

**EXPERT REPORT  
OF DR. RICHARD SHILLINGTON**

**APRIL 22, 2013**

**Prepared for Proceedings before the Pay Equity Hearings  
Tribunal**

**Re: Service Employees International Union Local 1 and Ontario  
Nurses' Association V. Participating Nursing Homes**

**PEHT Files 1507-11-PEe and 3696-10-PE**

# Table of Contents

List of Tables and Figures.....	3
Glossary of Terms.....	4
A. Introduction .....	5
B. Questions to Answer.....	5
C. Summary of Response .....	5
D. Research and Analysis for this Proceeding .....	7
E. Expertise and Experience .....	8
F. Persistence of differences between women and men in their labour market distribution .....	9
a) Concentrations by Industry continues .....	9
b) Concentrations by Occupation continues .....	11
c) Concentration within health care occupations continues.....	12
d) Women continue to earn less than men .....	13
e) Women's lower earnings within occupational and industry groups continue.....	16
f) Low wage workers .....	18
g) Lower pay accompanies female dominance .....	19
h) Women's work in health care continues to be paid less than men's work .....	19
G. Annex.....	22

## List of Tables and Figures

Table 1 - Gender Dominance of Detailed Occupations by Occupational Sector, 2005 .....	12
Table 2- Earnings for Occupations by Percent of Employees Female, 2005 .....	15
Table 3 - Percent of Employment Female in Occupations in the Extreme of the Earnings Scale, Ontario, 2006 .....	16
Table 4 - Employees with Earnings under \$30,000 and Occupations with Average Earnings under \$30,000, Ontario, 2005 .....	19
Table 5- Women as a share of total employment by NAICS, Ontario, 1991-2011 (Labour Force Survey)	23
Table 6- Women's share of Total Employment by NOCS, 1991-2011 (Labour Force Survey) .....	24
Table 7 - Female Employment as a Percent, for Health Occupations, 1990, 1995, 2000, 2005 .....	25
Table 8- Average female earnings and female to male average earnings ratio, Ontario, 1991-2010 .....	27
Table 9 - Health and Social Service Labour Force by Sex, Ontario, 2006 (Census of Population) .....	28
Table 10 - Average female earnings and female to male average earnings ratio [constant 2010 dollars] Ontario, 1991-2010 .....	29
Table 11 – Women's average earnings as a share of men's average earnings by NOCS (constant 2010 dollars), Ontario, 1991 – 2010 (Labour Force Survey) .....	30
Table 12 - Women's average earnings as a share of men's average earnings by NAICS (constant 2010 dollars), Ontario, 1991 – 2010 (Labour Force Survey) .....	31
Table 13 - Average Full-time, Full-Year Earnings and Percentage under \$30,000 annually, by sex, Ontario, 2005 (Census of Population) .....	32
Table 14 - Average Employment Earnings by Occupation in Health and Social Service Occupations, Ontario, 2005 (Census of Population) .....	33
Table 15 - Analysis of Detailed Occupations, Ontario, 2005 .....	35
 Figure 1 - Women as a Percentage of Total Employment by Industrial Groups, Ontario, 1991-2011 .....	10
Figure 2 - Women as a Percentage of Total Employment by Occupational Groups, Ontario, 1991-2011 .....	11
Figure 3 - Percentage of women in largest health occupations, Ontario, 1990, 1995, 2000, 2005 .....	13
Figure 4 - Average Earnings in by Detailed Occupations by Percentage of Employment Female, 2005 ....	14
Figure 5 - Average Earnings in Male and Female Dominated Occupations by Occupational Sector, 2005	17
Figure 6 - Average Earnings of Female and Male Employees, Full-Time/Full-Year, by Broad Occupations Groups, 2005 .....	18
Figure 7 - Proportion of Female and Male Employees Earning less than \$30,000 per Year, Full-Time/Full-Year, by Broad Occupations Groups, 2005 .....	19
Figure 8 - Average Earnings in Health Occupations by Gender Dominance, Ontario, 2005 .....	20
Figure 9 - Number of Employees in Health Occupations by Gender Dominance, and Average Earnings, Ontario, 2005 .....	21
Figure 10 - NOCS Classification Structure for Health Occupations .....	22

## Glossary of Terms

**Earnings or employment income** – total income received during the year of 2005 as wages and salaries, net income from a non-farm unincorporated business and/or professional practice, and/or net farm self-employment income.

**Full-Time** - This category includes employed persons who usually worked 30 hours or more per week, at their main or only job.

**Full-Time Full-Year workers** – this includes persons 15 years of age and over who worked 49 to 52 weeks (mostly full-time) for pay or in self-employment.

**Wages and salaries** – this refers to gross wages and salaries before deductions for such items as income tax, pensions and Employment Insurance. Included in this source are military pay and allowances, tips, commissions and cash bonuses, benefits from wage-loss replacement plans or income-maintenance insurance plans, supplementary unemployment benefits from an employer or union as well as all types of casual earnings during calendar year 2005. Other employment income such as taxable benefits, research grants and royalties are included.

Above are excerpts from:

- (i) Statistics Canada - *Definitions, data sources and methods*  
<http://www.statcan.gc.ca/concepts/index-eng.htm>
- (ii) Statistics Canada – Income and Earnings Reference Guide, 2006  
<http://www12.statcan.gc.ca/census-recensement/2006/ref/rp-guides/income-revenu-eng.cfm>

## **A. Introduction**

1. I have been asked to prepare a report that reviews labour market statistics to determine whether the differences in the labour market experiences of men and women that were reflected in the 1996 affidavit of Dr. Armstrong have continued.

## **B. Questions to Answer**

2. In particular, I have been asked to consider the following two questions about whether the Ontario labour market conditions which underlie the need for pay equity laws are still present. As with Dr. Armstrong's 1996 affidavit, this report focuses both on the overall Ontario labour market experience and also in greater detail on the experience in the health and social services sector. This report addresses two questions:
  - I. Does the industrial and occupational distribution of women continue to be very different from that of men?
  - II. Does the earnings distribution of occupations dominated by women continue to be very different from other occupations, whether dominated by men or without gender dominance?

## **C. Summary of Response**

3. My review of the Ontario labour market data establishes that males and females are concentrated in different industries and occupations, which have very different distributions of earnings. The data demonstrate the following:
  - i. In the past 20 years women have reached parity with men in labour force participation; they are roughly half the labour force (48% in 2011, Table 5). Yet the nature of that participation remains as before. Women are much more likely to work in certain occupations and industries, those associated with services and providing care. When occupations are dominated by women they are very rarely high paying jobs; they often have a disproportionate number of employees working at lower wages (Table 4 and 15).
  - ii. Women's employment continues to be concentrated in different industries than men. The goods producing sector has only about 23% female employment. Health care and social assistance continues to be the sector with the highest level of gender concentration – roughly 82% (Table 5).
  - iii. Between 1991 and 2011, the concentration of males and females in different industries has changed very little. In 10 of the 16 major industrial classifications, women's share of total employment changed by 2 percentage points or less in either direction (see Table 5). Agriculture; professional, scientific and technical; public administration, other services, and education were the only industrial classifications that showed larger changes in the share of employment. Only one industry showed a change of greater than 5 percentage points

(public administration). Women's share of employment in the health care and social assistance sector has fluctuated in a narrow range between 80 and 84 per cent over the last 20 years.

- iv. Women's employment continues to be concentrated in different occupations than men's. Women continue to be under-represented in the traditional male occupations of natural and applied sciences, trades, transport and equipment operators, those unique to primary industries and those unique to processing manufacturing, and utilities. While there have been some small fluctuations over the period, women remained at 6 per cent of trades, transport and equipment operators in 2011, the same share that they had in 1991 (See Table 6). There was a small decrease, of 2 percentage points, of women's share of primary industry employment (to 20 per cent) and employment in processing and manufacturing and utilities occupations (to 32 per cent). Women's share of employment in natural and applied sciences has crept up from 21 per cent to 23 per cent. Similarly women's over representation in business, finance and administrative occupations, health occupations and social science, education and government occupations continues. There has been a slight drop for business, finance and administrative occupations from 71 per cent of employment to 68 per cent. In social science, education and government occupations there was an increase in women's share of employment from 63 to 68 per cent over the 20 years.
- vi. Women continue to earn less than men. In 1991, the average earnings of women working full-time, full-year were 68.1 per cent of men's. In 2010, that ratio was 76.1. This increase of 8 percentage points over a 19 year period still leaves a wage gap of 24 per cent between men and women (see Table 8).
- vii. There are many occupations with high earnings, but they are all occupations that are mostly male. As the proportion female in an occupation increases there are fewer and fewer higher paid occupations. Clearly, occupations that have more females have a lower earnings distribution as compared to occupations which are male dominated. There are no female dominated occupations which are in the higher earnings range.
- viii. Compared to female dominated occupations, male dominated occupations have far fewer employees earning less than \$30,000 (see Table 4 and 15). If we limit our analysis to those employed full-time / full-year, it remains that compared to female dominated occupations, male dominated occupations have far fewer employees earning less than \$30,000 (see Table 15).
- ix. There are unusual examples of male and female dominated occupations. In the business, finance & administrative sector, the only male dominated detailed occupations were in shipping and receiving. In the trades, transport & equipment and occupations unique to primary industry the only female occupations are related to textile design and manufacturing.

- x. Health care occupations continue to be overwhelmingly female-dominated-- 80 per cent of health care workers are women (see Table 7). And, lower paid occupations in health care continue to be female-dominated. Twenty two out of the total of 34 occupational categories are female-dominated in health care. And, all of the lowest paid occupations are female dominated (see Table 14).
- xi. Table 13 and Figure 7 show average earnings for full-time/full-year workers by occupational categories. It shows the significant wage gap between male and female workers that is consistent across all occupational categories. For example in health occupations the average male salary was \$112,531 while the average female salary was \$54,430. In those occupations 19 per cent of women earned less than \$30,000 working full-time, full-year, as compared to 11 per cent of men. In sales and service occupations, 62 per cent of women working full-time/full-year earn less than \$30,000 as compared to 35 per cent of men.
- xii. As Table 1, 14 and Figure 8 show most of the women in health care work in female-dominated occupations and most of those jobs have low wages. Figure 8 illustrates that male-dominated and neutral occupations in health care are spread more widely across the earnings spectrum. On the other hand, female-dominated occupations are both the majority of occupations in health care and continue to be the lowest paid. Twenty two out of the total of 34 occupational categories are female-dominated in health care. And, all of the lowest paid occupations are female dominated.
- xiii. Note: The employees in the Long Term Care Homes which are the subject of these proceedings are employed in the Statistics Canada industry category - Health and Social Assistance. See Table 9 which refers to Nursing and Residential Care Facilities 623. Nursing Homes are a subset of that category - 6231. Health occupations in these Homes are found under the Statistics Canada category "Health Occupations". See Table 14.

## **D. Research and Analysis for this Proceeding**

- 4. For the purposes of preparing this report, providing evidence and reaching the expert opinions set out in this report, I have reviewed the 1996 affidavits by Dr. Pat Armstrong, and conducted my own analysis of available Census and Labour Force data. The data were gathered from the following sources; the 1991 Dr. Armstrong affidavit, Statistics Canada Census publications for the 1991 Census (those used by Dr. Armstrong), Statistics Canada data on the Labour Force Survey and data prepared for Sheila Block by Statistics Canada, these include data from the censuses for 1996, 2001 and 2006 and the Labour Force Survey annual averages for 1991 - 2011.

## **E. Expertise and Experience**

5. I have the technical expertise and experience to use the data gathered to illustrate the difference in the labour force concentrations of males and females and their distribution of earnings. I have a Ph.D. in Statistics and have had a career spanning more than 30 years conducting research and preparing reports for many government agencies, commissions of inquiry related to financial literacy, social programs and tax policy. I have appeared before committees of the House of Commons and Senate numerous times.
6. I have been an Expert Witness in a number of proceedings:
  - I have been an Expert Witness before the Canadian Human Rights Tribunal for the pay equity cases involving Treasury Board and Bell Canada.
  - I have appeared as an expert on pay equity measurement for a dispute resolution involving York University.
  - I have appeared as an expert before a panel in Nova Scotia on the possible discriminatory impact of unity payments for low-income customers.
  - I have also appeared as an expert before an E.I. umpire on the possible differential impact of E.I. changes on women.
7. I have conducted research on gender and the impact of social policies and statistical practice on women versus men.
  - I have conducted a number of research projects on tax policy related to caregiving and employment of women.
  - I have prepared a number of reports on current social programs and access to maternity and parental leave for the Saskatchewan Labour and the Canadian Bar Association.
  - In 2009 I conducted a workshop on Gender Statistics for the Bangladesh Bureau of Statistics.
8. I have prepared research reports;
  - on Womens' Self-Employment, for Status of Women Canada.
  - recognizing the value of unpaid work, for Status of Women Canada.
  - on the impact of CPP changes for women, for the Caledon Institute on Social Policy.
  - analysing options concerning child support guidelines and the tax treatment of child support, for the Advisory Council on the Status of Women.



- on the statistical assessment of the number of families who might benefit from the Compassionate Leave provisions of the Employment Insurance program, for the Public Interest Law Centre.

