

This bulletin summarizes the findings of the 2024 Toronto Employment Survey. This resource presents a picture of Toronto’s economy based on an annual citywide survey of businesses. For more information, please visit us at: <https://www.toronto.ca/employmentsurvey>



Toronto Employment Survey 2024

Survey Highlights

2024 Employment	1,600,300
Employment Net Gain	65,010
Employment Increase	4.2%
Full-Time Employment Gain	39,310
Part-Time Employment Gain	25,710
Business Establishments	73,180
New Business Establishments	6,430
Office Employment Growth	23,360
Office Employment Increase	3.1%
Institutional Employment Growth	22,960
Institutional Employment Increase	8.1%
Downtown Employment Growth	42,340
Downtown Employment Increase	7.0%

A Snapshot of Toronto’s Employment

In its forty-second year, the Toronto Employment Survey continues the annual collection of employment information from every business establishment in the city. This longitudinal research program demonstrates the City’s commitment to understanding the changing economic landscape of Toronto.

The collection of employment and land use information allows the City of Toronto to monitor long-range economic trends and emerging activity in areas identified for employment growth in the Official Plan, including Downtown, the Centres, Secondary Plan Areas, and designated Employment Areas. Toronto Employment Survey results are used in the creation of effective long-range employment projections, inform planning for urban infrastructure and municipal services, and assist in monitoring Toronto’s progress towards its investment and fiscal goals. The Survey program also allows us to understand the local impact of global events such as the COVID-19 pandemic, providing some insight into how the employment in the city has rebounded and shifted.

What data is collected?

The Toronto Employment Survey collects information directly from businesses through in-person visits by a team of surveyors, with follow-up phone calls and e-mails as required. Unlike some business surveys that rely on sampling and indirect sources, the Survey team confirms information directly with the business owners, managers, and employees of each of the City’s 73,180 establishments. During the field survey, City Planning staff commit to the respondents to maintain the confidentiality of their individual responses. Past surveys have confirmed that the respondents regard the information they provide as competitive and confidential as per the Municipal Freedom of Information and Protection of Privacy Act, RSO 1990. The annual citywide survey typically takes place between May and September.

Surveyors confirm the following information with each business establishment:

- Primary type of employment activity;
- Full-time and part-time employee counts;
- Length of time the business has been in operation.

In recent years, additional information has been collected about volunteers, remote work, and key reasons for significant increases or decreases in staffing. For major, multi-location employers, information is collected through a questionnaire sent to a primary contact at their head office.

Industry and occupation activity is classified by both the North American Industry Classification System (NAICS) used by Statistics Canada, and the Land Use Activity Codes (LUACs) of the Regional Information Systems Working Group (RISWG) of the Regional and Single Tier Planning Leaders of Ontario (RSTPLO, formerly RPCO). The dual coding of activity allows comparisons to other jurisdictions.

This year, 57,190 establishments out of 73,180 responded to the survey, a response rate of 78% (see Appendix Table A1 and Table A2 for a breakdown of the average response rate by sector). Responses represent 997,020 jobs or 62.3% employment in the city. This is much higher than the response rate of 70% last year but lower than the typical rate of 85% to 90% in pre-pandemic years. For those businesses that did not respond to the 2024 survey, the employment counts from last year were used.¹

Survey Geography

The Toronto Employment Survey gathers data on business establishments and their corresponding land uses in all corners of the city, including:

- Major office and service clusters in Downtown and in the Centres;
- Employment Areas designated for employment uses;
- Mixed Use Areas in Downtown, the Centres, Secondary Plan Areas, along the Avenues, and throughout the city;
- Institutional precincts containing health or education uses;
- Retail malls and retail “power centres”;
- Community activities, entertainment uses, and local retail uses in residential areas, including private schools and community uses.

Employment activities that are “footloose” or not place-specific on a daily basis are captured at the business head office or at local reporting offices when the data is available. Self-employed individuals working from coworking spaces are captured at those locations when possible. Otherwise, establishments whose employees work remotely at all times and are without a physical business location, as well as home-based work and self-employed individuals, are not captured by the survey.

A Stable Economy

In 2024, the Canadian economy continued the slow growth that was observed last year, supported by consumer activity, business investment and government spending. However, population increases outpaced growth in GDP per capita.² Similarly, Ontario has proven to be resilient despite challenges such as high interest rates, inflation, and geopolitical uncertainties with small growth in GDP and employment. Ontario has

also experienced population growth outpacing employment growth in recent years, with the unemployment rate trending higher in 2024.³

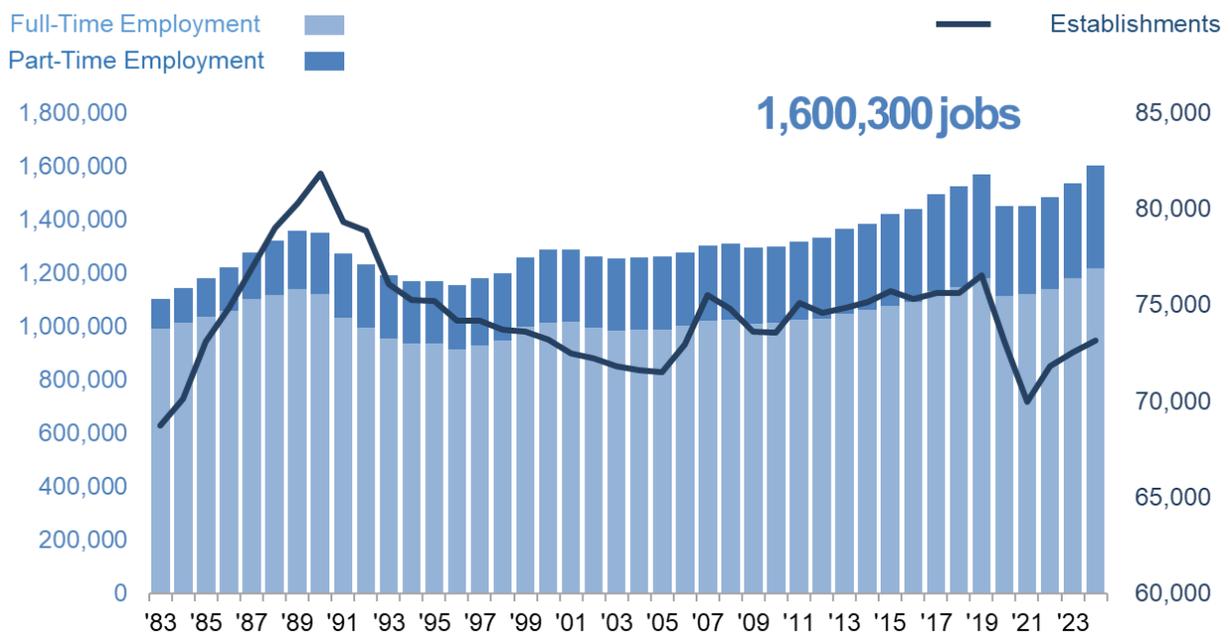
TD forecasts that real GDP will grow with increasing strength in the next two years, with 1.6% in 2025 and 2.0% in 2026. Employment is expected to remain fairly stable with forecasted growth of 1.4% in 2025 and 0.5% in 2026. Unemployment rates are projected to remain around 7% over the next two years.⁴ These estimates are echoed in the Province’s Fall Economic Statement.⁵ Following some decline in inflation rates, the Bank of Canada has made a series of incremental cuts to lending rates since June, to encourage economic growth with an eye on managing inflation.⁶ Inflation and high interest rates will continue to impact consumer spending and business input costs as they continue to moderate.

How many jobs and businesses are located in Toronto?

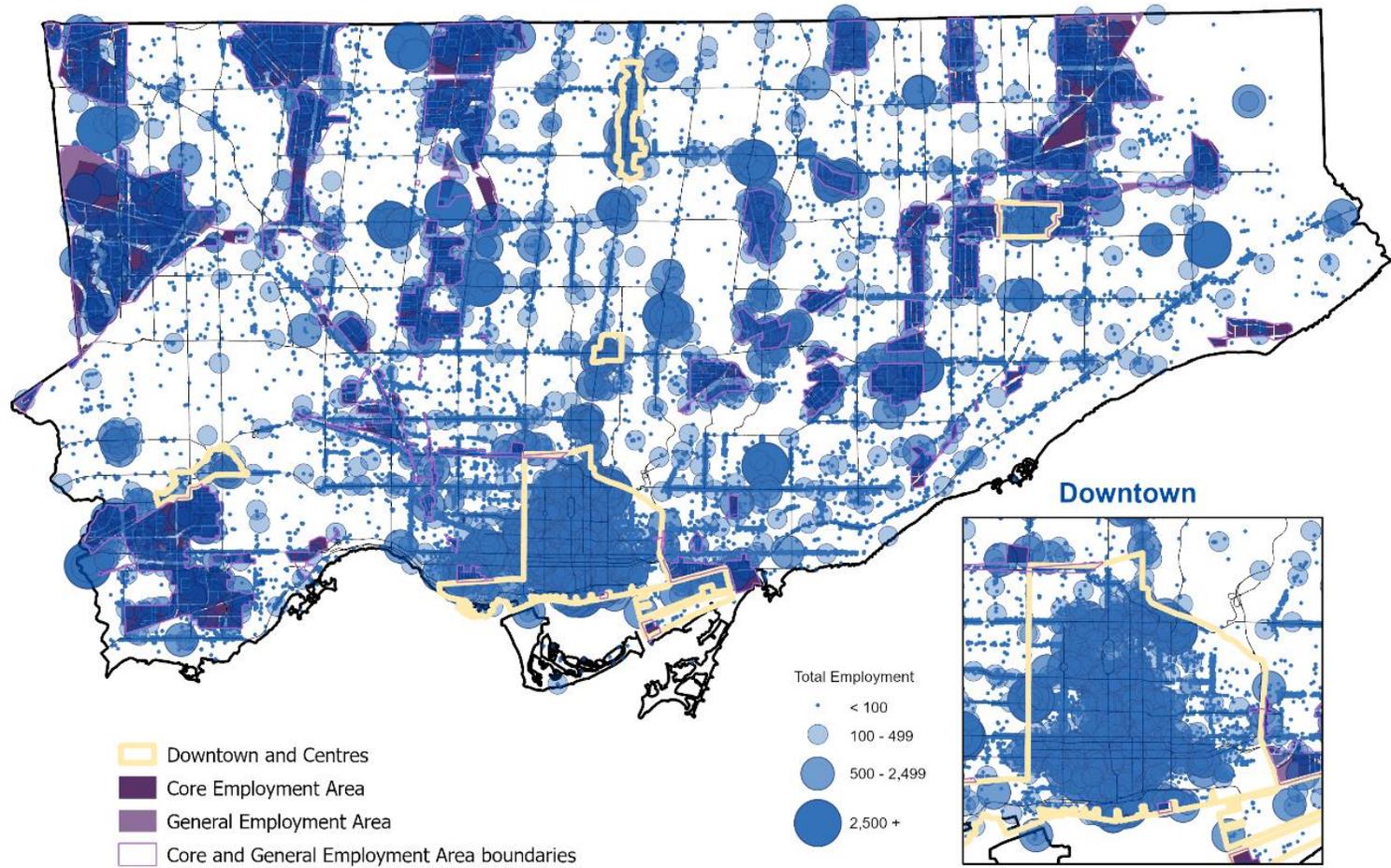
Employment at a New High

This year’s Toronto Employment Survey recorded 1,600,300 jobs citywide, a new all-time high for the Survey program. This number surpasses the previous record of 1,569,800 jobs in 2019, which subsequently faced a decrease due to the impacts of the COVID-19 pandemic (see Figure 1). Map 1 shows the concentration of employment across the city. In 2024, employment increased by 4.2%, higher than the 3.4% growth observed last year. The year-over-year growth is also higher than the average annual growth of 1.0% over the past five years and is the highest growth rate measured in the last two decades.

Figure 1: Full and Part Time Employment in the City of Toronto, 1983-2024



Map 1: 2024 Employment Concentration



Toronto City Planning, Planning Research and Analytics - December 2024



Considering full- and part-time employment, in 2024, 1,218,680 or 76.2% of jobs were full-time (defined as 30 hours a week or more) and 381,620 or 23.8% were part-time (see Table 1). This year, part-time employment increased by 7.2% compared to an increase of 3.3% in full-time employment. Prior to 2020, higher growth had been observed in part-time work, but these jobs took a much harder hit in 2020 and have been slower to return. The significant growth observed this year suggests a return to the pre-pandemic growth in part-time jobs. (Part-time work is further discussed as part of the Special Topic: Job Precarity and Distributional Impacts of Pandemic Recovery on Page 32).

