



Make it Fair...in Sudbury!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the Greater Sudbury Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 134,300. A decade later, in 2016 Greater Sudbury's population has increased by 5,800 and is now estimated to be 140,100.¹

Employment

In the Greater Sudbury CMA, the number of persons employed in 2006, was estimated to be 76,600. By 2016, that number had increased by 2,900 and is currently estimated to be 79,500.²

Table 1: Greater Sudbury CMA, Total Population of working age, 2010

	Total	Male	Female
Total population aged 15 years and over	132,990	64,595	68,395
In the labour force	83,855	43,055	40,800
Employed	77,275	39,535	37,745
Unemployed	6,575	3,520	3,055
Not in the labour force	49,130	21,540	27,590
Participation rate	63.1	66.7	59.7
Employment rate	58.1	61.2	55.2
Unemployment rate	7.8	8.2	7.5

Source: Statistics Canada. 2013. *Greater Sudbury / Grand Sudbury, CMA, Ontario (Code 580)* (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 20, 2016).

FACT! In 2016, changes to Ontario's outdated labour laws will directly benefit 56.7% of the population in Greater Sudbury and the surrounding area.

¹ 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, February (persons unless otherwise noted)*, CANSIM (database). (Accessed: April 5, 2016).

² 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.

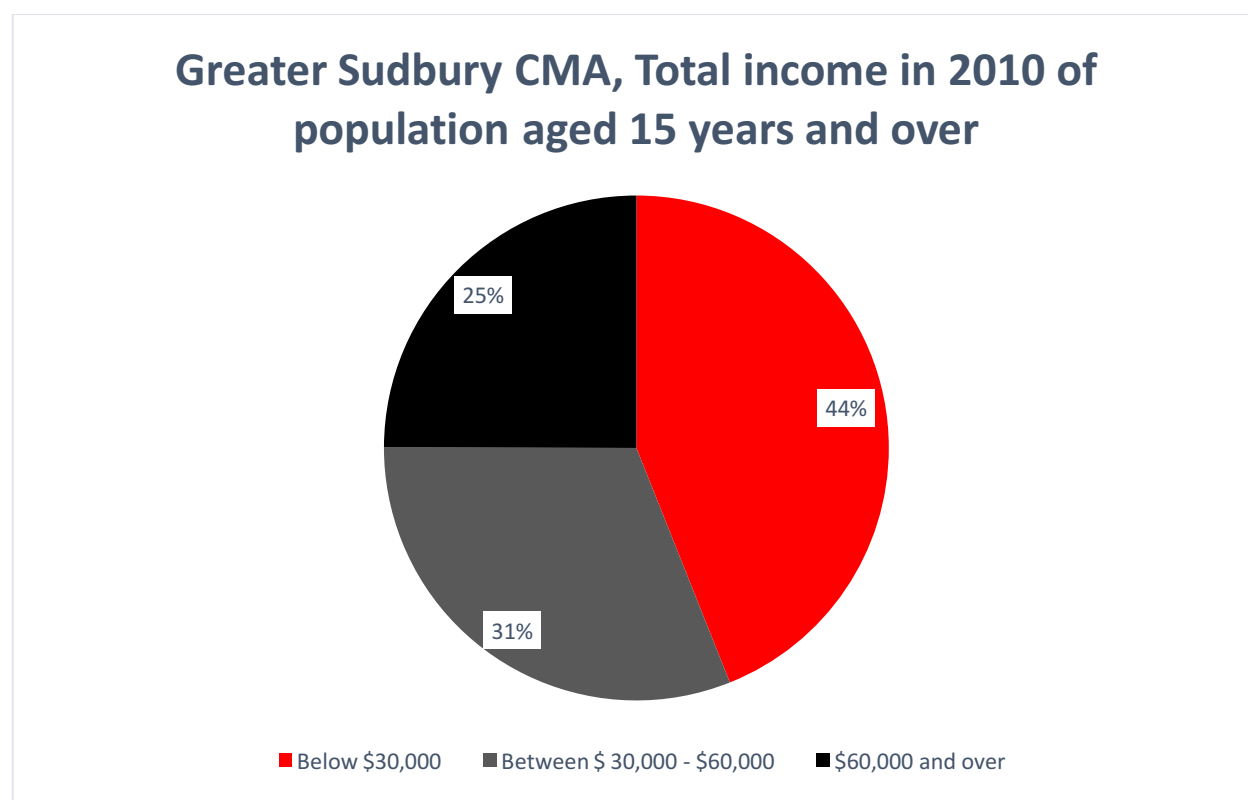
Income Distribution

How equally is income distributed?