9. I have provided advice to a number of parties on equity issues:

- I have been retained to provide advice to the Canadian Human Rights Council for the pay equity dispute concerning Canada Post and the pay equity dispute concerning the Government of the Northwest Territories.
- For Nova Scotia Legal Aid, I reviewed expert testimony and prepared suggested questions for use in a legal proceeding concerning discrimination based on marital status and eligibility for Spouses Allowance.
- For the Canadian Human Rights Commission, I reviewed and prepared a report on the statistical methodology used to estimate the appropriate wage adjustment for women required in a Pay-Equity case. For Treasury Board of Canada, I provided data analysis services and assisted in the collection and interpretation of data concerning gendered pay equity in the federal civil service.
- I have prepared a report for the Canadian Human Rights Review Panel on the possible designation of 'the poor' as a designated group.

10. For the South Africa Human Rights Commission, I assisted in developing a survey and questionnaires which could be used to monitor the realization of human rights in South Africa.

## **F. Persistence of differences between women and men in their labour market distribution**

11. In the past 20 years Ontario women have reached parity with men in labour force participation; they are roughly half the labour force (48% in 2011, Table 5). Yet the nature of that participation remains as before. Women are much more likely to work in certain occupations and industries, those associated with services and providing care. When occupations are dominated by women they are very rarely high paying jobs; they often have a disproportionate number of employees working at lower wages (Table 15).

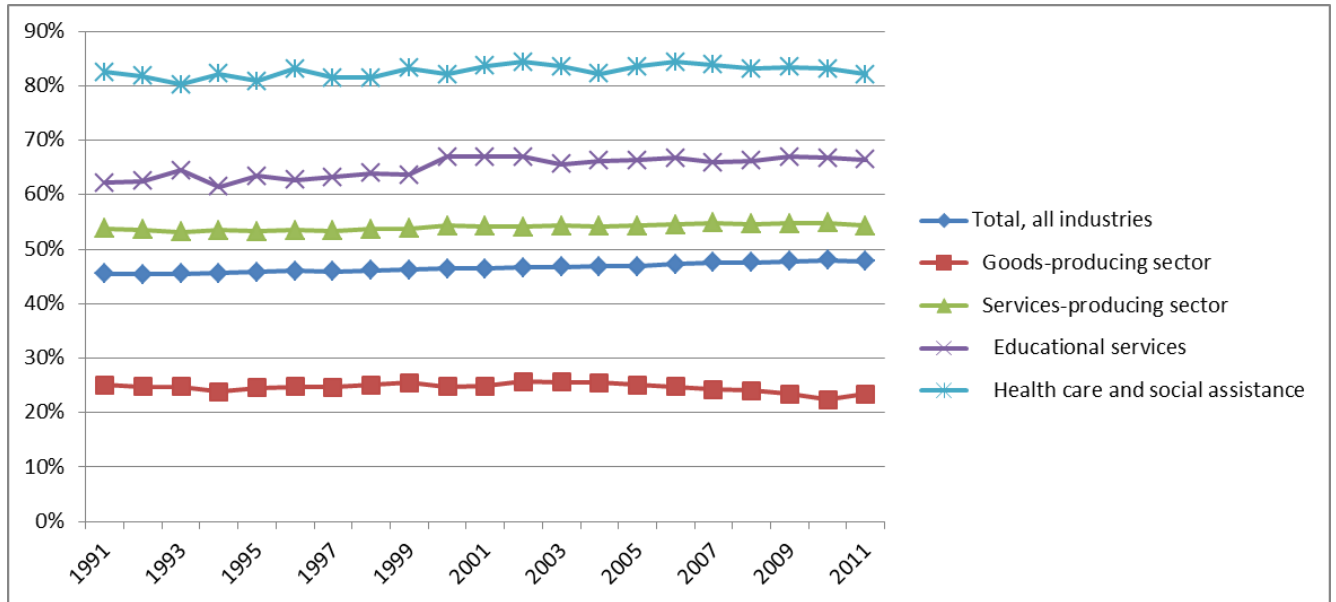
### **a) Concentrations by Industry continues**

12. Over the last 20 years the over-representation of women in certain industries has changed hardly at all (Figure 1). Using the 16 industrial categories the largest shifts are in Agriculture, Education and Public Administration.

13. In the Ontario goods producing industries, few occupations are female dominated. The occupations that are female dominated are manufacturing related to textiles, dressmaking and

tailoring. Occupations which might be deemed ‘women’s work’. Women are over represented in the service industries (Table 5/Figure 1).

**Figure 1 - Women as a Percentage of Total Employment by Industrial Groups, Ontario, 1991-2011**



Source: Statistics Canada. *Table 282-0008 - Labour force survey estimates (LFS), by North American Industry Classification System (NAICS), sex and age group, annual (persons unless otherwise noted), CANSIM (database).*

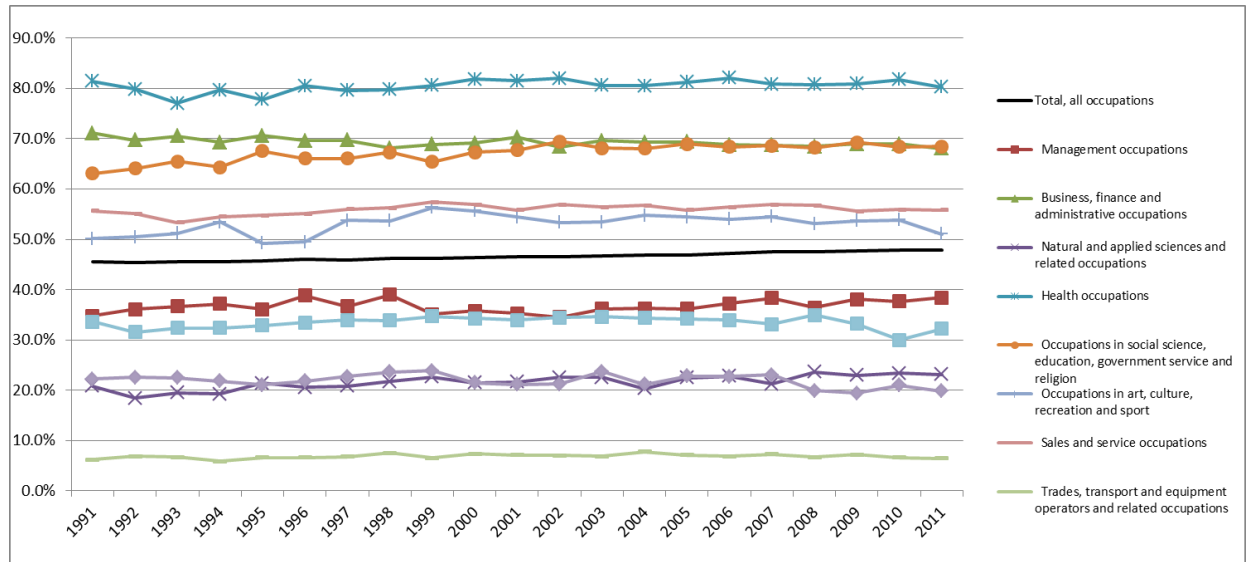
14. In the industries within health care and social assistance, Ontario women are between 80 and 84 per cent of the labour force<sup>1</sup>. Over the 20 years from 1991 to 2011 the net change was less than one percentage point (Table 5/ Figure 1). The health care and social assistance industrial sector is far more important to women than men; this sector accounts for 3% of male employment but 16% of female employment (Source: Statistics Canada - 2006 Census. Catalogue Number 97-559-XCB2006009).
15. The proportion of Ontario women employed in the broader public sector is twice that of men. In 2010, 35% of women, compared to 14% of men, were in the broader public sector. Most of this difference is accounted for by the differences in the health care and social assistance industries which employs 19% of women but only 4% of men (Statistics Canada, CANSIM Table 282-0008). These proportions represent about 1.1 million Ontario women employed in the broad public sector, of whom 600 thousand are employed in health care and social assistance.

<sup>1</sup> Note that the 1991 industrial classification “Health and Social Service Industries” is now labelled “Health and social assistance”.

## b) Concentrations by Occupation continues

16. When the labour force is analyzed by occupation, a similar pattern of stasis is seen. There have only been a few occupational sectors where there has been a discernible shift in the gender composition of employees. The proportion female increased slightly in the group, “Occupations in social science, education, government service and religion”, from 63% to 68%, and in “Management Occupations”, 35% to 38% (Table 6/ Figure 2).

Figure 2 - Women as a Percentage of Total Employment by Occupational Groups, Ontario, 1991-2011



Source: Statistics Canada. *Table 282-0010 - Labour force survey estimates (LFS), by National Occupational Classification for Statistics (NOC-S) and sex, annual (persons unless otherwise noted), CANSIM (database).*

17. Table 1 demonstrates that there are important differences between occupational groups in the number of female and male dominant occupations. Occupations in Health care are more likely to be dominated by women than in other groups; in fact, 60% of the occupations are female dominated and those occupations have 80% of the employees in health care. There are no female dominated occupations in natural & applied sciences or occupations unique to primary industry.
18. The census data collected refer to the earnings for the year before. Therefore, for example, the 2006 Census data show 2005 in the title.
19. The occupations in Business, finance and administration have a preponderance of female dominated occupations. This does not mean the preponderance of employment in business and finance is female but rather that the preponderance of non-management positions, those not in sector A, are female.

**Table 1 - Gender Dominance of Detailed Occupations by Occupational Sector, 2005**

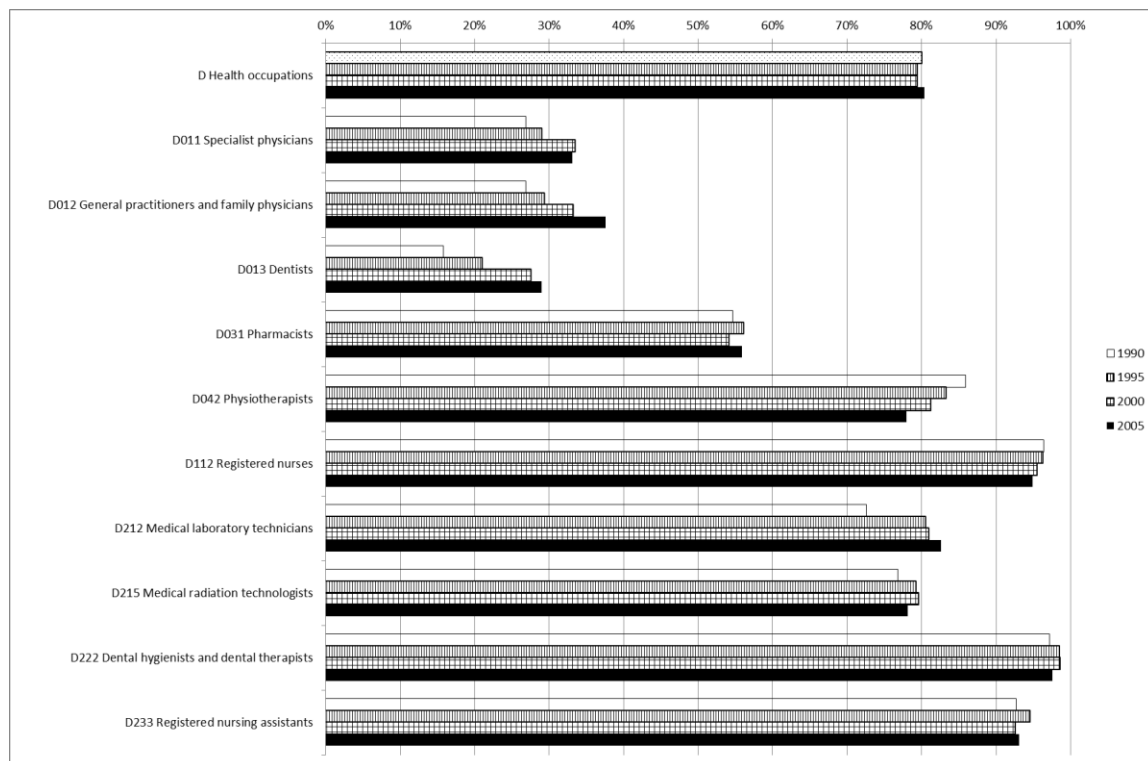
	Percent of Occupations			Percent of Employees		
	Female Dominant	Neutral	Male Dominant	Female Dominant	Neutral	Male Dominant
<b>A Management occupations</b>	5%	60%	35%	4%	64%	32%
<b>B Business, finance and administrative occupations</b>	48%	45%	7%	57%	36%	7%
<b>C Natural and applied sciences and related occupations</b>	0%	22%	78%	0%	10%	90%
<b>D Health occupations</b>	60%	34%	6%	80%	17%	2%
<b>E Occupations in social science, education, government service and religion</b>	33%	59%	7%	43%	54%	3%
<b>F Occupations in art, culture, recreation and sport</b>	18%	68%	15%	13%	82%	5%
<b>G Sales and service occupations</b>	31%	45%	24%	32%	53%	16%
<b>H Trades, transport and equipment operators and related occupations</b>	1%	2%	97%	1%	4%	95%
<b>I Occupations unique to primary industry</b>	0%	17%	83%	0%	27%	73%
<b>J Occupations unique to processing, manufacturing and utilities</b>	4%	40%	56%	3%	57%	40%
<b>Total</b>	<b>17%</b>	<b>35%</b>	<b>48%</b>	<b>27%</b>	<b>40%</b>	<b>33%</b>
Source: Special Tabulation, Statistics Canada, 2006 Census						

### **c) Concentration within health care occupations continues**

20. Figure 3 below presents data on the percent of employees in various health occupations who are female. The data cover the Censuses for 1991, 1996, 2001 and 2006. The data first demonstrates that the pattern persists where some occupations have far more women than others. The concentration of women in nursing and dental hygienists continues.

