



## Make it Fair...in Peel!

Regional Perspective

Who would improvements to employment laws directly affect?

**Table 1: Peel Region, Total Population of working age, 2010**

	Total	Male	Female
<b>Total population aged 15 years and over</b>	1,034,070	502,855	531,215
<b>In the labour force</b>	711,175	371,870	339,310
<b>Employed</b>	647,805	341,470	306,335
<b>Unemployed</b>	63,375	30,400	32,970
<b>Not in the labour force</b>	322,895	130,990	191,905
<b>Participation rate</b>	68.8	74	63.9
<b>Employment rate</b>	62.6	67.9	57.7
<b>Unemployment rate</b>	8.9	8.2	9.7

Source: Statistics Canada. 2013. *Peel Regional Health Unit, Ontario (Code 3553)* (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! Changes to Ontario's outdated labour laws will directly benefit 62.6% of the population in Peel Region and the surrounding area. (estimate)**

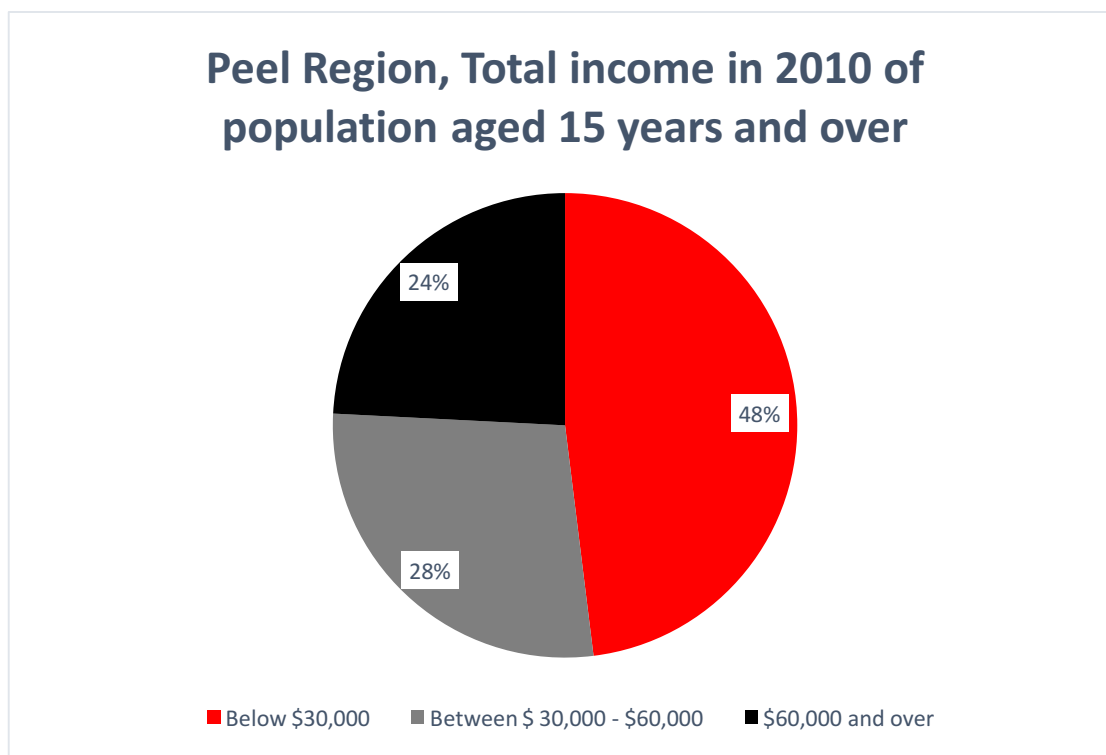
## Income Distribution

### How equally is income distributed?

In 2010, the median income in Peel Region was \$29,449 with males earning \$35,049 and females earning \$24,857.

In 2010, the average annual income for individuals in Peel Region was \$39,428, with males earning \$46,001 and females earning \$33,118.

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



**Source:** Statistics Canada. 2013. *Peel Regional Health Unit, Ontario (Code 3553) (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 Peel Region is 28.1%. Women earn on average \$12,883 less than men.