In 2010, the median income in the Greater Sudbury CMA was \$32,916 with males earning \$41,076 and females earning \$25,463.

In 2010, the average annual income for individuals in the Greater Sudbury CMA was \$40,843, with males earning \$49,137 and females earning \$32,936.

Figure 1: Greater Sudbury CMA, Total income in 2010 of population aged 15 years and over



Source: Statistics Canada. 2013. *Greater Sudbury / Grand Sudbury, CMA, Ontario (Code 580)* (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 20, 2016).

FACT! The average annual income gender wage gap in Greater Sudbury and surrounding area is 33%. Women earn on average \$16,201 less than men.

FACT! 59,035 individuals working in Greater Sudbury and surrounding area make less than \$30,000 a year. That is approximately 44% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Greater Sudbury 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
Health care and social assistance	1,970	9,400	11,370
Retail trade	4,585	5,790	10,375
Educational services	2,235	5,300	7,535
Public administration	2,880	4,275	7,160
Mining, quarrying, and oil and gas extraction	6,550	485	7,040
Construction	4,830	865	5,690
Accommodation and food services	2,130	3,285	5,420
Professional, scientific and technical services	2,275	1,760	4,040
Other services (except public administration)	1,795	1,855	3,650
Transportation and warehousing	2,725	820	3,540

Source: Statistics Canada. 2013. *Greater Sudbury / Grand Sudbury, CMA, Ontario (Code 580)* (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 20, 2016).

FACT! The sectors of the economy that employ the most people are healthcare and social assistance, retail trade, educational services, public administration and mining quarrying and oil and gas extraction.

Table 3: Top 10 Occupation of Employment, Greater Sudbury and Surrounding Area, 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	7,865	11,590	19,460
Business, finance and administration occupations	3,475	10,450	13,930
Trades, transport and equipment operators and related occupations	12,790	740	13,530
Occupations in education, law and social, community and government services	3,165	7,180	10,345
Management occupations	3,895	3,005	6,900
Health occupations	1,140	4,940	6,080
Natural and applied sciences and related occupations	3,900	855	4,755
Natural resources, agriculture and related production occupations	3,580	235	3,820
Occupations in art, culture, recreation and sport	775	865	1,635
Occupations in manufacturing and utilities	1,450	180	1,630

Source: Statistics Canada. 2013. *Greater Sudbury / Grand Sudbury, CMA, Ontario (Code 580)* (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 20, 2016).

FACT! In Greater Sudbury, 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.

The following employment relationship data is extracted from the EmployerOne annual survey. It is completed by employers during the month of January on a voluntary basis. The survey is conducted by the Sudbury & Manitoulin Workforce Planning Board.

The report was published in February of 2016.

Table 4 lists the number of hires over the previous 12 months, by occupational category and type of employment. Overall, there were 5,491 hirings over the last 12 months.

Table 4: EmployerOne survey of Employers in Sudbury & Manitoulin, New-Hires, 2015

Occupation	Full-time	Part-time	Contract	Seasonal	Total
Manager / Executives	57	11	10	0	78
Professionals	84	555	258	0	897
Technical	26	106	217	35	384
Trades	62	18	1308	20	1408
Apprentices	33	5	5	5	48
Sales & Marketing	17	5	10	0	32
Admin & Clerical	69	75	147	6	297
Production Worker	241	2	89	199	531
Service Worker	69	473	314	95	951
Other	140	29	391	305	865
Total	798	1279	2749	665	5491

Source: Sudbury & Manitoulin Workforce Planning Board. *EmployerOne* Survey, 2015.

<http://www.planningourworkforce.ca/pdf/2015%20Employerone%20survey%20report%20%28English%29.pdf>
(accessed April 19, 2016). n = number in a trial or sample.

FACT! A sample of employers in the Sudbury & Manitoulin economic area in the 2015 *EmployerOne* Survey indicated that half of the reported hirings involved contract positions (2,749 out of 5,491).³

FACT! According to the 2015 *EmployerOne* Survey the number of contract hires (N=2,749) actually exceeded the number of hires in all other categories (N=2,742). Part-time hirings accounted for 23%, and the full-time hires only 15%.⁴

FACT! Non-standard employment is on the rise in the Greater Sudbury CMA.

Cope343/April 2016

³ Sudbury & Manitoulin Workforce Planning Board. *EmployerOne* Survey, 2015.

<http://www.planningourworkforce.ca/pdf/2015%20Employerone%20survey%20report%20%28English%29.pdf>
(accessed April 19, 2016). Pg.6

⁴ Ibid. Pg.6.