



Goal: Making Ends Meet and Working Well

Our residents have adequate income to cover the costs of basic necessities, and have access to a broad range of healthy employment opportunities.

Healthy City for All Target

- By 2025: reduce the city's poverty rate by 75 per cent.
- To 2025: increase median income by at least three per cent every year.

Indicators in this Fact Sheet

- Vancouver's Economic Development
- Income Inequality and Polarization
- Poverty
- Working Poor
- Median Income
- Unemployment
- Job Quality
- Mental Health and the Workplace
- Living Wage Employers

Key Findings

- Vancouver is developing a **diverse 21st-century economy** focused on emerging creative sectors.
- However, wealth in Metro Vancouver is **inequitably distributed**.
- Vancouver has **high rates** of people with low incomes compared to other cities.
- Many low income people in Vancouver are **working**; for many people, having a job does not mean escaping poverty.
- Precarious employment is **increasing**, with fewer people having full-time, secure work.

Why it Matters

Vancouver is a city that can be understood in multiple ways: it is a growing, liveable city with a thriving economy, a hub for new technology start-ups and a leader in both green jobs and enabling social enterprise. It is also a city with high rates of poverty and with many people struggling to make ends meet.

Income is a strong determinant of health and well-being. There are clear direct health consequences to poverty: those of us with less money are more likely to suffer from chronic conditions, to live with disabilities, to require the use of health services, to suffer from mental distress and to die earlier. These inequities have social and economic costs that affect us all.

Poverty impacts other areas of our lives as well. Our housing choices, food security, access to education and employment, working conditions, transportation choices, recreation activities, social inclusion and early childhood development are all related to how much money we make. Inequitable distributions of wealth result in differing levels of well-being and quality of life. This impacts the health of our entire community.

The way we obtain our incomes also has the potential to influence our health. Many of us spend a significant amount of time each week at work, but not all workplaces are healthy. Factors such as employment security, physical conditions, work pace and stress, working hours, work safety, opportunities for self-expression and individual development, social relations and work-life balance all have a major role to play in our overall well-being.

Making ends meet and working well mean ensuring that income is distributed more evenly in our society, and ensuring healthy work environments and jobs. These steps benefit us as individuals, but they also benefit our families, our communities, our employers and the economy as a whole.

About this Fact Sheet

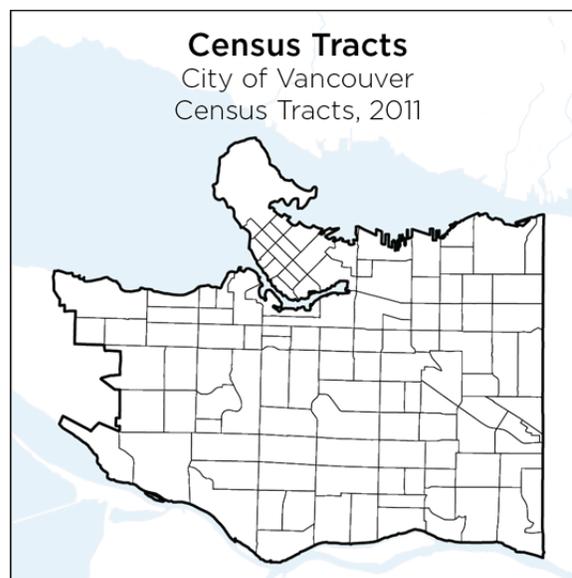
This series reports on social indicators and trends related to the 12 long-term goals of the City of Vancouver's Healthy City Strategy. More information on the Strategy is available online at vancouver.ca/healthycity4all. *Making Ends Meet and Working Well* explores indicators of healthy income and employment, exploring whether Vancouverites are able to survive and, ideally, thrive.

Social research is always imprecise and uncertain. Collaboration, replication and information sharing are crucial to building a more complete and rigorous picture of health and well-being in Vancouver. Readers are encouraged to provide feedback, ask questions and to engage in exploring and interpreting the information presented here.

Areas of Study

Information in this fact sheet is presented for a number of different geographies. Comparisons between Vancouver and other cities refer to individual local governments, as defined by Statistics Canada's census subdivisions. Comparisons between Metro Vancouver and other regions refer to census metropolitan areas. Some statistics are presented for the Vancouver Health Service Delivery Area (HSDA) or for the Vancouver "postal city", which include the Musqueam First Nation community and the University of British Columbia endowment lands.

Some information is broken down to areas within the City of Vancouver. The map below left illustrates Vancouver's local planning areas (neighbourhoods). Readers should note that the Dunbar-Southlands local area includes the Musqueam community, but it is not included in citywide figures unless otherwise noted.



This fact sheet makes use of information organized by census tract. The above right map illustrates the 117 census tracts used in 2011 for the City of Vancouver and Musqueam. As population growth occurs, census tracts are divided, so data from earlier years are plotted in fewer, larger tracts.

Engaging with Data Sources

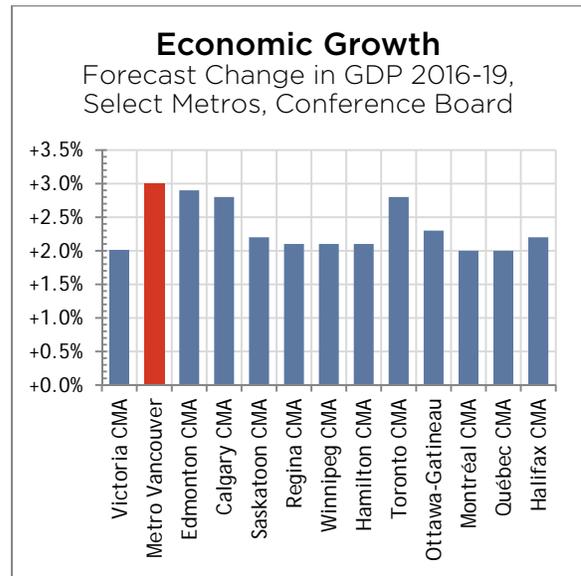
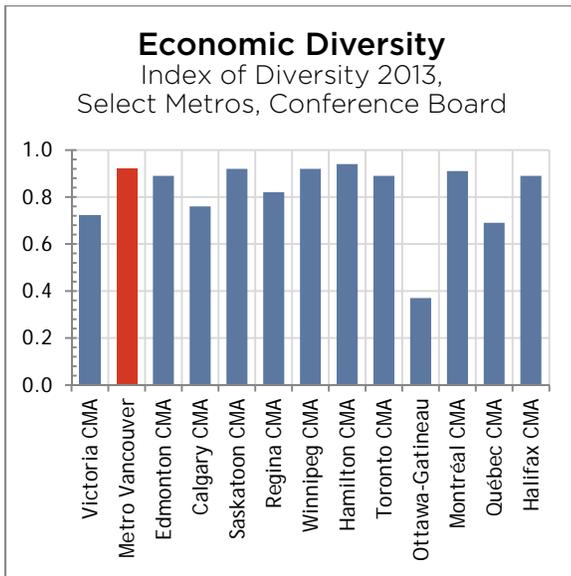
Sources used are noted in each section of this fact sheet. Key online resources include:

- Information from Statistics Canada's Census of Population and National Household Survey is available online at statcan.gc.ca. Custom neighbourhood profiles ordered by the City of Vancouver are available at data.vancouver.ca.
- Information from other major Statistics Canada surveys, such as the Labour Force Survey or Survey of Labour and Income Dynamics, are often published in tables in the CANSIM database, accessible at www5.statcan.gc.ca/cansim.

Indicator: Vancouver’s Economic Development

Vancouver’s Economic Action Strategy, completed in 2011, sets out Vancouver’s economic development plans and priorities for the years to come. The strategy’s economic vision is: “A high-performing economy that successfully leveres the City’s global profile and its momentum as a centre of innovation and entrepreneurship.” Working toward this vision includes a particular focus on Vancouver’s strengths, including creativity and innovation; amenities; and a multicultural character. Vancouver is taking advantage of its ethnically and linguistically diverse population and its access to the world market, with a specific focus on Asia. Vancouver’s highly diverse economy is further strengthened by its rapidly growing knowledge industries, particularly in creative and green sectors. It also has a strong foundation of traditional industries: tourism, forestry, mining, and transportation and logistics.

Economic reports and forecasts from the Conference Board of Canada show Metro Vancouver to have a diverse economy compared to many other major census metropolitan areas in Canada, and a projection for a higher rate of growth in Gross Domestic Product (GDP) as well.

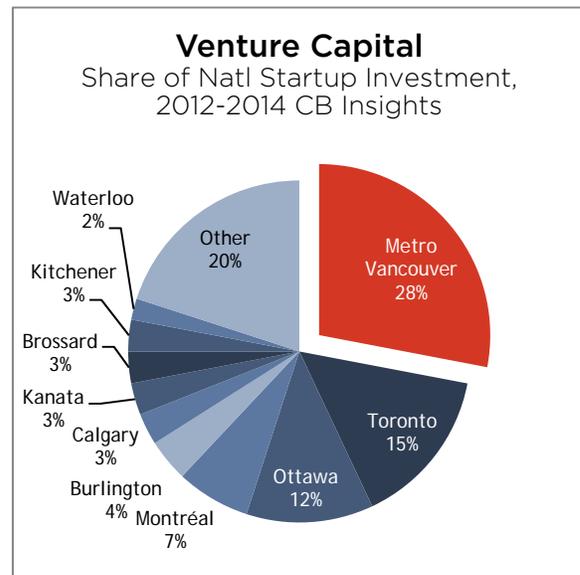


However, GDP is only one measure of economic success, and one that privileges a certain conception of growth. GDP measures only the value of goods and services produced. Vancouver has set targets and monitors progress toward economic, ecological and social sustainability through its Economic Action Strategy; the Greenest City Action Plan; and now the Healthy City Strategy.

