



Make it Fair...in Thunder Bay!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the Thunder Bay Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 104,100. A decade later, in 2016 Thunder Bay's population has increased by 500 and is now estimated to be 104,600.¹

Employment

In the Thunder Bay CMA, the number of persons employed in 2006, was estimated to be 61,400. By 2016, that number had decreased by 1,200 and is currently estimated to be 60,200.²

Table 1: Thunder Bay CMA, Total Population of working age, 2010

	Total	Male	Female
Total population aged 15 years and over	101,100	49,090	52,010
In the labour force	62,685	31,715	30,975
Employed	57,430	28,655	28,775
Unemployed	5,255	3,060	2,195
Not in the labour force	38,410	17,375	21,040
Participation rate	62	64.6	59.6
Employment rate	56.8	58.4	55.3
Unemployment rate	8.4	9.6	7.1

Source: Statistics Canada. 2013. *Thunder Bay, CMA, Ontario (Code 595) (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 In 2016, changes to Ontario's outdated labour laws will directly benefit 57.5% of the population in Thunder Bay and the surrounding area.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.

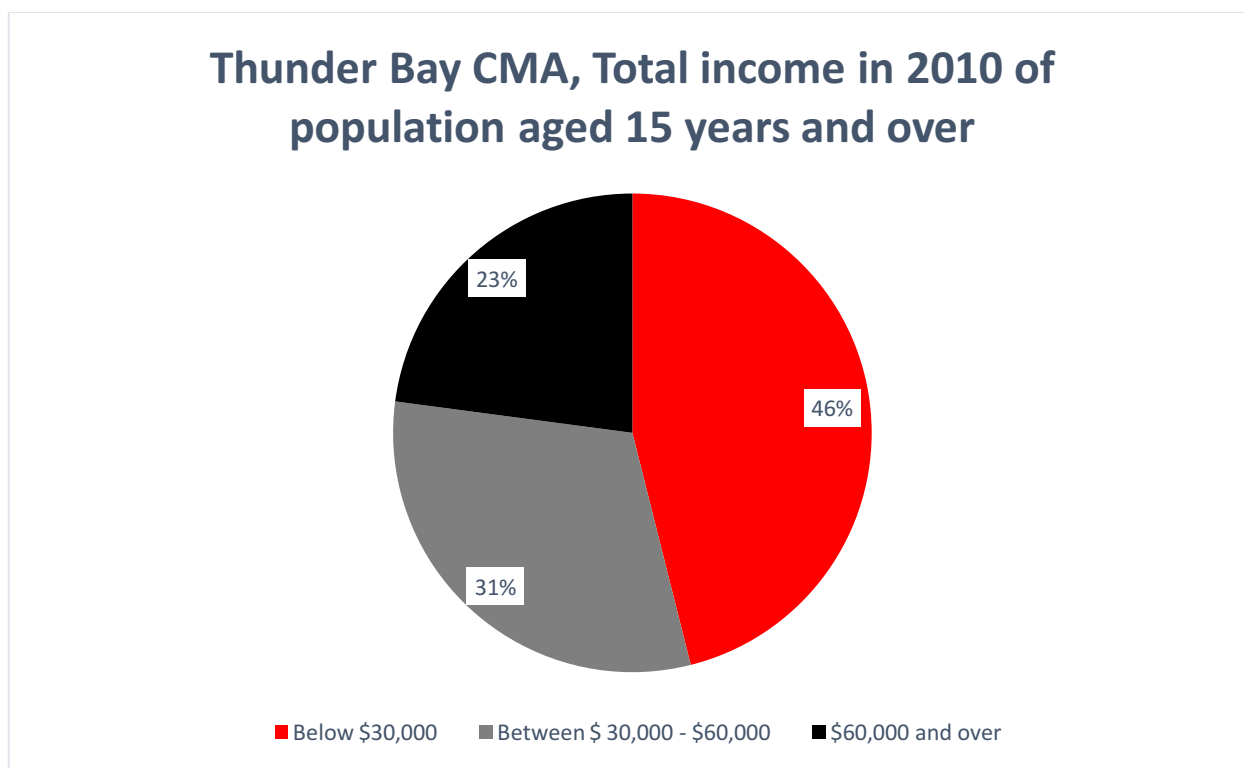
Income Distribution

How equally is income distributed?

In 2010, the median income in the Thunder Bay CMA was \$31,523 with males earning \$38,318 and females earning \$25,924.

In 2010, the average annual income for individuals in the Thunder Bay CMA was \$39,097, with males earning \$45,504 and females earning \$33,017.

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



Source: Statistics Canada. 2013. *Thunder Bay, CMA, Ontario (Code 595)* (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 Thunder Bay and surrounding area is 27.5%. Women earn on average \$12,487 less than men.

FACT! 46,565 individuals working in Thunder Bay and surrounding area make less than \$30,000 a year. That is approximately 46% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Thunder Bay 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	1,665	7,900	9,570
Retail trade	3,430	4,160	7,590
Public administration	2,975	3,080	6,055
Educational services	2,005	3,600	5,605
Accommodation and food services	1,740	3,000	4,735
Construction	3,645	480	4,130
Professional, scientific and technical services	1,745	1,525	3,275
Transportation and warehousing	2,595	515	3,105
Manufacturing	2,415	555	2,975
Other services (except public administration)	1,655	1,235	2,885

Source: Statistics Canada. 2013. *Thunder Bay, CMA, Ontario (Code 595)* (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, public administration, educational services, and accommodation and food services.

Table 3: Top 10 Occupation of Employment, Thunder Bay 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	6,275	9,315	15,585
Trades, transport and equipment operators and related occupations	9,525	395	9,920
Business, finance and administration occupations	2,255	6,925	9,180
Occupations in education, law and social, community and government services	3,190	5,955	9,145
Health occupations	840	4,110	4,950
Management occupations	2,735	2,170	4,905
Natural and applied sciences and related occupations	3,075	650	3,725
Occupations in manufacturing and utilities	1,340	160	1,505
Occupations in art, culture, recreation and sport	495	690	1,185
Natural resources, agriculture and related production occupations	1,050	125	1,175

Source: Statistics Canada. 2013. *Thunder Bay, CMA, Ontario (Code 595)* (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 Thunder Bay, 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.