21. Women continue to be under-represented in the physician, dental and pharmacist categories although the proportion of physicians and dentists who are women has increased markedly.

**Figure 3 - Percentage of women in largest health occupations, Ontario, 1990, 1995, 2000, 2005**



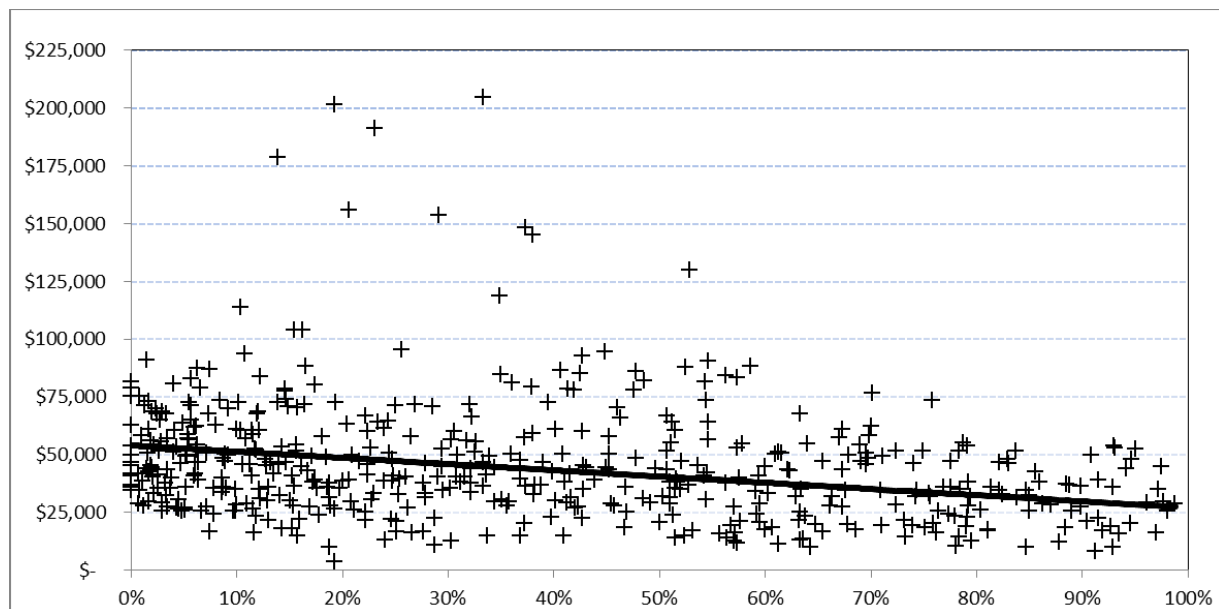
Source: Statistics Canada, 1991, 1996, 2001 and 2006 Census of Population, Statistics Canada

#### **d) Women continue to earn less than men**

22. In 1991, the average earnings of women working full-time, full-year were 68.1 per cent of men's. In 2010, that ratio was 76.1. This increase of 8 percentage points over a 19 year period still leaves a wage gap of 24 per cent between men and women (see Table 8). The earnings gap can be measured in a number of ways, either the ratio of average earnings (for those with some earnings), or the average earnings for those working full-time/full-year. This later measure removes the influence on annual earnings of those working part-time or part-year, a group which is disproportionately female.
23. The wage gap persists despite increasing numbers of women in the labour force with advanced education driven by the fact that women outnumber men in university graduating classes. Closer analysis indicates that even within university graduates males tend to earn more than women (Source: Statistics Canada; **Women in Canada: A Gender-based Statistical Report - Women and Education**; December 2011; Catalogue no. 89-503-X).
24. The Health occupational group is particularly important to visible minority (or racialized) women. In 2006 12% of employees in this group were visible minority women, more than any other occupational group. In terms of earnings, visible minority women earn less than non-visible minority women, who themselves on average earn less than non-visible minority men. In fact, Ontario Census data indicate that the earnings of visible minority women are about 85% of earnings for non-visible minority women (Source: Statistics Canada, 2006 Census special tabulations and Canadian Centre for Policy Alternatives; **Canada's Colour Coded Labour Market - The gap for racialized workers**; Sheila Block and Grace-Edward Galabuzi; March 2011).

25. Figure 4 below presents the average earnings for 551 occupations by the concentration of women in those occupations. The pattern has some interesting features.
26. There are many occupations with high earnings, but they are all occupations that are mostly male. As one moves to the right in the Figure 4 occupations have more women. As the proportion female increases there are fewer and fewer higher paid occupations.
27. The line on the chart represents the overall trend where on average earnings of occupations is estimated to be about \$53,000 when the proportion female is near zero and about \$23,000 when the proportion female is near 100%. The regression line was calculated through the average earnings for 2005 and was weighted for the number of employees in the occupation.

**Figure 4 - Average Earnings in by Detailed Occupations by Percentage of Employment Female, 2005**



Source: Statistics Canada, 2006 Census of Population, Special Tabulations

28. Table 2 below divides occupations into 10 groups based on the percentage of employees who are female. The groups are 0-9% female, 10-19% female etc. up to 90-100% female. Within each group the average earnings by occupation are analyzed to determine percentiles.
29. For the median earnings for occupations with fewer than 10% female is \$40,134 (half the occupations are below this and half are above). For occupations with 90%+ females the median is \$27,214.
30. The 75<sup>th</sup> percentile and the 95<sup>th</sup> percentiles indicate the higher end of the earnings distribution for each occupational group. The 75<sup>th</sup> percentile for the occupations which are 0-9% female is \$50,832; for the occupations which are 90-100% female; the 75<sup>th</sup> percentiles is \$38,847. The 95<sup>th</sup> percentile is \$71,331 in the first group with few women and is \$52,180 in the last group with 90+ women.

31. Clearly the occupations which have more females have a lower earnings distribution as compared to occupations which are male dominated. There are no female dominated occupations which are in the higher earnings range.

**Table 2- Earnings for Occupations by Percent of Employees Female, 2005**

Percentiles of Earnings	Percent of Employees Female									
	0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90-100
<b>P5</b>	\$ 26,658	\$ 14,788	\$ 21,187	\$ 12,526	\$ 14,644	\$ 15,728	\$ 9,676	\$ 10,528	\$ 9,813	\$ 9,984
<b>P25</b>	\$ 34,575	\$ 27,819	\$ 26,889	\$ 35,481	\$ 28,498	\$ 27,214	\$ 13,496	\$ 15,983	\$ 25,399	\$ 18,731
<b>Median</b>	\$ 40,134	\$ 40,587	\$ 45,610	\$ 47,638	\$ 45,385	\$ 45,008	\$ 20,603	\$ 31,679	\$ 28,394	\$ 27,214
<b>P75</b>	\$ 50,832	\$ 70,855	\$ 57,807	\$ 80,844	\$ 50,004	\$ 63,965	\$ 27,199	\$ 46,088	\$ 42,418	\$ 38,847
<b>P95</b>	\$ 71,331	\$ 103,627	\$ 155,838	\$ 148,206	\$ 81,834	\$ 90,258	\$ 49,711	\$ 73,426	\$ 47,706	\$ 52,180
<b>Number of Occupations</b>	110	79	53	45	42	51	37	41	25	25
P5 is the 5th percentile, (only 5% of occupations have average earnings below this value)										
P25 is the 25th percentile; the median is the 50th percentile, P75 is the 75th percentile, P95 is the 95th percentile.										

Source: Statistics Canada, 2006 Census of Population, Special Tabulations

32. Table 3 presents the average earnings for the occupations with the 10 lowest and the ten highest earnings levels. One notes that in 8 of the 10 lowest earnings occupations a majority of employees are female. In contrast, when looking at the 10 occupations with the highest earnings; only one has a majority female. Overall, 74% of incumbents of low earnings occupations are female, and 33% are female in high earnings occupations.

**Table 3 - Percent of Employment Female in Occupations in the Extreme of the Earnings Scale, Ontario, 2006**

<b>10 Lowest Paid Occupations</b>	<b>% Female</b>
F153 Sports officials and referees	19%
G511 Maîtres d'hôtel and hosts	91%
G960 Food counter attendants, kitchen helpers and related	64%
G311 Cashiers	85%
G814 Babysitters, nannies and parents' helpers	93%
I182 Trappers and hunters	18%
G513 Food and beverage servers	78%
G971 Service station attendants	29%
F154 Program leaders and instructors in recreation and sport	61%
G721 Tour and travel guides	57%
<b>Total</b>	<b>74%</b>
<b>10 Highest Paid Occupations</b>	<b>% Female</b>
B013 Securities agents, investment dealers and traders	35%
A302 Banking, credit and other investment managers	53%
E012 Lawyers and Quebec notaries	38%
D012 General practitioners and family physicians	37%
D013 Dentists	29%
A015 Senior managers - Trade, broadcasting and other services,	21%
A016 Senior managers - Goods production, utilities, transportation	14%
A013 Senior managers - Financial, communications carriers and	23%
E011 Judges	19%
D011 Specialist physicians	33%
<b>Total</b>	<b>33%</b>

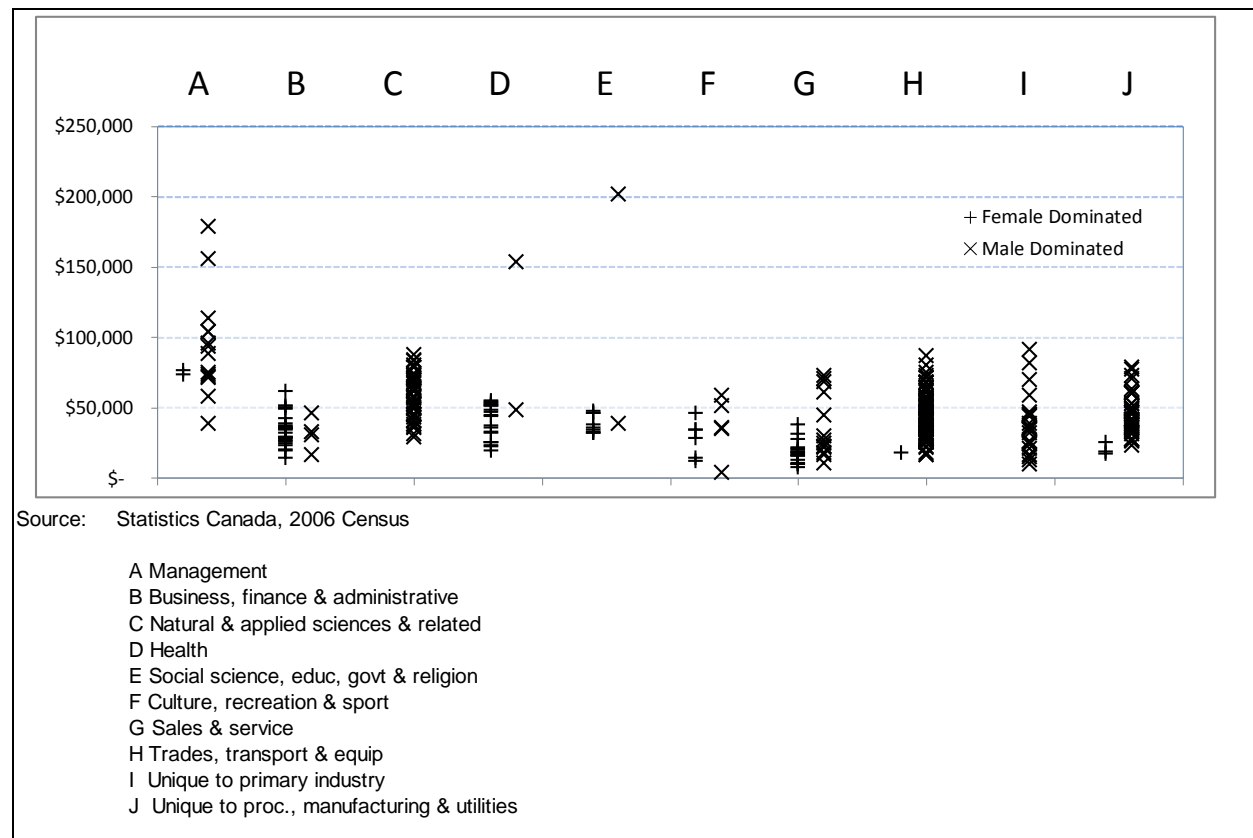
Source: Statistics Canada, 2006 Census of Population, Special Tabulations

**e) Women's lower earnings within occupational and industry groups continue**

33. Figure 5 displays the average earnings for occupations which are male or female dominated (dominated indicates at least 70% of employees are from that gender). The comparisons are grouped by broad occupational sector. The chart shows the average earnings for each occupation (measured at the 4 digit detail) which is either male or female dominated.
34. In each occupational sector save sector B, only male dominated jobs are in the higher earnings ranges.
35. The highest earnings occupations are judges in Sector E; the lowest is Sports Officials and Referees in Sector F. In Sector B male dominated jobs are mostly in shipping and receiving. The few female dominated occupations in sectors H and J are mostly related to textile design and manufacturing.