Economic/Sector Strengths

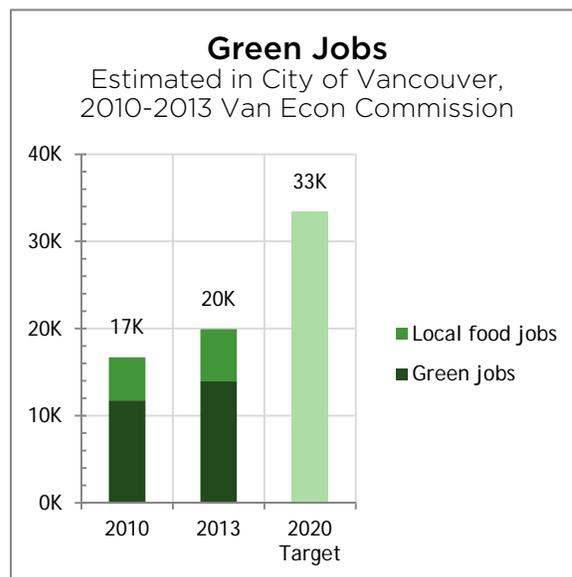
The Vancouver Economic Commission has identified a number of key sectors that represent economic strengths for Vancouver:

- **Tech:** Vancouver has a productive tech ecosystem; outstanding talent; successful local companies; and leading multi-nationals. Vancouver’s strengths include business intelligence, content management, software as a service, e-commerce, security, digital video, genomics, social media and web technologies. Vancouver received the most venture capital investment in 2012-2014 of any city in Canada.



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- **Digital Entertainment and Interactive:** Vancouver is a global centre for animation and special effects; film & TV; gaming; interactive design; and digital media, with over 1,000 companies employing over 16,000 people.
- **Green Economy:** The green economy—comprised of local food, green buildings, clean technology, and sustainability services—in Vancouver is growing faster than traditional sectors of the economy. Green and local food jobs in Vancouver increased by 19 per cent between 2010 and 2013, or a rate of 6 per cent annually. The Greenest City Action Plan sets a target of doubling the number of green jobs in the City of Vancouver by 2020.
- **Life Sciences:** Vancouver is home to British Columbia's life sciences industry, with special expertise in biotechnology. 14,000 people work in the industry.
- **Social Enterprise:** Vancouver is a world leader in social enterprise, which makes social and environmental change through new business models.



Future Plans

Key economic development plans for Vancouver include:

- implementation of Vancouver's Digital Strategy to enhance engagement and access, digital infrastructure and support to the digital economy;
- launching a Green and Digital Demonstration Program to showcase local technology in City assets;
- building a Broadway rapid transit line;
- developing an Innovation Hub for the tech and social enterprise sectors;
- becoming the greenest city in the world by 2020; and
- becoming the main financial clearing centre for the Chinese renmimbi currency.

Data Sources

Information in this section comes from the Vancouver Economic Commission. Information and documents, including Vancouver's Economic Action Strategy, research into green jobs and information on key sectors, can be found online at www.vancouvereconomic.com.

Measures of economic diversity and projections for metropolitan GDP are adapted from the Conference Board of Canada's Autumn 2014 and Winter 2015 *Metropolitan Outlook*. More information on accessing this series is available at www.conferenceboard.ca.

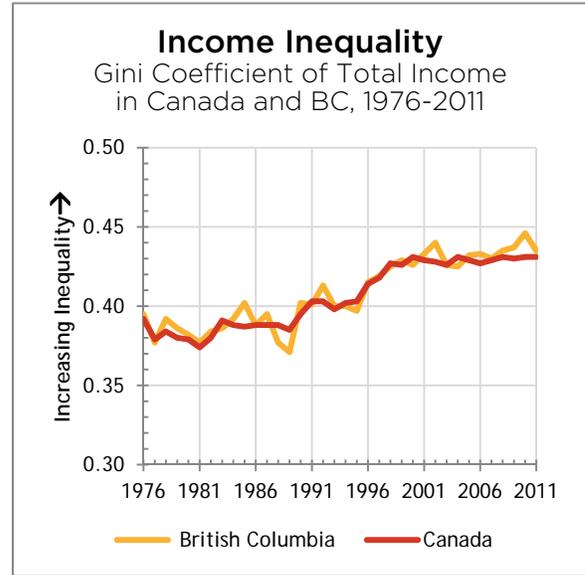
Statistics on venture capital investment in cities is from CB Insights' analysis of its venture capital database: www.cbinsights.com/blog/canadian-vc-startup-funding.

Additional information on the high technology sector can be found at www.bcstats.gov.bc.ca/StatisticsBySubject/BusinessIndustry/HighTechnology.aspx.

Indicator: Income Inequality and Polarization

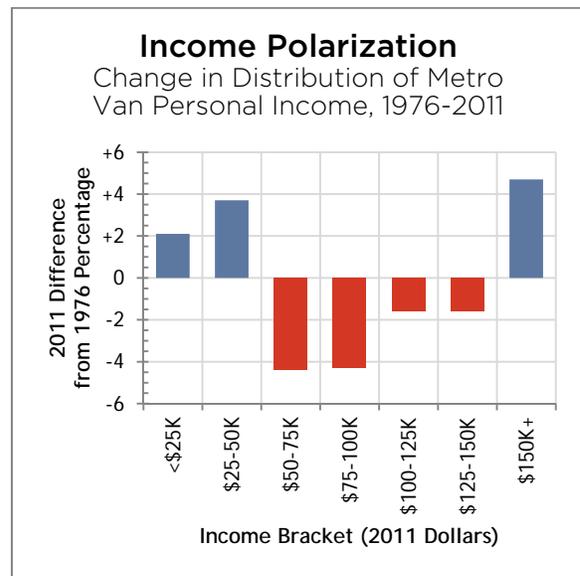
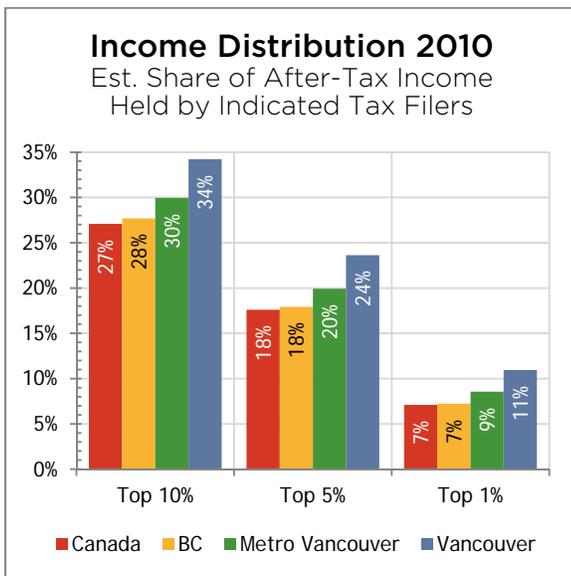
Some of the factors that give rise to inequality are unavoidable, but others are influenced by policy decisions. Of the 34 countries in the Organization for Economic Co-operation and Development (OECD), Canada’s income inequality was 12th highest in 2011. Factors impacting inequality identified by the OECD included:

- demographic patterns and household structures, such as smaller household sizes (more people living alone) and an aging population;
- the increasing economic insecurity of youth;
- the growth of precarious and non-standard employment; and
- the degree of income redistribution performed by taxes and public services.



One typical measure of inequality is the Gini index, which is a scale from hypothetical extremes of zero (complete equality) to one (all wealth concentrated in one hand). In both Canada and British Columbia, inequality increased in the 1990s to its current level. Wealth has become concentrated in a smaller proportion of the population.

Vancouver has a higher concentration of wealth than British Columbia or Canada overall. Within the City of Vancouver, the top 10 per cent of the population received 34 per cent of total after-tax income in 2010; the top five per cent received 24 per cent; and the top one per cent received 11 per cent.



Deindustrialization and globalization have transformed western cities over the past several decades, which impacts income distribution. The generally accepted argument is that the shift from well-paid manufacturing jobs to low-paid service jobs has resulted in a smaller middle class and increased income polarization.