Table 1: Total Employment - 2014, 2023, 2024

	Total Number of Employees			Net	% Change	Net	% Change
	2014	2023	2024	Change	2014-2024	Change	2023-2024
Full-time	1,063,550	1,179,370	1,218,680	155,130	14.6%	39,310	3.3%
Part-time	320,860	355,910	381,620	60,760	18.9%	25,710	7.2%
Total	1,384,390	1,535,290	1,600,300	215,910	15.6%	65,010	4.2%

Note: Numbers have been rounded to the nearest ten. Totals and sums may differ due to rounding.

To better understand the Toronto Employment Survey’s findings, they can be reviewed in comparison to Statistics Canada’s monthly Labour Force Survey (LFS). The LFS provides an ongoing picture of national and regional employment trends. Unlike the Toronto Employment Survey which counts jobs and establishments, the LFS counts workers. Although each measures different things, the Toronto Employment Survey and the LFS provide regular updates on trends and perspectives of the broader economy.

In August 2024, the LFS reported a regional increase of 2.2% of the employed labour force living in the Toronto Census Metropolitan Area (CMA) since August 2023, which includes surrounding municipalities.⁷ While the Toronto Employment Survey counts jobs rather than workers, the 4.2% job growth displays a similar growth trajectory. However, the employment counts for the City of Toronto from Statistics Canada do not show the same growth, with 0.1% growth in employment for the same time period.⁸ This may reflect differences in who is captured in each survey or survey methods. We will continue to monitor how our results compare with those of Statistics Canada.

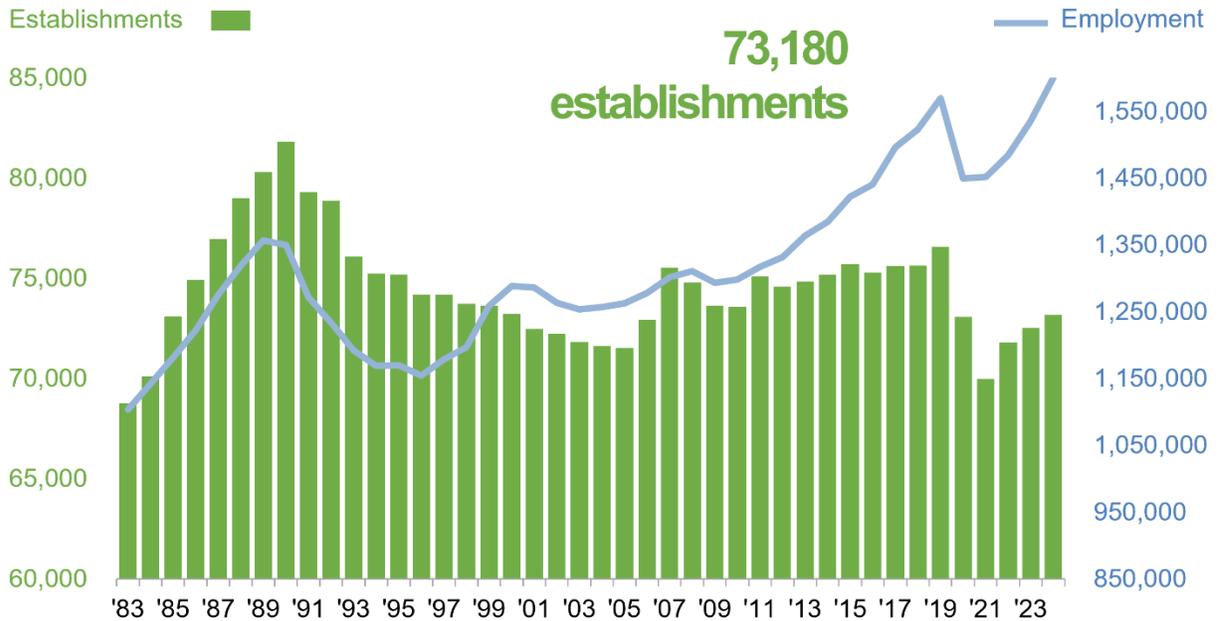
Toronto's economy is moving in the right direction but faces uncertainties in the coming years and some long-lasting impacts following the COVID-19 pandemic and the prevalent high interest rate conditions. The Toronto Employment Survey continues to be an important tool for monitoring and understanding the impact of changes and trends in the city and beyond.

Business Establishments

In 2024, the Toronto Employment Survey counted 73,180 business establishments in the city, an increase of 650 or 0.9% from last year (see Figure 2). While the number of establishments has increased each year since 2022, the major losses observed in 2020 and 2021 due to the impacts of the COVID-19 pandemic have not been recovered, with the number of businesses still much below the 2019 high of 76,560. Approximately half

of the number of businesses that closed in 2020 and 2021 have been regained. Employment concentration has increased as a result of industrial restructuring in the wake of the COVID-19 pandemic.

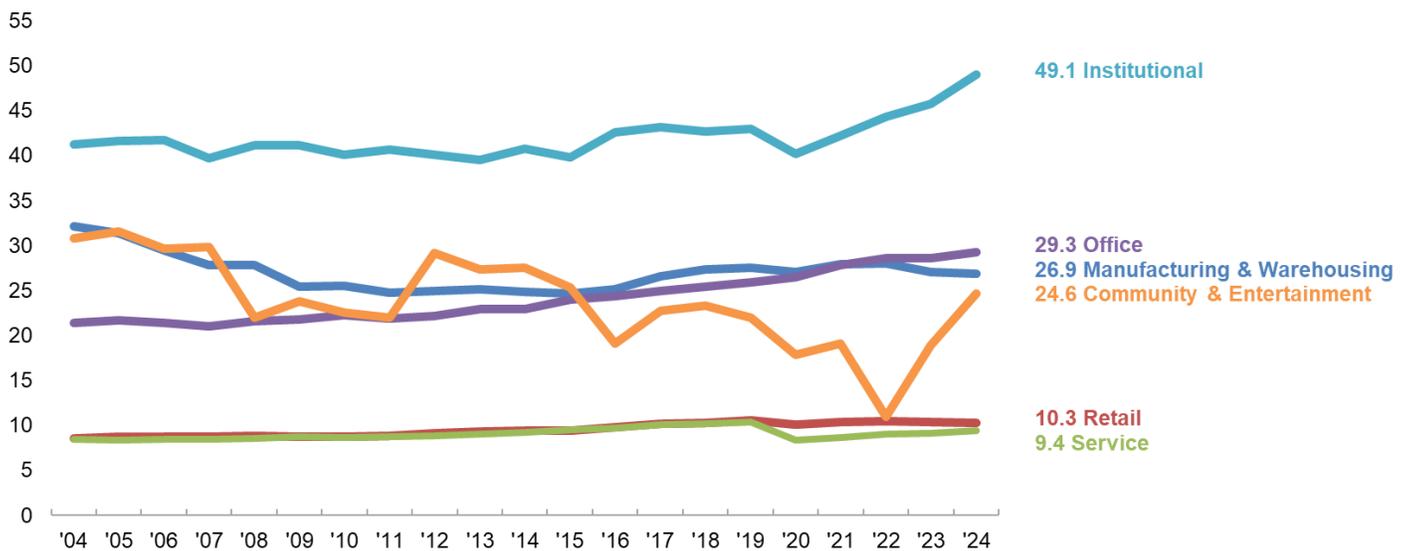
Figure 2: Establishment Count in the City of Toronto, 1983-2024



Employees per Establishment

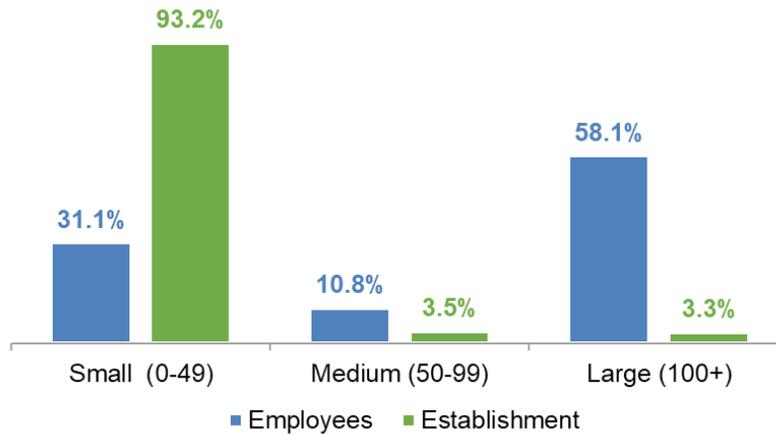
The average number of employees per establishment grew to 21.9 in 2024 (see Figure 3). This is in keeping with a general trend of business complement sizes increasing over the last two decades, and this year’s average represents a new high documented by the Toronto Employment Survey.

Figure 3: Employees per Establishment, 2004-2024



In 2024, the share of businesses by size was unchanged from 2023, with small businesses (with fewer than 50 employees) comprising 93.2% of all businesses and 31.1% of total employment (see Figure 4). Conversely, large businesses (with more than 100 employees) account for only 3.3% of all businesses, but account for 58.1% of all jobs.

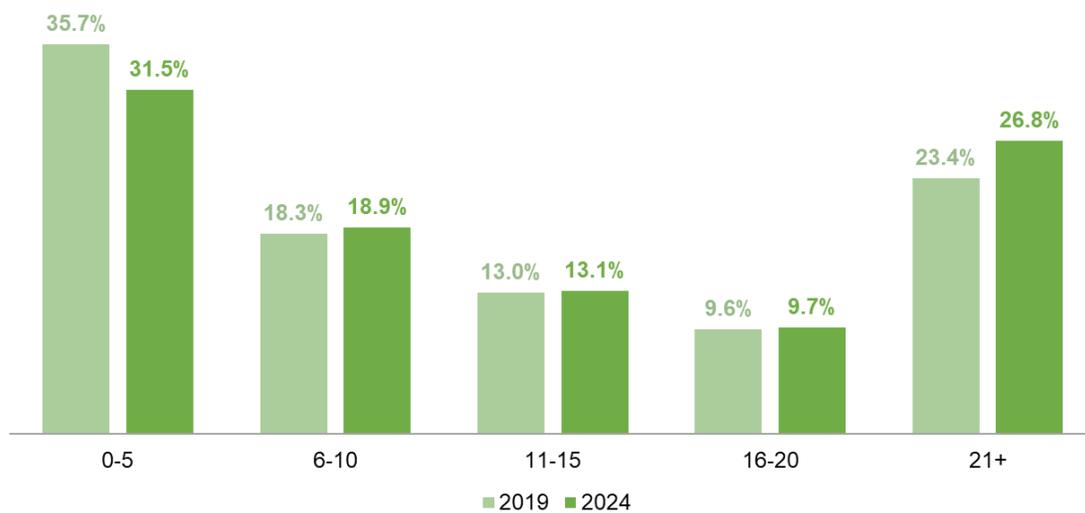
Figure 4: Employment and Establishment Share by Business Size, 2024



Longevity

The Toronto Employment Survey collects information about business longevity to obtain insights into the economic health of the city (see Figure 5). In 2024, 31.5% of Toronto’s businesses reported that they had been in operation for less than five years, a slight increase from 2023. Coupled with the growth in total establishments, this suggests that new businesses are finding economic conditions favourable in recent years following the COVID-19 pandemic, although the 2019 share of newer businesses was much higher at 35.7%. Similarly, the share of establishments across the other longevity intervals is fairly constant, suggesting a strong degree of stability in the local economy despite economic cycles.

Figure 5: Longevity of City Establishments, 2019 & 2024



New Establishments in the City

The Toronto Employment Survey measured an overall increase of 0.9% in the number of businesses in 2024. The city continues to see many new businesses, with 6,430 opening in 2024 or 8.8% of the citywide total (see Table 2). This is less than the number of new businesses recorded in 2022 and 2023, which were 6,470 and 7,580 respectively. However, it is worth noting that the counts from the last two years may include new businesses that opened earlier in the COVID-19 pandemic but were previously missed when the survey was conducted by phone and e-mail during those years. The new establishments contribute 38,600 jobs in 2024, accounting for 2.4% of the city's total employment. Considering where these new establishments are opening, they are dispersed throughout the city (see Figure 6). In 2024, 57.7% of new establishments opened in the Centres, Downtown or Employment Areas, with the other new businesses locating throughout the rest of the city (see Table 3).