**Figure 5 - Average Earnings in Male and Female Dominated Occupations by Occupational Sector, 2005**

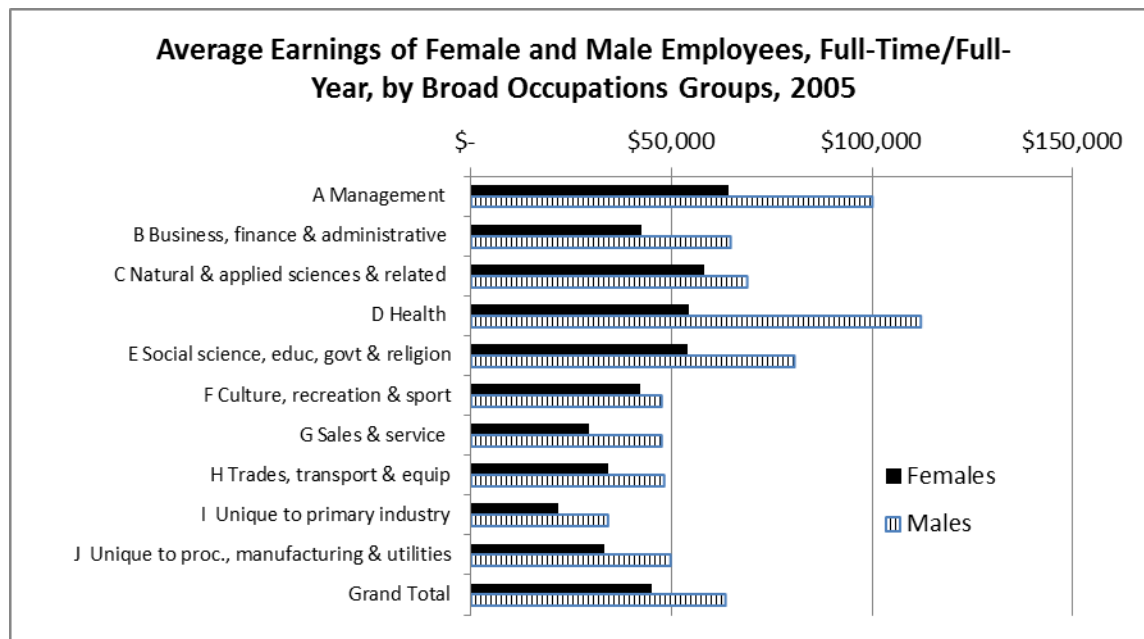


Source: Statistics Canada, 2006 Census of Population, Special Tabulations

36. Table 11 shows that across all occupational categories, and all years (with the exception of one occupation in one year), women continue to earn less than men. The gap in women's average earnings as a share of men's in 2010 ranged between 24 per cent and 49 per cent. That gap ranged between 68 per cent and 20 per cent in 1991. In 14 of the last 19 years, health care occupations had largest gender wage gap of all occupational categories, and it continued to be the largest gap in 2010. The pattern is illustrated in Figure 6.

37. Similarly, while there is variability in the year to year ratios, women's average earnings continue to be lower than men's across all industry groups (see Table 12).

**Figure 6 - Average Earnings of Female and Male Employees, Full-Time/Full-Year, by Broad Occupations Groups, 2005**

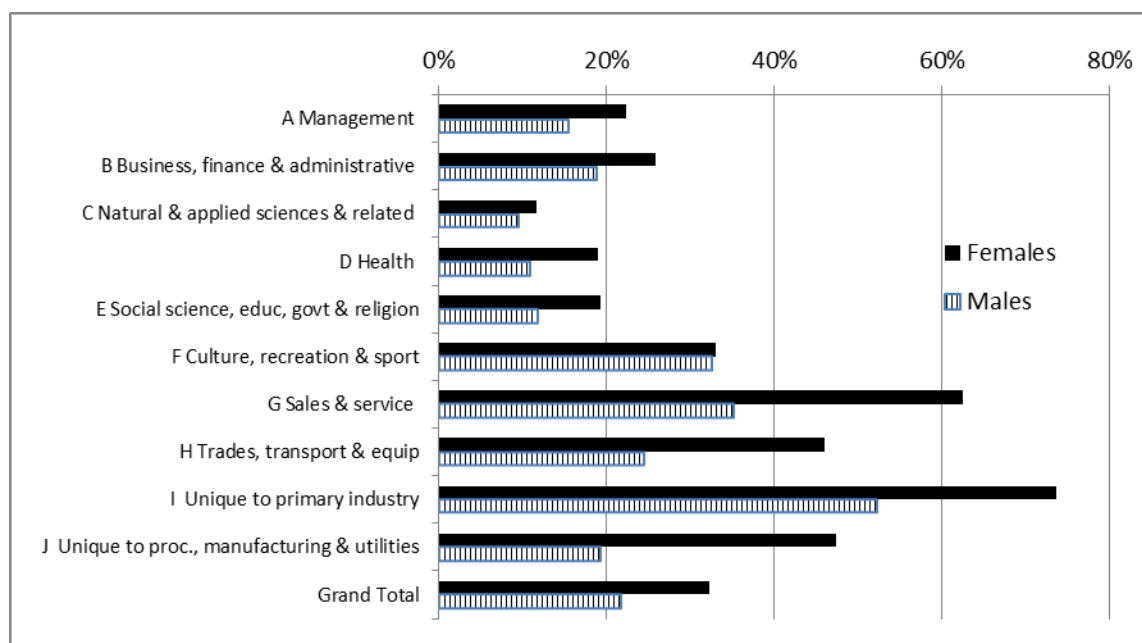


Source: Statistics Canada, 2006 Census of Population, Special Tabulations

#### **f) Low wage workers**

38. Table 13 and Figure 7 shows average earnings for full-time/full-year workers by occupational categories. It shows the significant wage gap between male and female workers that is consistent across all occupational categories. For example in health occupations the average male salary was \$112,531 while the average female salary was \$54,430, in those occupations 19 per cent of women earned less than \$30,000 working full-time, full-year, as compared to 11 per cent of men. In sales and service occupations, 62 per cent of women working full-time/full-year earn less than \$30,000 as compared to 35 per cent of men.

**Figure 7 - Proportion of Female and Male Employees Earning less than \$30,000 per Year, Full-Time/Full-Year, by Broad Occupations Groups, 2005**



Source: Statistics Canada, 2006 Census of Population, Special Tabulations

#### **g) Lower pay accompanies female dominance**

39. Table 15 shows the average earnings, and percent of employees female for detailed occupations in Ontario based on the 2006 Census. The data are listed separately for the female and male dominated occupations.

40. On average, 56% of employees in female dominated occupations earn less than \$30,000 and 47% of occupations have an average earnings below \$30,000. The comparable data for male dominated occupations is 32% of employees and 20% of occupational average earnings (see Table 4).

**Table 4 - Employees with Earnings under \$30,000 and Occupations with Average Earnings under \$30,000, Ontario, 2005**

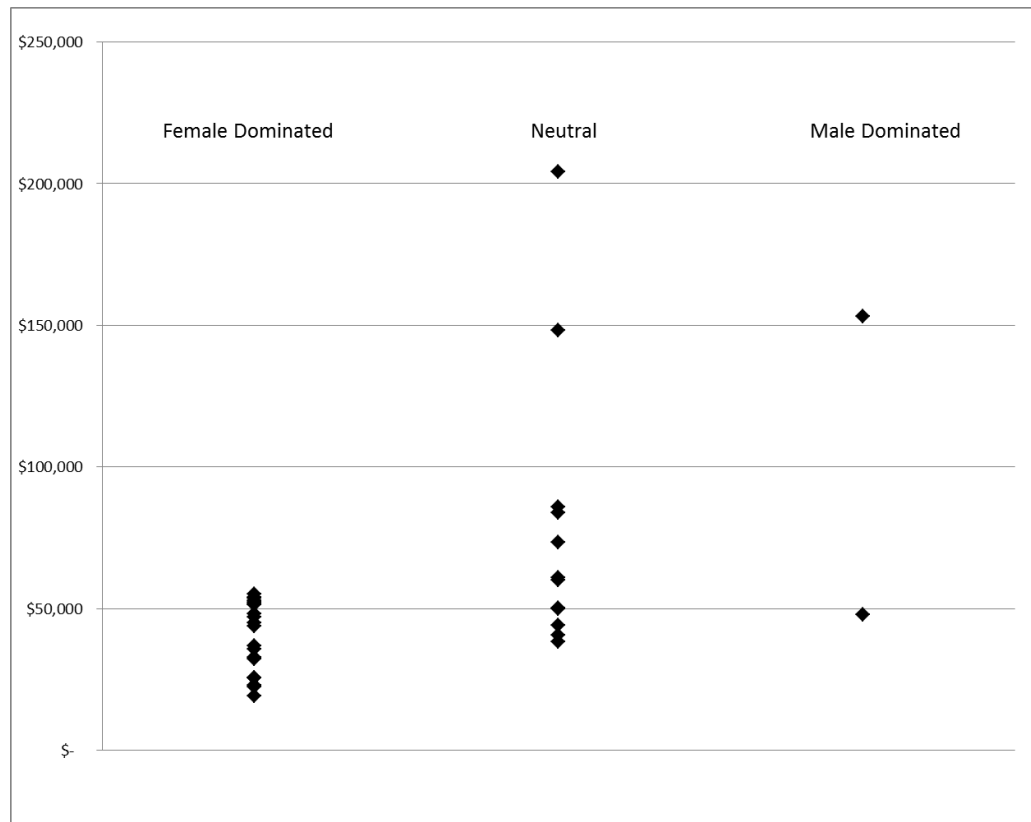
	Female Dominated	Male Dominated
Percent of employees with earnings below \$30,000	56%	32%
Percent of occupations with average earnings below \$30,000	47%	20%

#### **h) Women's work in health care continues to be paid less than men's work**

41. As Table 14 shows most of the women in health care work in female-dominated occupations and most of those jobs have low wages. Figure 8 illustrates that male-dominated and neutral occupations in health care are spread more widely across the earnings spectrum. On the other hand, female-dominated occupations are both the majority in health care and continue to be

the lowest paid. Twenty two out of the total of 34 occupational categories are female-dominated in health care. And, all of the lowest paid occupations are female dominated.

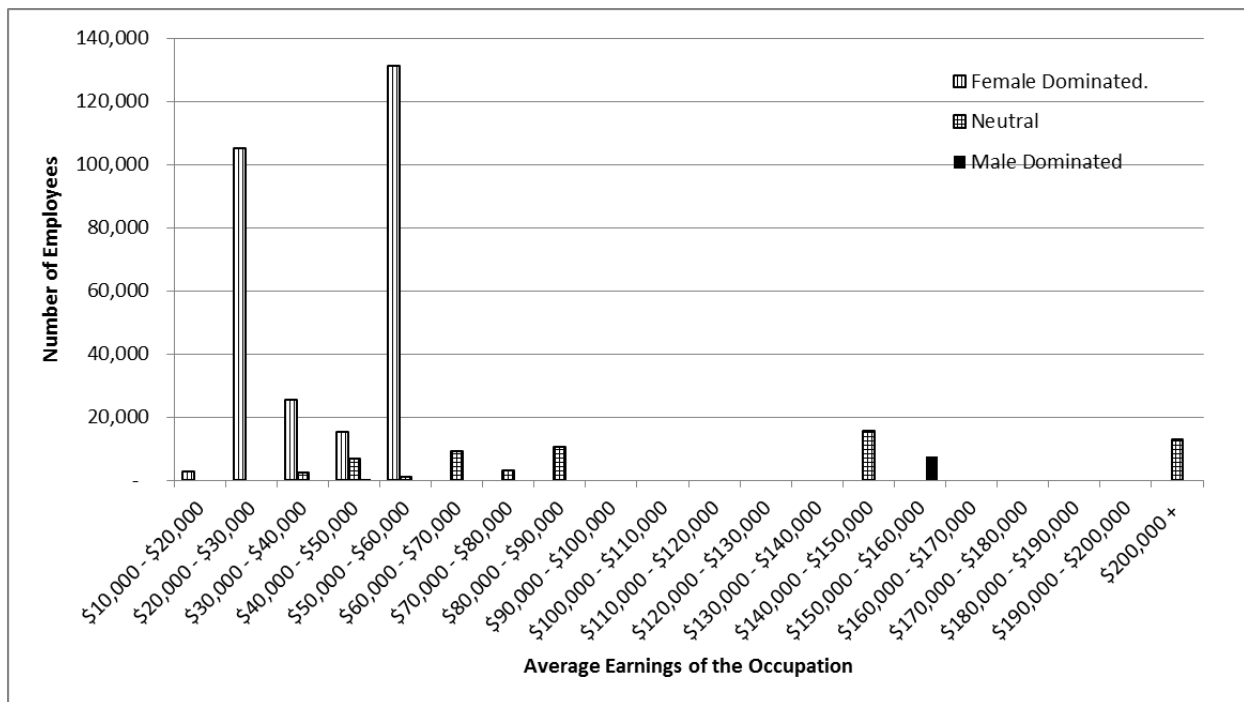
**Figure 8 - Average Earnings in Health Occupations by Gender Dominance, Ontario, 2005**



Source: Statistics Canada, 2006 Census of Population, Special Tabulations

42. Figure 9 shows the distribution of health care employment by male and female dominated occupations by \$10,000 increments. It shows the concentration of female-dominated employment in this sector in lower paid occupations. Thirty per cent of employees in this sector have average earnings between \$20,000 and \$30,000 per year.

