

CITY OF MISSISSAUGA
PLANNING AND BUILDING DEPARTMENT

ITEM:
FILE: Employment/SP 205
DATE: March 25, 1987

TO Chairman and Members of the Community Planning and Development Committee

FROM R. G. B. Edmunds, Commissioner of Planning and Building

SUBJECT Report on Employment in the City of Mississauga - 1985

COMMENTS

1. BACKGROUND

Achieving a balance between employment opportunities and the skills of the labour force is a goal of the Mississauga Official Plan. To monitor the extent to which it is being achieved, the Planning and Building Department conducts an annual survey of all new employers in the City, and updates the employment base established in 1980. This report reflects the 1985 employment situation.

2. DEFINITIONS

Employment

This term is used to identify the number of full-time and part-time on-site and off-site employees working throughout the year for an individual operation. The employment figures represent the estimated number of people working in Mississauga in 1985; thus, the employment figures provide an estimate of the City work force.

Employer

This term refers to all commercial, industrial and institutional establishments in Mississauga in 1985 employing one or more persons.

Manufacturing and Wholesaling (M&W)

For the purpose of this report, and consistent with the definitions in the Official Plan, this term refers to activities defined in the Standard Industrial Classification (SIC) Manual as industry numbers 001 to 399, 501 to 599 (see Appendix 1).

Retail, Service and Construction (RSC)

This term embraces construction, retail trade, finance, insurance, real estate, community services, business and personal services, public administration, transportation and utilities, as well as primary industries. These RSC activities are identified in the Standard Industrial Classification Manual as industry numbers 401 to 499, 601 to 999.

3. EMPLOYMENT CHARACTERISTICS

Employees

- As of December 1985 the number of people in the work force was estimated to be 201 461. This was an increase of 9 135 or 4.7% over the 1984 total of 192 326.
- The Manufacturing and Wholesale sector (M&W) accounted for 92 959 employees which represented an increase of 6 787, or 7.9%, over the 1984 figure of 86 172. This sector constituted 46.1% of the total work force - compared with 44.8% in 1984.
- The Retail, Service and Construction sector (RSC) incorporated 108 502 employees, and accounted for an increase of 2 348, or 2.2%, over the 1984 total of 106 154. Of the Mississauga work force, 53.9% were active in the RSC sector as opposed to 55.2% in 1984.

Employers

- In 1985, there were 10 761 employers compared with 10 083 in 1984.
- The number of employers in the M & W sector was 3 765, representing an increase of 390 employers or 11.6% from the 1984 figure of 3 375.
- The number of employers in the RSC sector was 6 996, representing an increase of 288 employers or 4.3% from the 1984 figure of 6 708.
- For 1985, 35% of Mississauga employers were found in the M & W sector, while 65% were established in RSC activities.

Distribution of Employers by Number of Employees

As shown in Table 1, most of the employers in Mississauga operate small size establishments of 1 to 4 employees. Overall, 4 885 or 45.4% of all establishments in Mississauga employed 4 or less employees. These establishments, however, only accounted for 12 897 employees or 6.4% of the total employment in Mississauga.

Of the remaining employers, 22.5% employed 5-9 workers, 14.0% employed 10-19 workers, 11.3% employed 20-49 workers, 3.8% employed 50-99 workers, 2.5% employed 100-299 workers, 0.3% employed 300-499 workers, 0.1% employed 500-999 workers and 0.1% employed 1000 or more workers.

Nineteen establishments employed 500 or more workers. Although these larger size employers constituted only 0.2% of all establishments, they accounted for 36 261 employees or 18.0% of the total employment in Mississauga.

Distribution of Employers and Employment

Table 2 presents a detailed breakdown of employment by major activities within the SIC index. Those activities having the greatest proportion of employers were retail trade, manufacturing and wholesaling at 21.6%, 20.2%, and 14.4%, respectively. The greatest proportion of employees, however, came from manufacturing, wholesaling and retail trade at 34.4%, 11.2% and 10.9% respectively.

