



Make it Fair...in Durham!

Regional Perspective

Who would improvements to employment laws directly affect?

Population

In 2006 in the Oshawa Census Metropolitan Area (CMA), the number of persons of working age, 15 years of age and over was estimated to be 269,800. A decade later, in 2016, Oshawa CMA population has increased by 54,600 and is currently estimated to be 324,400.¹

Employment

In the Oshawa CMA, the number of persons employed in 2006 was estimated to be 174,200. By 2016, that number had increased by 35,700 and is currently estimated to be 209,900.²

Table 1: Total Population of working age, 2010

	Total	Male	Female
Total population aged 15 years and over	285,525	138,545	146,980
In the labour force	194,075	98,990	95,080
Employed	176,845	90,005	86,845
Unemployed	17,225	8,990	8,235
Not in the labour force	91,450	39,550	51,895
Participation rate	68	71.4	64.7
Employment rate	61.9	65	59.1
Unemployment rate	8.9	9.1	8.7

Source: Statistics Canada. 2013. *Oshawa, CMA, Ontario (Code 532)* (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 5, 2016).

FACT! In 2016, changes to Ontario's outdated Labour Laws will directly benefit 64.7 percent of the population in Oshawa and the surrounding area.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 (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.

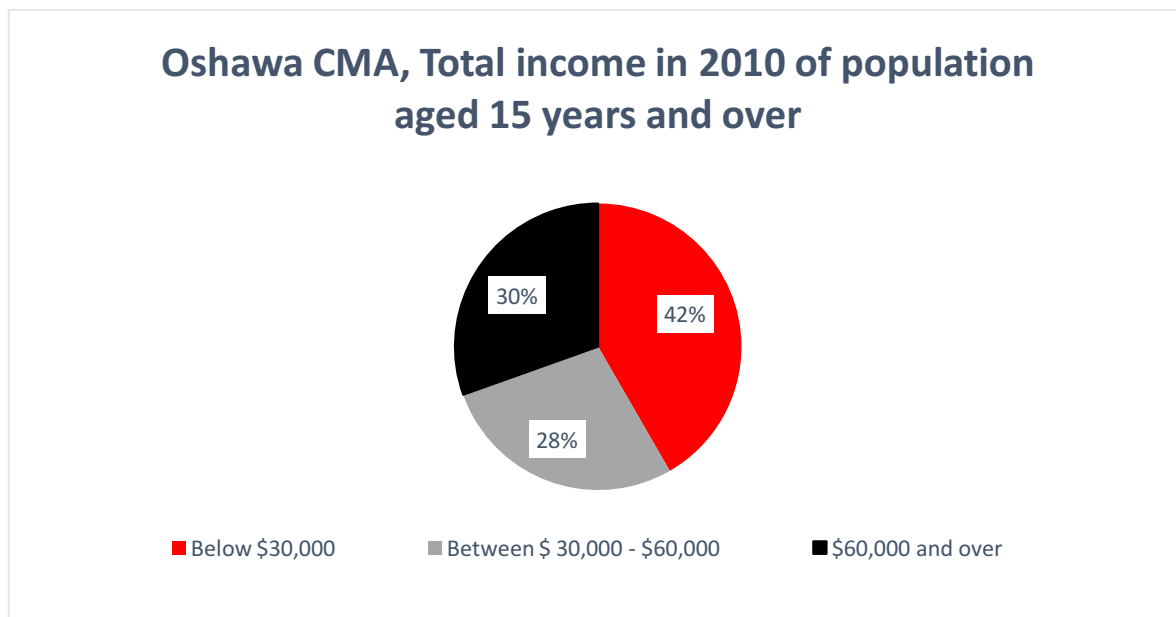
Income Distribution

How equally is income distributed?

In 2010, the median income in the Oshawa CMA was \$34,816, with males earning \$42,617 and females earning \$27,925.

In 2010, the average income for individuals in the Oshawa CMA was \$43,652, with males earning \$52,059 and females earning \$35,663.

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



Source: Statistics Canada. 2013. *Oshawa, CMA, Ontario (Code 532) (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 5, 2016).

FACT! The average annual income gender wage gap in Oshawa and surrounding area is 32%. Women earn on average \$16,396 less than men.

FACT! 120,020 individuals working in Oshawa and surrounding area make less than \$30,000 a year. That is approximately 42% of the population.

Employment by Sector/Industry

What sectors/industries are people employed in?

Table 2: Top 10 Sectors of Employment, Oshawa 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	10,255	12,585	22,840
Health care and social assistance	2,740	17,585	20,320
Manufacturing	13,925	4,695	18,615
Educational services	4,540	10,265	14,800
Public administration	6,560	6,330	12,890
Construction	11,215	1,460	12,675
Professional, scientific and technical services	5,525	5,750	11,275
Accommodation and food services	4,280	6,250	10,530
Finance and insurance	3,660	5,785	9,445
Administrative and support, waste management and remediation services	5,030	4,060	9,095

Source: Statistics Canada. 2013. *Oshawa, CMA, Ontario (Code 532)* (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 5, 2016).

FACT! Low-wage sectors of the economy, like retail, employ the most individuals in Oshawa and the surrounding area.

Table 3: Top 10 Occupation of Employment, Durham CMA 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	18,300	25,910	44,210
Business, finance and administration occupations	9,180	22,050	31,230
Trades, transport and equipment operators and related occupations	25,955	1,625	27,585
Occupations in education, law and social, community and government services	7,595	16,070	23,665
Management occupations	13,070	9,000	22,070
Natural and applied sciences and related occupations	9,070	2,535	11,605
Health occupations	1,500	9,295	10,795
Occupations in manufacturing and utilities	7,540	2,330	9,870
Occupations in art, culture, recreation and sport	2,110	2,705	4,815
Natural resources, agriculture and related production occupations	1,975	475	2,450

Source: Statistics Canada. 2013. *Oshawa, CMA, Ontario (Code 532)* (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 5, 2016).

FACT! In Oshawa, 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.