

This bulletin summarizes the highlights of the 2004 City of Toronto annual Employment Survey, marking its 22nd consecutive year. This information resource gives us a picture of change in Toronto's economy throughout the past two decades.



February 2005

Toronto Employment Survey 2004

Highlights

- Toronto's total employment in 2004 was 1,255,600
- In 2004, the total number of businesses within the City of Toronto was 71,600
- Employment grew by 4,300 jobs between 2003 and 2004
- The largest share of jobs is found in the Office sector (46%), followed by the Institutional (15%), Manufacturing (13%), Retail (12%) and Service sectors (11%)
- Toronto's Downtown and the Centres make up 37% of all jobs in the City. The Employment Districts make up 31% of all the City's employment

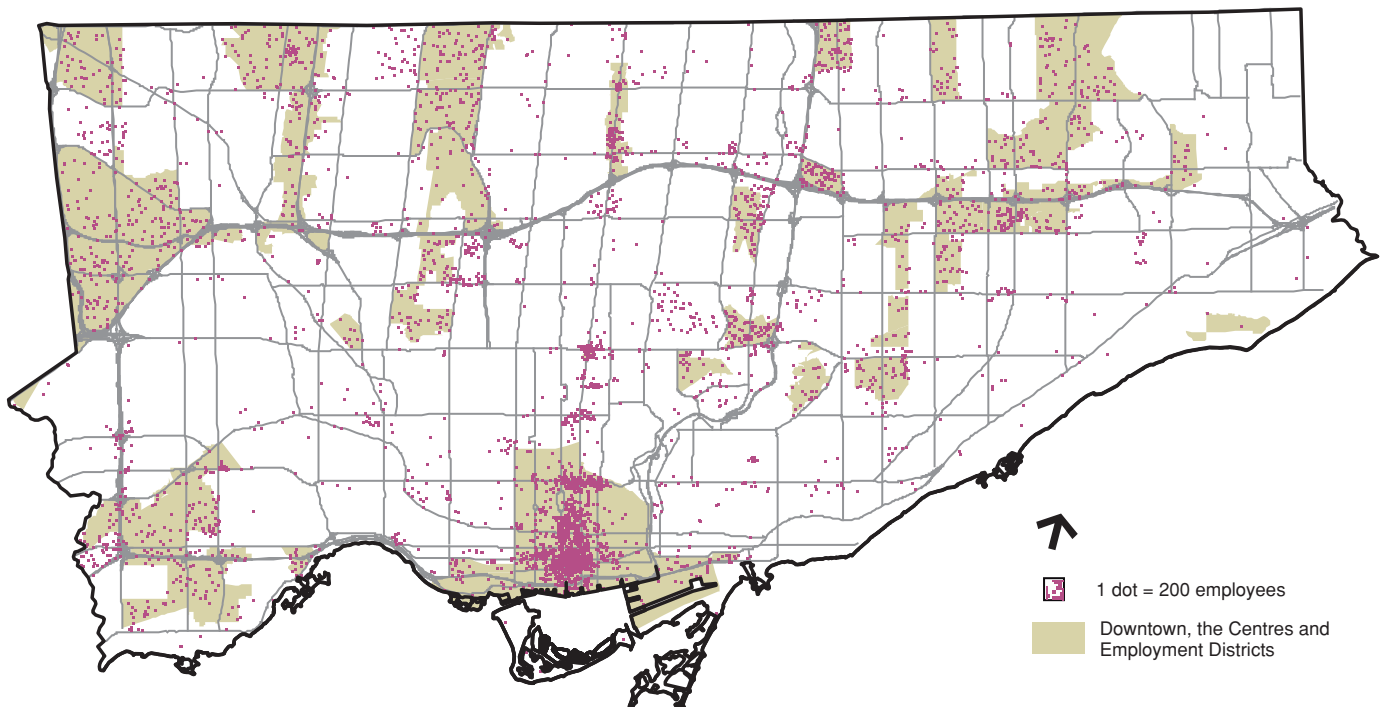
Overview

Toronto Urban Development Services Department collects comprehensive information on employment across Toronto each year. This bulletin summarizes the results of the 2004 Toronto Employment Survey by highlighting the key findings and trends pertaining to overall employment in the City of Toronto, the outlook of employment by sectors, the longevity of establishments, and arrivals and departures of establishments. The results from the Employment Survey are used to moni-

tor trends in employment activity, develop policy, aid in Economic Development efforts, and provide background information for forecasting and the planning of City services.

This year, the City has seen an increase in employment after three years of decline. In 2004, approximately 1,255,600 people were employed in 71,600 establishments¹ within the City of Toronto (Figure 1). This is up from 1,251,300 employees in 71,800 establishments reported in 2003.

Map 1: 2004 Employment Concentration



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1. Establishment refers to any business or firm's location. Some businesses, such as a major bank, may have more than one establishment at different locations.

Overall, Toronto's economy remains strong and dynamic. The City has recovered from the turmoil of the 1990s; its businesses are continuing to restructure and adapt to a changing marketplace, growing in size and longevity.

Of the 1,255,600 jobs in the City, 988,300 or 78.7% were full-time and 267,300, or 21.3%, were part-time as shown in Table 1.

Between 1994 and 2000, total employment in the City rose at a steady pace, reaching a peak of 1,288,400 in 2000. During this time, total employment increased by 134,200 (see Figure 2). From 2000 to 2003, 37,100 jobs were lost. However, the period between 2003-2004 showed a modest rise in employment. Over the last year, total employment increased by 4,300 or 0.3%. An increase of 7,100 or 0.7% in full-time employment was partially offset by a decrease of 2,800 or -1.0% in part-time employment. This rise is the smallest annual increase in 20 years.

