

Labour & Employment

This profile contains information on Mississauga's Labour Force, Employment Statistics, Payroll/Overhead & Fringe Benefits, Training & Employment Profiles, Unemployment Rates, Wage Rates & Unions.

Labour Force

- The City of Mississauga is part of the largest labour force market in Canada, the Greater Toronto Area (GTA). Within the GTA, employees can be recruited from a large employment base of 3.1 million people.
- Because of the magnitude of the industrial and commercial base located in Mississauga, this city has become one of the most significant employment growth centres within the GTA; more than 21,105 businesses in Mississauga employ over 393,000 of which 54.5% (Statistics Canada, 2001 Census Data) commute to Mississauga daily from Toronto, Brampton, Oakville and beyond.
- Mississauga is a strong economic generator and an importer of labour from the surrounding region.

Employment Statistics

- Growth in employment between 1982 and 1987 was 61% but slowed considerably between 1987 and 1991 due to the economic downturn during the early 1990's.
- As the economy improved between 1991 and 1996, employment levels increased.
- In 2005, employment data was collected for 90% of the 21,105 businesses. Data on remaining businesses were extrapolated based on existing records. Mississauga's population was 693,800 and had an employment ratio of .59 which means that for every 100 residents of the city, there were 5.9 local jobs. The table below also illustrates that with a participating labour force of 390,300 Mississauga is a net importer of 44,910 employment opportunities.

Total Employment and Resident Labour Force

	1991	1996	2001	2002	2003	2004	2005
Population	463,400	544,400	624,000	628,250	673,700	683,500	693,800
Total Employment	273,825	305,667	386,750	387,005	400,000	407,425	406,330
Employment Ratio ⁽¹⁾	0.59	0.56	0.62	0.62	0.59	0.60	0.59
Employed Resident Labour Force ⁽²⁾	273,760	302,490	320,234	344,445	350,100	357,780	361,420
Labour Import (Export) ⁽³⁾	65	3,177	66,516	42,560	49,900	49,645	44,910

Source: City of Mississauga, Planning & Building Department, Policy Section, 2005 Employment Profile Report

Notes:

⁽¹⁾ Employment ratio is total employment divided by population

⁽²⁾ Employed resident labour force is the population of Mississauga age 15 years that are working

⁽³⁾ Labour import refers to the total employment positions minus the resident labour force.

Payroll Overhead/Fringe Benefits

- Employers are required to make certain deductions from the employee's pay and remit them to various government agencies for: employment insurance, income tax and the Canada Pension Plan. Other government-specified benefits including vacation pay and workers' compensation.
- In addition to standard payroll overhead, employers frequently offer fringe benefits which are often a combination of employee and employer contributions. These fringe benefits commonly include paying all or part of life insurance, major medical and/or dental benefits, pension plans and longer vacations for long service employees.

2006 Standard Payroll Overhead

2006 Canada Pension Plan (CPP)

Employee pays 4.95% of gross pay to a maximum of \$1,910.70
Employer must match the employee contribution

For further information, contact:

Canada Revenue Agency
Source Deductions Branch
Tel.: 1-800-959-5525
www.cra-arc.gc.ca

2006 Employment Insurance Commission (EIC)

Employee pays 1.87% to a maximum of \$729.30
Employer pays 1.4 times employee's premium
Maximum insurable earnings are \$39,000

For further information, contact:

Canada Revenue Agency
Source Deductions Branch
Tel.: 1-800-959-5525
www.cra-arc.gc.ca

Workers' Compensation

Rates are established according to a firm's end product or service, and applied against the employer's payroll

For further information, contact:

Workplace Safety & Insurance Board (WSIB)
Tel.: 416-344-1000
1-900-643-1800
www.wsib.ca

Vacation Pay

4% of total wages (minimum)

For further information, contact:

Ministry of Labour
Employment Standards Branch
Tel.: 416-326-7160
www.gov.on.ca

Income Tax

Employer deducts income tax from the employee's wages and remits to the Federal Government

For further information, contact:

Canada Revenue Agency
Source Deductions Branch
Tel.: 1-800-959-5525
www.cra-arc.gc.ca

Employer's Health Tax

For a total annual remuneration over \$400,000 the tax rate is 1.95%.