It is evident that the percentage of employers to employees in a particular activity is not proportionate. While the manufacturing sector accounts for 2 179 or 20.2% of all employers in the City, this sector comprises 69 397 or a significantly higher 34.4% of all employees within the City. Conversely, retail trade accounts for 2 324 or 21.6% of all employers and 21 998 or 10.9% of employees. Thus, these numbers indicate that on average, there are approximately 32 employees for each manufacturing-related firm, and 9 employees for each retail establishment.

TABLE 2

CITY OF MISSISSAUGA - SURVEY OF EMPLOYERS, 1985

DISTRIBUTION OF EMPLOYERS AND EMPLOYEES BY DETAILED CLASSIFICATION

Classification	# of Employers	%	# of Employees	%
Primary Activity	33	.3	938	.5
Manufacturing	2 179	20.2	69 397	34.4
Wholesaling	1 553	14.4	22 624	11.2
Warehousing	158	1.5	2 553	1.3
Construction	380	3.5	4 304	2.1
Transportation/Communication & Utilities	372	3.5	10 400	5.2
Retail Trade	2 324	21.6	21 998	10.9
Finance	489	4.5	6 961	3.5
Business Services	1 277	11.9	19 039	9.5
Government and Public Administration	17	0.2	16 380	8.1
Organizations and Associations	113	1.1	366	0.2
Personal Services	391	3.6	1 688	.8
Health and Welfare	484	4.5	5 933	2.9
Education	206	1.9	6 769	3.4
Food and Accommodation	511	4.7	8 951	4.4
Recreation and Amusement	117	1.1	1 236	.6
Other	157	1.5	1 924	1.0
TOTAL	10 761	100.0	201 461	100.0

Note: Totals may not equal sum of percentage components due to rounding.

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Spatial Distribution

Tables 3 and 4 show the distribution of total employment in the City of Mississauga by planning district and traffic zone respectively. Additionally, this information is presented graphically in Maps 1 and 2.

Overall, the West Malton planning district experienced the greatest concentration of employment in 1985 with 27 554 employees or 13.7% of total employment. Traffic zone 110 (Airport Road) accounted for the highest concentration of employment with 14 399 employees or 7.1% of the City's total.

With respect to the M & W sector, the Airport South District had the highest number of employees - 17 853 or 19.2% of M & W employees. Traffic zone 12 also had the greatest concentration with 8 792 employees or 9.5% of all M & W employees within the City.

The highest concentration of RSC employment by planning district occurred in the Lester B. Pearson International Airport with 14 293 employees or 13.2% of total RSC employment. Traffic zone 109 had the most RSC employees with 14036 or 12.9% of the total RSC employment.

Table 5 demonstrates the change in employment that each planning district has experienced between 1984 and 1985. The planning districts of Meadowvale South Business Park, Airport Road, West Malton and Pearson International Airport experienced the most significant growth in employment from the previous year.

Similar to Table 5, Table 6 documents the employment growth in the five year period between 1980 and 1985. Total employment in Mississauga has increased by 29%. The residential planning districts of Mississauga Meadows, Erin Mills South, and Meadowvale West and the industrial planning districts of Meadowvale South, West Malton, and Airport Road have experienced the greatest growth in employment activity. Although the rate of change in employment is exorbitant for the Central Erin Mills and Britannia East planning district, it must be recognized that these two areas were considered entirely undeveloped in 1980, thus reflecting an insignificant employment figure. Since 1971, however, the two noted districts have been subject to many subdivision applications and new developments which indicate a greater potential for employment in the future.