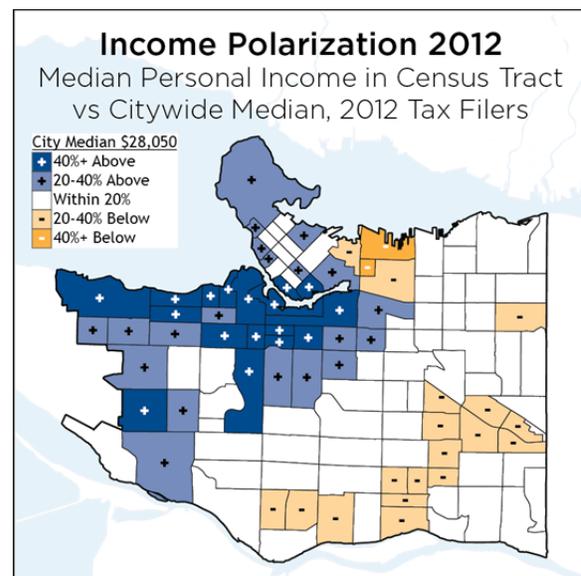
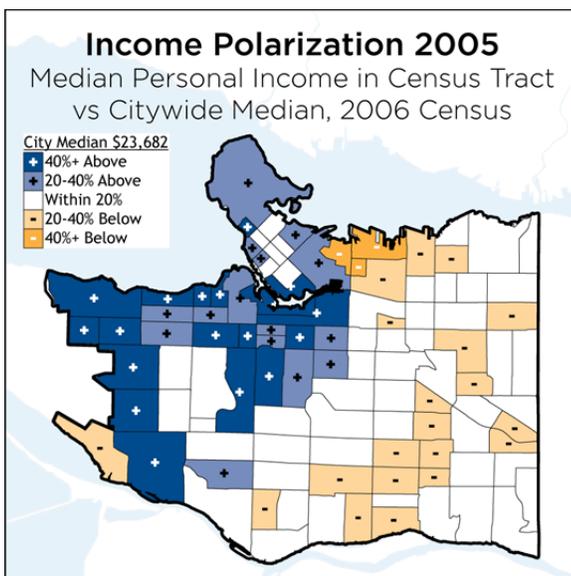
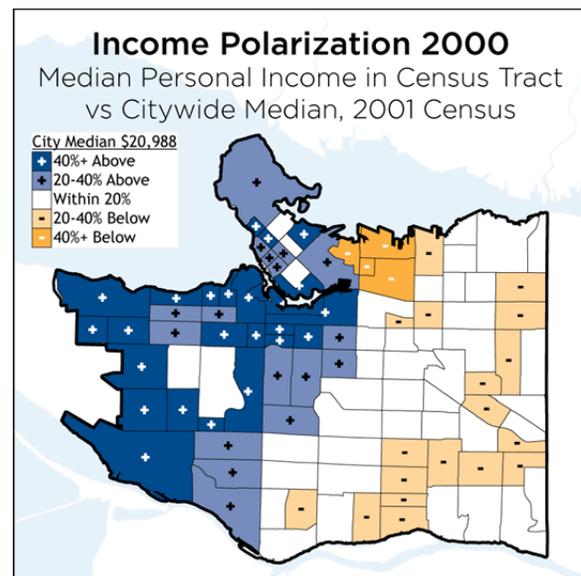
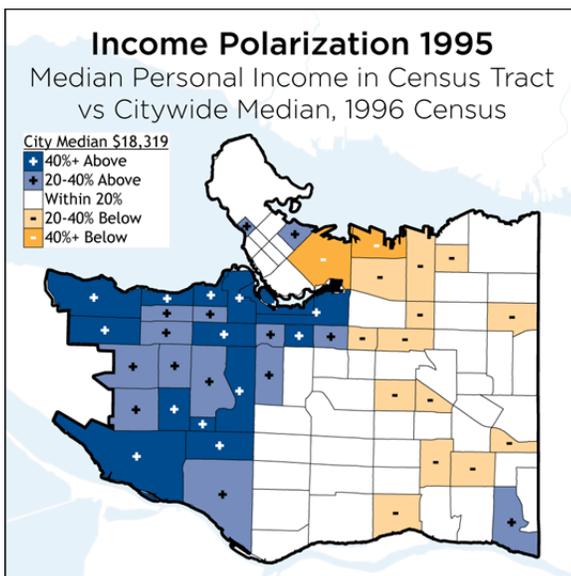
Some evidence of polarization can be seen within Metro Vancouver. Since the 1970s, there has been a fairly consistent decline in the proportion of people earning between \$50 thousand and \$100 thousand (in 2011 dollars). In 1976, 38 per cent of Metro Vancouverites’ personal incomes fell into this category, but in 2011 this percentage had been reduced to 29 per cent.

Social Indicators and Trends 2014: Making Ends Meet and Working Well

Polarization is also evident geographically within the city, even as median personal income has increased. One methodology for assessing polarization within a geographical area is to compare the average income of neighbourhoods to the overall average. This approach, used by researchers such as David Hulchanski in Toronto and David Ley in Vancouver, has been used to track change over time in many Canadian cities. Since the 1970s, these researchers find that there has been a reduction in the number of middle-income neighbourhoods and cities have become more polarized.

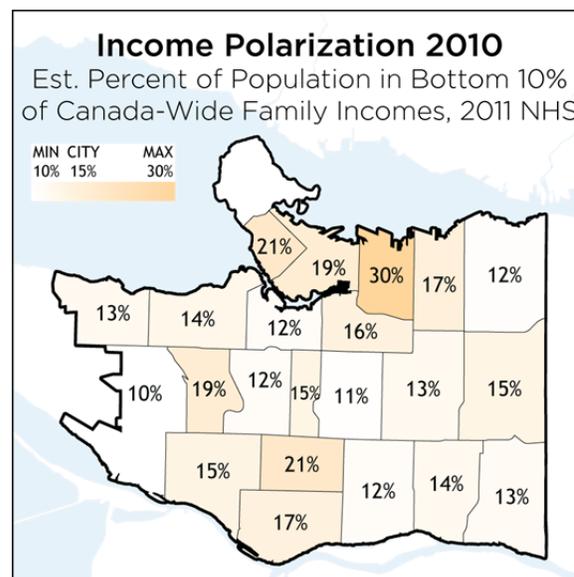
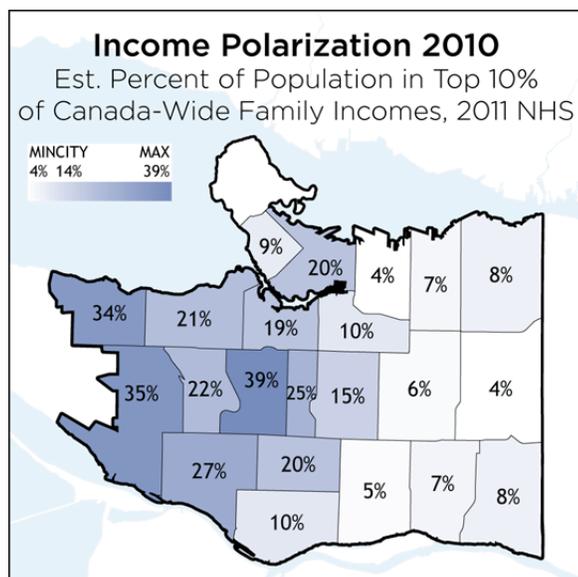
There are many permutations and variations of this approach. The maps below compare median before-tax personal income in each Vancouver census tract to the overall citywide median. The number of census tracts within 20 per cent of the citywide median decreased from 1995 to 2005, while a small increase in the number of tracts below the median occurred.

The elimination of the long-form census in 2011 makes it impossible to continue direct comparisons, but data from income tax filers in 2012 show continued change in different areas of Vancouver.



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Incomes in Vancouver are more polarized than Canada as a whole. However, this is realized in different ways in different parts of Vancouver. In Vancouver in 2010, 15 per cent of individuals fell into the bottom 10 per cent of Canada's income distribution, while 14 per cent fell into the top 10 per cent. The highest concentrations of the nation's top 10 per cent were found in west side neighbourhoods, but the bottom 10 per cent were not distributed clearly. No neighbourhood had less than 10 per cent of its population in the bottom 10 per cent of nationwide incomes, and Arbutus-Ridge and Oakridge stood out as having relatively high concentrations. These patterns may relate to the populations of seniors in each neighbourhood.



Data Sources

International comparisons and trends are adapted from the 2011 OECD report "How's Life? Measuring well-being," available at oecd.org/statistics.

Gini coefficients are derived from Statistics Canada CANSIM Table 202-0709, Gini coefficients of market, total and after-tax income of individuals, based on income tax statistics.

Personal income brackets from 1976 to 2011 are adapted from Statistics Canada CANSIM Table 202-0401, Distribution of Total Income.

1995, 2000 and 2005 income distributions are adapted from the 1996, 2001 and 2006 Census of Population.

2010 and 2012 income tax filer income statistics are adapted from Statistics Canada's T1 family file, annual estimates for individuals and families, obtained through the Community Data Consortium, Canadian Council on Social Development. Statistics Canada makes no representation or warranty as to, or validation of, the accuracy of any Postal CodeOM data, including the custom data prepared to measure top income earners' share of incomes.

2010 income statistics comparing Vancouver neighbourhoods to national deciles are adapted from Statistics Canada's 2011 National Household Survey. This information is not directly comparable to census or income tax data.

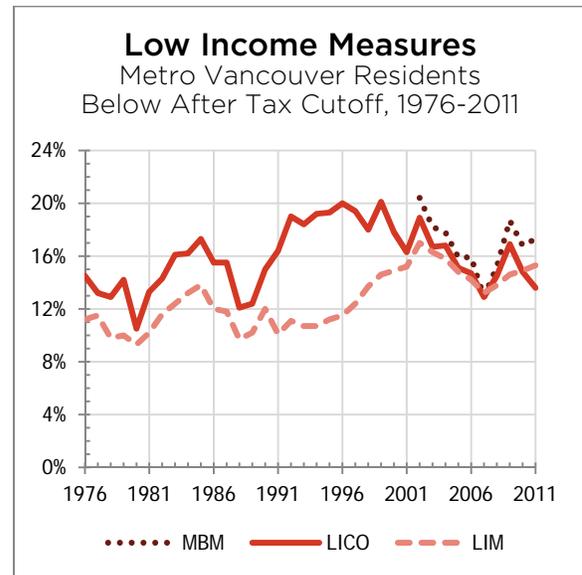
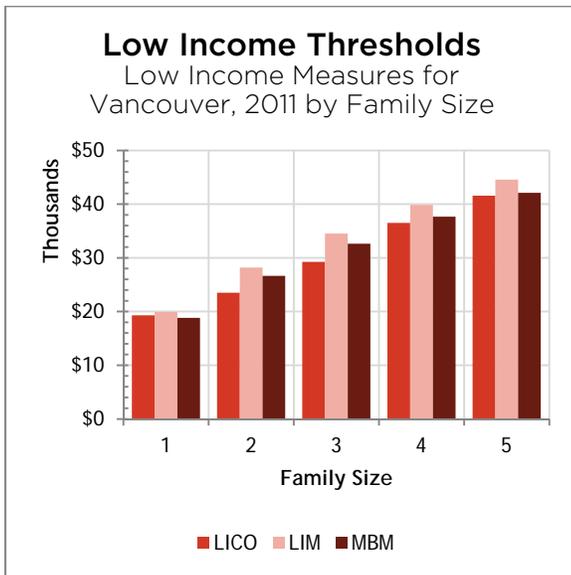
Further information on approaches to measuring polarization, and research from other Canadian cities, can be found at neighbourhoodchange.ca.