For further information, contact:

Ministry of Finance
Employer's Health Tax
Tel.: 1-800-959-5525
www.gov.on.ca/fin/hmpage.tml

Ontario Health Premium

As of July 1, 2004 this health premium applies to a taxable income of \$20,000 and over and collected through the Federal Income Tax tables that payroll providers have.

For further information, contact:

Ministry of Finance
Employer's Health Tax
Tel.: 1-800-959-5525

Training & Employment Programs

- Mississauga has three Human Resource Centres operated by Services Canada (formerly Human Resources and Skills Development Canada HRSDC). There are several employment benefits and support measures programs that Service Canada administers. These are an assessment and case management centres that refer clients to the various employment interventions in the community. Service Canada's website is www.servicecanada.gc.ca

Human Resource Centres – Mississauga

Mississauga East Human Resource Centre
2525 Dixie Rd
Mississauga ON L4Y 2A1
Tel.: 905-608-7000

Mississauga West Human Resource Centre
3085 Glen Erin Dr
Mississauga ON L5L 1J3
Tel.: 905-608-7000

Malton Human Resource Centre
6877 Goreway Dr
Mississauga ON L4V 1L9
Tel.: 905-608-7000

Employment Programs Include:

Targeted Wage Subsidies

Encourage employers to hire individuals whom they would not normally hire in the absence of a subsidy. Subsidies to a participant's wages help to defray the costs associated with an individual's orientation to the work site and the job.

Self Employment Assistance Programs

Assists individuals currently in receipt of EI benefits or have received EI in the past 3 years or 5 years for maternity benefits, to create jobs for themselves by offering income support, advice concerning accessing capital, coaching and technical assistance while they launch their own business.

Job Creation Partnerships (JCP)

Provides individuals currently in receipt of EI benefits or have received EI in the past 3 years or 5 years for maternity benefits, with opportunities to gain work experience leading to on-going employment. JCP is a flexible benefit designed to respond to the needs of both eligible individuals and local communities. It involves broad community participation, planning and agreement in the creation of sustainable employment strategy.

Local Labour Market Partnerships encourage and support employers, employee and/or employer associations and communities to improve their capacity for dealing with local human resource requirements.

Job Opportunities for Youth Program

Employers are subsidized a portion of the wages to hire a young person (15-30 years) for a permanent full-time position.

Employment Assisted Services

For unemployed individuals they provide employment related activities to encourage a quick return to work for the clients; i.e. Job Finding Clubs, Resource Centres and Counselling.

For further information, contact:

Job Skills
Tel.: 905-276-9675

Opportunities Fund

To increase the employability and/or economic participation and independence of persons with disabilities.

Information for employers on other HRSDC programs and services is available from:

Community Development Unit
Service Canada
Tel.: 905-803-2413
www.servicecanada.gc.ca

Unemployment Rates

- Current unemployment rates for Canada and its provinces can be found on the Statistics Canada website: www.statcan.ca > Canadian Statistics > Latest Indicators.
- For current, monthly and yearly unemployment rates for Canada, Ontario and the Toronto Census Metropolitan Area, of which Mississauga is part of, contact Human Resources and Skills Development Canada (HRSDC).
- For current unemployment rates for the City of Mississauga, please refer to Economic Indicators document available online at www.mississauga.ca/business > Profiles, Facts & Maps > Economic Indicators - Mississauga
- For further information, contact: Human Resources and Skills Development Canada, Labour Market Information Unit, Tel.: 905-339-4123

Wage Rates

- The City of Mississauga does not conduct wage rate surveys. Current information on wage rates by occupation can be found on the Human Resources and Skills Development Canada (HRSDC) web site. Refer to the Peel Halton Dufferin area for the most current rates.
- For further information, contact: Human Resources and Skills Development Canada, Labour Market Information Unit, Tel.: 905-339-4123 or visit www.hrsdc.gc.ca > Individuals > Career Planning > Occupations > Wages & Salaries, select now to Visit This Web Site, under Provinces and Territory key in Ontario, select Go and under Area, key in Peel Halton Dufferin.

Unions

- In Mississauga, the diversity of business operations ranges from aerospace industries and high-tech operations such as computers and electronics, to machine shops, food processing, and printing and publishing. No one industry or union dominates and less than 11% of the total Mississauga work force is unionized.
- For a listing of unions in Mississauga or other Ontario municipalities, contact: Ontario Ministry of Labour, Labour Management Services, Office of Collective Bargaining Information, Tel.: 416-326-1260