



Make it Fair...in Milton!

Regional Perspective

Who would improvements to employment laws directly affect?

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

	Total	Male	Female
Total population aged 15 years and over	65,625	32,105	33,515
In the labour force	50,080	26,035	24,045
Employed	47,310	24,620	22,690
Unemployed	2,775	1,420	1,355
Not in the labour force	15,535	6,065	9,470
Participation rate	76.3	81.1	71.7
Employment rate	72.1	76.7	67.7
Unemployment rate	5.5	5.5	5.6

Source: Statistics Canada. 2013. *Milton, Ontario (Code 35057)* (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 Changes to Ontario's outdated labour laws will directly benefit 72.1% of the population in Milton. (estimate)

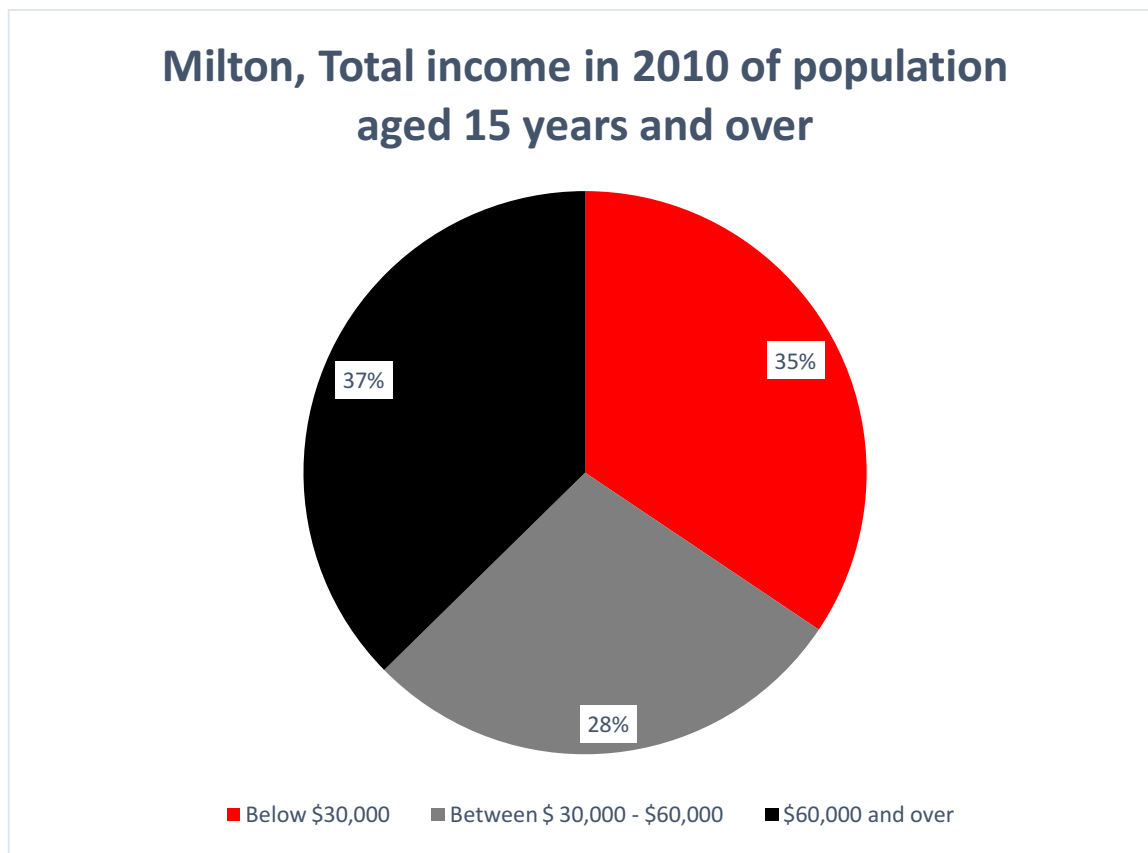
Income Distribution

How equally is income distributed?

In 2010, the median income in Milton was \$41,801 with males earning \$52,768 and females earning \$33,859.

In 2010, the average annual income for individuals in Milton was \$50,358 with males earning \$61,549 and females earning \$39,542.

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



Source: Statistics Canada. 2013. *Milton, Ontario (Code 35057) (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 Milton is 35.8%. Women earn on average \$22,007 less than men.

FACT! 23,480 individuals working in Milton make less than \$30,000 a year. That is approximately 35% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

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

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

Industry/Sector	Male	Female	Total
Manufacturing	3,760	1,635	5,395
Retail trade	2,560	2,750	5,305
Wholesale trade	2,420	1,660	4,080
Professional, scientific and technical services	2,300	1,700	4,000
Health care and social assistance	565	3,310	3,880
Educational services	1,015	2,780	3,790
Finance and insurance	1,360	2,020	3,380
Construction	2,665	420	3,090
Transportation and warehousing	2,105	925	3,025
Public administration	1,615	1,230	2,840

Source: Statistics Canada. 2013. *Milton, Ontario (Code 35057) (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 manufacturing, retail trade, and wholesale trade.

Table 3: Top 10 Occupation of Employment, Milton, 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	4,405	5,670	10,080
Business, finance and administration occupations	2,675	6,790	9,465
Management occupations	5,270	2,750	8,020
Occupations in education, law and social, community and government services	1,780	4,085	5,870
Trades, transport and equipment operators and related occupations	5,440	430	5,870
Natural and applied sciences and related occupations	3,540	955	4,495
Health occupations	355	1,800	2,155
Occupations in manufacturing and utilities	1,270	330	1,605
Occupations in art, culture, recreation and sport	555	605	1,160
Natural resources, agriculture and related production occupations	380	140	520

Source: Statistics Canada. 2013. *Milton, Ontario (Code 35057) (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 Milton, 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.

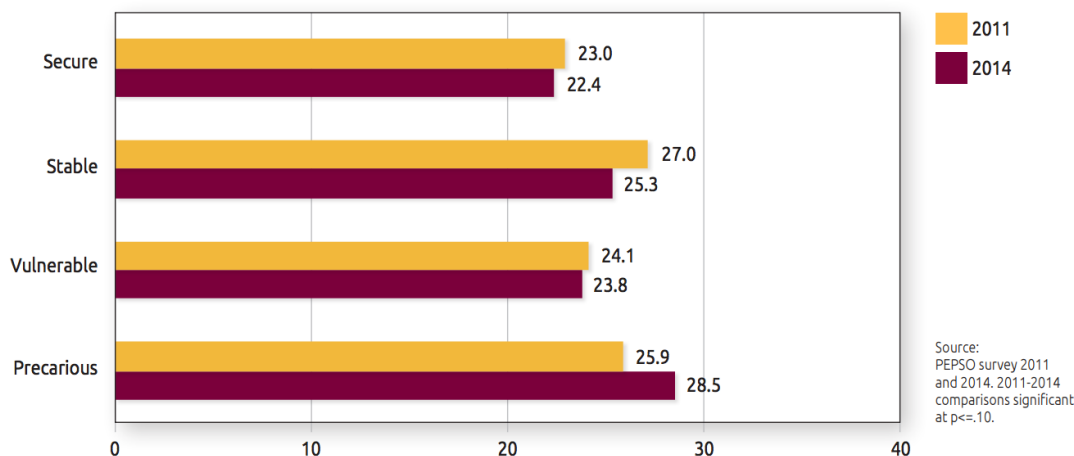
Table 4: Forms of the employment relationship by region (%)

% 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>