TABLE 3

CITY OF MISSISSAUGA - EMPLOYMENT SURVEY, 1985

DISTRIBUTION OF EMPLOYERS AND EMPLOYEES BY PLANNING DISTRICT

<u>Planning District</u>	<u># of Employers</u>	<u>M&W Employees</u>	<u>RSC Employees</u>	<u>Total Employees</u>
<u>Residential</u>				
Central Erin Mills	7	37	923	960
City Centre	252	497	7 185	7 682
Clarkson-Lorne Park	358	403	3 410	3 813
Cooksville-Munden Park	368	808	5 021	5 829
Creditview	51	31	428	459
Dixie Shorefront	259	1604	2 325	3 929
Dundas-Fairview	359	409	3 814	4 223
East Credit	9	19	37	56
Erin Mills South	144	57	2 590	2 647
Erin Mills West	-	-	-	-
Erindale Woodlands	96	72	1 093	1 165
Hurontario	23	151	47	198
Lisgar*	-	-	-	-
Malton	238	233	2 284	2 517
Meadowvale Village	4	-	40	40
Meadowvale West	205	8	1 806	1 814
Mississauga Meadows	237	661	2 507	3 168
Mississauga Valleys	73	-	683	683
North Dixie	335	82	2 901	2 983
North North Dixie	112	68	1 123	1 191
Port Credit	483	685	2 710	3 395
Queen Elizabeth	67	12	557	569
Streetsville	305	1 283	1 758	3 041
West Cooksville	57	-	774	774
West Erindale	221	748	2 372	3 120
Winston Churchill*	-	-	-	-
	(4 263)	(7 868)	(46 388)	(54 256)
<u>Industrial</u>				
Airport Road	616	13 088	8 484	21 572
Airport South	1 466	17 853	7 157	25 010
Britannia East	184	2 378	796	3 174
Britannia West	8	-	63	63
Derry	11	34	115	149
Mavis Road	200	2 681	2 661	5 342

TABLE 3 CONT'D

CITY OF MISSISSAUGA - SURVEY OF EMPLOYERS, 1985

DISTRIBUTION OF EMPLOYERS AND EMPLOYEES BY PLANNING DISTRICT

<u>Planning Districts</u>	<u># of Employers</u>	<u>M&W Employees</u>	<u>RSC Employees</u>	<u>Total Employees</u>
Meadowvale North	3	180	27	207
Meadowvale South	389	12 832	5 704	18 536
Pearson Int. Airport	18	40	14 293	14 333
St. Lawrence	-	-	-	-
Sheridan Park	43	1 135	2 503	3 638
Shorefront	77	2 119	226	2 345
South Dixie	1 149	11 161	7 242	18 403
Southdown	119	2 570	1 004	3 574
Southern Bus. Park	253	1 474	1 816	3 290
Texaco*	-	-	-	-
West Malton	1 958	17 546	10 008	27 554
Western Business Park	2	-	5	5
Aggregated*	2	-	10	10
	(6 498)	(85 091)	(62 114)	(147 205)
TOTAL	10 761	92 959	108 502	201 461

*Planning districts for which only one employer was reported have been aggregated to ensure confidentiality for employers.

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TABLE 4

SURVEY OF EMPLOYERS: CITY OF MISSISSAUGA, 1985

DISTRIBUTION OF EMPLOYERS BY TRAFFIC ZONE

<u>Traffic Zone</u>	<u>No. of Employers</u>	<u>RSC Employees</u>	<u>M & W Employees</u>	<u>Total Employees</u>
3	3	21	37	58
7	7	51	4	55
8	2	12	-	12
9	427	1 324	5 842	7 166
10	20	160	-	160
11	183	1 706	3 318	5 024
12	148	3 079	8 792	11 871
14	69	987	784	1 771
19	4	40	-	40
20	2	37	-	37
21	6	63	-	63
22	17	114	64	178
23	49	459	9	468
25	13	278	-	278
26	20	90	135	225
27	191	744	2 327	3 071
28	10	251	1	252
29	28	364	5	369
30	100	1 078	157	1 235
31	2	680	-	680
32	96	886	125	1011
33	37	2 913	1 040	3 953
34	2	5	-	5
37	4	12	-	12
38	17	298	-	298
39	98	858	2 292	3 150
40	87	549	154	703
41	116	611	172	783
42	410	2 350	1 396	3 746
43	146	579	2 191	2 770
44	50	622	408	1 030
45	58	410	-	410
46	75	505	56	561
47	12	43	5	48
48	70	672	7	679
49	112	1 363	129	1 492
50	53	492	8	500
51	143	1 375	98	1 473
52	24	2 423	-	2 423
53	96	478	503	981
54	98	678	1 013	1 691
55	36	355	-	355
56	6	30	-	130
57	69	1 518	3	1 521