Table 2: New Establishments, 2020-2024

2020	2021	2022	2023	2024
800	820	6,470	7,580	6,430

Figure 6: Share of New Establishments by Location, 2024

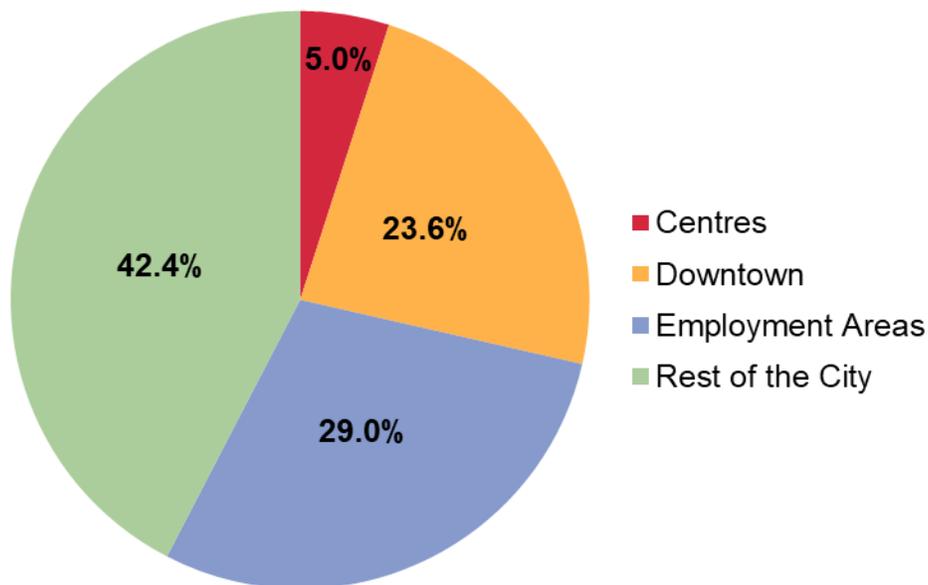


Figure 7: Establishment Change, 2023-2024 and 2019-2024

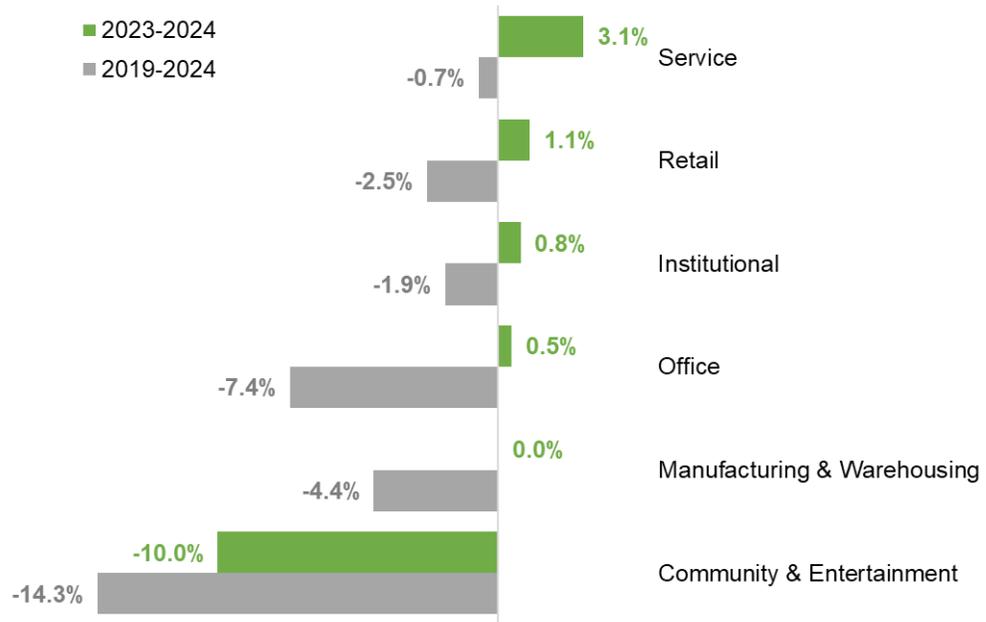


Table 3: New Establishments by Urban Economic Structure Area, 2023-2024

Location	2023	2024
Centres	410	320
Downtown	1,610	1,520
Employment Areas	2,500	1,870
Rest of the City	3,060	2,730
City Total	7,580	6,430

Note: Numbers have been rounded to the nearest ten.
Totals and sums may differ due to rounding.

What kind of work do they do?

Employment by Categories

Employers in the city are categorized by land use. Land Use Activity Codes (LUACs) describe the predominant land use of the business. LUACs are used to classify employers as belonging to one of six broad employment categories:

- Manufacturing and Warehousing;
- Retail;
- Service;
- Office;
- Institutional; and
- Community and Entertainment.

Note that the Institutional category includes land uses such as schools, hospitals, places of worship, and public institutions, and the Community and Entertainment category captures land uses related to construction, the arts, recreation activities, and public attractions.

City Employment Share

In 2024, the top employment category by total share of jobs continues to be Office with 49.3% of jobs (see Figure 8). As in 2023, the share of Institutional employment continues to expand and has been Toronto's fastest growing category in the last decade with a 30.6% increase in jobs. All categories experienced growth since 2023 except for Manufacturing and Warehousing which declined by 0.9%. Community and Entertainment, representing 3.3% of employment in 2024, experienced the highest year-over-year growth with a 17.2% increase (see Table 4).

Figure 8: Total Employment by Category, 2024

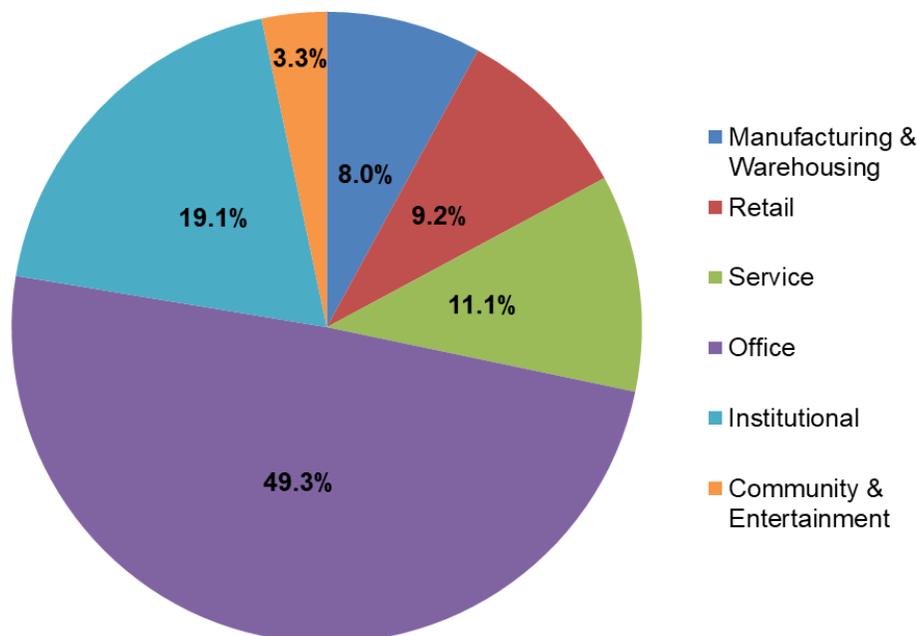


Table 4: Employment by Category, 2014, 2019, 2023, 2024

Category	Total Number of Employees				Net	%	Net	%	Net	%
	2014	2019	2023	2024	Change	Change	Change	Change	Change	Change
					2014-2024		2019-2024		2023-2024	
Manufacturing & Warehousing	124,610	136,570	128,520	127,380	2,770	2.2%	-9,190	-6.7%	-1,140	-0.9%
Retail	144,540	154,130	145,630	147,200	2,660	1.8%	-6,930	-4.5%	1,570	1.1%
Service	170,630	197,110	167,610	178,070	7,440	4.4%	-19,040	-9.7%	10,460	6.2%
Office	662,970	753,820	765,890	789,250	126,280	19.0%	35,430	4.7%	23,360	3.1%
Institutional	233,730	272,750	282,210	305,170	71,440	30.6%	32,420	11.9%	22,960	8.1%
Community & Entertainment	47,920	55,430	45,420	53,230	5,310	11.1%	-2,200	-4.0%	7,810	17.2%
Total	1,384,400	1,569,810	1,535,280	1,600,300	215,900	15.6%	30,490	1.9%	65,020	4.2%

Note: Numbers have been rounded to the nearest ten. Totals may differ from sum of full-time and part-time employment.

City Establishment Share

The distribution of business establishments across the six employment categories is almost identical to previous years. Office (36.8%), Service (25.8%), and Retail (19.5%) comprise the largest shares (see Figure 9). Institutional has the highest average number of employees per establishment at 49.1, compared to Retail and Service with 10.3 and 9.4 respectively, which have the fewest. Considering new establishments, the Office category had the most of all categories with 2,410 opening, or 37.5% of all new establishments. The Service category also saw a large increase with 1,920 businesses opening and accounts for 29.9% of all new businesses in 2024 (see Table 5).

Figure 9: Total Establishments by Category, 2024

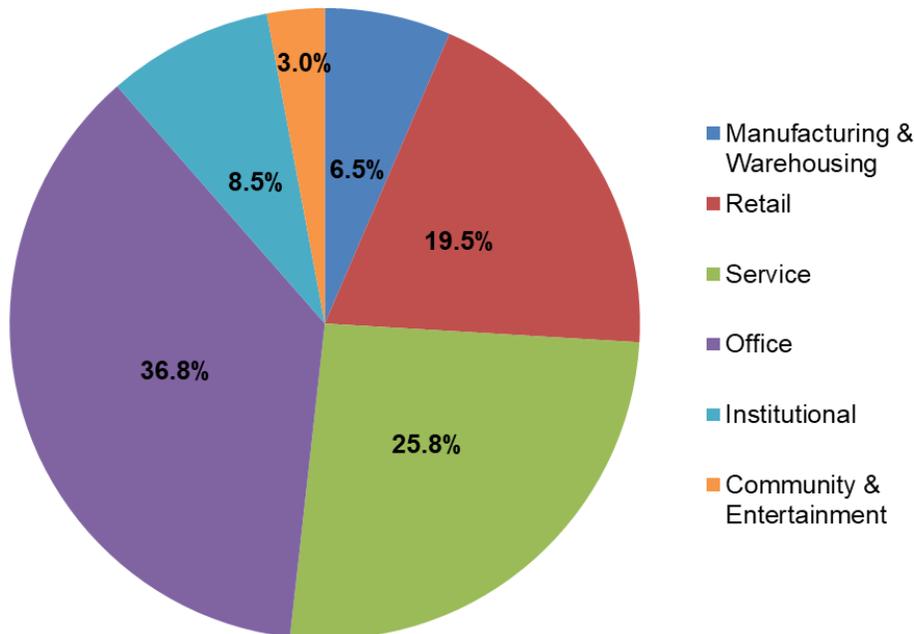


Table 5: New Establishments by Category, 2023-2024

Category	2023	2024
Manufacturing & Warehousing	360	290
Retail	1,160	1,080
Service	1,990	1,920
Office	2,870	2,410
Institutional	400	330
Community & Entertainment	810	410
City Total	7,580	6,430

Note: Numbers have been rounded to the nearest ten.
Totals and sums may differ due to rounding.

Category Totals

Manufacturing and Warehousing was the only category that saw a year-over-year decline in employment, with a loss of 1,140 jobs or 0.9%. This category has decreased over the last five years (-6.7%) but did see a small increase over the last decade (+2.2%).

Retail gained 1,570 jobs between 2023 and 2024, an increase of 1.1%. Recent years have seen volatility in Retail, with growth in 2019, a large loss of 9.1% in 2020, and moderate growth since then that has not reached pre-pandemic levels. Retail employment has had the slowest growth of the six categories between 2014 and 2024.

Service had a strong increase of 10,460 jobs or 6.2% since 2023. This is notable following the highest absolute decline in 2020 of almost one-quarter of Service jobs. Despite these gains, Service still has the largest loss of jobs over the last five years at 9.7%, but overall, positive growth of 4.4% since 2014.

Office employment added the highest number of jobs in 2024, with 23,360 new jobs. Similarly, Office has added the most new jobs in the last five years and ten years, 35,430 and 126,280 respectively. Office along with Institutional were the only categories to have increased total employment in the last five years.

Institutional saw an increase of 22,960 jobs or 8.1% in the last year, almost the same number as Office, even though it has less than half the total number of jobs as that category. This strong growth has led the categories between 2019 and 2024 (11.9%) and between 2014 and 2024 (30.6%).