Since 1994, total employment across the City of Toronto is up 86,700 or 7.4%. The rise in employment over this ten-year period includes an increase in full-time employment of 50,700 or 5.4%, in addition to an increase in part-time employment of 36,000 or 15.6%.

Although full-time employment and part-time employment have grown over the past ten years, the percentage of both full-time and part-time employment remains relatively constant. Full-time employment, as a percentage of total employment has declined slightly from 80.2% in 1994, to 78.7% in 2004. Part-time employment as a percentage of total employment has increased from 19.8% in 1994 to 21.3% in 2004.

Table 1: Total Employment, 2003-2004

	Total Number of Employees		Net Change	Annual Growth Rate %
	2003	2004	2003-2004	2003-2004
Full-time	981,200	988,300	7,100	0.7
Part-time	270,100	267,300	-2,800	-1.1
Total	1,251,300	1,255,600	4,300	0.3

Figure 1: Total Employment, City of Toronto, 1983-2004

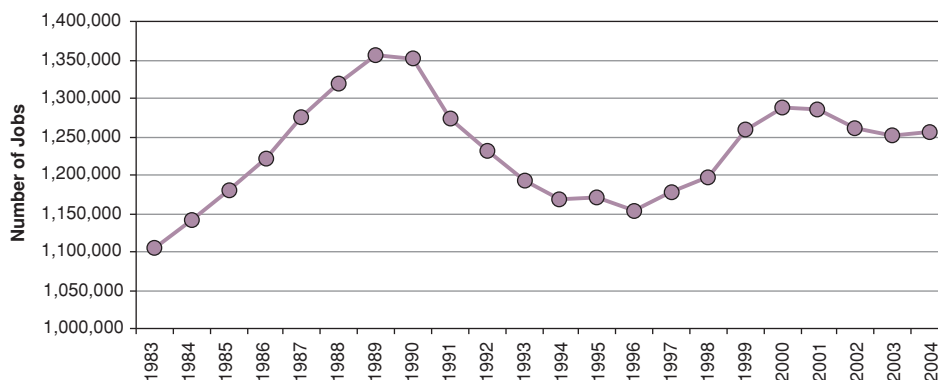
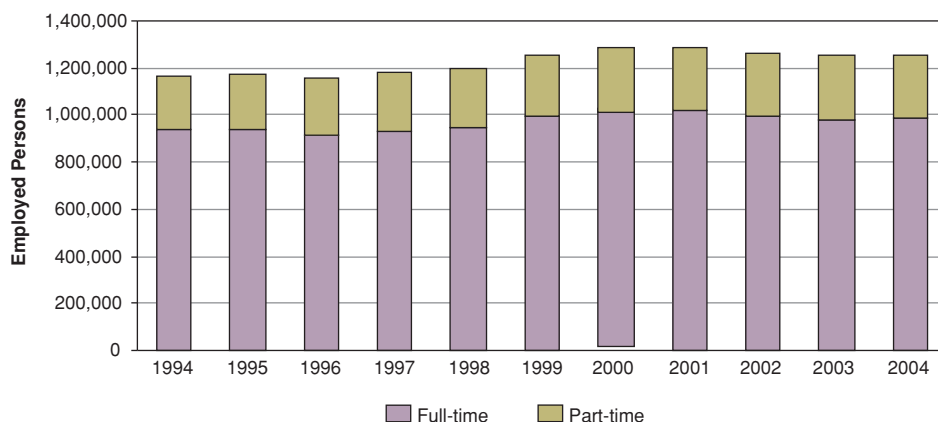


Figure 2: Full-time and Part-time Employment, City of Toronto, 1994-2004



Employment by Sector

While the shares of some employment sectors have remained consistent over the past few years, others have changed. The largest share of jobs continues to be found in the Office sector, 46.0% in 2004 (see Figure 3). The Institutional sector has displaced the Manufacturing sector for second place with 15.1% of total employment in 2004, while employment in both Retail and 'Other'² sectors increased as a proportion of total employment. In contrast, both the Manufacturing and the Service sector shares have decreased slightly.

The small increase in overall total employment during 2004 is the net effect of dynamic change across various sectors of the economy. The Office sector showed a substantial increase of 5,000 jobs, representing a 0.9% increase in this much larger sector. A strong showing was also posted by the 'Other' sector, which includes entertainment facilities, community and recreation uses with an increase of 2,000 jobs or a 6.0% growth rate between 2003 and 2004 (see Figure 4). An increase of 1,300 jobs, or 0.9%, was recorded by the Retail sector. On the other hand, decreases were evident for the Manufacturing sector (2,900 jobs or -1.7%), Service sector (800 jobs or -0.6%) and Institutional sector (500 jobs or -0.3%). These net losses were incurred in both full-time and part-time job markets, except for full-time employment in the Institutional sector which grew by 900 jobs or 0.7%.