TABLE 4 CONT'D

SURVEY OF EMPLOYERS: CITY OF MISSISSAUGA, 1985

DISTRIBUTION OF EMPLOYERS BY TRAFFIC ZONE

<u>Traffic Zone</u>	<u>No. of Employers</u>	<u>RSC Employees</u>	<u>M & W Employees</u>	<u>Total Employees</u>
58	15	282	-	282
59	242	1 725	1 645	3 370
60	457	3 008	3 894	6 902
61	198	1 209	2 361	3 570
62	306	2 708	1 474	4 182
63	34	360	-	360
64	95	1 058	72	1 130
65	45	451	957	1 408
66	108	1 106	26	1 132
67	185	1 216	33	1 249
68	52	350	-	350
69	163	1 457	56	1 513
70	329	2 037	2 959	4 996
71	188	2 470	2 063	4 533
72	25	375	4	379
73	6	51	-	51
74	78	742	13	755
75	62	416	13	429
76	9	84	-	84
77	27	302	57	359
78	52	448	31	479
79	252	7 185	497	7 682
80	83	857	2	859
81	12	80	1	81
82	63	769	3	772
84	2	198	-	198
85	3	31	9	40
87	2	9	-	9
88	5	6	6	12
89	2	8	-	8
90	49	98	258	356
93	154	728	2 271	2 999
96	2	-	34	34
98	222	1 578	2 148	3 726
99	2	-	155	155
100	507	2 890	6 011	8 901
101	302	921	3 448	4 369
102	6	440	291	731
103	496	2 909	4 390	7 299
104	542	1 878	3 537	5 415
105	37	790	1 363	2 153
106	28	60	323	383
107	642	2 997	4 726	7 723
109	6	14 036	40	14 076

TABLE 4 CONT'D

SURVEY OF EMPLOYERS: CITY OF MISSISSAUGA, 1985

DISTRIBUTION OF EMPLOYERS BY TRAFFIC ZONE

<u>Traffic Zone</u>	<u>No. of Employers</u>	<u>RSC Employees</u>	<u>M & W Employees</u>	<u>Total Employees</u>
110	522	7 011	7 388	14 399
111	93	1 484	1 612	3 096
112	28	277	-	279
113	71	817	771	1 588
115	233	1 347	903	2 250
116	50	411	8	419
117	40	727	451	1 178
118	89	584	651	1 235
119	134	1 085	-	1 085
120	2	25	-	25
121	2	21	180	201
213	25	312	-	312
215	154	1 650	659	2 309
Other*	7	765	4 088	4 853
TOTAL	10 761	108 502	92 959	201 461

* Traffic Zones 13, 16, 24, 97, 108, 211, 214 have only one employer reported, therefore, they have been aggregated for purposes of confidentiality.