**FACT!** 485,695 individuals working in Peel Region 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, Peel Region, 2010**

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

Industry/Sector	Male	Female	Total
Manufacturing	60,795	32,625	93,420
Retail trade	36,895	42,495	79,385
Transportation and warehousing	42,770	17,205	59,980
Professional, scientific and technical services	30,960	23,805	54,770
Health care and social assistance	8,110	44,540	52,650
Wholesale trade	28,885	20,285	49,165
Finance and insurance	18,645	25,705	44,355
Construction	33,390	4,820	38,215
Educational services	10,840	27,380	38,215
Administrative and support, waste management and remediation services	20,685	17,470	38,155

**Source:** Statistics Canada. 2013. *Peel Regional Health Unit, Ontario (Code 3553) (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 manufacturing, retail trade, and transportation and warehousing

**Table 3: Top 10 Occupation of Employment, Peel Region, 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>69,805</b>	<b>90,010</b>	<b>159,820</b>
<b>Business, finance and administration occupations</b>	<b>45,955</b>	<b>90,285</b>	<b>136,245</b>
<b>Trades, transport and equipment operators and related occupations</b>	<b>92,900</b>	<b>7,435</b>	<b>100,335</b>
<b>Management occupations</b>	<b>46,205</b>	<b>27,835</b>	<b>74,040</b>
<b>Occupations in education, law and social, community and government services</b>	<b>16,480</b>	<b>42,505</b>	<b>58,985</b>
<b>Natural and applied sciences and related occupations</b>	<b>45,120</b>	<b>12,635</b>	<b>57,750</b>
<b>Occupations in manufacturing and utilities</b>	<b>28,240</b>	<b>21,650</b>	<b>49,890</b>
<b>Health occupations</b>	<b>5,570</b>	<b>25,155</b>	<b>30,730</b>
<b>Occupations in art, culture, recreation and sport</b>	<b>7,080</b>	<b>7,565</b>	<b>14,640</b>
<b>Natural resources, agriculture and related production occupations</b>	<b>4,545</b>	<b>980</b>	<b>5,530</b>

**Source:** Statistics Canada. 2013. *Peel Regional Health Unit, Ontario (Code 3553) (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 Peel Region, 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.

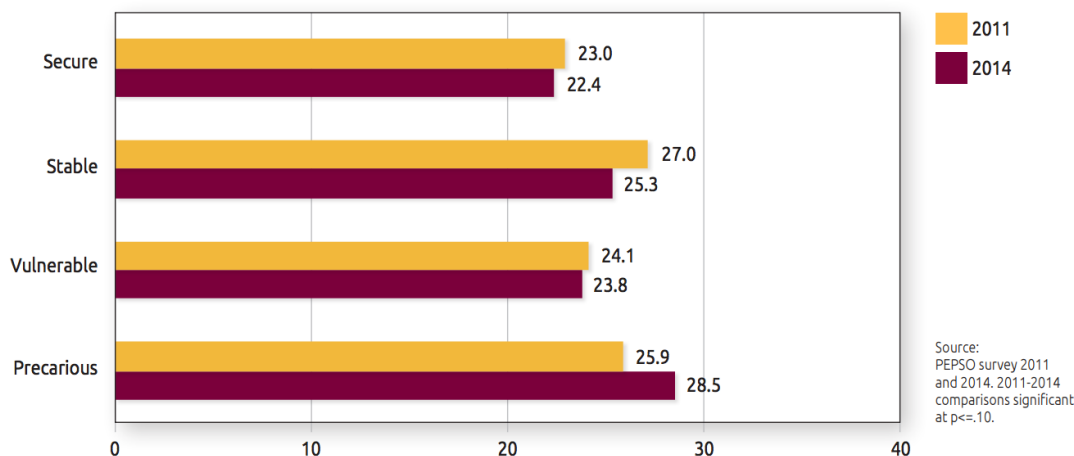
**Table 4: Forms of the employment relationship by region (%)**

% 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 fell by nearly 2.3% in Peel.

**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>