



Make it Fair...in Toronto!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the Toronto Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 4,283,700. A decade later, in 2016 Toronto's population has increased by 869,400 and is now estimated to be 5,153,100.¹

Employment

In the Toronto CMA, the number of persons employed in 2006, was estimated to be 2,732,400. By 2016, that number had increased by only 490,300 and is currently estimated to be 3,222,700.²

Table 1: Toronto CMA, Total Population of working age, 2010

	Total	Male	Female
Total population aged 15 years and over	4,546,140	2,184,185	2,361,960
In the labour force	3,042,645	1,567,785	1,474,865
Employed	2,780,685	1,439,460	1,341,225
Unemployed	261,960	128,325	133,640
Not in the labour force	1,503,495	616,405	887,095
Participation rate	66.9	71.8	62.4
Employment rate	61.2	65.9	56.8
Unemployment rate	8.6	8.2	9.1

Source: Statistics Canada. 2013. *Toronto, CMA, Ontario (Code 535)* (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 In 2016, changes to Ontario's outdated labour laws will directly benefit 62.5% of the population in Toronto and the surrounding area.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.

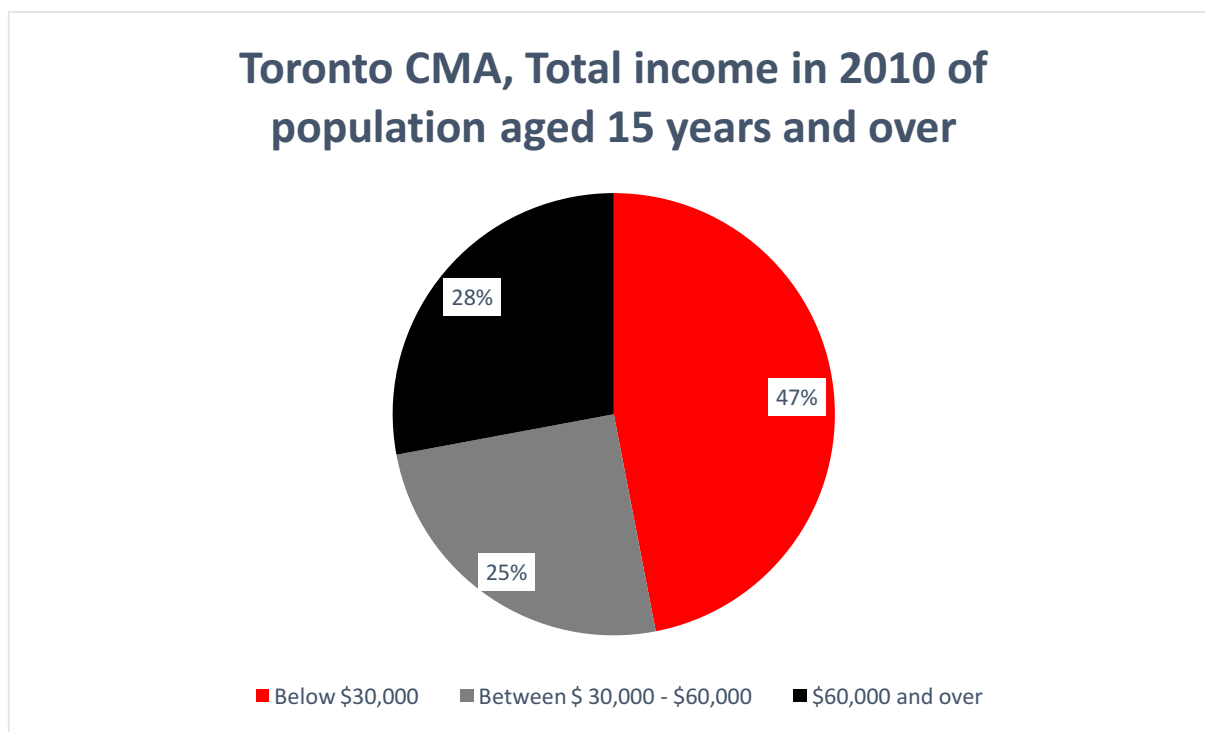
Income Distribution

How equally is income distributed?

