



# Make it Fair...in Peterborough!

Regional Perspective

Who would improvements to employment laws directly affect?

## Population

In the Peterborough Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 98,800. A decade later, in 2016 Peterborough's population has increased by 5,800 and is now estimated to be 104,600.<sup>1</sup>

## Employment

In the city of Peterborough, the number of persons employed in 2006, was estimated to be 58,700. By 2016, that number had increased by only 1,300 and is currently estimated to be 60,000.<sup>2</sup>

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

	Total	Male	Female
<b>Total Population aged 15 years and over</b>	98,820	47,240	51,580
<b>In the labour force</b>	60,300	30,395	29,900
<b>Employed</b>	55,150	27,360	27,790
<b>Unemployed</b>	5,150	3,035	2,120
<b>Not in the labour force</b>	38,520	16,840	21,675
<b>Participation rate</b>	61	64.3	58
<b>Employment rate</b>	55.8	57.9	53.9
<b>Unemployment rate</b>	8.5	10	7.1

Source: Statistics Canada. 2013. *Peterborough, CMA, Ontario (Code 529)* (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 8, 2016).

**FACT! In 2016, changes to Ontario's outdated labour laws will directly benefit 57.3% of the population in Peterborough and the surrounding area.**

<sup>1</sup> 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 (persons unless otherwise noted)*, CANSIM (database). (Accessed: April 5, 2016).

<sup>2</sup> 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?

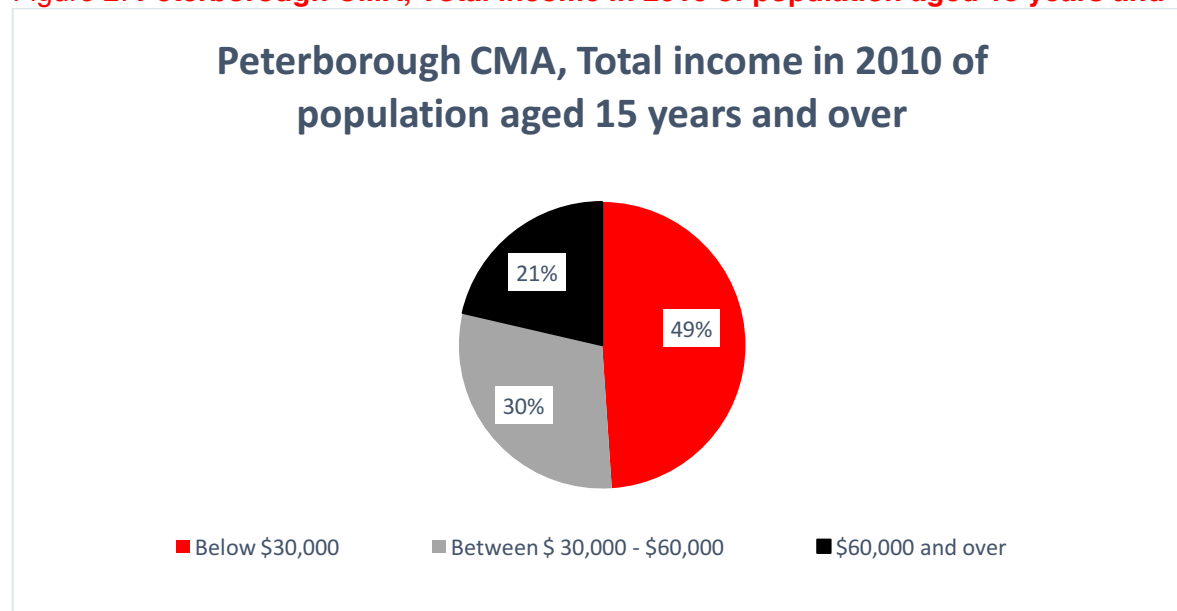
In 2010, the median income in the Peterborough CMA was \$29,294 with males earning \$34,916 and females earning \$25,054.

In 2010, the average income for individuals in the Peterborough CMA was \$37,786, with males earning \$43,873 and females earning \$32,189.