Community and Entertainment saw the largest relative growth among the categories in 2024 with 7,810 new jobs or 17.2%. This category had a third year of strong gains following a loss of one-third of its employment in 2020.

Employment by NAICS

In 2011, the Toronto Employment Survey incorporated the North American Industry Classification System (NAICS) into its data coding. NAICS coding describes the industrial subsector of employment, in contrast to the LUAC employment categories which describe the general land use activity of employment in the city.

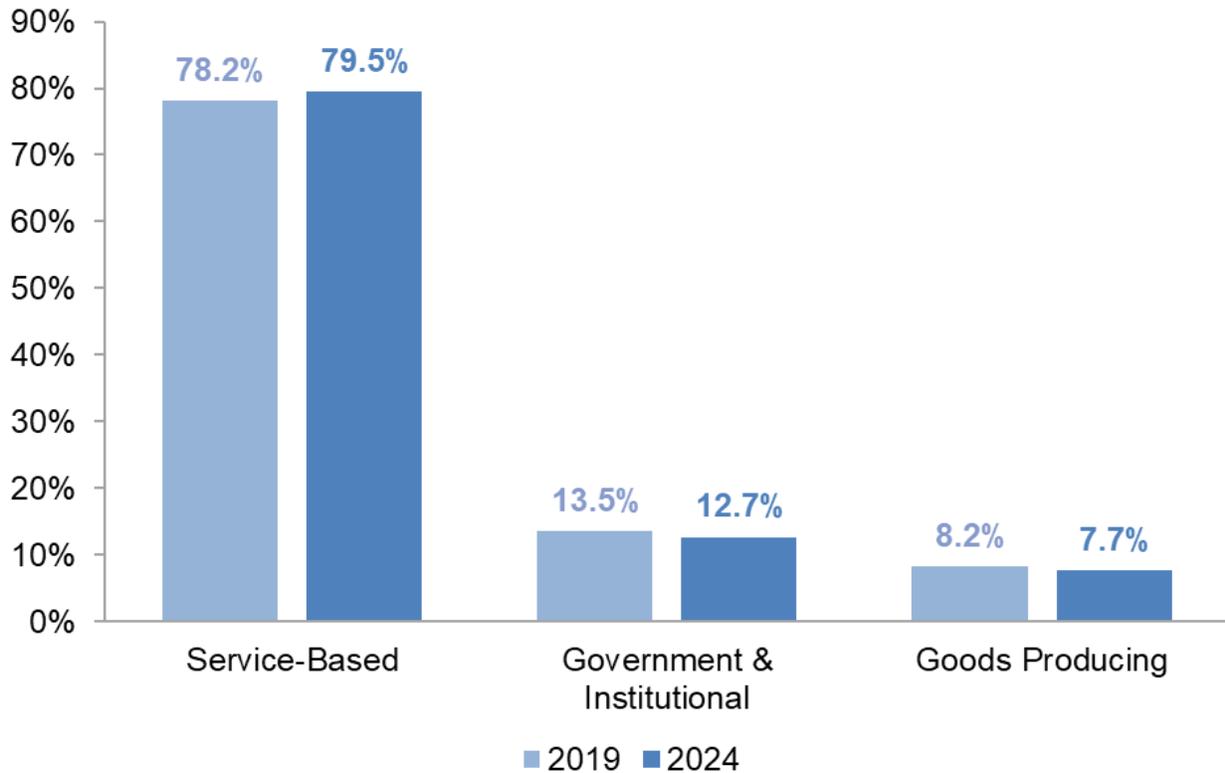
A review was conducted of the NAICS coding for the Management of Companies and Enterprises sector in the Survey program, to code establishments more precisely and to better align the Toronto Employment Survey coding with those of other data sources, such as the Labour Force Survey conducted by Statistics Canada. Data was updated retroactively to 2016.

Three major NAICS sectors comprise the city’s economy: Service-Based industries (79.5% of employment share), Government and Institutional industries (12.7%) and Goods Producing industries (7.7%) (see Table 6). These shares have been stable in recent years (see Figure 10). Similarly, the establishment share across the sectors is unchanged from 2023, with 87.4% of city establishments in Service-Based industries, 7.2% in Goods Producing industries and 5.9% in Government and Institutional.

Table 6: Employment and Establishments by Major NAICS Sector, 2024

Major NAICS Sector	Employees	Establishments
Services-Based	1,272,260	63,990
Government & Institutional	203,190	3,770
Goods Producing	123,060	5,270

Figure 10: Employment Share by Major NAICS Sector, 2019, 2024

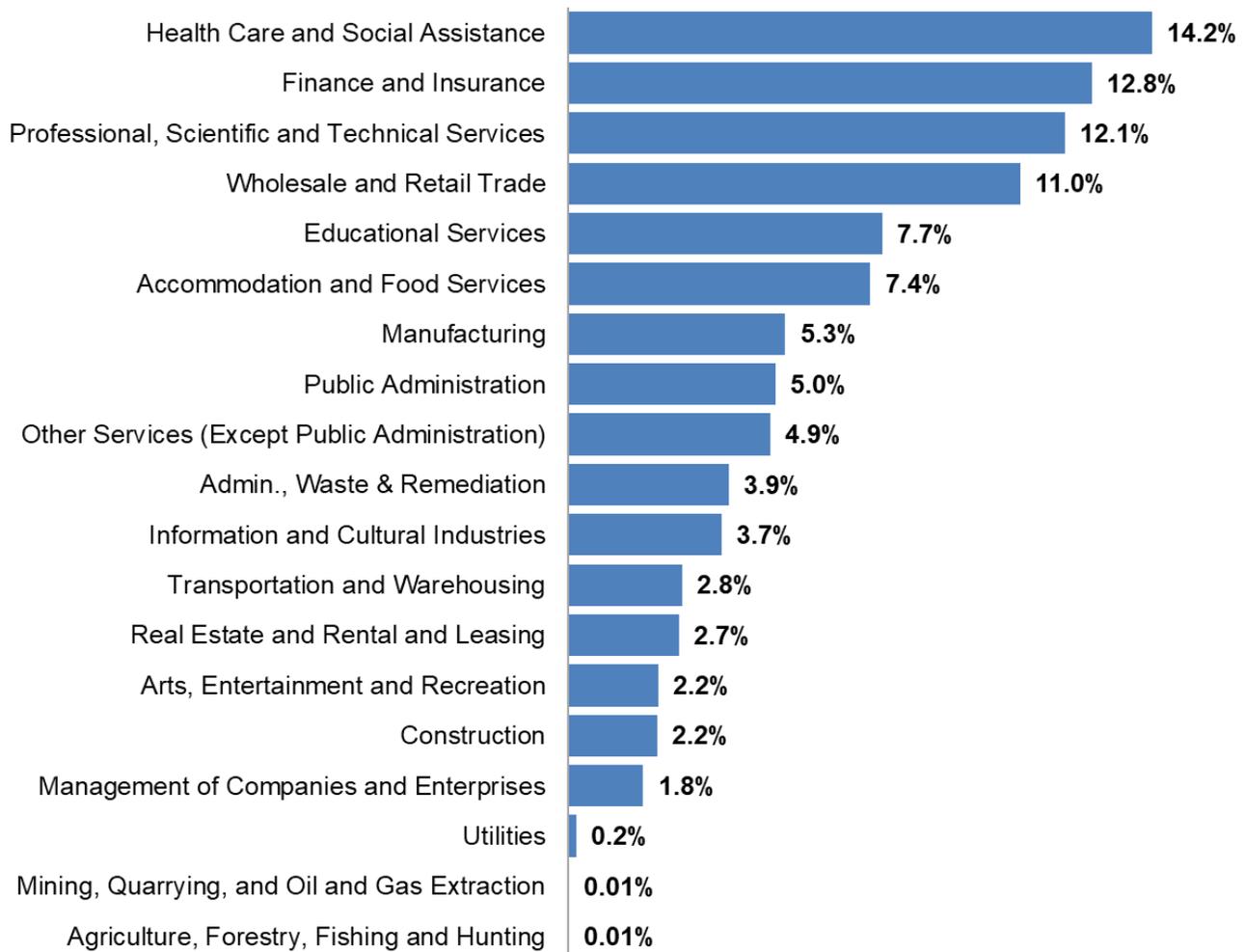


Between 2023 and 2024, all three major NAICS sectors saw an increase in employment. Service-Based industries increased the most, adding 53,440 jobs or 4.4%. Considering the five-year picture, only Service-Based industries have seen overall growth; both Government and Institutional industries and Goods Producing industries have declined over this period, by 4.4% and 4.9% respectively.

Major Industry Sectors

The Toronto Employment Survey also uses NAICS to classify employment into 20 major industry sectors. This year, Health Care and Social Assistance was found to be the largest NAICS sector, representing 227,350 jobs or 14.2% of all jobs. Finance and Insurance is the second largest NAICS sector with 12.8% of employment, but the decline of 3.9% of its jobs in 2024 has caused this sector to lose the top spot it held for the last four years (see Figure 11).

Figure 11: City Employment Share by NAICS, 2024



In 2024, 55.4% of all jobs in the city belonged to five NAICS sectors. Since 2020, the top five sectors have consistently been: Health Care and Social Assistance; Finance and Insurance; Professional, Scientific and Technical Services; Retail Trade; and Educational Services.

The NAICS sectors that added the most jobs in 2024 were Health Care and Social Assistance with 21,290 new jobs (a 10.7% increase), Accommodation and Food Services with 10,220 jobs (a 9.5% increase), and Professional, Scientific and Technical Services with an additional 9,070 jobs (a 4.9% increase).

Over the last five years, five NAICS sectors have added a large number of jobs (over 1,000 jobs):

- Health Care and Social Assistance added 32,830 jobs, averaging 3.4% annual growth;
- Finance and Insurance grew by 18,520 jobs, averaging 2.0% annual growth;
- Professional, Scientific and Technical had an increase of 15,000 jobs, for an average 1.7% annual growth;
- Management of Companies and Enterprises saw 8,680 new jobs, averaging 8.4% annual growth;
- Information and Cultural jobs rose by 1,960 for an average annual growth rate of 0.7%.

Where are they located?

Urban Economic Structure

Toronto's Official Plan manages and steers growth towards specific areas of the city including:

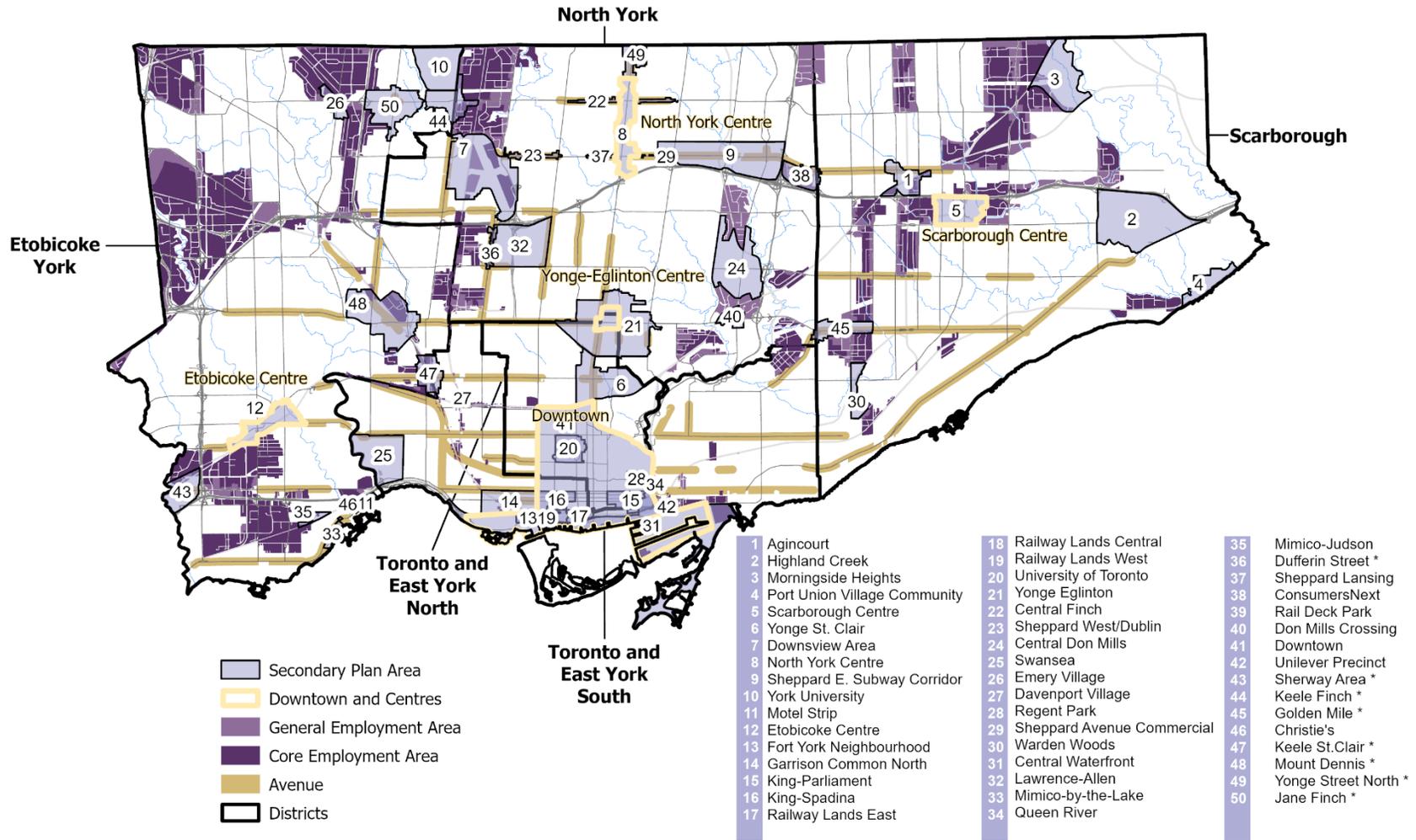
- *Downtown* and the *Centres* which encourage both residential and employment growth;
- the *Avenues* which focus on the creation of new housing opportunities; and
- the *Employment Areas* which advance the intensification of business and economic activities.