**Figure 9 - Number of Employees in Health Occupations by Gender Dominance, and Average Earnings, Ontario, 2005**



Source: Statistics Canada, 2006 Census of Population, Special Tabulations

## G. Annex

Figure 10 - NOCS Classification Structure for Health Occupations

### **3 Health occupations**

#### **30 Professional occupations in nursing**

##### **301 Professional occupations in nursing**

3011 Nursing co-ordinators and supervisors

3012 Registered nurses and registered psychiatric nurses

##### **31 Professional occupations in health (except nursing)**

##### **311 Physicians, dentists and veterinarians**

3111 Specialist physicians

3112 General practitioners and family physicians

3113 Dentists

3114 Veterinarians

##### **312 Optometrists, chiropractors and other health diagnosing and treating professionals**

3121 Optometrists

3122 Chiropractors

3124 Allied primary health practitioners

3125 Other professional occupations in health diagnosing and treating

##### **313 Pharmacists, dietitians and nutritionists**

3131 Pharmacists

3132 Dietitians and nutritionists

##### **314 Therapy and assessment professionals**

3141 Audiologists and speech-language pathologists

3142 Physiotherapists

3143 Occupational therapists

3144 Other professional occupations in therapy and assessment

### **32 Technical occupations in health**

#### **321 Medical technologists and technicians (except dental health)**

3211 Medical laboratory technologists

3212 Medical laboratory technicians and pathologists' assistants

3213 Animal health technologists and veterinary technicians

3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists

3215 Medical radiation technologists

3216 Medical sonographers

3217 Cardiology technologists and electrophysiological diagnostic technologists, n.e.c.

3219 Other medical technologists and technicians (except dental health)

#### **322 Technical occupations in dental health care**

3221 Denturists

3222 Dental hygienists and dental therapists

3223 Dental technologists, technicians and laboratory assistants

#### **323 Other technical occupations in health care**

3231 Opticians

3232 Practitioners of natural healing

3233 Licensed practical nurses

3234 Paramedical occupations

3236 Massage therapists

3237 Other technical occupations in therapy and assessment

### **34 Assisting occupations in support of health services**

#### **341 Assisting occupations in support of health services**

3411 Dental assistants

3413 Nurse aides, orderlies and patient service associates

3414 Other assisting occupations in support of health services

Source: Statistics Canada. (2012). National Occupation Classification (NOC): Catalogue no. 12-583-X.

Ottawa: Minister of Industry.

Table 5– Women as a share of total employment by NAICS, Ontario, 1991-2011 (Labour Force Survey)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total, all industries	46%	45%	46%	46%	46%	46%	46%	46%	46%	46%	46%	47%	47%	47%	47%	47%	48%	48%	48%	48%	48%
Goods-producing sector	25%	25%	25%	24%	25%	25%	25%	25%	26%	25%	25%	26%	26%	25%	25%	25%	24%	24%	23%	22%	23%
Agriculture	34%	33%	33%	32%	31%	32%	33%	33%	34%	33%	32%	31%	34%	34%	33%	33%	33%	33%	32%	34%	29%
Forestry, fishing, mining, quarrying, oil and gas	12%	11%	10%	11%	10%	13%	12%	14%	13%	13%	15%	11%	11%	14%	14%	13%	13%	14%	14%	14%	14%
Utilities	24%	24%	26%	31%	23%	24%	24%	22%	22%	24%	21%	26%	20%	27%	21%	22%	24%	25%	24%	25%	22%
Construction	11%	12%	12%	9%	12%	9%	10%	10%	10%	11%	10%	10%	11%	11%	10%	11%	11%	11%	11%	10%	11%
Manufacturing	30%	29%	29%	28%	29%	29%	29%	29%	30%	29%	29%	31%	31%	30%	30%	30%	29%	29%	29%	28%	30%
Services-producing sector	54%	54%	53%	53%	53%	54%	53%	54%	54%	54%	54%	54%	54%	54%	54%	54%	55%	55%	55%	55%	54%
Trade	50%	48%	48%	48%	49%	48%	49%	49%	50%	50%	49%	49%	50%	49%	49%	50%	51%	49%	49%	51%	49%
Transportation and warehousing	26%	24%	25%	25%	24%	25%	24%	25%	23%	25%	26%	24%	26%	27%	25%	24%	25%	26%	24%	25%	26%
Finance, insurance, real estate and leasing	57%	57%	57%	60%	58%	59%	59%	58%	59%	56%	58%	57%	57%	57%	56%	55%	56%	54%	56%	54%	56%
Professional, scientific and technical services	45%	46%	43%	44%	44%	44%	44%	45%	42%	44%	43%	41%	43%	42%	44%	44%	41%	40%	45%	44%	41%
Business, building and other support services	47%	43%	44%	41%	47%	45%	46%	48%	48%	49%	49%	47%	46%	45%	47%	46%	46%	48%	45%	46%	45%
Educational services	62%	62%	64%	62%	63%	63%	63%	64%	64%	67%	67%	67%	66%	66%	66%	67%	66%	66%	67%	67%	66%
Health care and social assistance	83%	82%	80%	82%	81%	83%	81%	81%	83%	82%	84%	84%	84%	82%	84%	84%	84%	83%	83%	83%	82%
Information, culture and recreation	48%	48%	47%	47%	47%	46%	47%	48%	47%	49%	48%	47%	48%	49%	48%	47%	49%	49%	48%	47%	45%
Accommodation and food services	56%	56%	54%	54%	55%	56%	57%	56%	59%	58%	59%	59%	58%	61%	60%	59%	58%	59%	57%	56%	58%
Other services	52%	52%	52%	50%	51%	51%	50%	50%	51%	53%	50%	52%	52%	53%	51%	52%	54%	57%	55%	54%	55%
Public administration	43%	45%	44%	47%	44%	46%	44%	47%	46%	48%	46%	47%	47%	48%	48%	48%	50%	49%	49%	51%	52%

Source: Statistics Canada. *Table 282-0008 - Labour force survey estimates (LFS), by North American Industry Classification System (NAICS), sex and age group, annual (persons unless otherwise noted), CANSIM (database).*

Table 6- Women's share of Total Employment by NOCS, 1991-2011 (Labour Force Survey)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
Total, all occupations	46%	45%	46%	46%	46%	46%	46%	46%	46%	46%	46%	47%	47%	47%	47%	47%	48%	48%	48%	48%	48%
Management occupations	35%	36%	37%	37%	36%	39%	37%	39%	35%	36%	35%	35%	36%	36%	36%	37%	38%	36%	38%	38%	38%
Business, finance and administrative occupations	71%	70%	70%	69%	71%	70%	70%	68%	69%	69%	70%	68%	70%	69%	69%	69%	69%	68%	69%	69%	68%
Natural and applied sciences and related occupations	21%	18%	20%	19%	21%	21%	21%	22%	23%	21%	22%	23%	23%	20%	22%	23%	21%	24%	23%	23%	23%
Health occupations	81%	80%	77%	80%	78%	80%	80%	80%	81%	82%	81%	82%	81%	80%	81%	82%	81%	81%	81%	82%	80%
Occupations in social science, education, government service and religion	63%	64%	65%	64%	68%	66%	66%	67%	65%	67%	68%	69%	68%	68%	69%	68%	69%	68%	69%	68%	68%
Occupations in art, culture, recreation and sport	50%	50%	51%	53%	49%	49%	54%	54%	56%	56%	54%	53%	53%	55%	54%	54%	54%	53%	54%	54%	51%
Sales and service occupations	56%	55%	53%	54%	55%	55%	56%	56%	57%	57%	56%	57%	56%	57%	56%	56%	57%	57%	56%	56%	56%
Trades, transport and equipment operators and related occupations	6%	7%	7%	6%	7%	7%	7%	8%	7%	7%	7%	7%	7%	8%	7%	7%	7%	7%	7%	7%	6%
Occupations unique to primary industry	22%	23%	22%	22%	21%	22%	23%	24%	24%	22%	21%	21%	24%	21%	23%	23%	23%	20%	19%	21%	20%
Occupations unique to processing, manufacturing and utilities	34%	32%	32%	32%	33%	33%	34%	34%	35%	34%	34%	34%	35%	34%	34%	34%	33%	35%	33%	30%	32%

Source: Statistics Canada. *Table 282-0010 - Labour force survey estimates (LFS), by National Occupational Classification for Statistics (NOC-S) and sex, annual (persons unless otherwise noted), CANSIM (database).*



Table 7 - Female Employment as a Percent, for Health Occupations, 1990, 1995, 2000, 2005

	<b>1990</b>	<b>1995</b>	<b>2000</b>	<b>2005</b>
<b>D Health occupations</b>	80%	79%	79%	80%
<b>D0 Professional occupations in health</b>		46%	50%	52%
<b>D01 Physicians, dentists and veterinarians</b>		29%	34%	36%
<b>D011 Specialist physicians</b>	27% *	29%	34%	33%
<b>D012 General practitioners and family physicians</b>		29%	33%	38%
<b>D013 Dentists</b>	16%	21%	28%	29%
<b>D021 Optometrists</b>	42%	41%	41%	48%
<b>D022 Chiropractors</b>	29%	26%	30%	30%
<b>D031 Pharmacists</b>	55%	56%	54%	56%
<b>D032 Dietitians and nutritionists</b>	100%	93%	92%	94%
<b>D04 Therapy and assessment professionals</b>		86%	86%	86%
<b>D041 Audiologists and speech-language pathologists</b>	100%	92%	92%	94%
<b>D042 Physiotherapists</b>	86%	83%	81%	78%
<b>D043 Occupational therapists</b>	88%	92%	91%	95%
<b>D044 Other professional occupations in therapy and assessment</b>		73%	82%	84%
<b>D1 Nurse supervisors and registered nurses</b>	96%	96%	95%	95%
<b>D11 Nurse supervisors and registered nurses</b>	96%	96%	95%	95%
<b>D111 Head nurses and supervisors</b>	92%	94%	94%	93%
<b>D112 Registered nurses</b>	96%	96%	96%	95%
<b>D2 Technical and related occupations in health</b>	73%	76%	77%	77%
<b>D21 Medical technologists and technicians (except dental health)</b>		78%	79%	80%
<b>D211 Medical laboratory technologists and pathologists' assistants</b>		78%	80%	79%
<b>D212 Medical laboratory technicians</b>	73%	80%	81%	83%
<b>D213 Animal health technologists</b>		85%	88%	92%
<b>D214 Respiratory therapists and clinical perfusionists</b>		60%	61%	68%
<b>D215 Medical radiation technologists</b>	77%	79%	80%	78%
<b>D216 Medical sonographers</b>		84%	86%	83%

<b>D217 Cardiology technologists</b>		88%	88%	90%
<b>D218 Electroencephalographic and other diagnostic technologists, n.e.c.</b>		77%	68%	80%
<b>D219 Other medical technologists and technicians (except dental health)</b>		61%	56%	53%
<b>D22 Technical occupations in dental health care</b>		78%	83%	81%
<b>D221 Denturists</b>	0%	15%	26%	25%
<b>D222 Dental hygienists and dental therapists</b>	97%	98%	99%	98%
<b>D223 Dental technicians and laboratory bench workers</b>	35%	38%	47%	42%
<b>D23 Other technical occupations in health care (except dental)</b>		74%	73%	73%
<b>D231 Opticians</b>		46%	49%	50%
<b>D232 Midwives and practitioners of natural healing</b>		73%	79%	73%
<b>D233 Registered nursing assistants</b>	93%	95%	93%	93%
<b>D234 Ambulance attendants and other paramedical occupations</b>		23%	25%	31%
<b>D235 Other technical occupations in therapy and assessment</b>		77%	80%	79%
<b>D3 Assisting occupations in support of health services</b>		88%	89%	89%
<b>D31 Assisting occupations in support of health services</b>		88%	89%	89%

\* In 1991 these two categories were combined.

Some labels of categories were different in the 1991 Census

#### 1996-2006 Labels

D022 Chiropractors  
D041 Audiologists and speech-language pathologists  
D111 Head nurses and supervisors  
D215 Medical radiation technologists  
D222 Dental hygienists and dental therapists  
D223 Dental technicians and laboratory bench workers

#### 1991 Labels

Osteopaths and chiropractors  
Speech therapists  
Nursing supervisors  
Radiological technicians  
Dental Hygienists  
Dental laboratory technicians

Source: Statistics Canada, Census of Population from the 1991, 1996, 2001 and 2006 Censuses

Table 8- Average female earnings and female to male average earnings ratio, Ontario, 1991-2010

	Average earnings, females (dollars)		Female-to-male average earnings ratio (percent)	
	All earners	Full-year full-time workers	All earners	Full-year full-time workers
1991	\$27,300	\$40,500	61	68.1
1992	\$27,200	\$41,400	61.6	69.7
1993	\$28,400	\$42,500	64.7	73
1994	\$27,900	\$41,500	61	69.2
1995	\$28,600	\$42,300	63.9	72.3
1996	\$29,000	\$43,100	64.4	73.5
1997	\$28,600	\$42,700	61.9	70.3
1998	\$30,300	\$45,800	63.1	71.9
1999	\$30,600	\$43,400	61.4	66.1
2000	\$30,900	\$44,500	59.6	67.4
2001	\$30,600	\$44,600	59.9	67
2002	\$30,800	\$45,100	60.1	68.4
2003	\$30,300	\$44,800	60.1	69.3
2004	\$30,800	\$46,700	62.1	67.7
2005	\$31,700	\$46,900	63.5	70.4
2006	\$31,600	\$47,300	64.7	71.9
2007	\$32,700	\$48,700	67.1	72.6
2008	\$33,200	\$50,000	66.1	74.2
2009	\$33,900	\$52,700	72.1	79.3
2010	\$34,000	\$51,500	71.8	76.1

Source: Statistics Canada. Table 202-0102 - Average female and male earnings, and female-to-male earnings ratio, by work activity, 2010 constant dollars, annual, CANSIM (database).