Indicator: Poverty

Setting a target for poverty reduction requires understanding how poverty is measured. Poverty is about much more than just income levels, but low income measures are usually used as a surrogate. The following three measures of low incomes are the ones most commonly used in Canada:

- the **Low Income Cut-Off (LICO)**, which approximates the income levels at which families spend 20 percentage points more than the average family on basic necessities of food, clothing and shelter;
- the **Low Income Measure (LIM)**, in which the low income line is set at half of the population’s median income, adjusted for family size; and
- the **Market Basket Measure (MBM)**, which compares family income to the cost of a basket of essential goods and services.

No individual measure is best for reporting on poverty, as each is based on different calculations and subject to different sources of error. Until recently, the LICO had generally been the most commonly cited measure in Canada. However, the change from a mandatory census to the voluntary National Household Survey has meant that statistics are now commonly reported using the LIM. The graphs below illustrate how each measure is put into practice in Metro Vancouver:

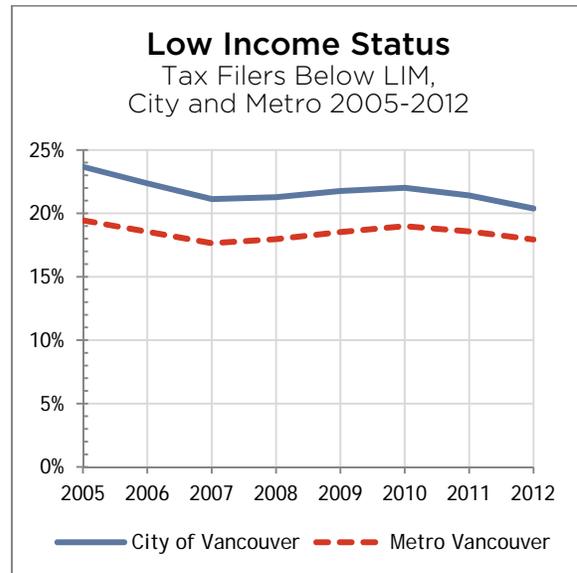
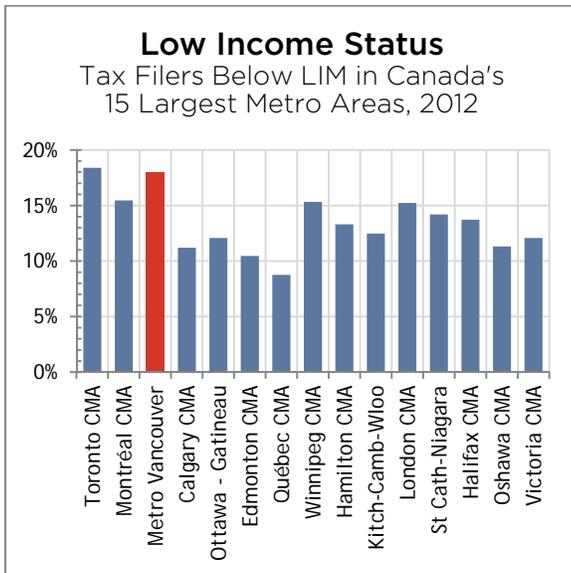


The upper left graph provides the actual values of each low income threshold for different family sizes in Vancouver in 2011. For example, in 2011 a family of four earning less than \$36,504 after tax would be considered low income using the LICO, \$39,860 using the LIM and \$37,663 using the MBM.

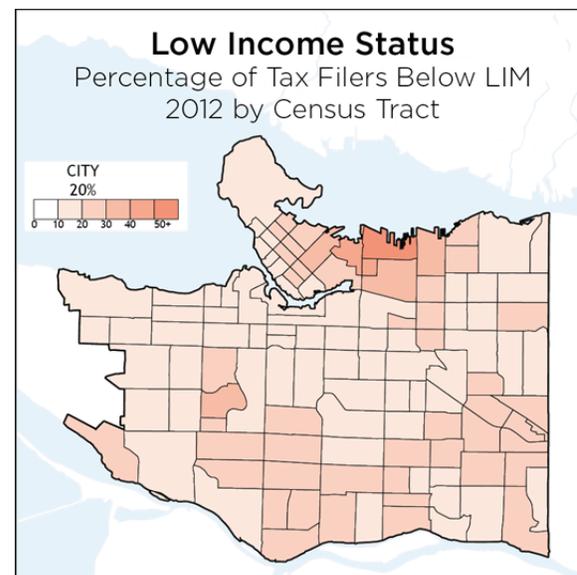
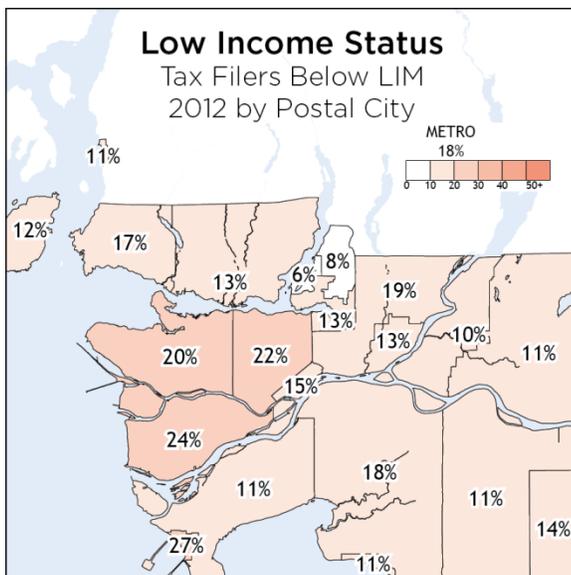
The upper right graph plots the rate of Metro Vancouver residents in low income families using each of these measures over time, based on after-tax income. Metro Vancouver’s long-term low income trends are unclear, especially given the differences in each measure.

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Compared to other large Canadian cities, Vancouver has a high rate of people with low incomes. Among the largest census metropolitan areas in Canada, Metro Vancouver had the second highest percentage (18 per cent) of tax filers below the after-tax LIM in 2012. The City of Vancouver has consistently had a higher rate than the overall region, with 20 per cent of tax filers considered low income in 2012. However, the low income rate in both the region and the city has decreased since 2005.



Within Metro Vancouver, residents of Richmond, Burnaby and Vancouver were most likely to be considered low income in 2012, while residents of Anmore and Belcarra were least likely. Within Vancouver, the highest rate of low income persons was found in census tracts in the Downtown Eastside. Relatively high concentrations of people with low incomes were found in areas across the city.



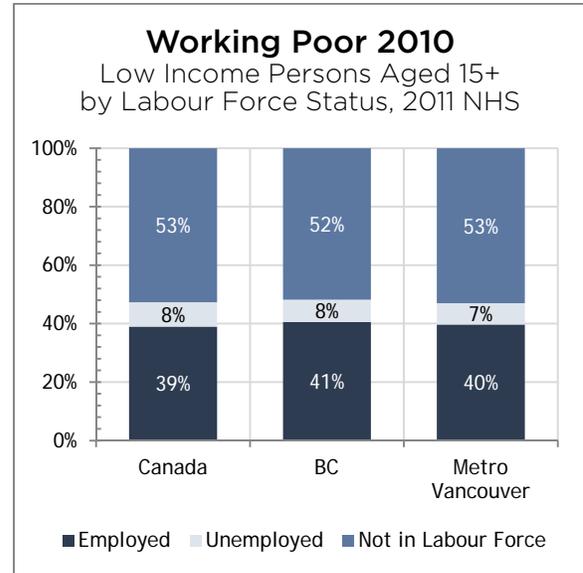
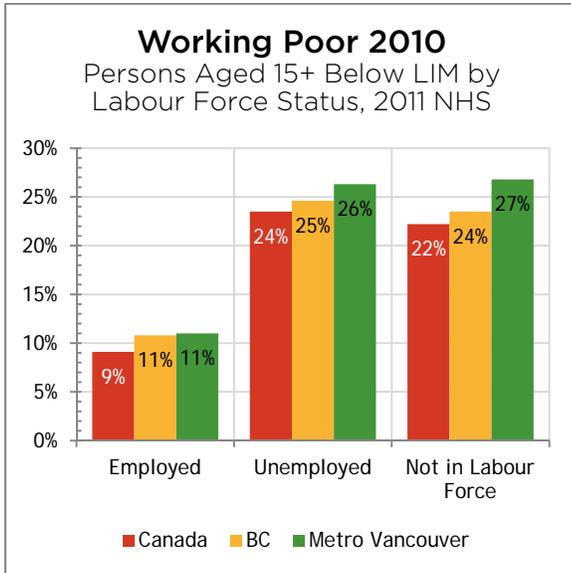
Data Sources

Low income thresholds and statistics over time are adapted from Statistics Canada's CANSIM table 202-0802, Persons in Low Income Families.