The Official Plan also identifies 50 Secondary Plan areas which outline a growth strategy and development policies unique to the local area. Eight of the Secondary Plan areas have been adopted by Council but have not yet been approved by the Minister of Municipal Affairs and Housing or are under appeal and thus may be subject to change, pending Ontario Land Tribunal decisions.

By designating these areas as ones suitable for population and economic growth, they become places of the city where development is planned to best accommodate intensification. Together, they form the backbone of the city's urban economic structure (see Map 2).

In October 2024, the *Provincial Planning Statement (PPS 2024)* came into effect and combines the *Provincial Policy Statement (2020)* and *A Place to Grow: Growth Plan for the Greater Golden Horseshoe (2020)* into a single policy document that provides a framework for planning in Ontario. Not all policies in the previous policy documents are carried forward into the PPS 2024. Municipalities are encouraged to identify Strategic Growth Areas as focal points for population and employment growth. The concept of Urban Growth Centre from the Growth Plan has now become part of an expanded definition for Strategic Growth Areas that includes "existing and emerging downtowns". The revised concept of Strategic Growth Areas reinforces Toronto's Official Plan, its Urban Structure and growth management strategy. Under the revoked Growth Plan, Toronto had five Urban Growth Centres: Downtown Toronto, North York Centre, Yonge-Eglinton Centre, Scarborough Centre, and Etobicoke Centre. The City continues to aim for intensification of residents and jobs in these key locations.

Map 2: Urban Economic Structure



*Eight of the Secondary Plan areas have been adopted by Council but have not yet been approved by the Minister of Municipal Affairs and Housing or are under appeal and thus may be subject to change, pending Ontario Land Tribunal decisions.



Table 7: Total Employment in the Centres and Downtown, 2019-2024

	2019	2020	2021	2022	2023	2024	2019-2024		2023-2024	
							Net Change	% Change	Net Change	% Change
Downtown	584,660	537,310	547,700	564,990	601,010	643,350	58,690	10.0%	42,340	7.0%
North York Centre	35,920	34,920	34,830	33,770	34,770	35,600	-320	-0.9%	830	2.4%
Yonge-Eglinton	18,720	17,510	17,100	16,010	15,480	16,610	-2,110	-11.3%	1,130	7.3%
Scarborough Centre	16,830	15,250	14,280	14,120	13,720	13,670	-3,160	-18.8%	-50	-0.4%
Etobicoke Centre	10,850	9,960	10,110	9,960	9,780	10,420	-430	-4.0%	640	6.5%
Downtown and the Centres	666,980	614,950	624,020	638,850	674,760	719,650	52,670	7.9%	44,890	6.7%
Rest of the City	902,820	834,960	827,500	845,750	860,530	880,650	-22,170	-2.5%	20,120	2.3%
City Total	1,569,800	1,449,910	1,451,520	1,484,600	1,535,290	1,600,300	30,500	1.9%	65,010	4.2%

Note: Numbers have been rounded to the nearest ten. Centres are in descending order by size of employment base.

Table 8: Employment Share in Downtown and Centres, 2024

Category	Manufacturing & Warehousing					Community & Entertainment	
	Retail	Service	Office	Institutional	Entertainment	Community	
Downtown	0.5%	3.8%	8.2%	66.3%	17.6%	3.5%	
North York Centre	0.2%	4.7%	8.8%	77.6%	6.5%	2.2%	
Yonge-Eglinton	0.4%	5.4%	8.2%	81.1%	3.1%	1.9%	
Scarborough Centre	4.3%	22.2%	10.7%	58.7%	2.7%	1.5%	
Etobicoke Centre	0.2%	6.4%	9.5%	72.6%	9.5%	1.9%	

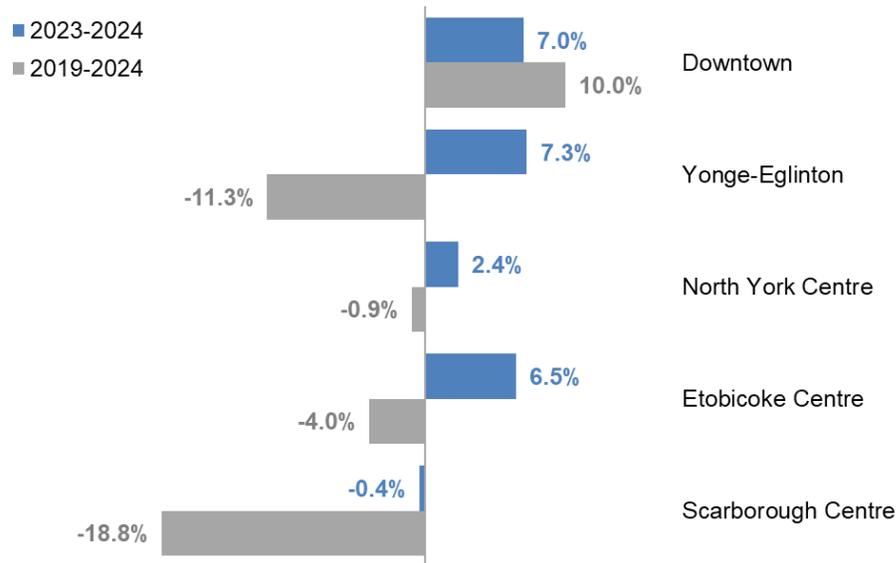
Table 9: Establishment Share in Downtown and Centres, 2024

Category	Manufacturing & Warehousing					Community & Entertainment	
	Retail	Service	Office	Institutional	Entertainment	Community	
Downtown	2.0%	17.0%	24.1%	47.5%	6.0%	3.4%	
North York Centre	0.6%	10.9%	30.7%	48.3%	7.6%	2.0%	
Yonge-Eglinton	1.0%	9.0%	19.5%	63.2%	5.6%	1.7%	
Scarborough Centre	6.7%	35.9%	18.7%	31.2%	5.5%	2.0%	
Etobicoke Centre	1.0%	12.0%	25.0%	54.1%	6.4%	1.3%	

Downtown

Toronto's Downtown is the central hub of activity within the city as it serves as an economic and cultural hub. Downtown continues to grow and prosper as the area grew faster than the citywide average of 4.2% and surpassed last year's record high levels of employment. With an increase of 7.0%, Downtown now has a total of 643,350 jobs representing 40.2% of the city's total employment in 2024 (see Figure 12).

Figure 12: Employment Growth by Urban Economic Structure Area, 2023-2024 and 2019-2024



Job intensification continues in Downtown as the average employment density increased to 29,970 jobs per square kilometre or 300 jobs per hectare in 2024.

The majority of the jobs in Downtown are in the Office category (66.3%), followed by Institutional (17.6%), Service (8.2%), Retail (3.8%), Community and Entertainment (3.5%), and Manufacturing and Warehousing (0.5%). All categories gained employment except for Manufacturing and Warehousing which lost 460 jobs (see Table 10).

A significant share of new establishments has been added in Downtown, highlighting the wealth of opportunity that this area has to offer. Downtown attracted 1,520 new businesses this year with the majority being part of the Office category (41.1%). New businesses in Downtown represent 23.6% of all new business establishments in the city, which is up from 21.2% in 2023.

Table 10: Downtown Employment Change by Category, 2023-2024

Category	2023	2024	Net Change	% Change
Manufacturing & Warehousing	3,910	3,450	-460	-11.8%
Retail	23,540	24,470	930	4.0%
Service	48,550	52,870	4,320	8.9%
Office	410,890	426,840	15,950	3.9%
Institutional	95,920	113,370	17,450	18.2%
Community & Entertainment	18,210	22,360	4,150	22.8%
Total	601,020	643,360	42,340	7.0%

Districts

Toronto is divided into four administrative districts: North York, Toronto and East York, Scarborough, and Etobicoke York. Within these districts are Toronto's four Centres: North York, Yonge-Eglinton, Scarborough, and Etobicoke. The Centres are places with excellent transit accessibility where jobs, housing and services are concentrated in dynamic mixed use settings with different levels of activity and intensity. The Centres are intended to draw people from across the city to these focal points for job opportunities and services.

After four years of employment decreases, the Centres had an increase of 3.5% in 2024 amounting to 76,300 jobs, 4.8% of the city's total employment, in line with the City's goals of accommodating economic growth across the city. Three of the four Centres experienced employment growth with Scarborough Centre as the only Centre with a decrease, losing 50 jobs. Almost three quarters (74.3%) of all jobs in the Centres continue to be part of the Office category.

North York

North York district makes up 19.5% of the city's total employment with the majority of these jobs in the Retail category (26.3%). This is the highest share of retail employment observed among the districts. Of North York's 311,900 jobs, 11.4% are located in North York Centre, which lies within the boundaries of this district. North York Centre remains as Toronto's largest Centre with 35,600 jobs, an increase of 2.4% from 2023. Of the four Centres, North York Centre has the smallest five-year decline at 0.9%. It continues to have a large concentration of commercial office space with over three quarters (77.6%) of all jobs in this Centre being Office jobs, the highest number of office jobs observed among the Centres (see Table 11).

Table 11: North York Centre Employment Change by Category, 2023-2024

Category	2023	2024	Net Change	% Change
Manufacturing & Warehousing	70	70	0	0.0%
Retail	1,700	1,670	-30	-1.8%
Service	3,180	3,130	-50	-1.6%
Office	26,940	27,640	700	2.6%
Institutional	2,070	2,320	250	12.1%
Community & Entertainment	810	770	-40	-4.9%
Total	34,770	35,600	830	2.4%

Toronto and East York

Just over half (52.3%) of the jobs citywide are located in Toronto and East York. This district is separated into Toronto and East York (TEY) North and South with TEY South having 17,210 more jobs than TEY North. The majority (37.6%) of Institutional jobs in the city are found in TEY North while the highest share of Service (28.1%), Office (35.6%), and Community and Entertainment (42.4%) jobs are found in TEY South. TEY South has the highest share of establishments while TEY North has the lowest, at 22.3% and 17.4% respectively.

Yonge-Eglinton Centre spans TEY North and North York districts. This Centre is Toronto's second largest Centre with 16,610 jobs. It contains the highest density of employment of any Centre with approximately 26,230 jobs per square kilometre or 260 jobs per hectare. In 2023, Yonge-Eglinton Centre lost 530 jobs but

was able to bounce back this year, gaining 1,130 jobs, the largest employment growth of any Centre in 2024. This is likely due to the ongoing development, including the replacement of office and non-residential uses in the area and the construction of the Eglinton Crosstown LRT, which may continue to influence future employment trends once the LRT goes into service. The majority of employment in Yonge-Eglinton Centre (81.1%) is in the Office category which includes the 1,180 jobs that were added to this category in 2024 (see Table 12).