Table 9 - Health and Social Service Labour Force by Sex, Ontario, 2006 (Census of Population)

	<b>Weekly Earnings 2010*</b>	<b>Equivalent Annual Earnings</b>	<b>Female Employment 2005**</b>	<b>Percent Female**</b>
Health care and social assistance [62]	\$ 852	\$ 44,000	506,805	83%
Ambulatory health care services [621]	\$ 850	\$ 44,000	143,050	78%
Offices of physicians [6211]	\$ 939	\$ 49,000	30,805	70%
Offices of dentists [6212]	\$ 821	\$ 43,000	31,505	82%
Offices of other health practitioners [6213]	\$ 735	\$ 38,000	26,825	77%
Out-patient care centres [6214]	\$ 956	\$ 50,000	19,180	83%
Hospitals [622]	\$ 1,116	\$ 58,000	153,130	82%
General medical and surgical hospitals [6221]	\$ 1,106	\$ 58,000	153,130	82%
Nursing and residential care facilities [623]	\$ 637	\$ 33,000	100,575	88%
Nursing care facilities [6231]	\$ 605	\$ 31,000	100,580	88%
Residential developmental handicap, mental health and substance abuse facilities [6232]	\$ 667	\$ 35,000	n/a	n/a
Community care facilities for the elderly [6233]	\$ 654	\$ 34,000	n/a	n/a
Other residential care facilities [6239]	\$ 668	\$ 35,000	n/a	n/a
Social assistance [624]	\$ 629	\$ 33,000	110,050	88%
Individual and family services [6241]	\$ 714	\$ 37,000	39,895	82%
Vocational rehabilitation services [6243]	\$ 636	\$ 33,000	7,250	76%
Child day-care services [6244]	\$ 510	\$ 27,000	60,310	96%

Source: Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-559-XCB2006009; and Statistics Canada, CANSIM Table 281-0026, the Labour Force Survey.

Table 10 - Average female earnings and female to male average earnings ratio [constant 2010 dollars] Ontario, 1991-2010

**(Labour Force Survey)**

	Average earnings, women (dollars)		Average earnings, males (dollars)		Female-to-male average earnings ratio (percent)	
	All earners	Full-year full-time workers	All earners	Full-year full-time workers	All earners	Full-year full-time workers
1991	27300	40500	44700	59400	61	68.1
1992	27200	41400	44200	59500	61.6	69.7
1993	28400	42500	43800	58300	64.7	73
1994	27900	41500	45600	59900	61	69.2
1995	28600	42300	44800	58600	63.9	72.3
1996	29000	43100	45000	58600	64.4	73.5
1997	28600	42700	46200	60700	61.9	70.3
1998	30300	45800	48000	63600	63.1	71.9
1999	30600	43400	49800	65600	61.4	66.1
2000	30900	44500	51900	66100	59.6	67.4
2001	30600	44600	51100	66500	59.9	67
2002	30800	45100	51200	65900	60.1	68.4
2003	30300	44800	50400	64700	60.1	69.3
2004	30800	46700	49600	69100	62.1	67.7
2005	31700	46900	49900	66600	63.5	70.4
2006	31600	47300	48900	65700	64.7	71.9
2007	32700	48700	48700	67100	67.1	72.6
2008	33200	50000	50200	67400	66.1	74.2
2009	33900	52700	47100	66500	72.1	79.3
2010	34000	51500	47400	67700	71.8	76.1

Source: Statistics Canada. Table 202-0102 - Average female and male earnings, and female-to-male earnings ratio, by work activity, 2010 constant dollars, annual, CANSIM (database).

Table 11 – Women’s average earnings as a share of men’s average earnings by NOCS (constant 2010 dollars), Ontario, 1991 – 2010 (Labour Force Survey)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Management occupations	51%	53%	61%	58%	59%	72%	63%	68%	50%	56%	62%	54%	57%	65%	72%	83%	72%	70%	74%	76%
Business, finance and administrative occupations	63%	71%	59%	59%	64%	69%	63%	72%	68%	50%	51%	56%	52%	53%	61%	56%	66%	55%	60%	68%
Natural and applied sciences and related occupations	80%	66%	76%	68%	90%	78%	78%	73%	83%	87%	72%	74%	75%	74%	74%	72%	79%	81%	85%	117%
Health occupations	32%	49%	46%	43%	43%	51%	46%	50%	41%	44%	36%	41%	51%	39%	49%	54%	47%	46%	50%	51%
Occupations in social science, education, government service and religion	64%	56%	65%	60%	64%	62%	63%	57%	56%	49%	50%	65%	56%	52%	63%	74%	62%	68%	78%	71%
Occupations in art, culture, recreation and sport	82%	73%	80%	75%	92%	70%	67%	66%	64%	55%	58%	69%	86%	87%	58%	55%	69%	81%	78%	68%
Sales and service occupations	62%	55%	58%	52%	54%	51%	55%	53%	53%	56%	59%	51%	48%	41%	52%	56%	55%	56%	59%	58%
Trades, transport and equipment operators and related occupations	54%	54%	53%	59%	64%	57%	56%	51%	54%	53%	64%	45%	49%	50%	48%	53%	45%	58%	57%	56%
Occupations unique to primary industry	53%	60%	71%	64%	45%	63%	57%	48%	61%	66%	70%	73%	75%	58%	61%	73%	68%	59%	69%	60%
Occupations unique to processing, manufacturing and utilities	66%	64%	60%	62%	60%	60%	62%	52%	55%	58%	57%	59%	56%	62%	62%	60%	62%	65%	55%	70%

Source: Statistics Canada. Table 202-0106 - Earnings of individuals, by selected characteristics and National Occupational Classification (NOC-S), 2010 constant dollars, annual, CANSIM (database).

Table 12 - Women's average earnings as a share of men's average earnings by NAICS (constant 2010 dollars), Ontario, 1991 – 2010 (Labour Force Survey)

	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Agriculture	67%	74%	79%	71%	52%	73%	59%	56%	63%	77%	94%	76%	90%	71%	89%	94%	82%	78%	75%	71%
Forestry, fishing, mining, oil and gas	0%	0%	0%	0%	0%	0%	61%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Utilities	55%	69%	59%	71%	76%	69%	68%	0%	52%	0%	57%	0%	0%	0%	42%	0%	0%	61%	59%	55%
Construction	65%	71%	77%	63%	61%	87%	73%	65%	72%	69%	76%	59%	61%	67%	63%	73%	82%	73%	67%	68%
Manufacturing	69%	58%	58%	59%	60%	62%	61%	56%	61%	68%	61%	59%	59%	62%	60%	62%	65%	73%	74%	94%
Wholesale and retail trade	57%	61%	59%	54%	58%	54%	57%	60%	55%	53%	57%	53%	49%	44%	59%	56%	45%	63%	63%	58%
Transportation and warehousing	55%	62%	77%	69%	71%	67%	70%	61%	61%	60%	66%	63%	62%	68%	74%	89%	83%	75%	65%	70%
Finance, insurance, real estate and leasing	51%	73%	56%	52%	51%	65%	56%	57%	47%	41%	56%	66%	53%	63%	60%	60%	75%	49%	68%	79%
Professional, scientific and technical services	59%	43%	59%	50%	59%	67%	58%	52%	59%	54%	50%	77%	66%	57%	65%	56%	65%	58%	66%	70%
Business, building and other support services	93%	48%	75%	70%	70%	84%	55%	69%	58%	57%	80%	74%	66%	62%	62%	71%	68%	92%	87%	75%
Educational services	65%	69%	70%	64%	74%	74%	74%	75%	68%	71%	78%	68%	73%	70%	68%	76%	67%	76%	76%	79%
Health care and social assistance	44%	50%	47%	48%	53%	54%	51%	55%	52%	50%	41%	45%	49%	48%	52%	56%	47%	49%	53%	52%
Information, culture and recreation	57%	56%	69%	61%	82%	67%	70%	60%	59%	45%	54%	55%	60%	69%	51%	61%	54%	68%	72%	70%
Accommodation and food services	77%	59%	73%	72%	62%	69%	65%	53%	51%	74%	78%	77%	78%	76%	83%	92%	97%	75%	72%	79%
Other services (except public administration)	53%	60%	54%	54%	57%	63%	57%	59%	55%	51%	57%	61%	71%	62%	60%	65%	83%	66%	77%	77%
Public administration	62%	65%	71%	69%	71%	64%	70%	69%	62%	73%	67%	73%	74%	78%	72%	71%	75%	70%	77%	76%

Source: Statistics Canada. Table 202-0107 - Earnings of individuals, by selected characteristics and North American Industry Classification System (NAICS), 2010 constant dollars, annual, CANSIM (database).

Table 13 - Average Full-time, Full-Year Earnings and Percentage under \$30,000 annually, by sex, Ontario, 2005 (Census of Population)

	Full-Time Full-Year		% Under \$30,000	
	Average Male Salary	Average Female Salary	Men	Women
Management occupations	\$ 100,234	\$ 64,156	15%	22%
Business, finance and administrative occupations	\$ 64,948	\$ 42,569	19%	26%
Natural and applied sciences and related occupations	\$ 69,065	\$ 58,224	9%	12%
Health occupations	\$ 112,531	\$ 54,430	11%	19%
Occupations in social science, education, government service and religion	\$ 80,783	\$ 53,988	12%	19%
Occupations in art, culture, recreation and sport	\$ 47,734	\$ 42,327	33%	33%
Sales and service occupations	\$ 47,568	\$ 29,493	35%	62%
Trades, transport and equipment operators and related occupations	\$ 48,110	\$ 34,072	24%	46%
Occupations unique to primary industry	\$ 34,262	\$ 21,795	52%	74%
Occupations unique to processing, manufacturing and utilities	\$ 49,779	\$ 33,115	19%	47%

Source: Statistics Canada. 2012. Special tabulation, based on Selected Labour Force Characteristics (NAICS 2002 and NOC-S 2006).



Table 14 - Average Employment Earnings by Occupation in Health and Social Service Occupations, Ontario, 2005 (Census of Population)

Occupation	Average Employment Earnings	% Women	# Employed
MALE DOMINATED			
D221 Denturists	\$ 48,001	0%	465
D013 Dentists	\$ 153,227	29%	7530
NEUTRAL			
D234 Ambulance attendants and other paramedical occupations	\$ 60,110	31%	6745
D022 Chiropractors	\$ 49,864	31%	2835
D011 Specialist physicians	\$ 204,301	33%	12875
D012 General practitioners and family physicians	\$ 148,206	37%	15665
D223 Dental technologists, technicians and laboratory bench workers	\$ 44,107	43%	2605
D021 Optometrists	\$ 85,766	48%	1355
D231 Opticians	\$ 38,236	51%	2240
D219 Other medical technologists and technicians (except dental health)	\$ 40,739	54%	1135
D014 Veterinarians	\$ 73,472	55%	2950
D031 Pharmacists	\$ 83,965	56%	9195
D023 Other professional occupations in health diagnosing and treating	\$ 50,088	61%	1070
D214 Respiratory therapists, clinical perfusionists and cardio-pulmonary technologists	\$ 60,899	67%	2190
FEMALE DOMINATED			
D232 Midwives and practitioners of natural healing	\$ 19,222	74%	2735
D042 Physiotherapists	\$ 51,403	78%	6435
D215 Medical radiation technologists	\$ 55,210	79%	5875
D211 Medical laboratory technologists and pathologists' assistants	\$ 53,908	79%	8000
D235 Other technical occupations in therapy and assessment	\$ 23,032	79%	8010
D212 Medical laboratory technicians	\$ 32,830	82%	8555
D216 Medical sonographers	\$ 51,513	84%	1875
D044 Other professional occupations in therapy and assessment	\$ 32,255	85%	1900
D313 Other assisting occupations in support of health services	\$ 25,506	85%	21520
D217 Cardiology technologists	\$ 36,903	89%	845
D312 Nurse aides, orderlies and patient service associates	\$ 25,399	89%	59085
D213 Veterinary and animal health technologists and technicians	\$ 22,270	92%	4620
D233 Licensed practical nurses	\$ 35,646	93%	14020

Occupation	Average Employment Earnings	% Women	# Employed
D041 Audiologists and speech-language pathologists	\$ 53,628	93%	2805
D111 Head nurses and supervisors	\$ 52,933	93%	3390
D032 Dietitians and nutritionists	\$ 43,833	94%	3320
D043 Occupational therapists	\$ 48,026	95%	3905
D112 Registered nurses	\$ 52,180	95%	102805
D222 Dental hygienists and dental therapists	\$ 44,843	97%	7835
D311 Dental assistants	\$ 25,491	98%	11845

Source: Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-563-XCB2006062 (Canada, Code01)

Note: Category D312 is defined as Nurse Aides, Orderlies and Patient Service Associates and defines as Nurse aides, orderlies and patient service associates assist nurses, hospital staff and physicians in the basic care of patients. They are employed in hospitals, nursing homes, and other health care facilities.

Registered nursing assistants Licensed Practical Nurses are a separate category. (D233)

D313 - Other Assisting Occupations in Support of Health Services ' This unit group includes workers who provide services and assistance to health care professionals and other health care staff. They are employed in hospitals, medical clinics, offices of health care professionals, nursing homes, optical retail stores and laboratories, pharmacies and medical pathology laboratories."