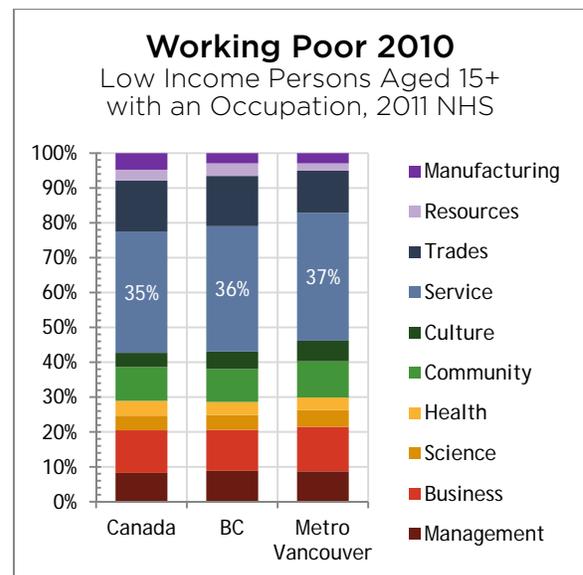
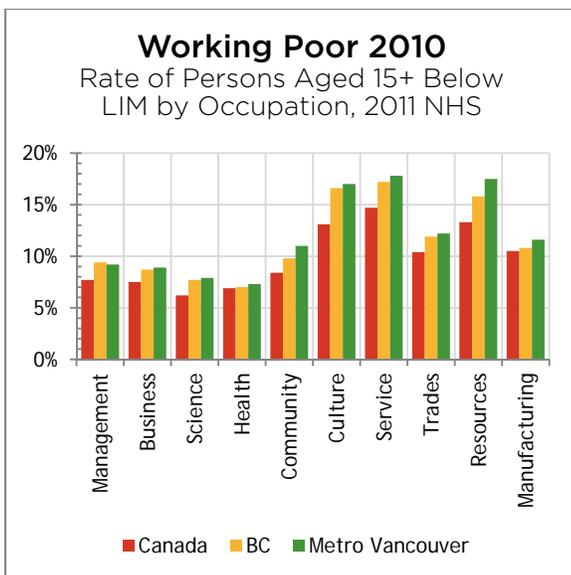
2012 low income figures are based on income tax statistics adapted from Statistics Canada's T1 family file, obtained through the Community Data Consortium, Canadian Council on Social Development. Note that tax filer figures refer to the Vancouver "postal city", which includes Musqueam and UBC.

Indicator: Working Poor

Addressing poverty is not just a matter of increasing employment; many working people have low incomes and struggle to make ends meet. In 2010, 40 per cent of Metro Vancouver’s low income population were working, and a further seven per cent were in the labour force but unemployed. On average, low income persons worked for an average of 36 weeks of the year.



Correlations exist between low income status and different occupations. People with sales and service occupations were most likely to be considered low income in 2010, followed by occupations in arts, culture, recreation and sport; and those in natural resources and agriculture. Because the service industry employs so many people, 37 per cent of low income persons with an occupation held sales and service jobs in 2010.

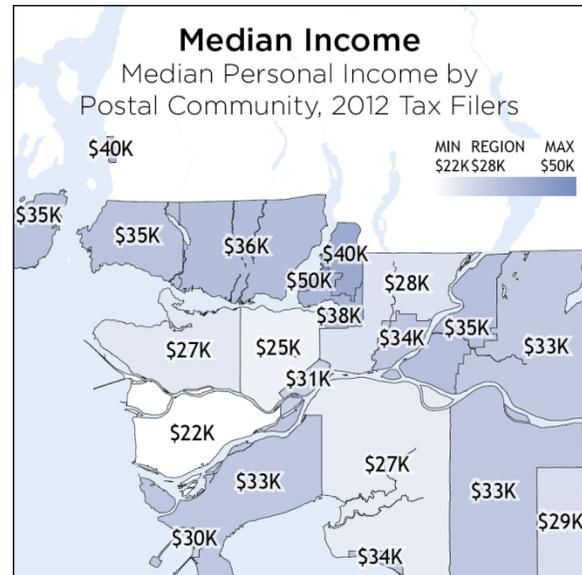
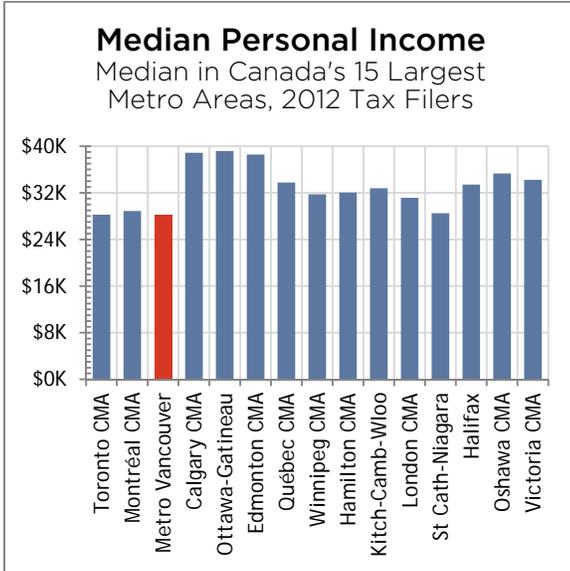


Data Sources

Information in this section is adapted from cross-tabular data from Statistics Canada’s 2011 National Household Survey; no alternative data source is available, so readers are advised to interpret these figures with caution. Occupations are classified according to the National Occupational Classification.

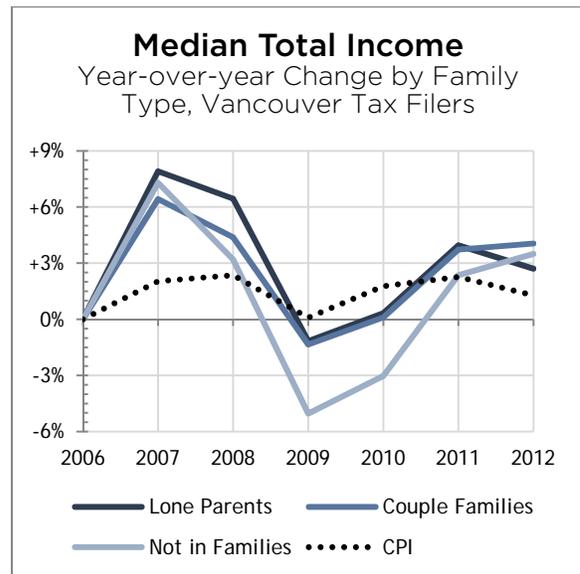
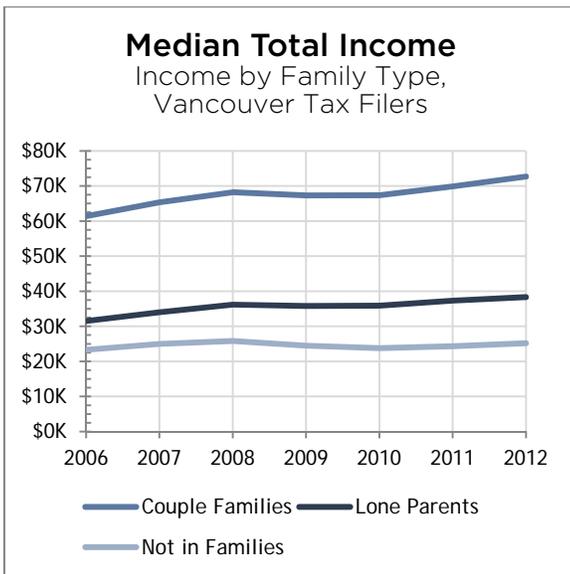
Indicator: Median Income

Median incomes in Vancouver are relatively low. Metro Vancouver tax filers reported a median income of \$28,220 in 2012, the lowest of census metropolitan areas (CMAs) over 200 thousand persons, and the fourth lowest of all CMAs in Canada. Within the metropolitan area, the median for the City of Vancouver, Musqueam and UBC was even lower, at just under \$27 thousand in 2012.



There is a wide disparity in income for different family types in Vancouver. Median income for couple families (with or without children) was over \$70,000 in 2012, but under \$40,000 for lone parent families.

In recent years, change in median incomes in Vancouver appears to be cyclical. When inflation has been relatively high, incomes have grown at a faster rate. Conversely, when inflation has been relatively low, median incomes have fallen.

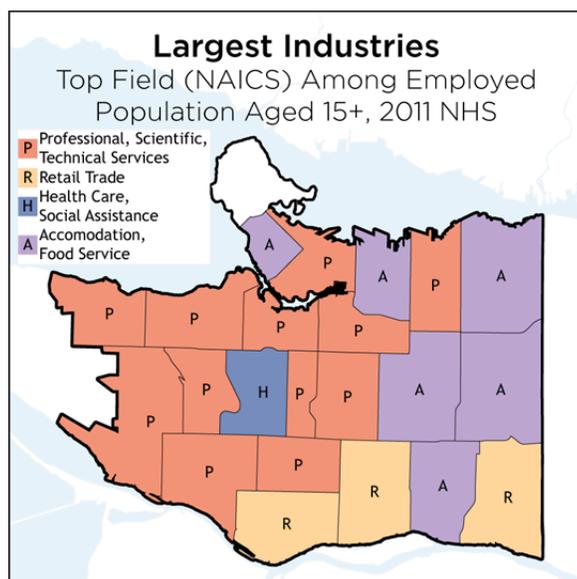


Data Sources

Income tax statistics are adapted from Statistics Canada's T1 family file, annual estimates for individuals and families. These data are obtained through the Community Data Consortium, Canadian Council on Social Development. Data are calculated for the Vancouver "postal city", which includes Musqueam and UBC.

Indicator: Industries and Occupations

Urban economies have changed over the past decades. Vancouver has seen different industries ebb and flow as global and local trends have changed. Jobs in natural resources and manufacturing have decreased, and more people are working in professional, science and technical services and the technology sector. Comparing industries over time is difficult due to changing categorization systems, and exacerbated by the loss of the long-form census in 2011. The information below uses North American Industry Classification System (NAICS) categories to identify the largest industries of people living in an area:



Largest Industries			
Top Fields (NAICS) among Employed Population Age 15+, 2001-2011			
	2001 Census	2006 Census	2011 NHS
Canada	1 Manufacturing	1 Manufacturing	1 Retail trade
	2 Retail trade	2 Retail trade	2 Health
	3 Health	3 Health	3 Manufacturing
	4 Accom/food	4 Education	4 Education
	5 Education	5 Accom/food	5 Public admin
BC	1 Retail trade	1 Retail trade	1 Retail trade
	2 Health	2 Health	2 Health
	3 Manufacturing	3 Manufacturing	3 Construction
	4 Accom/food	4 Accom/food	4 Accom/food
	5 Education	5 Construction	5 Prof/sci/tech
City of Vancouver	1 Prof/sci/tech	1 Prof/sci/tech	1 Prof/sci/tech
	2 Accom/food	2 Health	2 Health
	3 Health	3 Accom/food	3 Accom/food
	4 Retail trade	4 Retail trade	4 Retail trade
	5 Manufacturing	5 Education	5 Education

Location quotients offer another way to identify the character of employment patterns, by comparing industries' share of employment in a city to their share nationwide. The tables below present the industry with the largest quotient—the most disproportionately active industry in each city. The table at left makes this calculation for people living in each city, while the table at right refers to jobs located within each city.

