



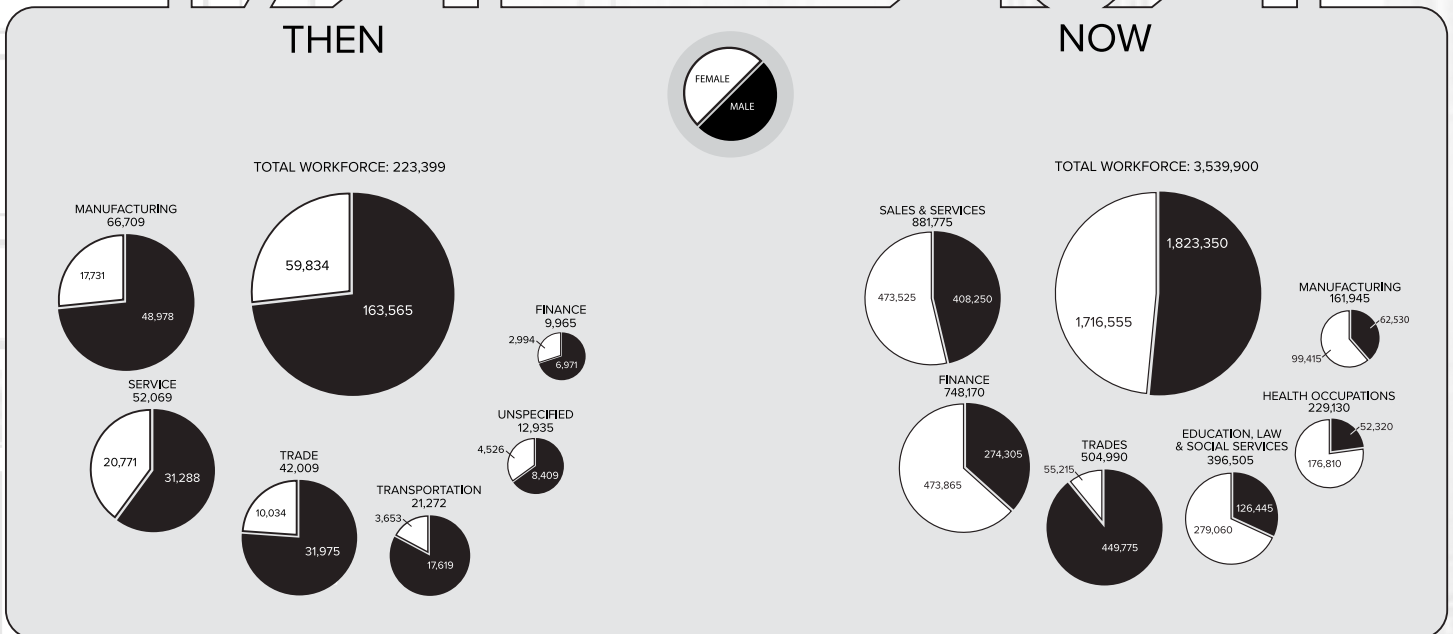
# Toronto Then & Now Census Infographics

**2023**

# TORONTO'S WORKFORCE THEN & NOW

## GENDER & INDUSTRY OCCUPATIONAL CATEGORIES

1921 2021



This chart shows the top six industries for the Toronto workforce with employment by gender for 1921 and 2021. The immediately apparent difference is in the composition of employment by gender. In 1921, the top six industries and total workforce were dominated by men who generally comprised two-thirds to three-quarters of the workforce. By 2021, women were nearly half of the total workforce and were more than half of the workforce in each of the top six industries except the Trades where nine-in-ten workers are men.

Manufacturing dropped from first to sixth over the century, and Finance moved from sixth to second. Transportation dropped out of the top six while Social Services (including education) and Health became some of the biggest industries in Toronto by total employment. Some of these jobs would have been included in the "unspecified" category in 1921.

### Top Industries for 1921 (largest first)

1. Manufacturing
2. Service
3. Trade
4. Transportation
5. Unspecified
6. Finance

### Top Industries for 2021 (largest first)

1. Sales & Service
2. Finance
3. Trades
4. Education, Law & Social Services
5. Health Occupations
6. Manufacturing

# TORONTO'S WORKFORCE THEN & NOW

## THE FIVE LARGEST PRIVATE EMPLOYERS IN TORONTO

# 1921

### EATON'S

12,500 EMPLOYEES

### MASSEY-HARRIS

1,200 EMPLOYEES

### CANADA FOUNDRY COMPANY LIMITED

1,050 EMPLOYEES

### Kodak

835 EMPLOYEES

### GOOD YEAR

800 EMPLOYEES

#1

#2

#3

#4

#5

# 2021

### CIBC

15,000 EMPLOYEES

### Scotiabank

14,400 EMPLOYEES

### MAGNA

11,500 EMPLOYEES

### ROGERS

10,000 EMPLOYEES

### BMO Bank of Montreal

9,000 EMPLOYEES

This chart lists the top employers and number of employees in Toronto in 1921 and 2021. While not surprising that the list has changed over the past century, what is surprising is how dominant the largest employer (Eaton's) was in 1921. With over twelve thousand employees in 1921, Eaton's was ten-times the size of the next largest (Massey-Harris at twelve hundred) and would be the third largest employer in Toronto in 2021. While Finance leads the list in 2021, no single employer dominates.