According to Statistics Canada the average annual income for Peterborough and the surrounding area in 2011 was \$37,100. The average income of individuals by county (from highest to lowest) was Northumberland County (\$38,231), Peterborough City and County (\$37,786), Kawartha Lakes (\$36,873) and Haliburton County (\$35,510).<sup>3</sup>

These values were less than the Ontario average annual income of individuals, which was \$42,264.

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



**Source:** Statistics Canada. 2013. *Peterborough, CMA, Ontario (Code 529) (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 5, 2016).

**FACT!** The average annual income gender wage gap in Peterborough and surrounding area is 27%. Women earn on average \$11,684 less than men.

**FACT!** 48,190 individuals working in Peterborough and surrounding area make less than \$30,000 a year. That is approximately 49% of the working population.

<sup>3</sup> Workforce Development Board of Peterborough, Northumberland, Kawartha Lakes, and Haliburton. 2016-2017 Labour Market Plan.

## Employment by Sector/Industry

What sectors/industries are people employed in?

**Table 2: Top 10 Sectors of Employment, Peterborough 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
<b>Health care and social assistance</b>	1,350	6,745	8,095
<b>Retail trade</b>	3,530	4,070	7,595
<b>Educational services</b>	1,875	3,545	5,420
<b>Manufacturing</b>	3,855	1,280	5,140
<b>Accommodation and food services</b>	1,815	2,440	4,250
<b>Construction</b>	3,675	310	3,985
<b>Public administration</b>	1,820	1,915	3,740
<b>Other services (except public administration)</b>	1,335	1,720	3,055
<b>Administrative and support, waste management and remediation services</b>	1,675	1,265	2,935
<b>Professional, scientific and technical services</b>	1,460	1,195	2,650

**Source:** Statistics Canada. 2013. *Peterborough, CMA, Ontario (Code 529)* (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 8, 2016).

## Employment Trends

As of June, 2015, there were a total of 25,049 identified businesses operating in Peterborough and the surrounding area. Of this total, 16,672 businesses (66.6% of total) did not have any employees working for them (self-employed), while 8,377 businesses (33.4% of total) had employees working for them. The bulk of businesses were small to medium enterprises (SMEs), while only 136 businesses (0.5% of total) in Peterborough and the surrounding area employed over 100 employees.

Within Peterborough, the top occupations were: Retail salespersons; Food counter attendants, kitchen helpers and related support occupations; Registered nurses and registered psychiatric nurses. For Ontario as a whole the top occupations were: Retail salespersons; Retail and

wholesale trade managers; Food counter attendants, kitchen helpers and related support occupations.

**Table 3: Top 10 Occupations of Employment, Peterborough and Surrounding Area, 2010**

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

Occupation	Peterborough			Ontario		
	number	%	Rank	number	%	Rank
<b>Retail salespersons</b>	2,690	4.9	1	251,020	4.0	1
<b>Food counter attendants, kitchen helpers and related support occupations</b>	1,475	2.7	2	124,450	2.0	3
<b>Registered nurses and registered psychiatric nurses</b>	1,430	2.6	3	104,165	1.7	7
<b>Retail and wholesale trade managers</b>	1,350	2.4	4	138,125	2.2	2
<b>Elementary school and kindergarten teachers</b>	1,195	2.2	5	117,785	1.9	4
<b>Administrative assistants</b>	1,130	2.0	6	104,880	1.7	6
<b>Secondary school teachers</b>	1,125	2.0	7	69,560	1.1	16
<b>Cashiers</b>	1,060	1.9	8	111,320	1.8	5
<b>Cooks</b>	915	1.7	9	59,215	0.9	19
<b>Janitors, caretakers and building superintendents</b>	860	1.6	10	74,075	1.2	14

**Source:** Statistics Canada. 2013. *Peterborough, CMA, Ontario (Code 529)* (table). *National Household Survey (NHS) Profile*. 2011 National Household Survey. Statistics Canada Catalogue no. 99-004-XWE. Ottawa. Released September 11, 2013.

**FACT!** Low-wage occupations/sectors of the economy, like retail and food counter attendants employ the most individuals in Peterborough and the surrounding area.

**FACT!** The retail, health care, and educational sectors of the economy predominantly employ more women than men.

**FACT!** It's time to make it fair.