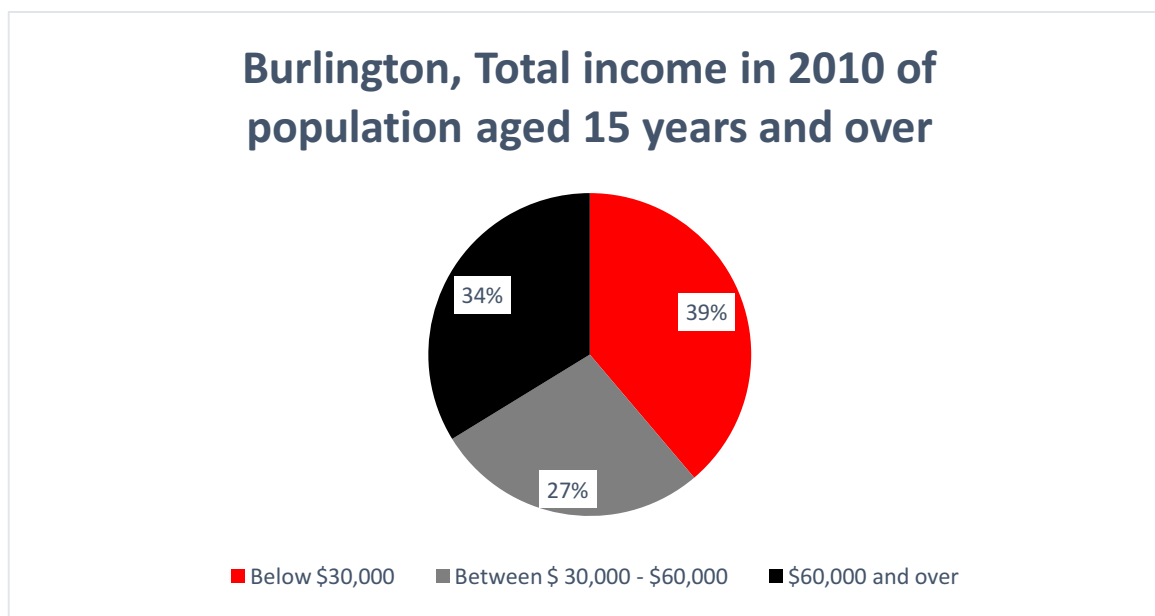
Income Distribution

How equally is income distributed?

In 2010, the median income in Burlington was \$36,367 with males earning \$45,217 and females earning \$29,298.

In 2010, the average annual income for individuals in Burlington was \$50,530 with males earning \$63,734 and females earning \$38,418.

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



Source: Statistics Canada. 2013. *Burlington, Ontario (Code 35010)* (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 29, 2016).

FACT! The average annual income gender wage gap in Burlington is 39.8%. Women earn on average \$25,316 less than men.

FACT! 40,955 individuals working in Burlington make less than \$30,000 a year. That is approximately 39% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Burlington, 2010

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

Industry/Sector	Male	Female	Total
Retail trade	3,600	4,650	8,245
Manufacturing	5,090	1,830	6,920
Health care and social assistance	935	5,200	6,135
Professional, scientific and technical services	3,475	2,365	5,845
Educational services	1,420	3,505	4,925
Accommodation and food services	1,950	2,540	4,490
Finance and insurance	2,070	2,150	4,220
Wholesale trade	2,710	1,440	4,155
Construction	3,065	455	3,525
Public administration	1,745	1,600	3,340

Source: Statistics Canada. 2013. *Burlington, Ontario (Code 35010) (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 29, 2016).

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

Table 3: Top 10 Occupation of Employment, Burlington, 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	7,195	8,950	16,150
Business, finance and administration occupations	3,930	8,000	11,930
Management occupations	6,045	3,140	9,185
Occupations in education, law and social, community and government services	2,325	5,325	7,645
Trades, transport and equipment operators and related occupations	6,300	505	6,810
Natural and applied sciences and related occupations	4,075	1,020	5,095
Health occupations	665	3,085	3,750
Occupations in manufacturing and utilities	1,670	490	2,160
Occupations in art, culture, recreation and sport	855	945	1,805
Natural resources, agriculture and related production occupations	630	150	785

Source: Statistics Canada. 2013. *Burlington, Ontario (Code 35010) (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 29, 2016).

FACT! In Burlington, 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.

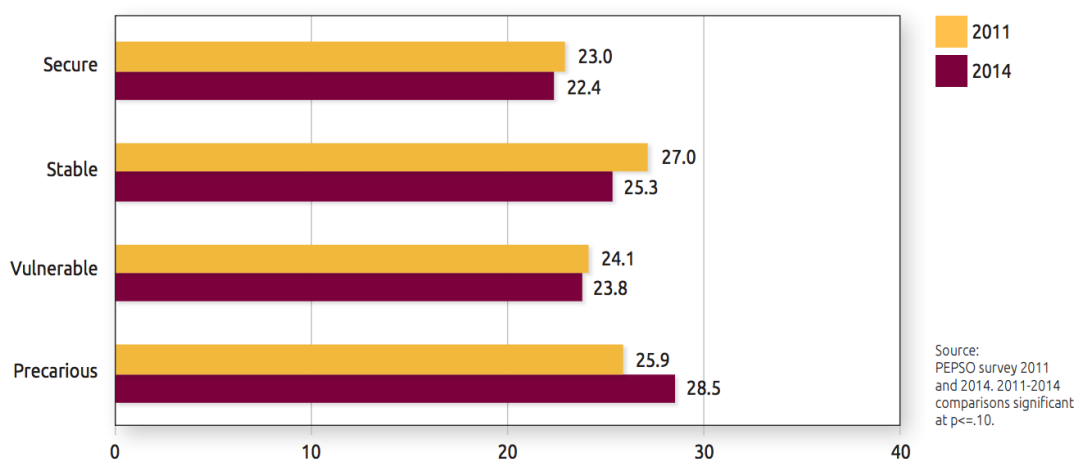
Table 4: Forms of the employment relationship by region (%)

% 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 in Halton increased marginally.

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>