Standout Industries - Population	
Largest Location Quotient for Emp Pop 15+ Living in Canada's 15 Largest Cities, 2011 NHS	
City	Industry Employing City Residents
Toronto	Information and cultural industries
Montréal	Information and cultural industries
Calgary	Mining, quarrying, and oil and gas extraction
Ottawa	Public administration
Edmonton	Mining, quarrying, and oil and gas extraction
Mississauga	Finance and insurance
Winnipeg	Utilities
Vancouver	Information and cultural industries
Québec	Public administration
Brampton	Transportation and warehousing
Hamilton	Manufacturing
Surrey	Transportation and warehousing
Halifax	Public administration
Laval	Wholesale trade
London	Finance and insurance

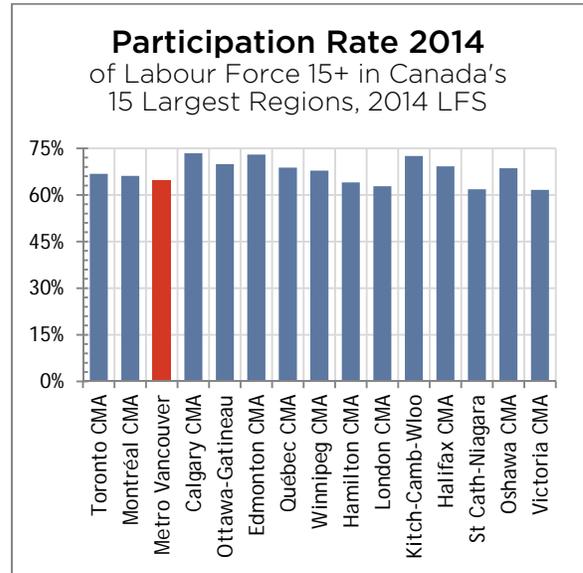
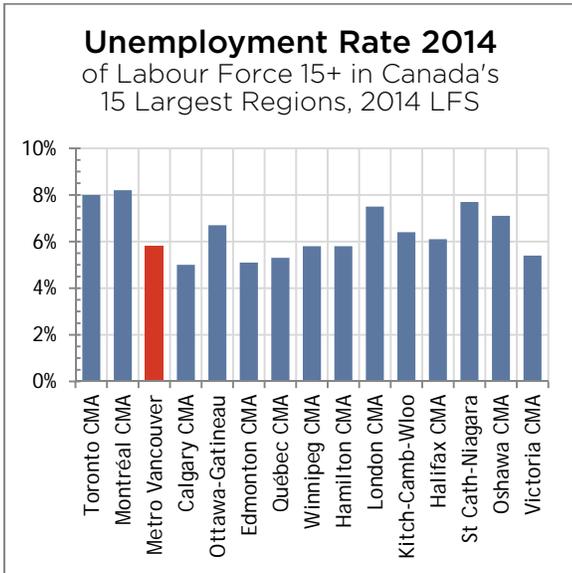
Standout Industries - Jobs	
Largest Location Quotient for Pop Employed in Canada's 15 Largest Cities, 2011 NHS	
City	Industry Employing People Working in City
Toronto	Finance and insurance
Montréal	Information and cultural industries
Calgary	Mining, quarrying, and oil and gas extraction
Ottawa	Public administration
Edmonton	Construction
Mississauga	Transportation and warehousing
Vancouver	Professional, scientific and tech. services
Winnipeg	Utilities
Québec	Public administration
Hamilton	Educational services
Halifax	Public administration
London	Finance and insurance
Brampton	Transportation and warehousing
Laval	Construction
Vaughan	Manufacturing

Data Sources

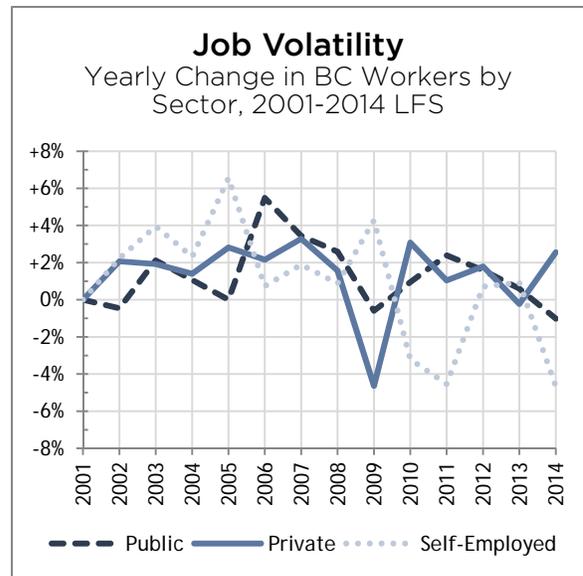
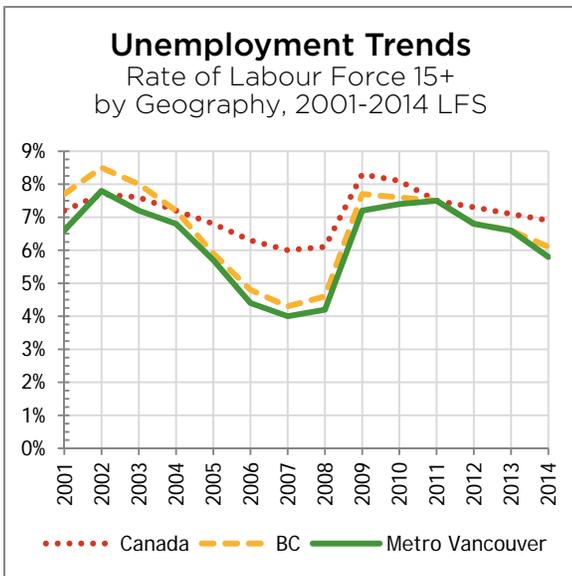
Estimates are adapted from Statistics Canada's 2001 and 2006 Census of Population, and the 2011 National Household Survey. 2011 Place-of-work estimates are obtained through the Community Data Consortium, Canadian Council on Social Development. Readers are advised to use caution in interpreting NHS estimates.

Indicator: Unemployment

In 2014, the unemployment rate in Metro Vancouver was 5.8 per cent. This was lower than the provincial and national, and lower than many urban centres across the country. However, the labour force participation rate in Metro Vancouver was under 65 per cent, also lower than in many other cities.



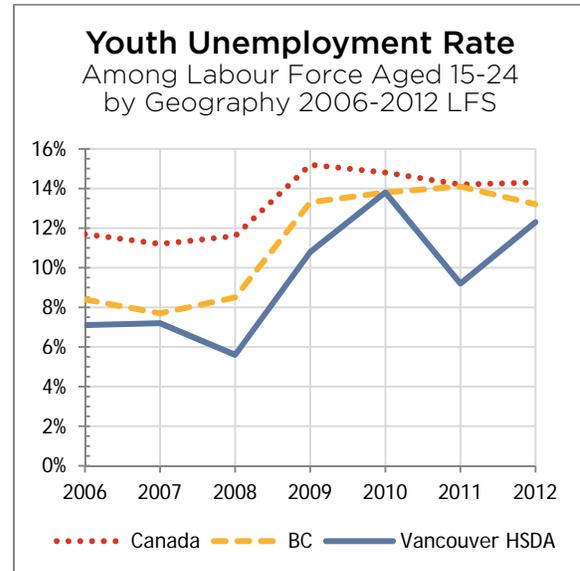
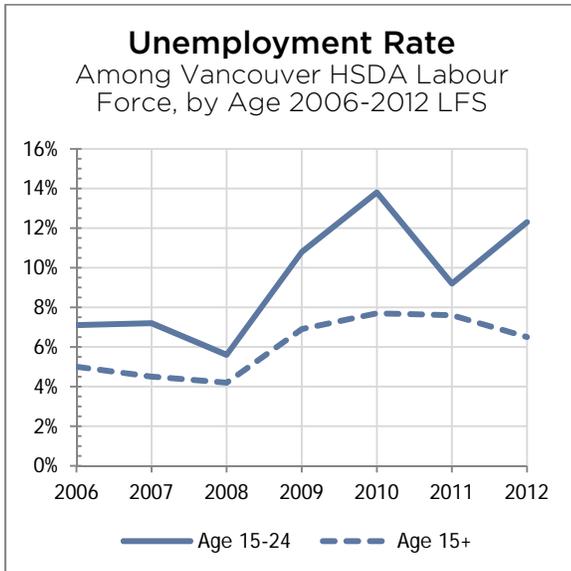
Changes in the unemployment rate in Metro Vancouver closely track the overall provincial rate. There has been lower unemployment in BC than in Canada, but the provincial rate has varied. A particular change was seen from 2008 to 2009, when unemployment jumped almost three percentage points and nearly five per cent of private sector jobs were lost.