Figure 3: Sectoral Changes Over Time, 2000, 2002, 2004

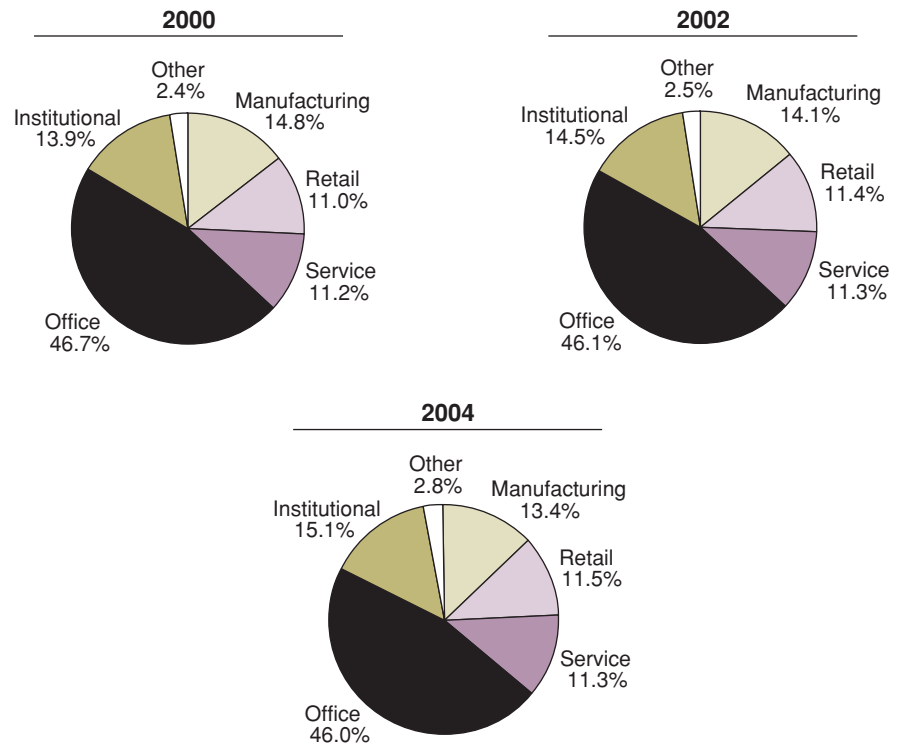
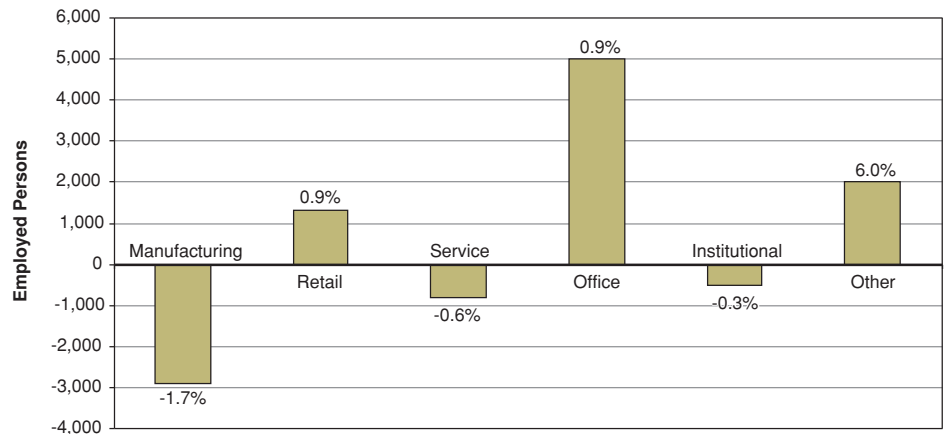


Figure 4: Change in Total Employment by Sector, 2003-2004



2. The 'Other' category includes entertainment facilities, community and recreation uses.

Number of Establishments Still on the Decline

The number of establishments in the City decreased slightly from 73,200 in 2000 to 71,600 in 2004, a drop of 2.2% (Figure 5). While the number of establishments dropped in the Manufacturing sector (600 or -10.2%), Office sector (900 or -3.2%) and Retail sector (400 or -3.2%), establishments increased in the Institutional sector (700 or 7.0%), Service sector (100 or 0.6%) and continued to be unchanged in the 'Other' sector (Figure 6).

In 2004, 40% of all establishments in the City of Toronto had been operating at their present location for less than five years. Only about 12% have operated at their present location since before 1979 (see Figure 7). This length of tenure has shifted significantly over time. For example, in 1999, 47% of all establishments had been operating at that location for less than five years. Today, that figure is about 40%. One in eleven establishments have been fixtures in Toronto for over thirty years, reflecting the long-run stability of the local economy despite recessions, economic restructuring and suburban growth.

The majority of establishments in the City of Toronto (55.2%) employed five people or fewer in 2004 (see Figure 8). Only 2.7% of establishments employ more than 100 people. The average number of employees per establishment was 17.5 in 2004, up slightly from 17.0 in 2003.