Table 15 - Analysis of Detailed Occupations, Ontario, 2005

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
Female Dominated				
A112 Human resources managers	17,325	\$ 76,505	70%	12%
A321 Managers in health care	8,225	\$ 73,426	76%	10%
B021 Specialists in human resources	20,865	\$ 62,022	70%	17%
B111 Bookkeepers	43,440	\$ 27,214	90%	61%
B114 Insurance underwriters	7,550	\$ 51,622	72%	17%
B211 Secretaries (except legal and medical)	73,890	\$ 29,410	98%	55%
B212 Legal secretaries	11,205	\$ 34,848	97%	37%
B213 Medical secretaries	9,280	\$ 28,760	99%	51%
B214 Court recorders and medical transcriptionists	3,580	\$ 29,301	96%	49%
B311 Administrative officers	74,085	\$ 42,418	86%	35%
B312 Executive assistants	14,680	\$ 49,830	91%	22%
B316 Conference and event planners	7,940	\$ 34,830	78%	47%
B411 Supervisors, general office and administrative support clerks	5,035	\$ 49,125	71%	20%
B412 Supervisors, finance and insurance clerks	11,120	\$ 51,578	75%	16%
B510 General office clerks	120,780	\$ 28,394	87%	54%
B513 Records and file clerks	11,950	\$ 24,295	77%	59%
B514 Receptionists and switchboard operators	58,145	\$ 20,154	95%	75%
B522 Data entry clerks	24,770	\$ 23,446	78%	65%
B524 Telephone operators	2,780	\$ 19,271	71%	79%
B531 Accounting and related clerks	68,395	\$ 34,298	82%	41%
B532 Payroll clerks	12,515	\$ 38,847	92%	30%
B533 Tellers, financial services	40,195	\$ 25,927	80%	65%
B534 Banking, insurance and other financial clerks	18,725	\$ 35,667	78%	42%
B535 Collectors	9,610	\$ 28,422	72%	56%
B541 Administrative clerks	48,450	\$ 35,730	81%	41%
B542 Personnel clerks	4,175	\$ 37,122	89%	36%
B543 Court clerks	1,425	\$ 36,293	90%	35%
B551 Library clerks	4,700	\$ 14,219	78%	85%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
B552 Correspondence, publication and related clerks	2,960	\$ 31,873	74%	55%
D032 Dietitians and nutritionists	3,320	\$ 43,833	94%	32%
D041 Audiologists and speech-language pathologists	2,800	\$ 53,628	93%	21%
D042 Physiotherapists	6,440	\$ 51,403	78%	25%
D043 Occupational therapists	3,905	\$ 48,026	95%	23%
D044 Other professional occupations in therapy and assessment	1,900	\$ 32,255	85%	51%
D111 Head nurses and supervisors	3,390	\$ 52,933	93%	17%
D112 Registered nurses	102,805	\$ 52,180	95%	20%
D211 Medical laboratory technologists and pathologists' assistants	7,995	\$ 53,908	79%	15%
D212 Medical laboratory technicians	8,555	\$ 32,830	82%	44%
D213 Animal health technologists	4,620	\$ 22,270	92%	71%
D215 Medical radiation technologists	5,875	\$ 55,210	79%	19%
D216 Medical sonographers	1,875	\$ 51,513	84%	21%
D217 Cardiology technologists	845	\$ 36,903	89%	34%
D218 Electroencephalographic and other diagnostic technologists, n.e.c.	245	\$ 46,895	78%	20%
D222 Dental hygienists and dental therapists	7,835	\$ 44,843	98%	26%
D232 Midwives and practitioners of natural healing	2,735	\$ 19,222	74%	80%
D233 Registered nursing assistants	14,020	\$ 35,646	93%	33%
D235 Other technical occupations in therapy and assessment	8,010	\$ 23,032	79%	71%
D310 Other aides and assistants in support of health services	21,525	\$ 25,506	85%	63%
D311 Dental assistants	11,850	\$ 25,491	98%	61%
D312 Nurse aides and orderlies	59,080	\$ 25,399	89%	61%
E022 Social workers	20,105	\$ 46,477	82%	22%
E023 Family, marriage and other related counsellors	9,015	\$ 32,997	76%	42%
E036 Recreation and sports program supervisors and consultants	5,110	\$ 31,804	76%	50%
E132 Elementary school and kindergarten teachers	115,045	\$ 47,706	83%	28%
E133 School and guidance counsellors	5,450	\$ 46,088	74%	28%
E211 Paralegal and related occupations	18,560	\$ 38,046	86%	37%
E212 Community and social service workers	40,700	\$ 31,679	79%	45%
E213 Employment counsellors	4,880	\$ 35,957	77%	38%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
E214 Instructors and teachers of disabled persons	1,955	\$ 34,592	85%	42%
F011 Librarians	5,405	\$ 46,094	83%	28%
F025 Translators, terminologists and interpreters	4,900	\$ 34,481	71%	53%
F034 Dancers	3,035	\$ 12,056	88%	90%
F111 Library and archive technicians and assistants	6,035	\$ 28,580	86%	49%
F132 Other performers	1,670	\$ 14,319	73%	86%
F142 Interior designers	6,005	\$ 34,400	74%	52%
G013 Executive housekeepers	1,170	\$ 31,182	84%	50%
G311 Cashiers	127,265	\$ 9,813	85%	96%
G511 Maitres d'hôtel and hosts	8,355	\$ 7,949	91%	97%
G513 Food and beverage servers	72,365	\$ 10,528	78%	96%
G711 Travel counsellors	11,645	\$ 27,712	79%	58%
G712 Purser and flight attendants	4,225	\$ 37,850	79%	36%
G811 Visiting homemakers, housekeepers and related occupations	29,030	\$ 18,731	93%	81%
G812 Elementary and secondary school teacher assistants	36,930	\$ 20,869	90%	77%
G813 Early childhood educators and assistants	56,815	\$ 16,138	97%	83%
G814 Babysitters, nannies and parents' helpers	27,520	\$ 9,984	93%	95%
G911 Hairstylists and barbers	32,895	\$ 17,202	81%	85%
G921 Image, social and other personal consultants	2,280	\$ 18,259	88%	80%
G922 Estheticians, electrologists and related occupations	12,425	\$ 15,752	94%	87%
G923 Pet groomers and animal care workers	5,935	\$ 12,557	80%	89%
G924 Other personal service occupations	465	\$ 21,425	73%	81%
G931 Light duty cleaners	73,735	\$ 15,983	76%	83%
G981 Dry cleaning and laundry occupations	7,345	\$ 20,162	76%	79%
G982 Ironing, pressing and finishing occupations	1,690	\$ 18,478	75%	88%
H512 Tailors, dressmakers, furriers and milliners	6,290	\$ 17,614	81%	85%
J154 Textile inspectors, graders and samplers	825	\$ 25,697	76%	66%
J161 Sewing machine operators	14,890	\$ 17,254	92%	90%
J164 Inspectors and testers, fabric, fur and leather products manufacturing	435	\$ 19,011	79%	87%

**Male Dominated**

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
A013 Senior managers - Financial, communications carriers and other business services	24,345	\$ 191,031	23%	16%
A015 Senior managers - Trade, broadcasting and other services, n.e.c.	18,465	\$ 155,838	21%	20%
A016 Senior managers - Goods production, utilities, transportation and construction	21,610	\$ 178,353	14%	16%
A121 Engineering, science and architecture managers	11,950	\$ 103,627	16%	8%
A122 Information systems and data processing managers	23,215	\$ 95,505	26%	8%
A141 Facility operation and maintenance managers	16,825	\$ 57,724	18%	19%
A351 Commissioned police officers	695	\$ 93,600	11%	6%
A352 Fire chiefs and senior fire-fighting officers	670	\$ 75,092	0%	17%
A353 Commissioned officers, armed forces	7,280	\$ 71,531	16%	16%
A371 Construction managers	21,440	\$ 73,399	8%	27%
A372 Residential home builders and renovators	14,740	\$ 39,059	6%	58%
A373 Transportation managers	9,835	\$ 71,754	27%	15%
A381 Primary production managers (except agriculture)	1,395	\$ 113,791	10%	11%
A391 Manufacturing managers	35,545	\$ 88,283	17%	13%
A392 Utilities managers	4,265	\$ 103,909	15%	11%
B415 Supervisors, recording, distributing and scheduling occupations	11,910	\$ 46,064	28%	23%
B563 Couriers and messengers	12,305	\$ 16,382	28%	78%
B571 Shippers and receivers	52,530	\$ 30,630	23%	49%
B572 Storekeepers and parts clerks	10,640	\$ 33,039	28%	48%
C011 Physicists and astronomers	990	\$ 74,027	15%	14%
C013 Geologists, geochemists and geophysicists	2,235	\$ 78,352	15%	17%
C014 Meteorologists	300	\$ 63,785	23%	18%
C015 Other professional occupations in physical sciences	710	\$ 63,247	20%	22%
C022 Forestry professionals	945	\$ 53,082	14%	29%
C023 Agricultural representatives, consultants and specialists	900	\$ 44,858	29%	37%
C031 Civil engineers	15,605	\$ 67,435	12%	19%
C032 Mechanical engineers	18,300	\$ 69,883	9%	15%
C033 Electrical and electronics engineers	14,395	\$ 72,523	10%	16%
C034 Chemical engineers	3,830	\$ 71,095	25%	17%
C041 Industrial and manufacturing engineers	9,800	\$ 70,855	15%	12%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
C042 Metallurgical and materials engineers	900	\$ 72,621	14%	18%
C043 Mining engineers	960	\$ 87,383	6%	15%
C044 Geological engineers	460	\$ 78,567	7%	18%
C045 Petroleum engineers	410	\$ 83,833	12%	17%
C046 Aerospace engineers	2,160	\$ 68,660	12%	15%
C048 Other professional engineers, n.e.c.	840	\$ 66,782	22%	23%
C051 Architects	5,245	\$ 64,307	24%	29%
C054 Land surveyors	2,570	\$ 49,913	9%	24%
C070 Computer and information systems occupations	223,085	\$ 57,807	27%	24%
C112 Geological and mineral technologists and technicians	2,150	\$ 42,856	17%	38%
C123 Forestry technologists and technicians	1,460	\$ 36,282	15%	45%
C124 Conservation and fishery officers	1,195	\$ 38,332	25%	42%
C125 Landscape and horticultural technicians and specialists	4,465	\$ 31,555	28%	54%
C131 Civil engineering technologists and technicians and construction estimators	8,815	\$ 52,346	12%	29%
C132 Mechanical engineering technologists and technicians	6,420	\$ 54,338	6%	25%
C133 Industrial engineering and manufacturing technologists and technicians	9,215	\$ 48,883	19%	23%
C141 Electrical and electronics engineering technologists and technicians	12,415	\$ 51,900	12%	27%
C142 Electronic service technicians (household and business equipment)	22,870	\$ 36,019	9%	41%
C143 Industrial instrument technicians and mechanics	3,840	\$ 61,770	6%	13%
C144 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors	1,990	\$ 56,527	6%	17%
C151 Architectural technologists and technicians	3,115	\$ 40,261	26%	38%
C152 Industrial designers	4,625	\$ 50,733	24%	27%
C153 Drafting technologists and technicians	9,805	\$ 40,952	25%	33%
C154 Survey technologists and technicians	910	\$ 28,734	11%	56%
C161 Non-destructive testers and inspectors	1,520	\$ 57,060	11%	23%
C162 Engineering inspectors and regulatory officers	1,445	\$ 61,308	24%	17%
C164 Construction inspectors	5,315	\$ 45,664	11%	29%
C171 Air pilots, flight engineers and flying instructors	4,565	\$ 82,807	6%	19%
C172 Air traffic control occupations	1,500	\$ 80,057	17%	14%
C173 Deck officers, water transport	710	\$ 45,273	13%	40%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
C174 Engineer officers, water transport	385	\$ 62,638	0%	30%
D013 Dentists	7,530	\$ 153,227	29%	12%
D221 Denturists	465	\$ 48,001	25%	39%
E011 Judges	800	\$ 201,447	19%	7%
E024 Ministers of religion	12,730	\$ 38,471	24%	38%
F122 Film and video camera operators	1,845	\$ 35,607	13%	49%
F124 Broadcast technicians	1,175	\$ 51,592	16%	21%
F125 Audio and video recording technicians	4,140	\$ 35,355	18%	53%
F151 Athletes	1,040	\$ 58,547	12%	60%
F153 Sports officials and referees	3,010	\$ 3,770	19%	98%
G121 Technical sales specialists, wholesale trade	22,570	\$ 70,518	28%	22%
G134 Grain elevator operators	145	\$ 60,976	10%	21%
G411 Chefs	17,700	\$ 24,943	22%	65%
G611 Police officers (except commissioned)	27,520	\$ 72,495	19%	6%
G612 Fire-fighters	11,990	\$ 68,376	3%	7%
G621 Sheriffs and bailiffs	480	\$ 29,717	21%	50%
G624 Other ranks, armed forces	14,875	\$ 44,932	16%	28%
G631 Security guards and related occupations	38,445	\$ 22,110	25%	75%
G722 Outdoor sport and recreational guides	935	\$ 16,212	27%	86%
G732 Other attendants in accommodation and travel (except airline travel)	2,195	\$ 22,076	16%	74%
G932 Specialized cleaners	14,170	\$ 17,882	15%	80%
G933 Janitors, caretakers and building superintendents	88,660	\$ 26,889	26%	57%
G941 Butchers and meat cutters, retail and wholesale	7,285	\$ 21,682	22%	67%
G971 Service station attendants	9,705	\$ 10,829	29%	94%
H011 Supervisors, machinists and related occupations	4,090	\$ 67,793	7%	14%
H012 Contractors and supervisors, electrical trades and telecommunications occupations	3,860	\$ 63,562	5%	22%
H013 Contractors and supervisors, pipefitting trades	1,480	\$ 67,559	3%	17%
H014 Contractors and supervisors, metal forming, shaping and erecting trades	2,915	\$ 64,887	3%	11%
H015 Contractors and supervisors, carpentry trades	5,200	\$ 50,832	4%	28%
H016 Contractors and supervisors, mechanic trades	6,495	\$ 62,276	6%	15%