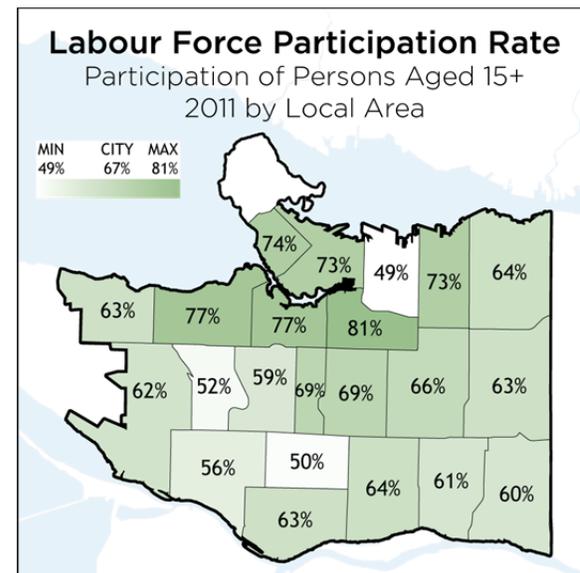
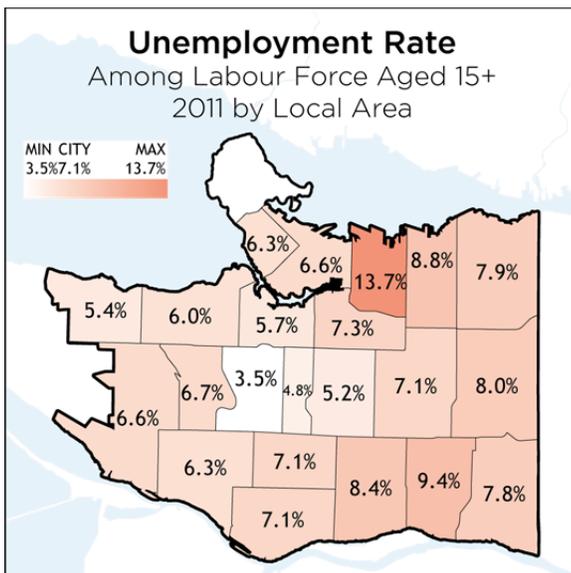
Internationally, Canada has relatively low unemployment. In 2011, Canada had the tenth highest employment rate out of 36 OECD countries. However, there are strong disparities within Canada among people of different ages, socioeconomic backgrounds and cultural origins, as well as spatial disparities.

Social Indicators and Trends 2014: Making Ends Meet and Working Well

A more detailed breakdown of some data is available for the Vancouver Health Service Delivery Areas (HSDA), which is the City of Vancouver, the Musqueam Community and the University of British Columbia and its endowment lands. Youth aged 15 to 24 who are looking for work in Vancouver are consistently less likely to be employed than the general population. Vancouver's youth unemployment rate has generally been lower than the provincial and national rates, but recent years have seen much more volatility locally. This may suggest that jobs available to youth are more sensitive to short-term changes in the economy.



Finally, National Household Survey estimates provide a snapshot of 2011 figures within Vancouver's neighbourhoods. Unemployment is generally higher on the east side of Vancouver than the west side. In 2011, unemployment was highest in Strathcona, while Shaughnessy had the lowest unemployment rates in Vancouver. Strathcona also had the lowest rate of participation in the labour force, but Arbutus-Ridge and Kerrisdale had similarly low rates.



Data Sources

Trends are adapted from Statistics Canada's Labour Force Survey, available in CANSIM's 282-series tables.

2011 unemployment and participation statistics are from Statistics Canada's 2011 National Household Survey, statcan.gc.ca. This information cannot be compared over time or with other data sources.

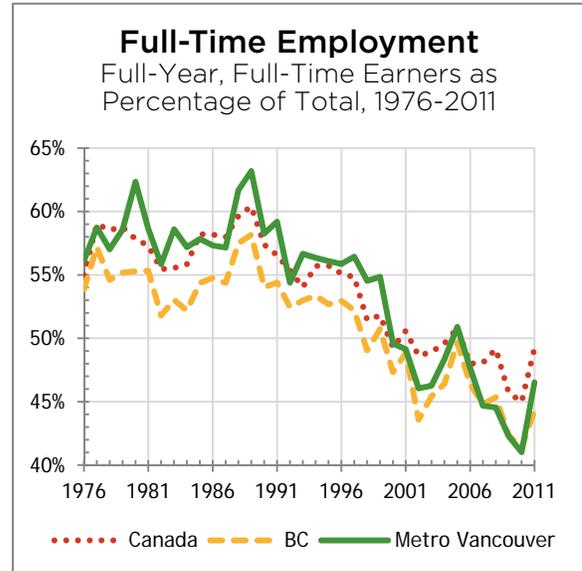
Indicator: Job Quality

While unemployment rates are valuable indicators of the quantity of jobs available, they tell little about the quality of jobs. A recent OECD report relates the quality of jobs to: measures of safety; earnings and benefits; security of employment and social protection; social dialogue, including unions and bargaining; and fulfillment and a positive work environment.

Precarious Employment

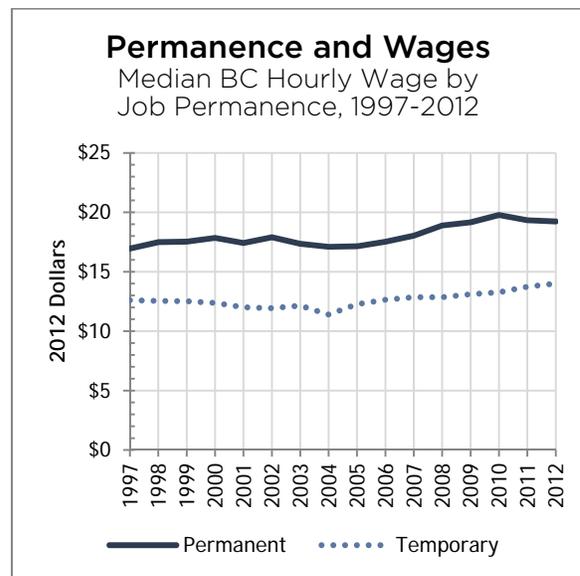
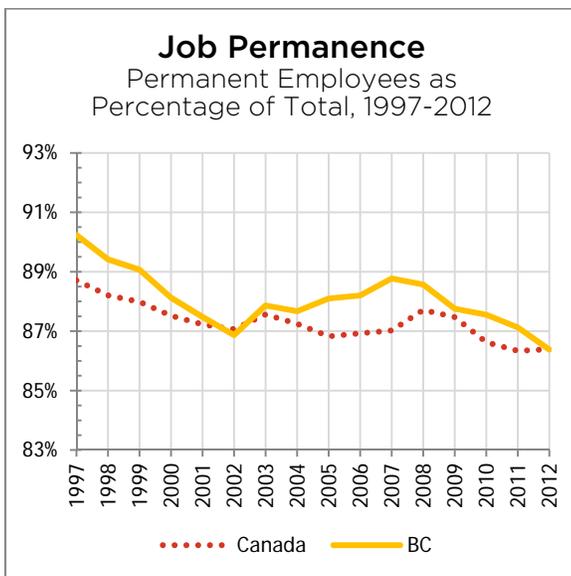
In Canada, BC and the region, the percentage of workers working in full-time positions are declining. Precarious employment, including non-standard work such as part-time employment, temporary employment, self-employment or multiple jobs, is on the rise.

As the economy has changed over the past decades, it has not necessarily resulted in equitable access to healthy employment opportunities. Nationwide surveys in the early 2000s revealed that job insecurity was higher for those with lower personal incomes, for the youngest and oldest members of the workforce, for those without full-time work and for those in service occupations. Workplace stress was higher for women and for unmarried workers, suggesting that they encountered more barriers to health, well-being and fulfillment.



Job Permanence

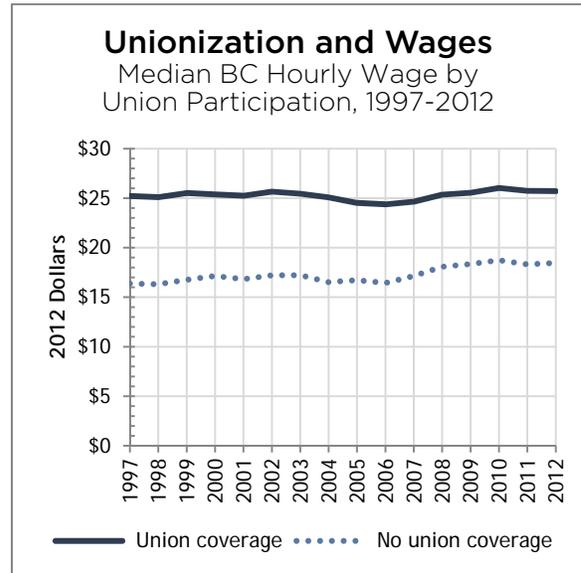
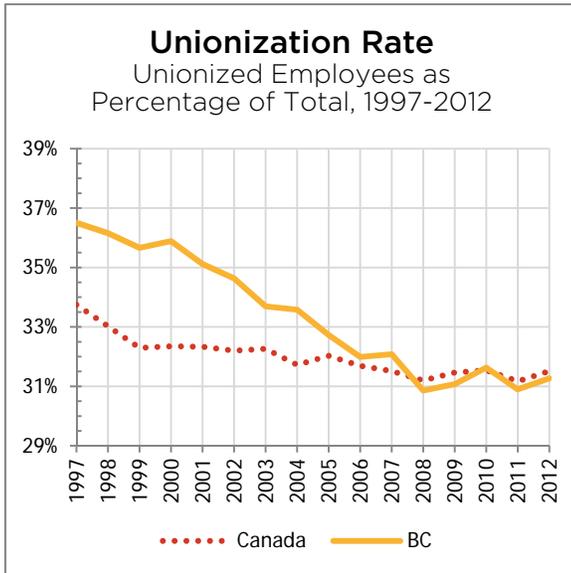
There has been a gradual reduction in the proportion of workers with permanent jobs. Temporary positions have increased, and temporary workers in British Columbia have consistently earned less per hour than full-time workers. In real terms, the median hourly wage for permanent workers increased by approximately 13 per cent from 1997 to 2012, while temporary workers' median wages increased by 11 per cent.



Unionization

Unions have played and continue to play an important role when it comes to the quality of work. The OECD has identified the presence of unions and higher unionization rates as indicators of increased job quality.

Unionization of the workforce has declined. The unionization rate across Canada declined from 34 per cent to 32 per cent between 1997 and 2012, and the rate for BC declined from 37 per cent to 32 per cent in the same time period. Unionized wages have consistently been higher than non-union wages. However, adjusted for inflation, median wages for unionized employees increased by two per cent from 1997 to 2012, while non-unionized median wages increased by 13 per cent.