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TABLE 5

CITY OF MISSISSAUGA - SURVEY OF EMPLOYERS, 1984 - 1985

TOTAL INCREASE OR DECREASE OF EMPLOYEES BY PLANNING DISTRICT

<u>Planning District</u>	<u>Total Employees 1984</u>	<u>Total Employees 1985</u>	<u>Total Increase/Decrease 1984-1985</u>
<u>Residential</u>			
Central Erin Mills	254	960	706
City Centre	**	7 682	See **
Clarkson-Lorne Park	3 476	3 813	337
Cooksville-Munden Park	6 524	5 829	-695
Creditview	292	459	167
Dixie Shorefront	3 376	3 929	553
Dundas-Fairview	3 923	4 223	300
East Credit	64	56	-8
Erin Mills South	1 833	2 647	814
Erin Mills West	-	-	0
Erindale Woodlands	1 035	1 165	130
Hurontario	28	198	170
Malton	2 690	2 517	-173
Meadowvale Village	52	40	-12
Meadowvale West	1 399	1 814	415
Mississauga Meadows	2 553	3 168	615
Mississauga Valleys	678	683	5
North Dixie	3 501	2 983	-518
North North Dixie	1 170	1 191	21
Port Credit	2 831	3 395	564
Queen Elizabeth	582	569	-13
Streetsville	2 868	3 041	173
West Cooksville	347	774	427
West Erindale	3 096	3 120	24
<u>Industrial</u>			
Airport Road	19 326	21 572	2 246
Airport South	28 803	25 010	-3 793
Britannia East	2 138	3 174	1 036
Britannia West	87	63	-24
Derry	124	149	25
Mavis Road	5 915	5 342	-573
Meadowvale North	208	207	-1
Meadowvale South	13 568	18 536	4 968
Sheridan Park	3 542	3 638	96
Shorefront	2 171	2 345	174
South Dixie	19 454	18 403	-1 051

TABLE 5 CONT'D

CITY OF MISSISSAUGA - SURVEY OF EMPLOYERS, 1984 - 1985

TOTAL INCREASE OR DECREASE OF EMPLOYEES BY PLANNING DISTRICT

<u>Planning District</u>	<u>Total Employees 1984</u>	<u>Total Employees 1985</u>	<u>Total Increase/Decrease 1984-1985</u>
Southdown	4 090	3 574	-516
Southern Bus. Park	3 365	3 290	-75
Pearson Int. Airport	12 254	14 333	2 079
West Malton	25 340	27 554	2 214
Western Business Park	9	5	-4
TOTAL	192 326	201 461	9 135

Note: To ensure confidentiality for employers, planning districts for which only one employer was reported in either 1984 or 1985 have not been included in this table. Therefore, totals do not equal the sum of components.

** Due to an error in overcalculating the 1984 employment total for City Centre, a figure representing the total increase/decrease between 1984-1985 could not be measured.

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TABLE 6

CITY OF MISSISSAUGA - SURVEY OF EMPLOYERS, 1980 - 1985

TOTAL INCREASE OR DECREASE OF EMPLOYEES BY PLANNING DISTRICT

<u>Planning District</u>	<u>Total Employees 1980</u>	<u>Total Employees 1985</u>	<u>Total Increase/Decrease 1980-1985</u>	<u>Rate of Change 1980-1985</u>
<u>Residential</u>				
Central Erin Mills	38	960	922	2 426%
City Centre	8 076	7 682	- 394	-5%
Clarkson-Lorne Park	3 255	3 813	588	17%
Cooksville-Munden Park	5 170	5 829	659	13%
Creditview	-	459	459	-
Dixie Shorefront	5 336	3 929	-1 407	-36%
Dundas-Fairview	3 671	4 223	552	15%
East Credit	-	56	56	-%
Erin Mills South	1 494	2 647	1 153	77%
Erin Mills West	-	-	-	-
Erindale Woodlands	1 088	1 165	77	7%
Hurontario	243	198	-45	-23%
Malton	3 259	2 517	-742	-29%
Meadowvale Village	39	40	1	3%
Meadowvale West	737	1 814	1 077	146%
Mississauga Meadows	828	3 168	2 340	283%
Mississauga Valleys	669	683	14	2%
North Dixie	3 276	2 983	-293	-10%
North North Dixie	616	1 191	575	93%
Port Credit	3 005	3 395	390	13%
Queen Elizabeth	660	569	-91	-16%
Streetsville	2 536	3 041	505	20%
West Cooksville	403	774	371	92%
West Erindale	2 646	3 120	474	18%
<u>Industrial</u>				
Airport Road	17 895	21 572	3 677	21%
Airport South	22 443	25 010	2 567	11%
Britannia East	40	3 174	3 134	7 835%
Britannia West	77	63	-14	-22%
Derry	94	149	55	59%
Mavis Road	4 989	5 342	353	7%
Meadowvale North	52	207	155	298%
Meadowvale South	6 176	18 536	12 360	200%
Sheridan Park	4 233	3 638	-595	-16%
Shorefront	2 136	2 345	209	10%
South Dixie	16 946	18 403	-1 051	9%