	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
H017 Contractors and supervisors, heavy construction equipment crews	6,165	\$ 56,147	2%	15%
H019 Contractors and supervisors, other construction trades, installers, repairers and service	9,635	\$ 49,665	5%	37%
H021 Supervisors, railway transport operations	445	\$ 71,331	6%	4%
H022 Supervisors, motor transport and other ground transit operators	2,615	\$ 54,084	16%	17%
H111 Plumbers	15,410	\$ 42,741	2%	36%
H112 Steamfitters, pipefitters and sprinkler system installers	6,970	\$ 57,984	1%	21%
H113 Gas fitters	2,820	\$ 41,668	1%	34%
H121 Carpenters	43,620	\$ 29,448	2%	57%
H122 Cabinetmakers	7,230	\$ 30,662	5%	55%
H131 Bricklayers	9,105	\$ 34,575	1%	47%
H132 Cement finishers	4,185	\$ 38,721	1%	35%
H133 Tilesetters	2,865	\$ 27,415	3%	62%
H134 Plasterers, drywall installers and finishers, and lathers	11,360	\$ 29,227	3%	56%
H141 Roofers and shinglers	8,685	\$ 27,718	1%	62%
H142 Glaziers	3,935	\$ 33,075	2%	47%
H143 Insulators	2,740	\$ 40,658	6%	40%
H144 Painters and decorators	17,470	\$ 21,404	13%	73%
H145 Floor covering installers	6,385	\$ 26,570	5%	64%
H211 Electricians (except industrial and power system)	25,090	\$ 43,950	1%	36%
H212 Industrial electricians	13,125	\$ 71,094	1%	9%
H213 Power system electricians	1,520	\$ 73,094	2%	10%
H214 Electrical power line and cable workers	3,655	\$ 67,596	2%	12%
H215 Telecommunications line and cable workers	3,815	\$ 46,015	5%	34%
H216 Telecommunications installation and repair workers	8,480	\$ 47,779	13%	28%
H217 Cable television service and maintenance technicians	1,735	\$ 41,395	3%	37%
H221 Stationary engineers and auxiliary equipment operators	3,975	\$ 68,309	2%	9%
H222 Power systems and power station operators	3,805	\$ 86,682	7%	10%
H311 Machinists and machining and tooling inspectors	21,720	\$ 46,697	6%	22%
H312 Tool and die makers	14,110	\$ 56,870	3%	20%
H321 Sheet metal workers	8,345	\$ 43,649	3%	30%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
H322 Boilermakers	1,025	\$ 56,675	5%	18%
H323 Structural metal and platework fabricators and fitters	5,220	\$ 49,030	5%	24%
H324 Ironworkers	2,845	\$ 51,364	3%	22%
H325 Blacksmiths and die setters	580	\$ 49,591	0%	18%
H411 Construction millwrights and industrial mechanics (except textile)	30,055	\$ 60,940	2%	14%
H412 Heavy-duty equipment mechanics	8,450	\$ 50,512	2%	21%
H413 Refrigeration and air conditioning mechanics	10,935	\$ 45,166	2%	34%
H414 Railway carmen	1,160	\$ 54,304	2%	10%
H415 Aircraft mechanics and aircraft inspectors	4,465	\$ 53,413	4%	19%
H416 Machine fitters	1,875	\$ 50,498	7%	16%
H417 Textile machinery mechanics and repairers	470	\$ 39,821	9%	24%
H418 Elevator constructors and mechanics	1,770	\$ 75,292	1%	14%
H421 Motor vehicle mechanics, technicians and mechanical repairers	56,100	\$ 40,134	2%	35%
H422 Motor vehicle body repairers	9,910	\$ 35,258	4%	43%
H431 Oil and solid fuel heating mechanics	965	\$ 35,536	3%	42%
H432 Electric appliance servicers and repairers	2,830	\$ 32,091	3%	46%
H433 Electrical mechanics	2,025	\$ 47,002	9%	31%
H434 Motorcycle and other related mechanics	1,265	\$ 41,427	0%	33%
H435 Other small engine and equipment mechanics	2,710	\$ 28,669	1%	56%
H511 Upholsterers	2,155	\$ 27,879	15%	54%
H513 Shoe repairers and shoemakers	425	\$ 16,296	12%	86%
H514 Jewellers, watch repairers and related occupations	2,070	\$ 22,228	29%	71%
H521 Printing press operators	7,675	\$ 45,863	11%	24%
H522 Commercial divers	215	\$ 46,401	0%	33%
H523 Other trades and related occupations	2,545	\$ 35,461	9%	43%
H531 Residential and commercial installers and servicers	13,230	\$ 26,658	4%	63%
H532 Waterworks and gas maintenance workers	1,535	\$ 52,127	6%	20%
H533 Automotive mechanical installers and servicers	4,180	\$ 25,367	3%	66%
H534 Pest controllers and fumigators	755	\$ 28,197	10%	56%
H535 Other repairers and servicers	3,965	\$ 25,676	5%	62%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
H611 Heavy equipment operators (except crane)	19,395	\$ 43,372	2%	28%
H612 Public works maintenance equipment operators	5,095	\$ 39,816	4%	27%
H621 Crane operators	5,565	\$ 55,417	3%	14%
H622 Drillers and blasters - Surface mining, quarrying and construction	805	\$ 40,675	0%	34%
H623 Water well drillers	515	\$ 34,303	0%	42%
H711 Truck drivers	109,925	\$ 37,691	3%	39%
H713 Taxi and limousine drivers and chauffeurs	19,800	\$ 16,423	7%	85%
H714 Delivery drivers	34,670	\$ 25,575	10%	62%
H721 Railway and yard locomotive engineers	1,470	\$ 80,533	4%	12%
H722 Railway conductors and brakemen	1,590	\$ 64,971	6%	13%
H731 Railway yard workers	395	\$ 52,026	6%	27%
H732 Railway track maintenance workers	1,180	\$ 53,527	0%	15%
H733 Deck crew, water transport	390	\$ 26,342	12%	63%
H734 Engine room crew, water transport	65	\$ 41,534	0%	23%
H735 Lock and cable ferry operators and related occupations	375	\$ 32,540	25%	43%
H736 Boat operators	250	\$ 17,852	14%	80%
H737 Air transport ramp attendants	3,060	\$ 31,004	12%	50%
H811 Longshore workers	575	\$ 35,999	5%	43%
H812 Material handlers	81,740	\$ 30,002	15%	53%
H821 Construction trades helpers and labourers	63,360	\$ 26,771	5%	62%
H822 Other trades helpers and labourers	3,320	\$ 25,333	7%	66%
H831 Public works and maintenance labourers	8,285	\$ 29,962	13%	49%
H832 Railway and motor transport labourers	840	\$ 27,311	7%	60%
I011 Farmers and farm managers	44,400	\$ 21,187	25%	73%
I012 Agricultural and related service contractors and managers	460	\$ 38,954	17%	41%
I015 Landscaping and grounds maintenance contractors and managers	4,710	\$ 34,851	12%	50%
I016 Supervisors, landscape and horticulture	3,155	\$ 32,398	14%	55%
I017 Aquaculture operators and managers	95	\$ 36,844	0%	53%
I111 Supervisors, logging and forestry	630	\$ 46,767	6%	34%
I121 Supervisors, mining and quarrying	1,350	\$ 90,941	1%	6%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
I122 Supervisors, oil and gas drilling and service	400	\$ 81,609	0%	9%
I131 Underground production and development miners	4,460	\$ 69,765	2%	12%
I132 Oil and gas well drillers, servicers, testers and related workers	420	\$ 45,033	0%	36%
I141 Underground mine service and support workers	740	\$ 58,412	5%	24%
I142 Oil and gas well drilling workers and services operators	225	\$ 44,990	0%	42%
I151 Logging machinery operators	2,285	\$ 44,124	2%	35%
I161 Chain-saw and skidder operators	1,965	\$ 25,798	5%	62%
I162 Silviculture and forestry workers	1,100	\$ 23,593	18%	68%
I171 Fishing masters and officers	90	\$ 34,372	0%	50%
I172 Fishing vessel skippers and fishermen	570	\$ 25,572	10%	63%
I181 Fishing vessel deckhands	110	\$ 36,036	0%	45%
I182 Trappers and hunters	325	\$ 9,996	19%	91%
I212 Landscaping and grounds maintenance labourers	49,950	\$ 14,788	16%	86%
I213 Aquaculture and marine harvest labourers	125	\$ 13,038	24%	92%
I214 Mine labourers	810	\$ 35,044	10%	54%
I215 Oil and gas drilling, servicing and related labourers	320	\$ 24,342	8%	69%
I216 Logging and forestry labourers	3,110	\$ 16,395	25%	83%
J011 Supervisors, mineral and metal processing	3,360	\$ 72,483	6%	8%
J012 Supervisors, petroleum, gas and chemical processing and utilities	3,780	\$ 77,561	15%	9%
J013 Supervisors, food, beverage and tobacco processing	3,955	\$ 52,443	29%	19%
J014 Supervisors, plastic and rubber products manufacturing	3,370	\$ 49,730	21%	17%
J015 Supervisors, forest products processing	2,215	\$ 60,594	10%	12%
J021 Supervisors, motor vehicle assembling	7,035	\$ 70,374	16%	9%
J023 Supervisors, electrical products manufacturing	685	\$ 53,040	23%	12%
J024 Supervisors, furniture and fixtures manufacturing	1,495	\$ 45,817	14%	18%
J026 Supervisors, other mechanical and metal products manufacturing	2,110	\$ 60,548	12%	11%
J027 Supervisors, other products manufacturing and assembly	1,830	\$ 47,121	22%	25%
J111 Central control and process operators, mineral and metal processing	1,940	\$ 60,387	4%	10%
J112 Petroleum, gas and chemical process operators	3,755	\$ 60,054	22%	18%
J113 Pulping control operators	130	\$ 78,924	0%	0%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
J114 Papermaking and coating control operators	1,095	\$ 60,436	11%	13%
J121 Machine operators, mineral and metal processing	2,755	\$ 48,530	9%	20%
J122 Foundry workers	3,555	\$ 46,610	13%	23%
J123 Glass forming and finishing machine operators and glass cutters	2,270	\$ 35,995	19%	39%
J124 Concrete, clay and stone forming operators	2,360	\$ 35,170	8%	41%
J125 Inspectors and testers, mineral and metal processing	2,215	\$ 45,610	22%	26%
J134 Water and waste plant operators	2,885	\$ 49,626	9%	19%
J141 Sawmill machine operators	1,925	\$ 33,670	9%	43%
J142 Pulp mill machine operators	560	\$ 62,799	8%	6%
J143 Papermaking and finishing machine operators	1,580	\$ 49,262	17%	22%
J144 Other wood processing machine operators	1,745	\$ 35,389	20%	40%
J145 Paper converting machine operators	4,885	\$ 37,643	28%	33%
J146 Lumber graders and other wood processing inspectors and graders	665	\$ 39,597	25%	25%
J163 Hide and pelt processing workers	75	\$ 37,799	19%	40%
J191 Machining tool operators	20,320	\$ 39,165	21%	33%
J192 Forging machine operators	1,325	\$ 38,399	20%	33%
J193 Woodworking machine operators	3,865	\$ 27,285	17%	58%
J194 Metalworking machine operators	13,625	\$ 38,086	17%	32%
J195 Welders and soldering machine operators	33,345	\$ 41,783	6%	29%
J196 Other metal products machine operators	2,240	\$ 34,634	29%	40%
J211 Aircraft assemblers and aircraft assembly inspectors	2,595	\$ 46,740	15%	26%
J215 Assemblers, fabricators and inspectors, industrial electrical motors and transformers	1,550	\$ 40,357	29%	31%
J216 Mechanical assemblers and inspectors	6,825	\$ 41,335	22%	33%
J221 Boat assemblers and inspectors	845	\$ 23,412	12%	70%
J222 Furniture and fixture assemblers and inspectors	13,460	\$ 26,563	19%	60%
J223 Other wood products assemblers and inspectors	5,530	\$ 27,819	19%	59%
J224 Furniture finishers and refinishers	3,155	\$ 25,975	21%	60%
J226 Painters and coaters, manufacturing	7,425	\$ 40,587	15%	34%
J227 Plating, metal spraying and related operators	1,360	\$ 40,734	11%	35%
J311 Labourers in mineral and metal processing	6,460	\$ 41,803	13%	35%

	Employees	Earnings	% Female	% Under \$30,000 (both Sexes)
J312 Labourers in metal fabrication	7,280	\$ 31,238	19%	49%
J314 Labourers in wood, pulp and paper processing	8,440	\$ 33,091	23%	47%

Source: Statistics Canada, 2006 Census of Population, Statistics Canada catalogue no. 97-563-XCB2006062 (Canada, Code01)