Table 12: Yonge-Eglinton Centre Employment Change by Category, 2023-2024

Category	2023	2024	Net Change	% Change
Manufacturing & Warehousing	20	60	40	200.0%
Retail	940	900	-40	-4.3%
Service	1,360	1,360	0	0.0%
Office	12,290	13,470	1,180	9.6%
Institutional	560	510	-50	-8.9%
Community & Entertainment	320	310	-10	-3.1%
Total	15,490	16,610	1,120	7.2%

Scarborough

Scarborough has the fewest jobs among the districts, making up 12.2% of employment citywide. Within this district is Scarborough Centre which includes 13,670 jobs, 0.9% of the city's total. Despite being the only Centre to experience an employment decrease in 2024, Scarborough Centre lost only a combined 50 jobs or 0.4%. This is a significantly smaller decline than the total five-year total decrease of 18.8%, the largest five-year decline observed among the Centres. The majority of employment is in Office (58.7%) followed by Retail (22.2%) which is the highest share of retail employment observed among the Centres (see Table 13).

Table 13: Scarborough Centre Employment Change by Category, 2023-2024

Category	2023	2024	Net Change	% Change
Manufacturing & Warehousing	620	590	-30	-4.8%
Retail	3,000	3,030	30	1.0%
Service	1,320	1,460	140	10.6%
Office	8,280	8,020	-260	-3.1%
Institutional	310	370	60	19.4%
Community & Entertainment	190	200	10	5.3%
Total	13,720	13,670	-50	-0.4%

Etobicoke York

Etobicoke York accounts for 256,380 jobs, 16.0% of all jobs in the city. This district is home to almost half of all Manufacturing and Warehousing jobs across the city (44.5%). Within Etobicoke York lies the smallest Centre in Toronto by employment, Etobicoke Centre, with 6,360 jobs per square kilometre or 60 jobs per hectare. Etobicoke Centre has 10,420 jobs, representing 0.7% of employment in Toronto. In 2024, Etobicoke Centre gained 640 jobs or 6.5% which is the second largest growth among the Centres. Like the other Centres, most of Etobicoke Centre's employment is in Office (72.6%) (see Table 14).

Table 14: Etobicoke Centre Employment Change by Category, 2023-2024

Category	2023	2024	Net Change	% Change
Manufacturing & Warehousing	30	20	-10	-33.3%
Retail	600	670	70	11.7%
Service	1,020	990	-30	-2.9%
Office	7,040	7,570	530	7.5%
Institutional	920	990	70	7.6%
Community & Entertainment	170	200	30	17.6%
Total	9,780	10,440	660	6.7%

Employment Areas

Toronto's Employment Areas are a key part of the city's land use framework and are designated for employment use and growth. These areas are vital to Toronto's economy, serving as regionally and globally competitive locations for national and international business, as well as areas for business formation.

The Employment Areas geography used for this analysis reflects the Land Use Designations of the June 2023 Official Plan consolidation, prior to the approval of Official Plan Amendment 591 in December 2023. OPA 591 contains recommendations for citywide employment policies and 24 employment conversion requests.

Toronto's Employment Areas contain 21,510 establishments (29.4% of the city total) and 387,760 jobs (24.2% of the city total). Despite the small decreases in establishments and employment, their citywide share has remained steady with the year prior. In 2024, 29.1% of new establishments in the city were located in Employment Areas, highlighting the ongoing economic development within these areas.

Employment Areas generally include jobs related to distribution, manufacturing, and other goods producing sectors, which are often identified as low-barrier employment opportunities. The 2024 Toronto Employment Survey results indicate that 83.8% of establishments in the Manufacturing and Warehousing category, along with 89.7% of related jobs are located in Toronto's Employment Areas. Likewise, the top three NAICS sectors in Employment Areas are Manufacturing, Wholesale and Retail Trade, and Professional, Scientific and Technical Services (see Table 15). At a citywide level, Employment Areas continue to accommodate important concentrations of all jobs across the city with most Manufacturing (87.4%), Utilities (83.4%), and Construction (73.5%) jobs locating in these areas. This emphasizes the valuable role Employment Areas play in supporting businesses in strategic locations that provide attainable job opportunities for individuals of varying education levels and skill sets.

Table 15: Total Employment in Employment Areas by Major NAICS Sector Breakdown, 2024

NAICS Sector	Employment
Manufacturing	74,000
Wholesale and Retail Trade	63,680
Professional, Scientific and Technical Services	35,360
Transportation and Warehousing	32,240
Administrative and Support, Waste Management and Remediation Services	27,070
Construction	25,580
Other Services (Except Public Administration)	18,620
Accommodation and Food Services	17,590
Finance and Insurance	16,650
Health Care and Social Assistance	15,580
Information and Cultural Industries	13,580
Public Administration	13,060
Real Estate and Rental and Leasing	12,920
Management of Companies and Enterprises	6,920
Educational Services	6,740
Arts, Entertainment and Recreation	5,350
Utilities	2,690
Agriculture, Forestry, Fishing and Hunting	60
Mining, Quarrying, and Oil and Gas Extraction	4
Total	387,760

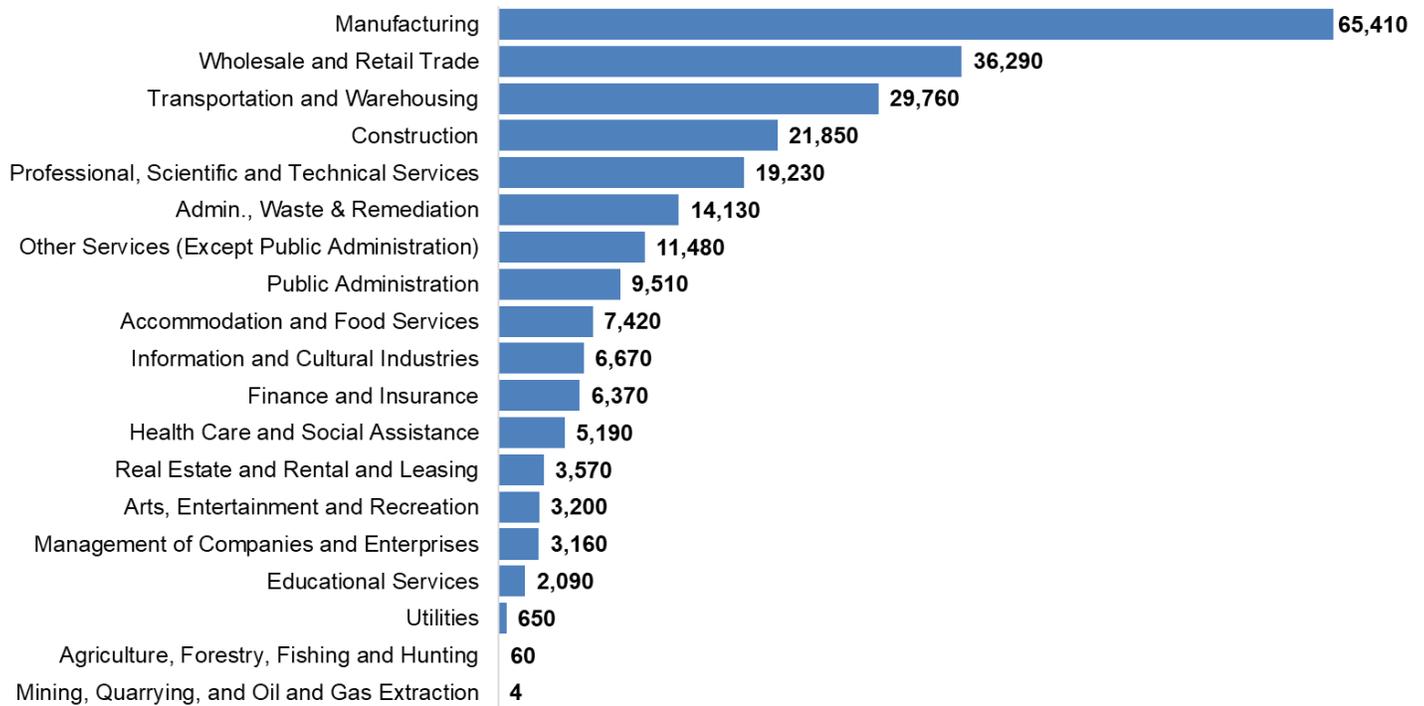
Note: Numbers have been rounded to the nearest ten. Totals and sums may differ due to rounding.

Core and General Employment Areas

Section 4.6 of the Official Plan distinguishes between Core and General Employment Areas. Core Employment Areas are, for the most part, geographically located within the interior of employment lands while General Employment Areas are often located on the periphery of Employment Areas and along major roads (see Map 2). All the land designated within both types of Employment Areas prohibit residential uses in order to contribute equally to the achievement of economic development and growth objectives.

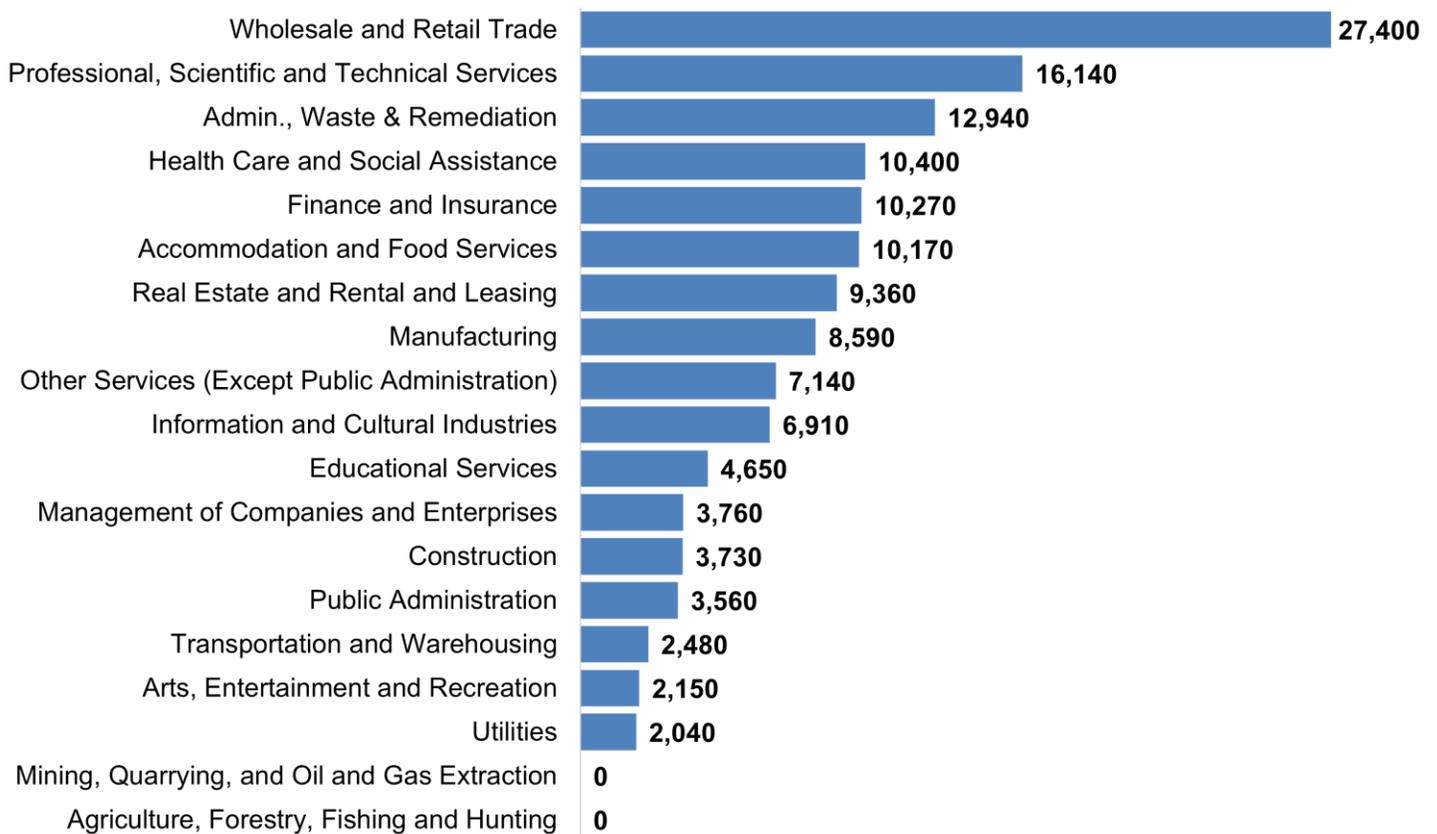
Core Employment Areas cover 58.0 square kilometres in Toronto, which represents 9.1% of the city’s total land area, and account for 63.5% or 246,070 of all jobs in Employment Areas. These areas had an average of 4,240 jobs per square kilometre or 42 jobs per hectare. The greatest number of jobs in Core Employment Areas continue to be located in Manufacturing, Wholesale and Retail Trade, and Transportation and Warehousing (see Figure 13). Core Employment Areas remain as the city’s primary hub for Manufacturing (77.3%), Transportation and Warehousing (67.1%), and Construction (62.8%) employment citywide.

