



Make it Fair...in Waterloo Region!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the Kitchener - Cambridge - Waterloo Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 374,900. A decade later, in 2016 Kitchener - Cambridge – Waterloo’s population has increased by 49,000 and is now estimated to be 423,900.¹

Employment

In the Kitchener - Cambridge - Waterloo CMA, the number of persons employed in 2006, was estimated to be 255,200. By 2016, that number had increased by 27,800 and is currently estimated to be 283,000.²

Table 1: Kitchener - Cambridge - Waterloo CMA, Total Population of working age, 2010

	Total	Male	Female
Total population aged 15 years and over	383,630	188,190	195,440
In the labour force	267,465	139,360	128,100
Employed	248,170	129,505	118,665
Unemployed	19,295	9,860	9,440
Not in the labour force	116,170	48,830	67,340
Participation rate	69.7	74.1	65.5
Employment rate	64.7	68.8	60.7
Unemployment rate	7.2	7.1	7.4

Source: Statistics Canada. 2013. *Kitchener - Cambridge - Waterloo, CMA, Ontario (Code 541)* (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 In 2016, changes to Ontario’s outdated Labour Laws will directly benefit 66.7% of the population in Kitchener - Cambridge - Waterloo and the surrounding area.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.

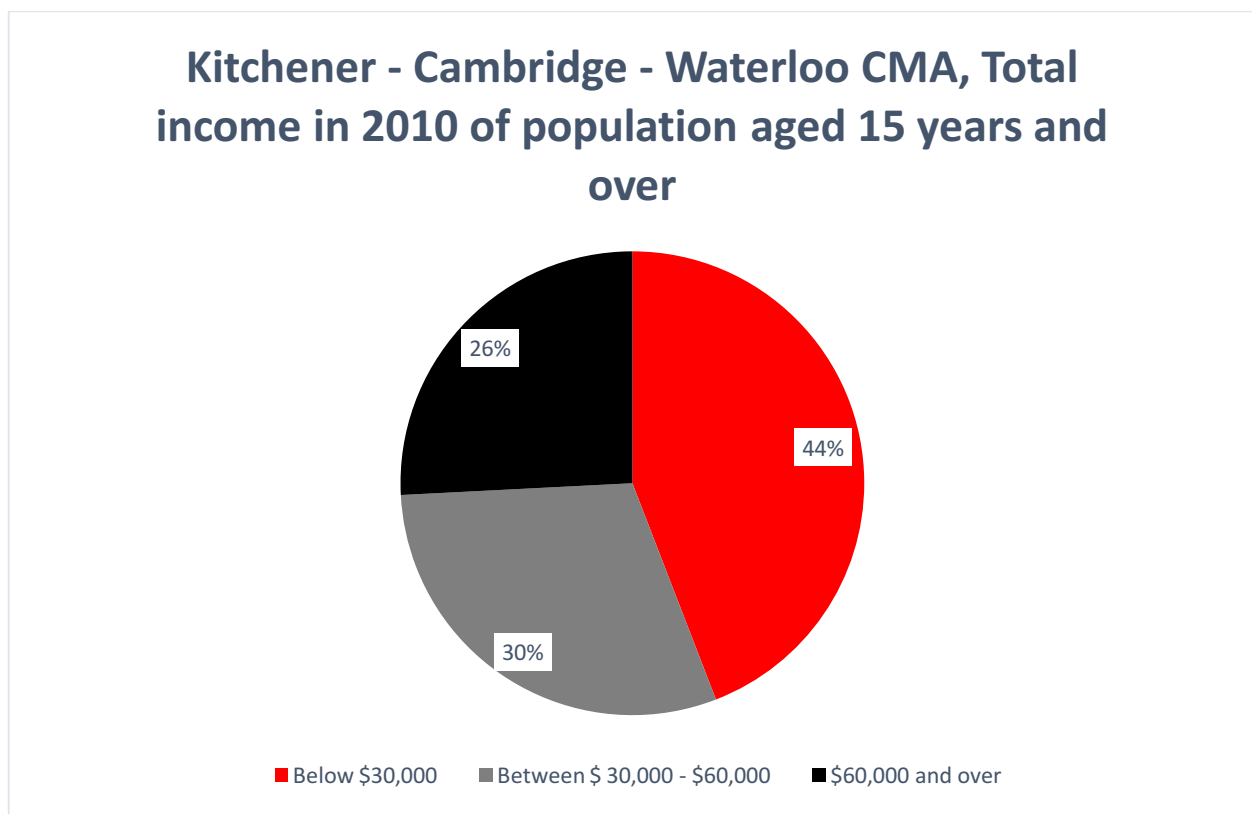
Income Distribution

How equally is income distributed?

In 2010, the median income in the Kitchener - Cambridge - Waterloo CMA was \$32,633 with males earning \$39,967 and females earning \$26,643.

In 2010, the average annual income for individuals in the Kitchener - Cambridge - Waterloo CMA was \$42,189, with males earning \$50,725 and females earning \$33,904.

Figure 1: Kitchener - Cambridge - Waterloo CMA, Total income in 2010 of population aged 15 years and over



Source: Statistics Canada. 2013. *Kitchener - Cambridge - Waterloo, CMA, Ontario (Code 541)* (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 Kitchener - Cambridge - Waterloo and surrounding area is 33.2%. Women earn on average \$16,821 less than men.

FACT! 170,155 individuals working in Kitchener - Cambridge - Waterloo 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, Kitchener - Cambridge - Waterloo 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
Manufacturing	34,515	14,710	49,225
Retail trade	13,700	16,340	30,035
Health care and social assistance	3,115	20,145	23,255
Educational services	7,630	14,430	22,060
Professional, scientific and technical services	9,370	7,240	16,615
Construction	14,120	1,895	16,015
Finance and insurance	5,415	10,585	16,000
Accommodation and food services	6,000	9,230	15,235
Wholesale trade	8,790	4,080	12,870
Administrative and support, waste management and remediation services	5,970	5,170	11,140

Source: Statistics Canada. 2013. *Kitchener - Cambridge - Waterloo, CMA, Ontario (Code 541)* (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 manufacturing, retail trade, healthcare and social assistance, and educational services.

Table 3: Top 10 Occupation of Employment, Kitchener - Cambridge - Waterloo 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	23,960	34,885	58,840
Business, finance and administration occupations	12,330	29,000	41,335
Trades, transport and equipment operators and related occupations	34,260	2,375	36,630
Occupations in education, law and social, community and government services	9,075	19,810	28,885
Management occupations	17,325	10,750	28,075
Natural and applied sciences and related occupations	17,840	4,800	22,640
Occupations in manufacturing and utilities	14,370	7,890	22,260
Health occupations	2,250	10,985	13,235
Occupations in art, culture, recreation and sport	2,710	3,595	6,310
Natural resources, agriculture and related production occupations	2,440	945	3,385

Source: Statistics Canada. 2013. *Kitchener - Cambridge - Waterloo, CMA, Ontario (Code 541)* (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 Kitchener - Cambridge - Waterloo, 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.