Figure 5: Total Number of Establishments, 1983-2004

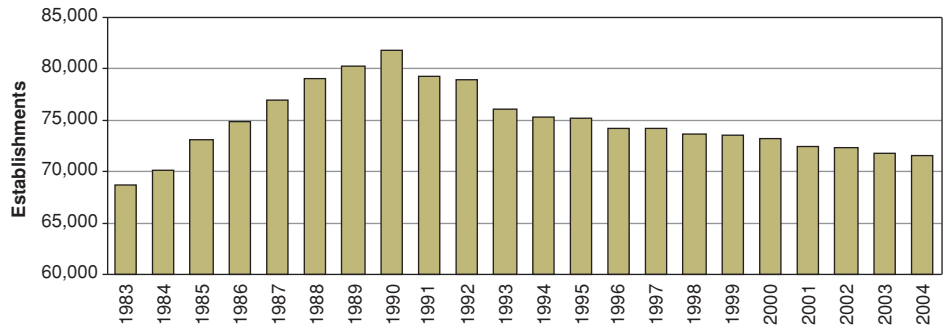


Figure 6: Change in Number of Establishments, 2001-2004

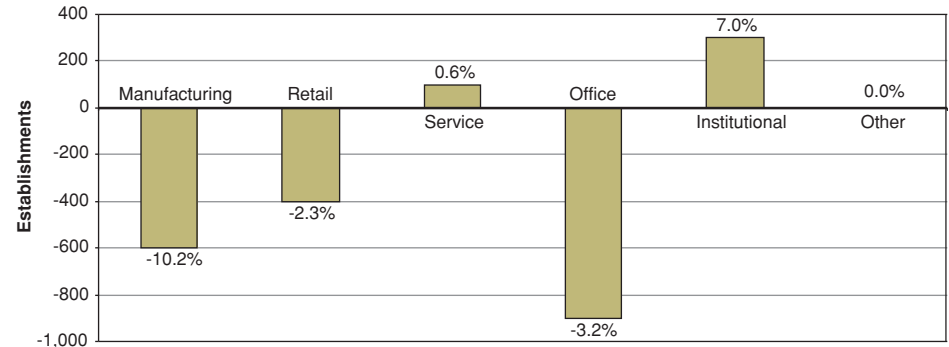


Figure 7: Longevity of Existing Establishments

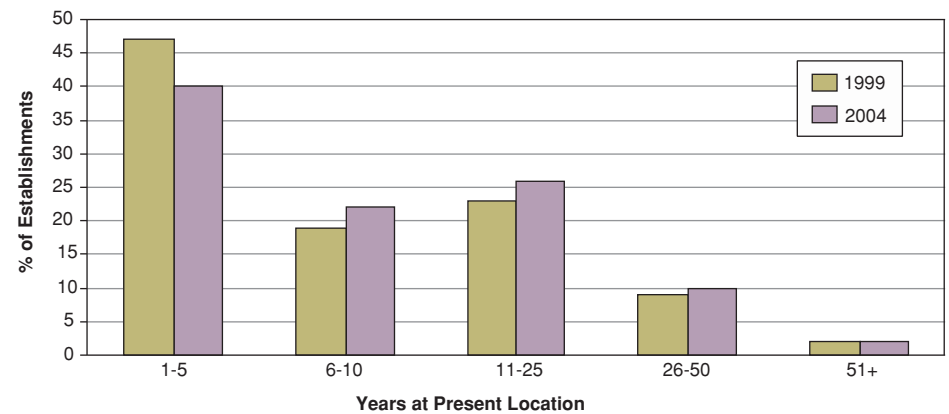
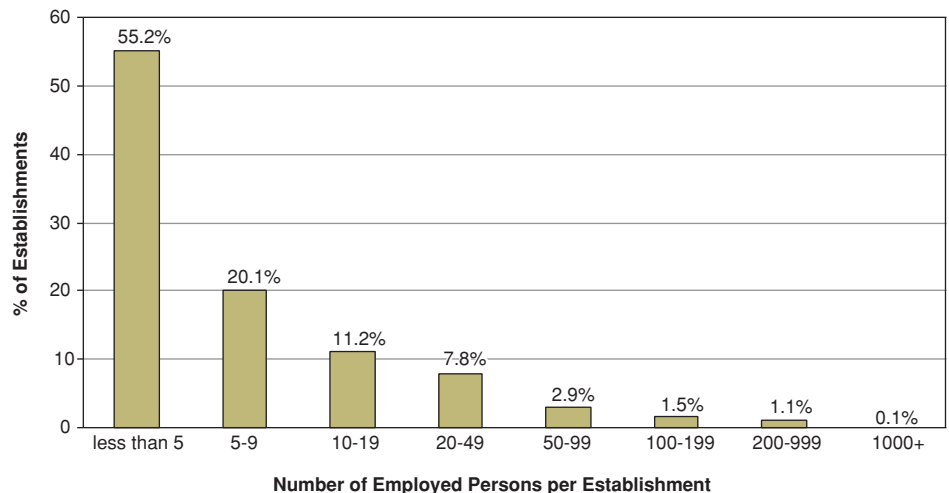


Figure 8: Employee Size of Existing Establishments



Downtown and the Centres

Map 2 shows the locations and boundaries of the Downtown and the Centres, as outlined in the City's Official Plan.

In 2004, there were approximately 470,700 jobs in Toronto's Downtown and Centres (see Figure 9) or 37% of all jobs. The Downtown and the Centres are focal points of Toronto's economic base (see Table 2).

Figure 9: Total Employment in Downtown and Centres, 2000-2004

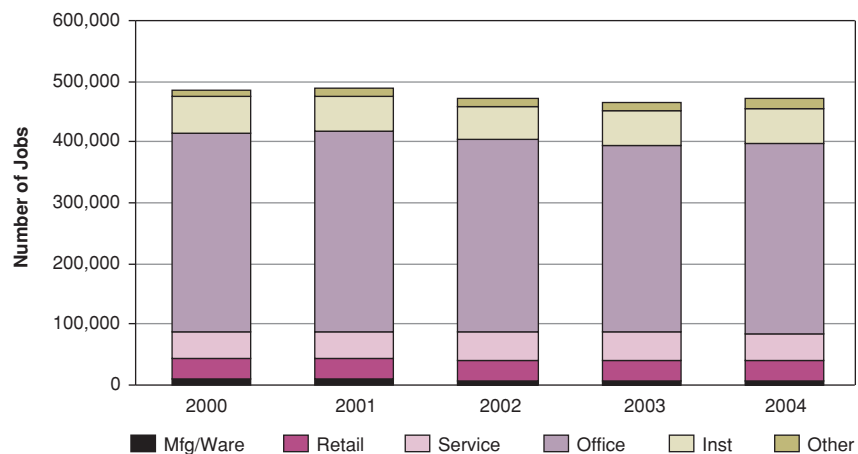


Table 2: Total Employment for Downtown and the Centres, 2000-2004

	2000	2001	2002	2003	2004	2000-2004 Net Change	2000-2004 % Change
a. Downtown	400,556	397,883	388,855	380,237	385,940	-14,616	-3.6%
b. Yonge-Eglinton	30,653	31,341	30,588	31,178	31,231	578	1.9%
c. North York Centre	30,456	31,090	29,369	28,917	29,423	-1,033	-3.4%
d. Scarborough Centre	14,078	16,017	14,402	15,410	13,981	-97	-0.7%
e. Etobicoke Centre	10,366	11,388	10,220	10,549	10,112	-254	-2.5%
Downtown and the Centres	486,109	487,719	473,174	466,291	470,687	-15,422	-3.2%
Rest of the City	802,277	798,624	788,476	785,051	784,900	-17,377	-2.2%
City Total	1,288,386	1,286,343	1,261,910	1,251,342	1,255,587	-32,799	-2.5%