In 2010, the median income in the Toronto CMA was \$29,593 with males earning \$34,949 and females earning \$25,314.

In 2010, the average annual income for individuals in the Toronto CMA was \$44,462, with males earning \$53,073 and females earning \$36,416.

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



Source: Statistics Canada. 2013. *Toronto, CMA, Ontario (Code 535) (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 Toronto and surrounding area is 31.4%. Women earn on average \$18,657 less than men.

FACT! 2,151,155 individuals working in Toronto and surrounding area make less than \$30,000 a year. That is approximately 47% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Toronto 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
Retail trade	149,390	167,265	316,655
Professional, scientific and technical services	166,550	133,130	299,680
Manufacturing	194,335	99,460	293,790
Health care and social assistance	50,860	209,680	260,540
Finance and insurance	105,670	124,510	230,185
Educational services	67,915	138,360	206,275
Accommodation and food services	79,720	91,225	170,945
Wholesale trade	100,725	66,550	167,275
Construction	141,825	20,260	162,085
Administrative and support, waste management and remediation services	80,800	67,575	148,380

Source: Statistics Canada. 2013. *Toronto, CMA, Ontario (Code 535)* (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 retail trade, professional, scientific and technical services, manufacturing, and healthcare and social assistance.

Table 3: Top 10 Occupation of Employment, Toronto 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	313,235	363,900	677,145
Business, finance and administration occupations	193,915	376,770	570,680
Management occupations	220,080	138,645	358,725
Occupations in education, law and social, community and government services	106,060	229,405	335,465
Trades, transport and equipment operators and related occupations	296,780	21,290	318,070
Natural and applied sciences and related occupations	194,800	58,160	252,955
Occupations in manufacturing and utilities	88,190	60,850	149,040
Health occupations	34,790	112,960	147,750
Occupations in art, culture, recreation and sport	56,320	57,170	113,490
Natural resources, agriculture and related production occupations	19,235	4,285	23,520

Source: Statistics Canada. 2013. *Toronto, CMA, Ontario (Code 535)* (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 Toronto, 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.

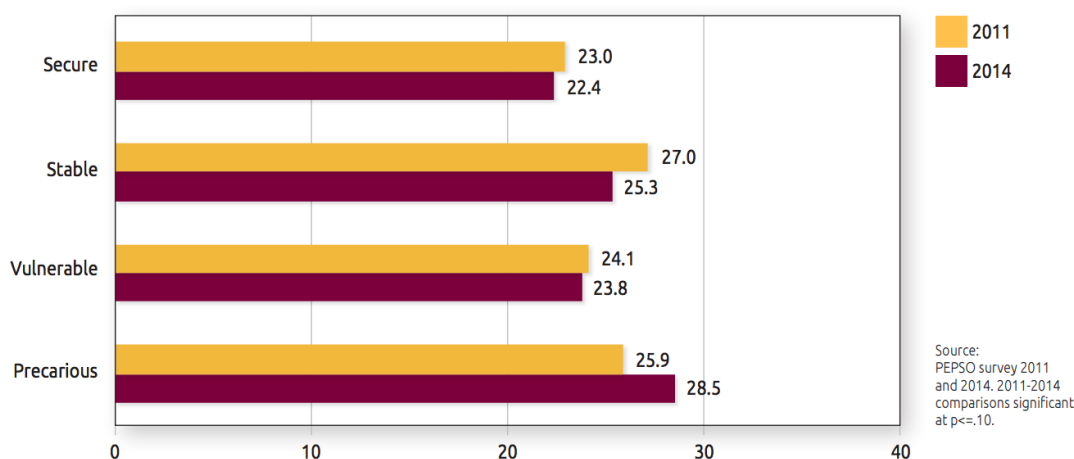
Table 4: Forms of the employment relationship by region (%)

% 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 7% in Toronto.

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>