#### Top Employers in 1921 (largest first)

1. Eaton's (retail)
2. Massey-Harris (tractors)
3. Canada Foundry Company (steam boilers)
4. Kodak (film)
5. Goodyear (tires)

#### Top Employers in 2021 (largest first)

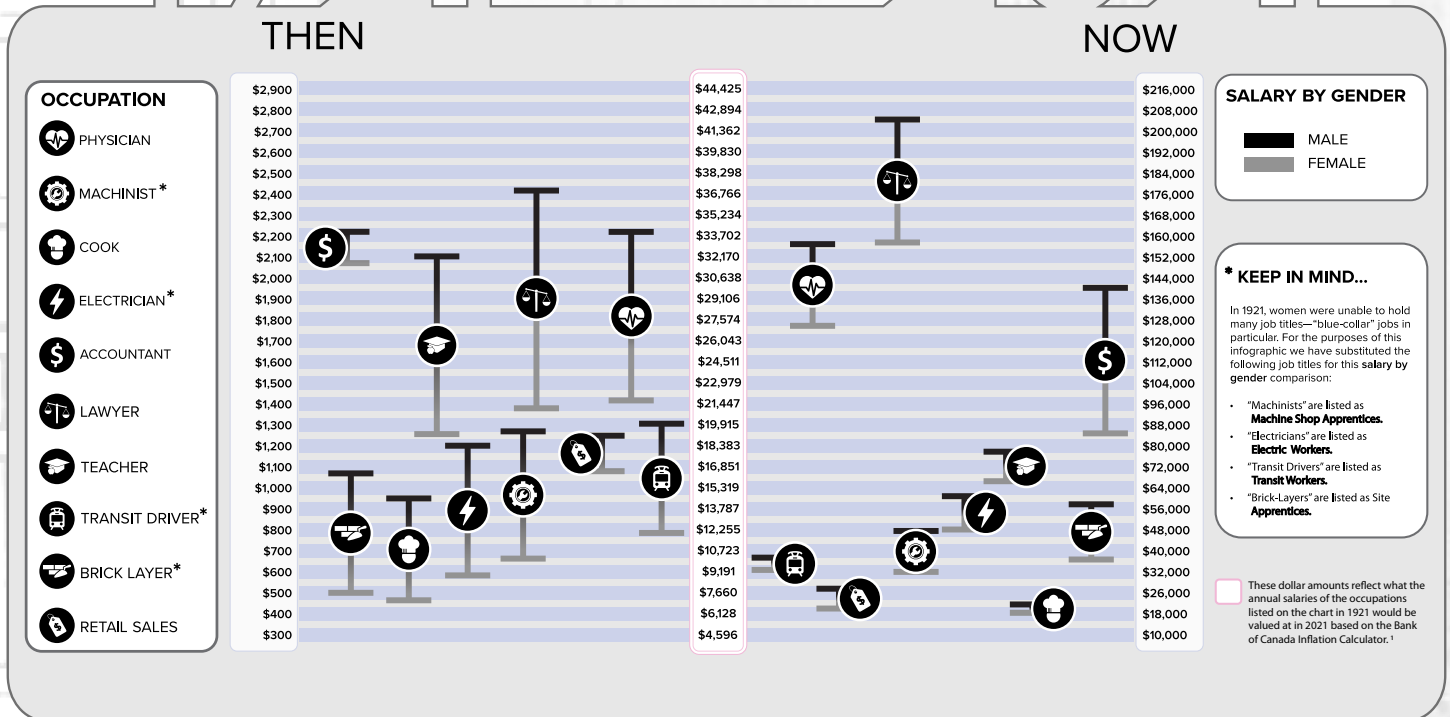
1. CIBC (finance)
2. Scotiabank (finance)
3. Magna (auto parts)
4. Rogers (telecom)
5. BMO/Bank of Montreal (finance)



# TORONTO'S WORKFORCE THEN & NOW

## AVERAGE SALARY BY OCCUPATION

1921 2021



**SALARY BY GENDER**

MALE (black bar)  
FEMALE (grey bar)

**\* KEEP IN MIND...**

In 1921, women were unable to hold many job titles—"blue-collar" jobs in particular. For the purposes of this infographic we have substituted the following job titles for this salary by gender comparison:

- \* "Machinists" are listed as **Machine Shop Apprentices**.
- \* "Electricians" are listed as **Electric Workers**.
- \* "Transit Drivers" are listed as **Transit Workers**.
- \* "Brick-Layers" are listed as **Site Apprentices**.