Employment in the Downtown and the Centres grew by 1,600 jobs between 2000 and 2001. Between 2001 and 2004, employment in the Downtown and the Centres dropped by 3.5%. However, during the past year these same areas grew by 4,000 jobs, or 0.9%.

a. Downtown

From 2003 to 2004, the Downtown grew by about 5,700 jobs. This growth rate of 1.5% comes after three consecutive years of decline.

The Downtown accounts for about 82% of the total employment recorded for the entire category of the Downtown and the Centres, matching the same proportion that it did in 2000. It remains the largest employment cluster, comprising about 31% of the total employment found in the City. Its share of the City's employment base has remained relatively

constant between 2000 and 2004.

Employment in the Downtown is more diverse than that found in any of the Centres. Office employment, particularly in the financial and business services, remains important. Recent growth and investment in the Institutional sector, including hospitals, learning institutions and museums and galleries has been notable.

b. Yonge-Eglinton

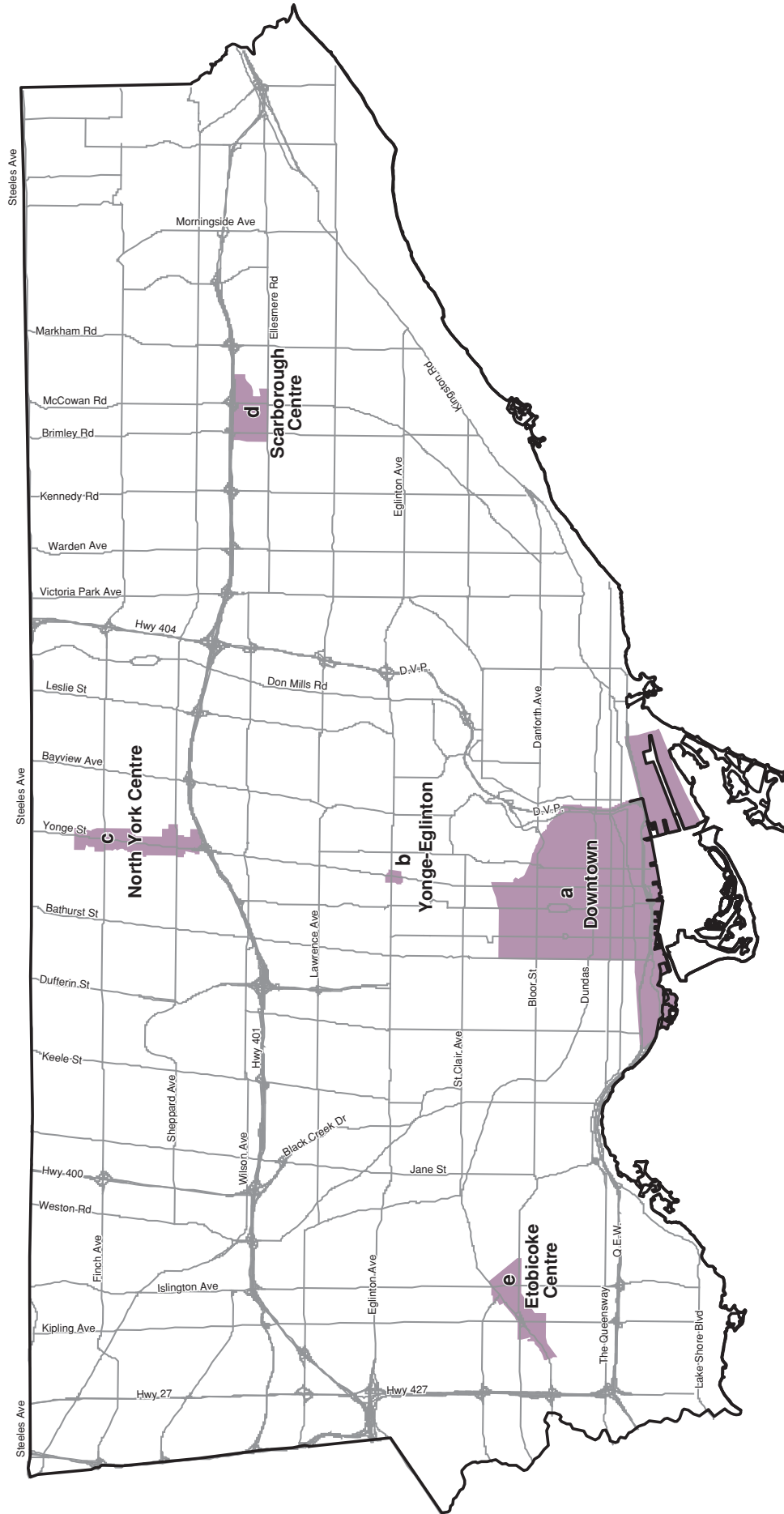
This is the City's most established Centre. Employment in the Secondary Plan area remained relatively stable between 2003 and 2004. Since the late 1990s, Yonge-Eglinton has surpassed the North York Centre to become the largest employment centre outside of the Downtown. It accounts for 6.6% of the employment in all of the Downtown and the Centres, up from 6.3% in 2000.