Figure 13: Core Employment by NAICS, 2024



General Employment Areas provide support activities for Core Employment Areas and help buffer heavy industrial uses from surrounding areas. They cover 21.2 square kilometres in Toronto, which represents 3.3% of the city’s total land area, and contain 36.5% or 141,690 of all jobs in Employment Areas. These areas had an average employment density of 6,690 jobs per square kilometre or 67 jobs per hectare. The top three NAICS sectors in General Employment Areas are still Wholesale and Retail Trade, Professional, Scientific, and Technical Services, and Administrative and Support, Waste Management and Remediation Services (see Figure 14). General Employment Areas continue to be a significant location for citywide employment in Utilities (63.3%), followed by Real Estate and Rental and Leasing (21.7%), and Administrative and Support, Waste Management and Remediation Services (20.6%).

Figure 14: General Employment by NAICS, 2024



Secondary Plans Areas

Toronto has 50 Secondary Plan areas that contain a range of land use designations and cover diverse geographic areas across the city, including parts of Downtown, the Centres, and Employment Areas. As such, the employment and establishment counts in Secondary Plan areas should each be considered in relation to the city as a whole, and not compared to Downtown, the Centres, or Employment Areas. Despite having the same names, the Secondary Plan areas for Downtown, North York Centre, and Yonge-Eglinton Centre are different than the geographic areas of the Centres and Downtown identified in the Official Plan's Urban Structure map. Therefore, the reported employment and establishment counts for these areas are not directly comparable.

There are also cases where areas of the city belong to more than one Secondary Plan area. For example, businesses in the area of King St. East and Parliament St. fall within Central Waterfront, Downtown, and King-Parliament Secondary Plan areas. The Downtown Secondary Plan, in particular, overlaps with eleven Secondary Plan areas, each of which provides a local focus for growth management. The employment totals in Table 16 are for each Secondary Plan area individually thus, some businesses are counted in more than one Secondary Plan area.

Secondary Plan areas account for 57.3% of all citywide employment, a 6.3% increase from last year. The addition of 54,260 jobs reflects much of the city's ongoing growth and development along with the new Jane-Finch Plan area that was adopted by City Council in 2024. While Secondary Plan areas make important contributions to Toronto's economy, 68.1% of the city's total jobs are concentrated in five of the city's 50 Secondary Plan areas. Notably, the Downtown Plan area remains the largest Secondary Plan area in terms of employment, having grown by 6.7% to 632,750 jobs. Of the remaining 45 Secondary Plan areas, 23 contain between 2,000 and 30,000 jobs and 22 contain fewer than 2,000 jobs each. This distribution of employment reflects the success of the Official Plan's growth management policies in directing growth to appropriate areas.

Nearly three quarters of the Secondary Plan areas experienced an employment increase with Regent Park and Morningside Heights reporting the largest employment growth, at 56.9% and 49.0% respectively. The largest decline was observed in Sheppard Avenue Commercial Area (-20.9%), followed by Sheppard Lansing Area (-10.3%), and Keele Finch (-9.8%).

In 2024, the share of employment and establishments by category stayed consistent with the year prior. Office continues to be the largest employment category in Secondary Plan areas with 61.9% of employment and 46.1% of establishments and Manufacturing and Warehousing remains the smallest with 1.4% of employment and 2.1% of establishments (see Figures 15 and 16).

Figure 15: Secondary Plan Area Employment by Category, 2024

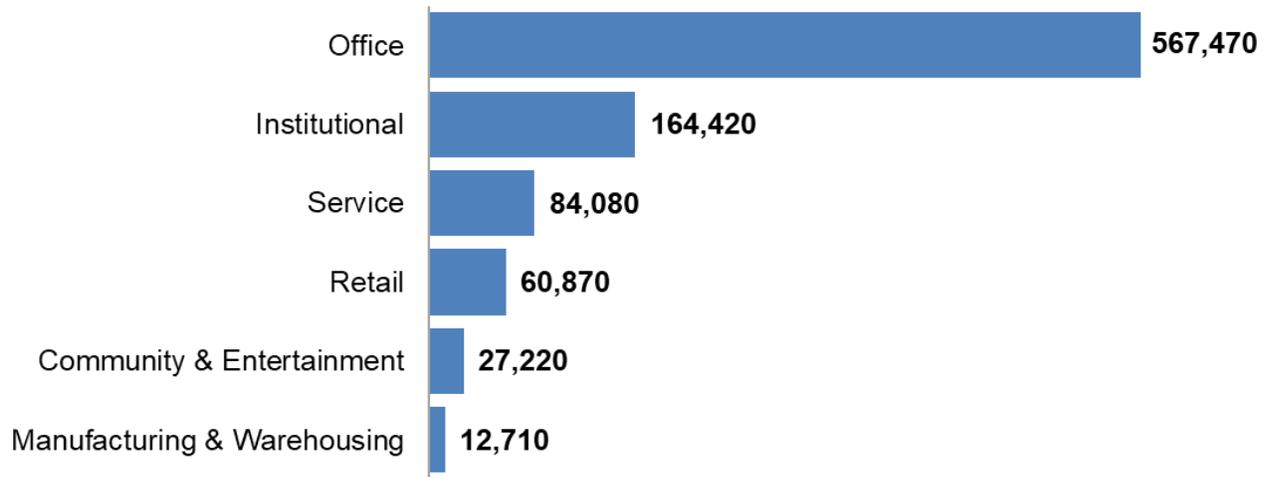


Figure 16: Secondary Plan Area Establishments by Category, 2024

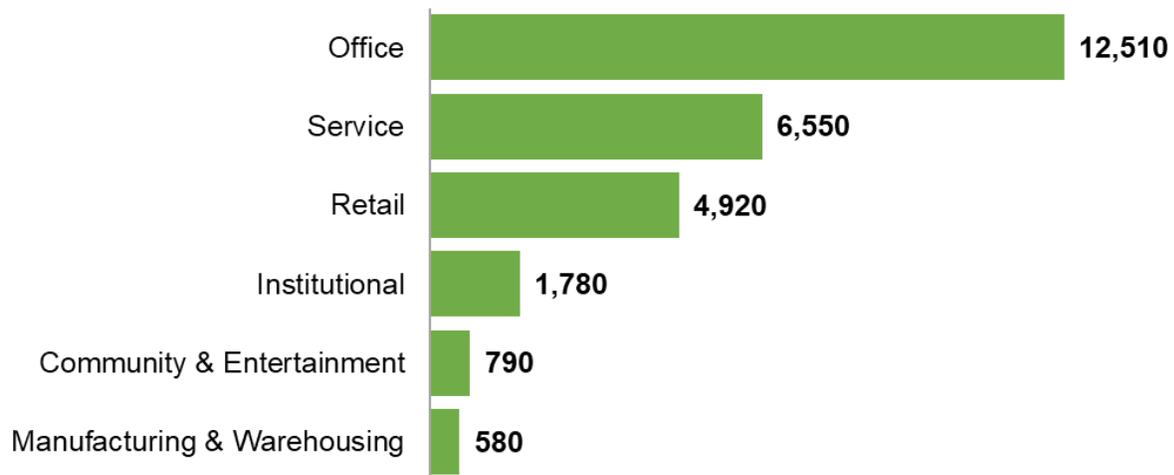
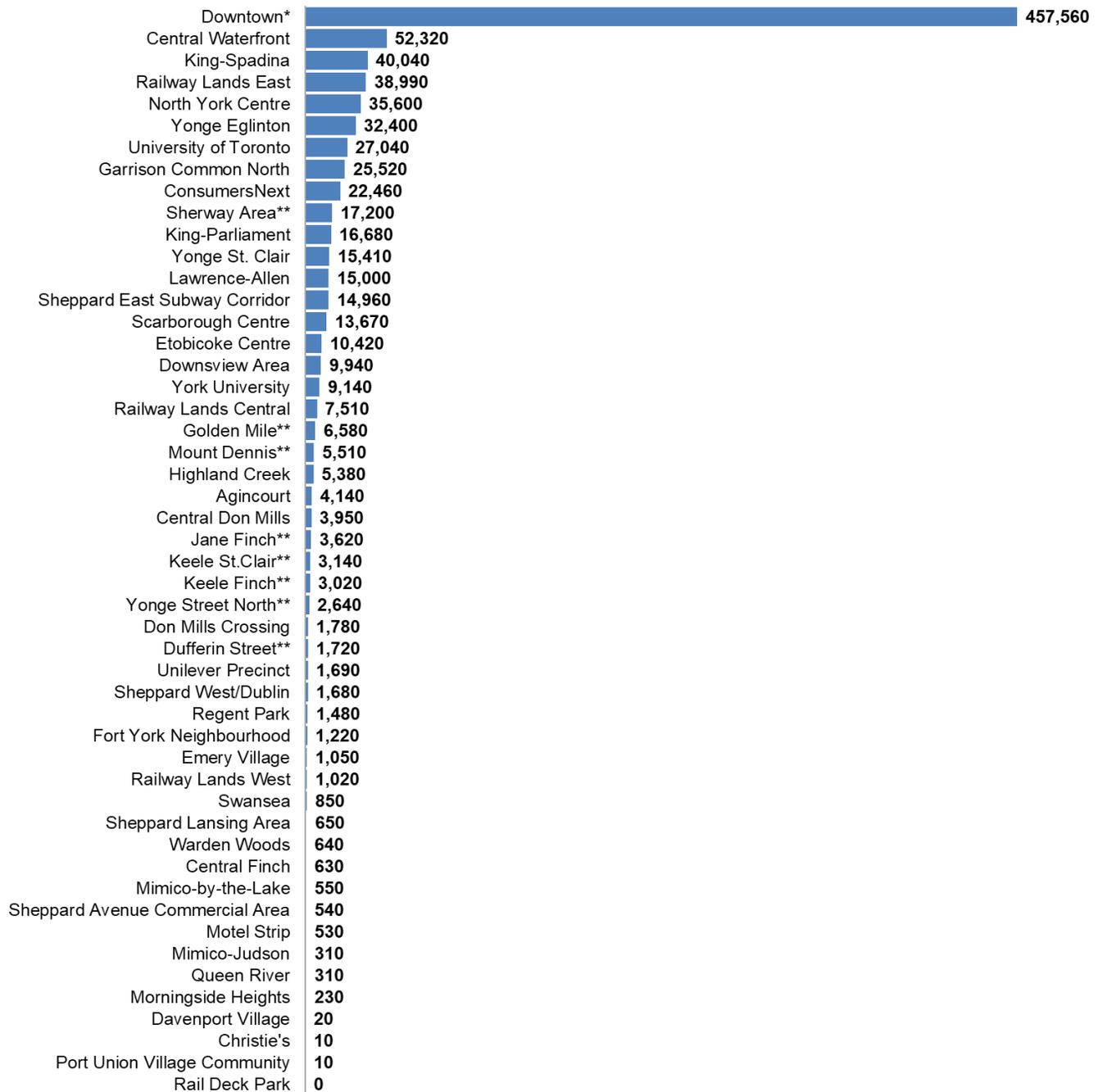


Figure 17: Secondary Plan Area Employment, 2024



*175,190 jobs within Downtown are also captured in other Secondary Plan Areas, including King-Parliament, University of Toronto, Regent Park, Central Waterfront, Fort York Neighbourhood, Queen River, King-Spadina, Railway Lands East, Railway Lands West, and Railway Lands Central. The overlap by six categories includes 860 Manufacturing & Warehousing jobs, 6,330 Retail jobs, 16,870 Service jobs, 112,370 Office jobs, 27,370 Institutional jobs, and 11,380 Community & Entertainment jobs.

**Eight Secondary Plan Areas have been adopted by Council but have not yet been approved by the Province or are under appeal and thus may be subject to change, pending Ontario Land Tribunal decisions.