These dollar amounts reflect what the annual salaries of the occupations listed on the chart in 1921 would be valued at in 2021 based on the Bank of Canada Inflation Calculator.<sup>1</sup>

This chart shows the average salary (also by gender) for ten select occupations in Toronto in 1921 and 2021. The chart shows the 1921 average in 1921 dollars and in 2021 dollars (based on Bank of Canada inflation rates). It shows the 2021 average wage in 2021 dollars.

The increase in wages over the past century has greatly outpaced inflation. In 1921, a male Accountant averaged about 2,200 (1921\$) or 34,000 (2021\$) which is roughly what a female Transit Driver was making in 2021 while male Accountants were pulling in an average salary of 140,000 (2021\$), which is over four times the inflation-adjusted salary.

This chart reveals changes in the relative positioning of average wages over the century and differences in the wage disparity between men and women. While Accountants, Teachers, Lawyers and Physicians comprised the top

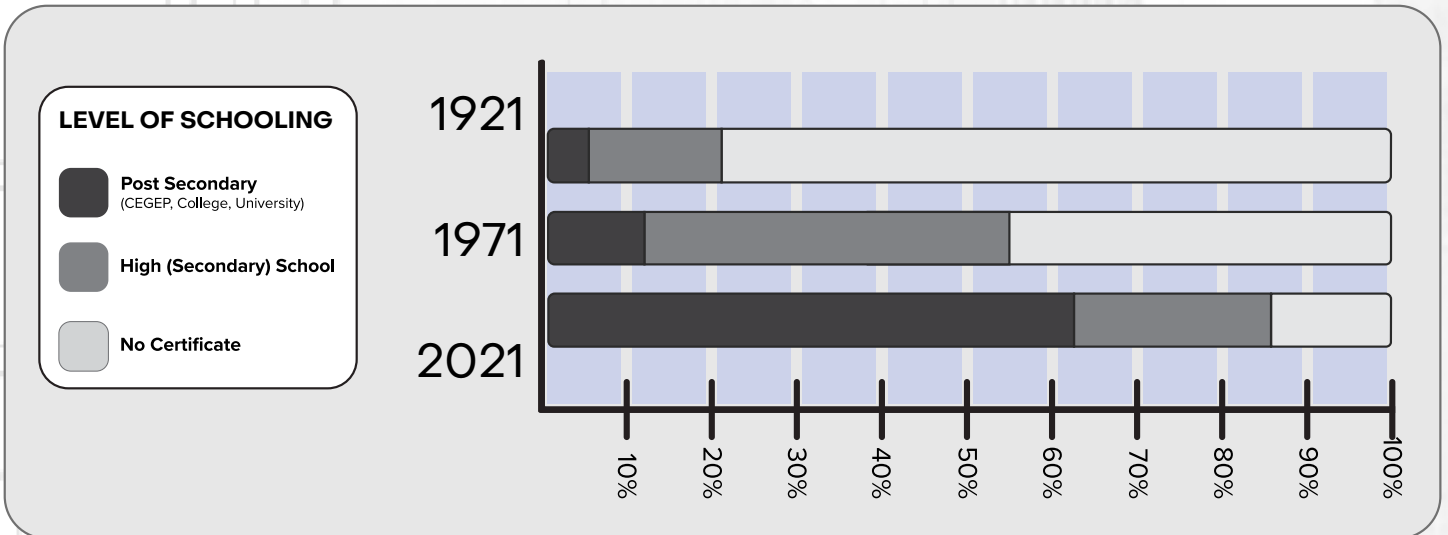
tier of jobs in 1921, by 2021 female Accountants and all Teachers no longer receive the highest average salaries. Jobs with lower average wages in 1921 (Bricklayer, Cook, Electrician, Machinist, Retail Sales, Transit Driver) still had lower than average wages in 2021 but have greater separation from the higher wage jobs.

Also worth noting is the change in the difference in average wage by gender between 1921 and 2021. While in 2021 the higher wage jobs still have large average wage differences between men and women, the difference is not as great as it was in 1921, except for Accountants. For lower wage jobs, the differences between average wages for men and women became much smaller by 2021, except for Retail Sales, which doesn't show a large difference in either 1921 or 2021. Although the differences were reduced, in 2021 men still showed higher than average wages for all of these occupations.



# TORONTO'S WORKFORCE THEN & NOW

## EDUCATIONAL ATTAINMENT 1921, 1971 AND 2021



This chart shows the average highest level of school among the population for 1921, 1971 and 2021. 1971 was added to show the change over the past fifty years.

In 1921 only about 5% of the population had completed post-secondary education. That rose to 12% by 1971 and to 62% by 2021.

In 1921 about 16% of the population had completed high school. That rose to about 27% by 1971 and fell to about 21% by 2021. This decline is not surprising given the

dramatic increase in the share of the population with post-secondary education in 2021.

In 1921 79% of the total population did not have a high school diploma. It was still at 61% in 1971 but fell to just 17% in 2021.

The past century has seen a significant increase in the educational attainment of Toronto's workforce with much of that change occurring over the past fifty years.

# TORONTO'S WORKFORCE THEN & NOW

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