



Make it Fair...in Windsor!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In the Windsor Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated in 2006, to be 270,000. A decade later, in 2016 Windsor's population has increased by 10,800 and is now estimated to be 280,800.¹

Employment

In the Windsor CMA, the number of persons employed in 2006, was estimated to be 165,500. By 2016, that number had decreased by 8,900 and is currently estimated to be 156,600.²

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

	Total	Male	Female
Total population aged 15 years and over	259,040	125,500	133,540
In the labour force	154,045	79,930	74,115
Employed	138,080	71,110	66,970
Unemployed	15,965	8,820	7,145
Not in the labour force	105,000	45,570	59,430
Participation rate	59.5	63.7	55.5
Employment rate	53.3	56.7	50.1
Unemployment rate	10.4	11	9.6

Source: Statistics Canada. 2013. *Windsor, CMA, Ontario (Code 559)* (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 In 2016, changes to Ontario's outdated labour laws will directly benefit 55.7% of the population in Windsor and the surrounding area.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.

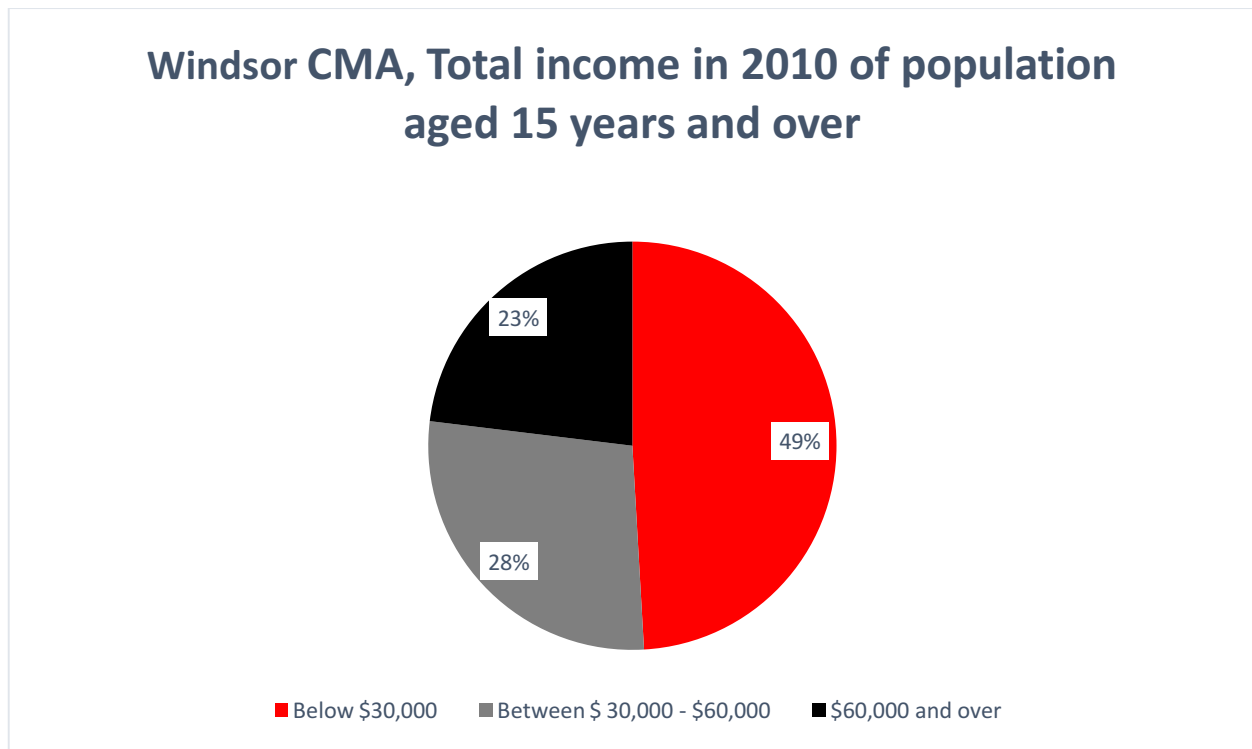
Income Distribution

How equally is income distributed?

In 2010, the median income in the Windsor CMA was \$28,924 with males earning \$36,664 and females earning \$23,705.

In 2010, the average annual income for individuals in the Windsor CMA was \$37,971, with males earning \$45,172 and females earning \$31,071.

Figure 1: Windsor CMA, Total income in 2010 of population 15 years and over



Source: Statistics Canada. 2013. *Windsor, CMA, Ontario (Code 559)* (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 Windsor and surrounding area is 31.2%. Women earn on average \$14,101 less than men.

FACT! 124,260 individuals working in Windsor and surrounding area make less than \$30,000 a year. That is approximately 49% of the working population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Windsor 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	20,995	6,825	27,820
Health care and social assistance	2,935	15,170	18,105
Retail trade	7,025	9,590	16,615
Educational services	4,280	8,605	12,880
Accommodation and food services	4,255	5,965	10,220
Construction	7,015	845	7,860
Professional, scientific and technical services	3,875	3,025	6,895
Public administration	3,415	3,275	6,685
Other services (except public administration)	2,975	3,360	6,335
Administrative and support, waste management and remediation services	3,720	2,590	6,305

Source: Statistics Canada. 2013. *Windsor, CMA, Ontario (Code 559)* (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, healthcare and social assistance, retail trade, and educational services.

Table 3: Top 10 Occupation of Employment, Windsor 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	15,795	21,605	37,395
Trades, transport and equipment operators and related occupations	19,725	1,305	21,030
Business, finance and administration occupations	5,615	14,230	19,840
Occupations in education, law and social, community and government services	5,645	11,245	16,880
Occupations in manufacturing and utilities	9,505	4,300	13,805
Management occupations	7,835	5,110	12,940
Health occupations	2,160	9,365	11,525
Natural and applied sciences and related occupations	7,545	1,600	9,145
Occupations in art, culture, recreation and sport	1,380	1,680	3,055
Natural resources, agriculture and related production occupations	1,585	665	2,250

Source: Statistics Canada. 2013. *Windsor, CMA, Ontario (Code 559) (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 Windsor, 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.