c. North York Centre

From 2003 to 2004, employment in the North York Centre grew by about 500 employees due to the completion of a major office building. This reverses a several year trend of employment decline, although today's employment levels are still about 1,000 employees less than that recorded in 2000. The North York Centre accounts for 6.2% of the employment found in the Downtown and the Centres, the same share that it had in 2000.

d. Scarborough Centre

Scarborough Centre is currently seeing significant residential development. Employment in this Centre fell by over 1,400 employees in the past year. It is less than half the size of the North York Centre, accounting for a 3.0% share of all of the employment found in the Downtown and the Centres.



e. Etobicoke Centre

During 2003-2004, employment in the Etobicoke Centre declined by 437 employees. Its share of total employment in the Downtown and the Centres is 2.1%, the same share it had in 2000.

Figure 10: Total Employment in Employment Districts, 2000-2004

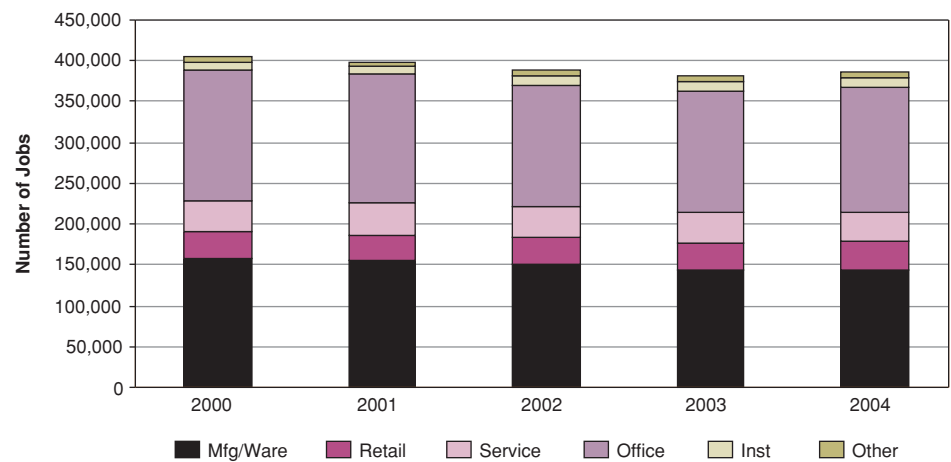


Table 3: Total Employment for Districts, 2000-2004

	2000	2001	2002	2003	2004	2000-2004 Net Change	2000-2004 % Change
1. North West Etobicoke	13,777	13,617	12,918	13,174	13,029	-748	-5.4%
2. Rexdale	54,111	53,135	49,478	48,216	48,907	-5,204	-9.6%
3. South Etobicoke	47,700	44,842	43,209	43,406	45,992	-1,708	-3.6%
4. Highway 400 Corridor	36,926	35,589	37,683	36,902	37,874	948	2.6%
5. Weston Road/Junction	3,147	3,061	2,734	2,670	2,485	-662	-21.0%
6. Central Inner-city (East/West)	13,392	13,981	13,365	12,604	13,054	-338	-2.5%
7. Dufferin Keele North	31,472	31,739	32,105	31,052	30,170	-1,302	-4.1%
8. Dufferin Keele South	27,242	27,748	26,004	25,293	24,717	-2,525	-9.3%
9. Don Valley Parkway Corridor	78,664	76,392	75,313	73,879	74,528	-4,136	-5.3%
10. Milliken	8,355	7,890	7,225	7,248	7,407	-948	-11.3%
11. Tapscott/Marshalling Yard	31,752	32,217	31,737	31,720	32,123	371	1.2%
12. Scarborough Hwy 401 Corridor	17,790	17,229	17,257	15,747	16,433	-1,357	-7.6%
13. West Central Scarborough	18,465	18,616	17,483	16,803	17,248	-1,217	-6.6%
14. South West Scarborough	19,848	21,384	19,574	21,054	21,270	1,422	7.2%
15. South East Scarborough	1,268	1,326	1,090	1,087	1,064	-204	-16.1%
16. Airport Corporate Centre	473	433	634	682	678	205	43.3%
All Employment Districts	404,382	399,199	387,809	381,537	386,979	-17,403	-4.3%
Rest of the City	884,004	887,144	874,101	869,805	868,608	-15,396	-1.7%
City Total	1,288,386	1,286,343	1,261,910	1,251,342	1,255,587	-32,799	-2.5%

Employment Districts

Map 3 shows the locations and boundaries of the Employment Districts as outlined in the City's Official Plan.

In 2004, there were approximately 386,800 jobs in Toronto's 16 Employment Districts (see Figure 10) or 31% of all jobs. These Districts are key to Toronto's economic future (see Table 3).

Between 2000 and 2004, the employment in these Districts dropped by

4.4%. However, during the past year these same areas grew by 5,244 jobs, or 1.4%. This is a higher growth rate than the City as a whole.