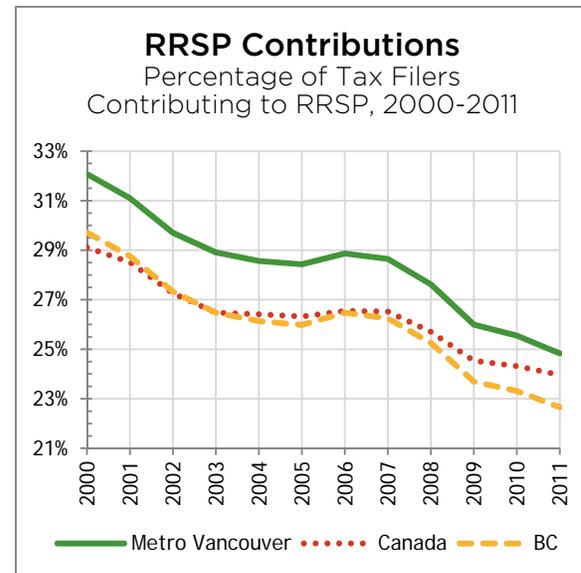


Preparation for Retirement

An additional indicator of working well is whether financial stability will be available in retirement.

There has been a steady decline in the rate of people making registered retirement savings plan (RRSP) contributions. As well, fewer employees are covered by pensions: from 1997 to 2011, British Columbia's labour force grew by 21 per cent, but the number of registered pension plans in British Columbia only grew by 11 per cent.

Taken together, these statistics suggest that more people will need to work longer and be challenged to make ends meet in retirement.



Data Sources

Employment statistics are adapted from Statistics Canada's Labour Force Survey tables available in the CANSIM database, specifically tables 202-0103 (full-time vs. part-time work), 282-0073 (permanence), 282-0074 (unionization), 111-0039 (RRSPs), 280-0008 (pensions) and 282-0002 (employees).

Comparative data from OECD countries and concepts of job quality are adapted from the 2011 OECD report "How's Life? Measuring Well-being."

Indicator: Mental Health and the Workplace

Each week, nearly half a million Canadians are unable to work due to mental health issues. It is expected that one in five Canadians will experience mental health issues during their lifetime. Mental health accounts for nearly three quarters of short-term disability claims in Canada and are estimated to cost the Canadian economy over \$50 billion annually.

Protecting the psychological and mental health of employees at work has only recently been recognized as a priority for society. Mental health is highly correlated to chronic stress, and all types of long-term stress increase the risk of being diagnosed with anxiety or depression. Chronically stressed people are also more likely to develop health issues such as insomnia, fatigue, substance abuse, memory loss and other chronic physical illnesses.

Risk factors associated with increased workplace stress are for example high demands (e.g. workload); limited input, control or autonomy; lack of support, lack of encouragement or lack of resources at work; lack of positive and supportive relationships at work; organizational change or re-structuring which is not well-managed or well-communicated; occupying a job which does not match one's skills & abilities; working nights and overtime; perceived unfairness at work, precarious employment and whether people understand their role clearly. The World Health Organization has identified chronic job insecurity as perhaps the most important predictor of a number of psychiatric conditions.

In surveys in 2010 conducted by Statistics Canada, 27 per cent of respondents perceived themselves as highly stressed. Of them, 62 per cent cite work as their main source of stress. In many countries, policies to promote psychological well-being are lacking.

There is a strong moral, legal and financial case for creating psychologically healthy workplaces which not only reduce, limit or contain stress levels at work, but also support and accommodate employees which are dealing with a mental health challenges.

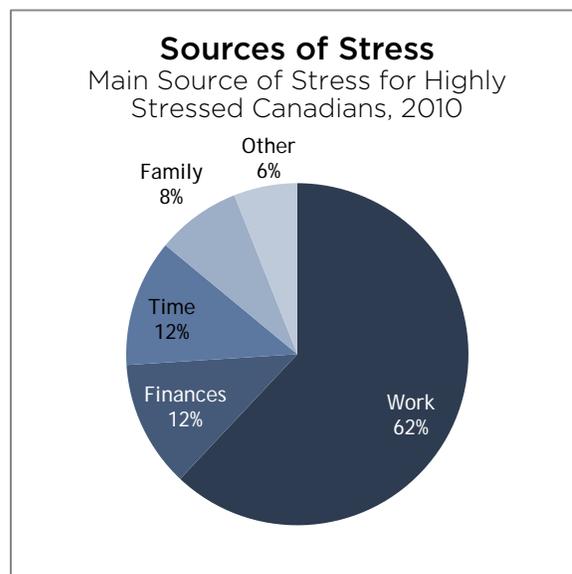
Data Sources

This page adapts information about risk factors and impacts of workplace stress from various World Health Organization publications, particularly the 2010 WHO "Healthy Workplace Framework and Model" and the WHO 2008 publication "Policies and Practices for Mental Health in Europe".

Data about the Canadian context is obtained from publications by the Mental Health Commission of Canada, particularly "Improving psychological health and safety in the workplace" (2011) and "Psychological Health and Safety - an action guide for employers" (2012).

Data on the main sources of stress for Canadian workers were based on data collected from the General Social Survey 2010 and analyzed by Statistics Canada researchers. Researcher Susan Crompton's analysis is published in *Canadian Social Trends* No. 92, 2011.

Other sources quoted are: Health Canada (2000) "Best advice on stress risk management in the workplace" and the Vancouver Board of Trade (2012) study on "Psychologically Healthy Workplaces".

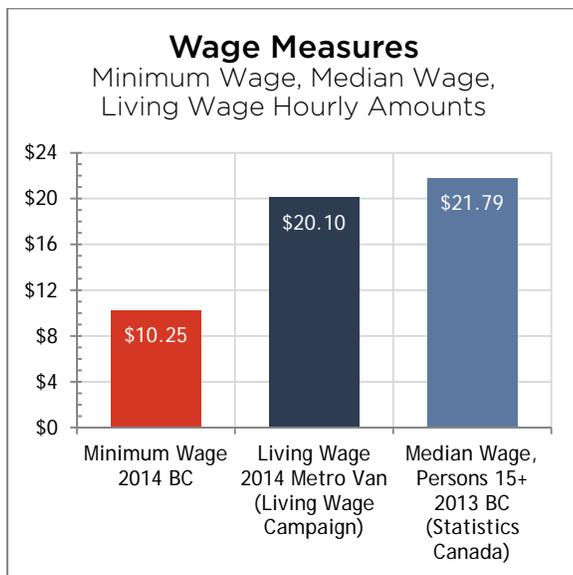


Indicator: Living Wage Employers

A “living wage” is based on the principle that full-time work should provide families with a basic level of economic security. In BC, the living wage focuses on the cost of living for a two-parent family with two children where both parents are working full-time. The living wage amount is based on ever-changing information regarding family expenses, government transfers and taxes. The purpose of the family expense calculation is to ensure that the family has the income to: feed, clothe and provide shelter for their family; promote healthy child development; participate in activities that are an ordinary element of life in a community; and avoid the chronic stress of living in poverty.

Living wage policies provide direct benefits to health and well-being, contribute to stronger local communities and economies and can benefit employers through reduced employee turnover, improved performance and enhanced reputation.

In 2014, the living wage in Metro Vancouver was calculated at \$20.10 per hour. **The living wage far exceeds the legal minimum wage of \$10.25 per hour.** Median wage for persons 15 and older in 2013 in British Columbia was \$21.79, which means almost half of all workers earned less than a living wage.



As of October 2013, 35 employers of various sizes in Metro Vancouver have become certified Living Wage Employers. Over 6,000 employees work for these organizations. Certified living wage employers are required to pay a living wage to their permanent full-time or part-time staff, and also to sub-contractors, contract or temporary staff.

Data Sources

This section is adapted from First Call: BC Child and Youth Advocacy Coalition and the Canadian Centre for Policy Alternatives’ Living Wage for Families campaign. Research and data from the campaign are available online at livingwageforfamilies.ca. Additional information on employers’ sectors was obtained from campaign staff.

Median wage statistics are adapted from Statistics Canada’s CANSIM table 282-0074, Labour Force Survey estimates, wages of employees, 1997 to 2013.

Toward a Healthy City for All

Ensuring economic sustainability while addressing issues such as poverty, income inequality, polarization, job conditions and related issues is a complex challenges.

Neither Healthy City for All target for Making Ends Meet and Working Well can be achieved by the City of Vancouver unilaterally. Ensuring that the City's poverty rate is reduced by 75 per cent in 2025, and ensuring that median incomes rise by 3 per cent each year, will require innovation, collaboration and partnerships. Action across the public, private and non-profit sector is needed to achieve this goal.

The City's Role

Key areas in which the City of Vancouver can show leadership include:

- Continued research, education and advocacy for policies from senior governments to address poverty.
- Ensuring equitable access to City programs and services through initiatives such as the Leisure Access card.
- Building capacity through grants and other community supports for community-led equity initiatives.
- Demonstrating municipal leadership through City employment and contracting practices.
- Facilitating equitable and inclusive job growth through community planning and land-use regulation.
- Promoting and developing highest performing and highest wage sectors through economic development.
- Attracting investment and human capital to Vancouver and its businesses.
- Facilitating affordable housing to reduce costs for individuals and families.
- Continuing to provide targeted services to vulnerable and marginalized populations in the City.

Your Turn

Reducing poverty and promoting healthy employment will require opportunities, innovative ideas, policies and practices from stakeholders across the public, private and non-profit sector. For Vancouver to become a city in which making ends meet and working well are possible for all requires all of our collective efforts:

- How can we reduce the city's poverty rate by 75 per cent by 2025?
- How can we ensure that median incomes increase by at least 3 per cent every year?

Learn more and get involved at vancouver.ca/healthycity4all.