TABLE 6 (CONT'D)

CITY OF MISSISSAUGA - SURVEY OF EMPLOYERS, 1980 - 1985

TOTAL INCREASE OR DECREASE OF EMPLOYEES BY PLANNING DISTRICT

<u>Planning District</u>	<u>Total Employees 1980</u>	<u>Total Employees 1985</u>	<u>Total Increase/Decrease 1980-1985</u>	<u>Rate of Change 1980-1985</u>
Southdown	4 810	3 574	-1 236	35%
Southern Bus. Park	1 765	3 290	1 525	86%
Pearson Int. Airport	11 743	14 333	2 590	22%
West Malton	15 513	27 554	12 041	78%
Western Business Park	-	5	5	-
TOTAL	156 589	201 461	44 872	29%

Note: To ensure confidentiality for employers, planning districts for which only one employer was reported in either 1980 or 1985 have not been included in this table. Therefore, totals do not equal the sum of components.

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Labour Force

The resident labour force was estimated to be 205 898*, an increase of 15 668 or 8.2% over the 1984 figure of 190 230. A comparison of the total employment (201 461) to the resident labour force reveals that there would be 4 437 less job opportunities than could be filled by the resident labour force.

Conversely, in 1980, the resident labour force was 155,241 and total employment was 156,589, reflecting 1,348 more job opportunities than could be filled by the resident labour force. This indicates a change in the employment balance between 1980 and 1985.

The growth in the resident labour force exceeded the rate in total employment from 1980 to 1985. Mississauga experienced a 28.7% increase in total employment, and a significantly higher 32.6% increase in the resident labour force.

Mississauga will encourage a balance between job opportunities and the resident labour force with the objective that the range of opportunities will ultimately match the skills of the resident labour force.

5. SUMMARY

- Total employment increased from 192 326 in 1984 to 201 461 in 1985. Employment in both the M&W and the RSC Sectors increased.
- The number of employers increased from 10 083 in 1984 to 10 761 in 1985. Total employers in both the M&W and RSC sectors increased.
- The M&W sector accounted for 46.1% of the total employees while the RSC sector accounted for 53.9%.
- The M&W sector accounted for 35% of all employers while the RSC sector accounted for 65%.
- The highest concentration of employment was found in the West Malton District with a total of 27 554 employees.

*Estimates of labour force participation include all persons in the population 15 years of age or over multiplied by the 1985 Statistics Canada labour participation rate of 71.2% for the Toronto Census Metropolitan Area.

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FILE: Employment/SP 205
DATE: March 25, 1987

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- The majority of employers tend to operate small size establishments, with two thirds (67.9%) employing 9 or less workers and only 0.2% employing 500 or more workers.
- The Meadowvale South Business District was the district experiencing the greatest increase of employment from 1984 to 1985, as well as from 1980 to 1985.
- The resident labour force in 1985 exceeded total employment found in the City.
- The City of Mississauga will ultimately encourage a balance between total employment and the resident labour force.

RECOMMENDATION

That the Report on Employment in the City of Mississauga - 1985 from the Commissioner of Planning and Building dated March 25, 1987 be forwarded to the Regional Municipality of Peel for information.

R. G. B. Edmunds
Commissioner of Planning and Building

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