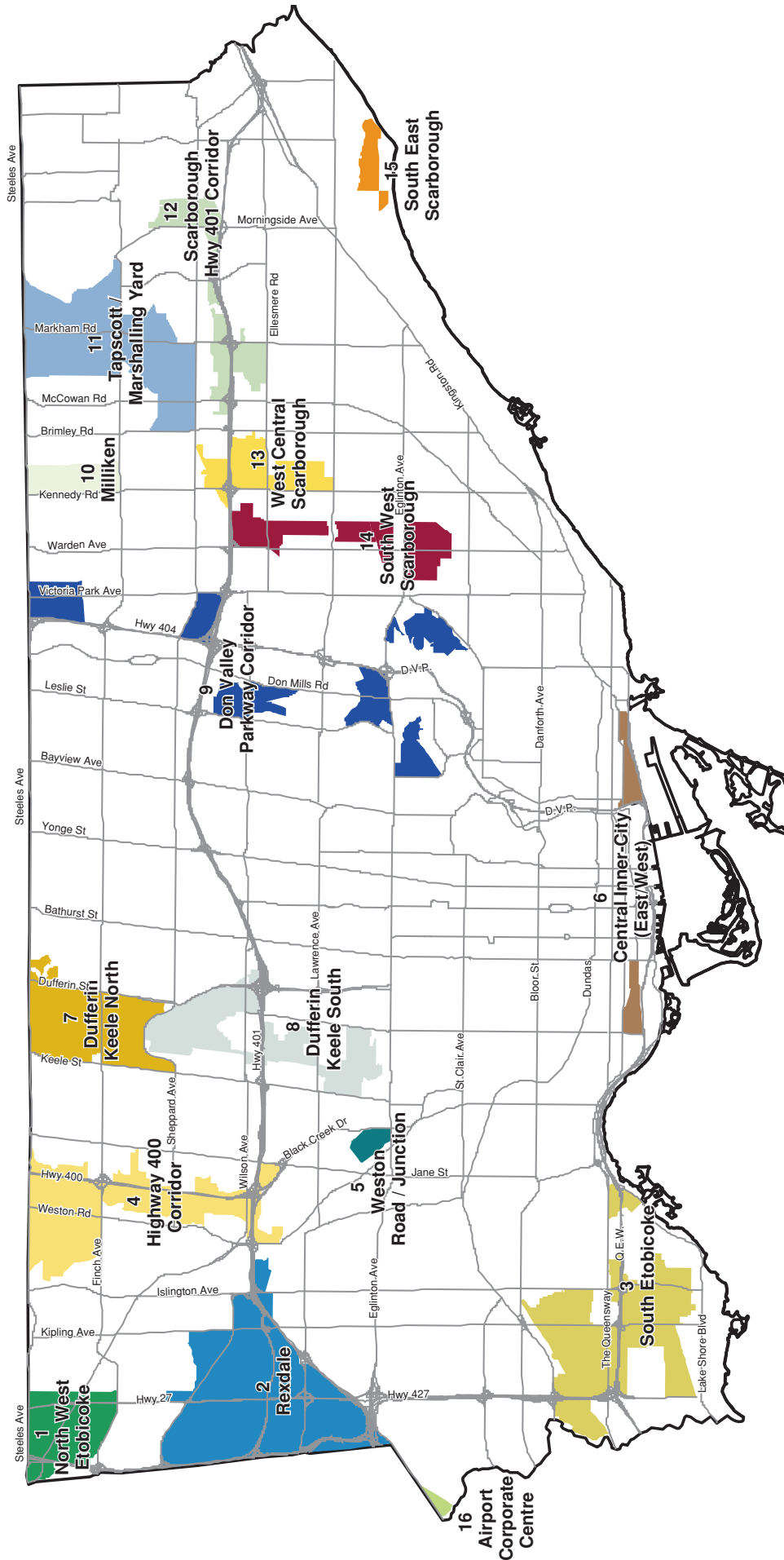
Don Valley Parkway Corridor (#9)

The Don Valley Parkway Corridor is the largest Employment District in terms of jobs, with 74,530 employees. Between 2003-2004, employment grew by 649 jobs. It contains over 19% of the employment found in all 16 Employment Districts. From 2000-2004, there has been a gradual decline

of 5.3% in the number of jobs in this District, about one percent below the decline of 4.4% averaged over all Employment Districts combined. Unlike most of the other Districts, the Office sector is dominant here, making up 68.4% of jobs, followed by Manufacturing at 18.2%.

Rexdale (#2)

Rexdale contains 12.6% of the total employment found in the Employment Districts. Between 2003-2004, employment grew by 691 jobs.



The District's total employment has declined by 9.6%, from 2000 to 2004 but increased 1.4% between 2003-2004. The top two sectors that make up this District are Office (with 17,440 jobs or 35.7%) and Manufacturing (16,338 jobs or 33.4%).

South Etobicoke (#3)

South Etobicoke contains 11.9% of all Employment District jobs. From 2000 to 2004, the change in employment declined 3.6%. However, employment here increased by 2,586 jobs or 6.0% over the past year. In 2004 Manufacturing was still the dominant sector with 19,627 jobs (42.7%), followed by Office at 14,774 jobs (32.1%).

Hwy 400 Corridor (#4)

This District's employment grew by 2.6% or 972 employees between 2003-2004. This corridor contains 9.8% of the total employment found in the Employment Districts. Between 2000 and 2004 employment grew by 2.6%, unlike many of the other employment districts. This area is heavily dominated by Manufacturing. In 2004, the Manufacturing sector made up 22,215 jobs (58.7%), followed by the Office sector with 7,452 jobs (19.7%).

Tapscott/Marshalling Yard (#11)

The Tapscott area is home to 8.3% of the total employment found in the Employment Districts. Its 2000-2004 growth of 1.2% has resulted in 371 new jobs. However, between 2003 and 2004 employment grew by 403 jobs (1.3%). In 2004, the Manufacturing sector employed 16,584 people (51.6%), followed by Office activities with 8,623 jobs (26.8%) and Retail with 3,353 jobs (10.4%).

Dufferin Keele North (#7)

During the past year, employment declined by 2.8% or 882 jobs. Over a 4-year period, in the Manufacturing sector there has been a decline of 2,200 jobs. By comparison, the Office sector in this district has remained steady over the same time period. The past year saw employment in the Manufacturing sector decline by 186 jobs or 1.7%. The Office sector also declined by 480 jobs (4.5%).

Dufferin Keele South (#8)

Between 2003 and 2004 employment declined by 2.3% or 576 jobs. From 2000 to 2004 there was a decline of 9.3%. This decline has come about from job losses in Manufacturing and the Office sectors. Between 2000 and 2004 the Manufacturing sector lost 1,141 jobs, while the loss of jobs in the Office sector totaled 3,133. Over the past year, employment declined by 576 jobs. The significant decline occurred in the Manufacturing sector with a loss of 464 jobs, while the Office sector lost 209 jobs.

South West Scarborough (#14)

This District grew by 1.0% or 216 jobs between 2003-2004. South West Scarborough contains 5.5% of the employment found in the Employment Districts. From 2000-2004 the number of jobs grew of 7.2%. Between 2000 and 2004 the Office category gained 1,038 jobs and the Retail category gained 992 jobs. By comparison, the Manufacturing category has lost 1,655 jobs during this time. The Retail category gained 319 jobs since 2003, while the Manufacturing category lost 324 jobs and the Office category remained stable.

West Central Scarborough (#13)

This District grew by 2.6% or 445 jobs between 2003 and 2004. It is home to 4.4% of all jobs found in the Employment Districts. From 2000 to 2004, employment dropped 6.6% as the Manufacturing sector lost 984 jobs and the Office sector lost 202 jobs.

Scarborough Highway 401 Corridor (#12)

Between 2003 and 2004 employment grew by 4.4% or 686 jobs. This District contains 4.2% of the employment found in the Employment Districts. From 2000 to 2004 there was a decline of 7.6%. During 2000-2004, the Manufacturing sector lost 1,061 jobs while the Office sector lost 464. Similar to West Central Scarborough, the past year has been one of growth, with 686 jobs added.

North West Etobicoke (#1)

Between 2003 and 2004 employment stayed relatively constant, declining by 145 jobs. This District contains 3.4% of the employment found in the Employment Districts. From 2000 to 2004 the employment declined 5.4%. Between 2000 and 2004 the Manufacturing sector has lost 847 jobs, while the Office sector reported a job gain of 365. The Manufacturing and Office sectors were fairly stable showing small losses of 53 and 19 jobs respectively.

Central Inner-City (East/West) (#6)

Grouped together, the inner-city Employment Districts east and west of the Downtown contain 3.4% of the employment found in all the Employment Districts. Between 2003 and 2004 employment grew by 3.6% or 450 jobs. From 2000 to 2004 there was a decline of 2.5% in this District's employment as the Manufacturing sector lost 1,106 jobs while the Office sec-

tor gained a total of 519 jobs. During the past year the Office sector gained a total of 209 jobs, while the Manufacturing sector lost 102 jobs.

Weston Road/Junction (#5)

The dominant employer makes up about 53% of the total employment in this area. During 2003-2004, employment in this area declined by 185 jobs. However, the Manufacturing sector remains the same at 354 jobs and the Office sector lost 41 jobs. Decline was observed during the 2000-2004 period of 662 employees. Between 2000 and 2004 the Manufacturing sector lost 935 jobs, whereas the gain of jobs in the Office sector totaled 329.

Milliken (#10)

This District grew by 2.2% or 159 jobs over the past year. However, from 2000 to 2004 total employment declined by 948. This drop is significantly greater than the average of all Employment Districts.

South East Scarborough (#15)

Total jobs in 2004 (at 1,064) is 16.1% below the total attained in 2000. During 2003-2004, the growth was negative at 2.1%. Between 2003 and 2004 it lost a total of 159 jobs.

Airport Corporate Centre (#16)

This District contains fewer than 700 employees. Its top employment category is Manufacturing, which makes up 72% of total employment in the area. The area represents only a minor fraction of the estimated total employment of the large employment district associated with the Airport, most of which is in Mississauga.

ARRIVALS AND DEPARTURES

- Some ongoing work includes an analysis of the types of firms that have moved into or out of the City between the survey periods. The initial work focussed on the changes between 2002 and 2003, with future work looking at the 2003-2004 period in an attempt to better understand the dynamic of the types of firms that are starting up and growing in the City, and those that have closed or left.
- There was a net loss 10,600 jobs and 500 establishments in Toronto between the 2002 and 2003 surveys. Gains in employment result from new establishments starting up or relocating to the City of Toronto, or expansion of existing operations. Losses in employment result from establishments ceasing operations, relocating to outside the City of Toronto, or downsizing the number of employees. Despite the net loss in employment, Toronto gained some employment through the arrival of establishments and the creation of new establishments. A total of 2,785 establishments either started new operations or moved to Toronto adding 12,870 jobs during 2002-2003. Establishments that started new operations produced 10,437 jobs in 2,166 establishments. Of these new arrivals, 75 employed more than 20 people.
- A total of 7,207 firms either closed or moved out of the City during 2002-2003, employing a total of just under 50,000 people. Of these, 95% (6,878) employed less than 20 people.

How the information on employment is collected by the City of Toronto

Each summer between the months of May and August, teams of surveyors visit establishments throughout the City of Toronto as identified from Provincial property assessment information. Each establishment in the City is surveyed every year, with the number of employees and the type of employment activity being recorded. All non-residential establishments are checked to monitor significant change in activity. In the case of major, multi-branch employers, the information is collected through a questionnaire mailed to their central office.

The type of information that is collected includes name of business, address, number of full-time and part-time employees, type of employment activity, and the length of time the business has been at the location. The result is a comprehensive survey of Toronto employers. This survey does not capture people who work from home, or who have no "usual place of work" e.g., consultants, and many involved in film production.