Table 16: Total Employment in Secondary Plan Areas by Six Categories, 2024

Number	Secondary Plan Area	Manufacturing &				Community &			Total
		Warehousing	Retail	Service	Office	Institutional	Entertainment		
1	Agincourt	650	620	510	2,160	190	20	4,140	
2	Highland Creek	10	80	410	280	4,180	430	5,380	
3	Morningside Heights	10	40	0	0	180	0	230	
4	Port Union Village Community	0	0	10	0	0	0	10	
5	Scarborough Centre	590	3,030	1,460	8,020	370	200	13,670	
6	Yonge St. Clair	40	590	1,030	12,660	960	130	15,410	
7	Downsview Area	4,120	910	2,050	950	1,520	380	9,940	
8	North York Centre	70	1,670	3,130	27,640	2,320	770	35,600	
9	Sheppard East Subway Corridor	20	3,790	1,520	4,380	5,010	230	14,960	
10	York University	0	80	570	810	7,600	70	9,140	
11	Motel Strip	20	50	190	130	140	0	530	
12	Etobicoke Centre	20	670	990	7,570	990	200	10,420	
13	Fort York Neighbourhood	0	360	110	60	620	60	1,220	
14	Garrison Common North	220	1,650	2,940	15,170	4,980	560	25,520	
15	King-Parliament	70	1,190	1,930	10,700	2,140	650	16,680	
16	King-Spadina	340	1,790	7,990	27,510	1,180	1,220	40,040	
17	Railway Lands East	90	510	2,460	32,090	20	3,830	38,990	
18	Railway Lands Central	0	340	370	3,140	20	3,650	7,510	
19	Railway Lands West	0	280	310	230	120	70	1,020	
20	University of Toronto	40	630	1,240	1,970	22,620	540	27,040	
21	Yonge Eglinton	130	3,400	4,070	20,940	3,000	860	32,400	
22	Central Finch	10	30	40	490	60	0	630	
23	Sheppard West/Dublin	0	330	350	620	320	60	1,680	
24	Central Don Mills	10	680	770	1,510	890	90	3,950	
25	Swansea	140	130	70	220	220	70	850	
26	Emery Village	40	110	200	460	230	0	1,050	
27	Davenport Village	0	0	20	10	0	0	20	
28	Regent Park	10	170	230	350	390	340	1,480	
29	Sheppard Avenue Commercial Area	0	30	40	410	60	0	540	
30	Warden Woods	330	20	30	20	210	40	640	
31	Central Waterfront	1,190	1,240	4,360	39,510	1,020	5,010	52,320	
32	Lawrence-Allen	0	5,840	1,680	4,620	2,700	160	15,000	
33	Mimico-by-the-Lake	20	170	120	230	10	0	550	
34	Queen River	0	170	0	10	130	0	310	
35	Mimico-Judson	130	40	110	40	0	0	310	
36	Dufferin Street**	20	430	490	450	20	320	1,720	
37	Sheppard Lansing Area	0	20	50	540	30	10	650	
38	ConsumersNext	150	540	980	19,420	1,270	100	22,460	
39	Rail Deck Park	0	0	0	0	0	0	0	
40	Don Mills Crossing	30	250	10	1,360	120	20	1,780	
41	Downtown*	1,890	17,800	34,640	311,290	85,230	6,710	457,560	
42	Unilever Precinct	0	0	0	1,690	0	0	1,690	
43	Sherway Area**	30	4,250	2,070	1,780	9,070	0	17,200	
44	Keele Finch**	170	640	660	1,180	360	10	3,020	
45	Golden Mile**	830	3,360	850	1,230	190	120	6,580	
46	Christie's	0	0	0	10	0	0	10	
47	Keele St. Clair**	430	1,100	820	360	350	90	3,140	
48	Mount Dennis**	840	350	1,040	1,250	1,930	100	5,510	
49	Yonge Street North**	10	930	740	750	180	30	2,640	
50	Jane Finch**	10	600	420	1,270	1,270	50	3,620	

*175,190 jobs within Downtown are also captured in other Secondary Plan Areas, including King-Parliament, University of Toronto, Regent Park, Central Waterfront, Fort York Neighbourhood, Queen River, King-Spadina, Railway Lands East, Railway Lands West, and Railway Lands Central. The overlap by six categories includes 860 Manufacturing & Warehousing jobs, 6,330 Retail jobs, 16,870 Service jobs, 112,370 Office jobs, 27,370 Institutional jobs, and 11,380 Community & Entertainment jobs.

**Eight Secondary Plan Areas have been adopted by Council but have not yet been approved by the Province or are under appeal and thus may be subject to change, pending Ontario Land Tribunal decisions.

Areas of Employment

There are 23 Areas of Employment (AOEs) in Toronto which represent geographic clusters of lands designated as either *Core Employment Area* or *General Employment Area* in the Official Plan (see Map 3). According to the *Planning Act*⁹, an “‘area of employment’ means an area of land designated in an official plan for clusters of business and economic uses i”. These uses include manufacturing, uses related to research and development in connection with manufacturing, warehousing, associated retail and office uses, and ancillary facilities.

The AOEs are composed almost exclusively of designated Employment Areas, therefore all employment statistics and figures in this section are calculated for those establishments on those lands. The Port Lands and Central Waterfront AOE contains some land designated as Regeneration Area. These establishments and employment numbers have been removed from the calculations.

In 2024, employment in the AOEs accounted for 410,380 jobs, or 25.6% of all citywide employment, and 22,040 establishments, or 30.1% of the total. These proportions have remained relatively consistent in the past five years, indicating stability in these areas. The top five AOEs comprise nearly half of the employment with 187,670 jobs (see Table 17). These areas continue to be Rexdale-Airport, South Etobicoke, Downsview, Highway 400, and Tapscott. Of the remaining 18 AOEs, ten contain between 10,000 to 28,000 jobs and eight contain fewer than 10,000 jobs each.

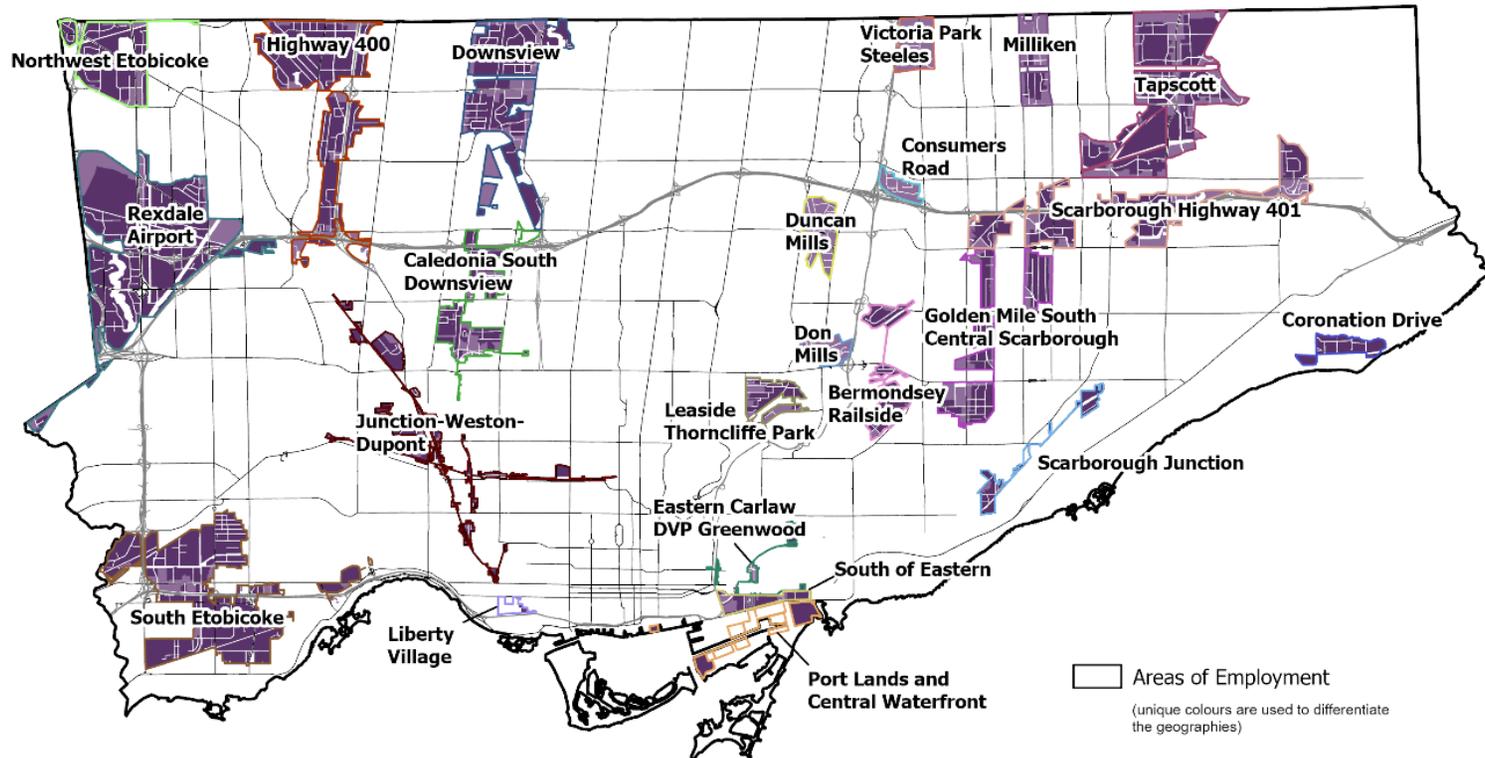
Table 17: Total Employment in Areas of Employment, 2019, 2023, 2024

Area of Employment	2019	2023	2024		2019-2024	% Change	2023-2024	% Change
			Employment	% of Total				
Bermondsey-Railside	10,030	9,460	9,130	2.2%	-900	-9.0%	-330	-3.5%
Caledonia-South Downsview	20,390	18,130	18,600	4.5%	-1,790	-8.8%	470	2.6%
Consumers Road	18,520	18,770	18,870	4.6%	350	1.9%	100	0.5%
Coronation Drive	960	1,120	1,110	0.3%	150	15.6%	-10	-0.9%
Don Mills	10,860	11,460	11,400	2.8%	540	5.0%	-60	-0.5%
Downsview	35,660	36,020	35,780	8.7%	120	0.3%	-240	-0.7%
Duncan Mills	20,270	21,360	20,440	5.0%	170	0.8%	-920	-4.3%
Eastern-Carlaw-DVP-Greenwood	4,910	4,840	4,710	1.1%	-200	-4.1%	-130	-2.7%
Golden Mile-South Central Scarborough	23,920	23,560	24,220	5.9%	300	1.3%	660	2.8%
Highway 400	34,370	33,630	33,380	8.1%	-990	-2.9%	-250	-0.7%
Junction-Weston-Dupont	21,750	17,970	18,230	4.4%	-3,520	-16.2%	260	1.4%
Leaside-Thorncliffe Park	8,910	6,940	7,020	1.7%	-1,890	-21.2%	80	1.2%
Liberty Village	11,120	13,130	13,340	3.3%	2,220	20.0%	210	1.6%
Milliken	7,720	7,800	8,330	2.0%	610	7.9%	530	6.8%
Northwest Etobicoke	16,390	15,770	14,900	3.6%	-1,490	-9.1%	-870	-5.5%
Port Lands and Central Waterfront	5,450	5,120	5,420	1.3%	-30	-0.6%	300	5.9%
Rexdale-Airport	44,930	42,930	46,020	11.2%	1,090	2.4%	3,090	7.2%
Scarborough Highway 401	29,040	28,140	27,280	6.6%	-1,760	-6.1%	-860	-3.1%
Scarborough Junction	3,230	2,660	2,640	0.6%	-590	-18.3%	-20	-0.8%
South Etobicoke	43,310	38,260	40,900	10.0%	-2,410	-5.6%	2,640	6.9%
South of Eastern	4,860	4,040	5,320	1.3%	460	9.5%	1,280	31.7%
Tapscott	33,180	30,950	31,590	7.7%	-1,590	-4.8%	640	2.1%
Victoria Park-Steeles	13,840	11,640	11,740	2.9%	-2,100	-15.2%	100	0.9%
Total	423,620	403,700	410,370	100.0%	-13,250	-3.1%	6,670	1.7%

Note: Numbers have been rounded to the nearest ten.

*There are 37 establishments with 4,101 jobs on the regeneration area in the Port Lands and Central Waterfront AOE. The totals in this table do not include them.

Map 3: Areas of Employment



The largest increase in employment over the last five years has been in Liberty Village, increasing 20.0% from 11,120 to 13,340 jobs in 2024. Conversely, the largest decrease in employment has been in Leaside-Thorncliffe Park, losing 21.2% of its jobs. This is likely due to the development in the area, specifically the construction of the Ontario Line, which may continue to impact employment trends.

The distribution of employment by category has stayed consistent from 2019 to 2024 with the majority still being Office jobs (41.4%). Since 2019, AOE's have experienced a net decrease of 3.1% in employment, resulting in the loss of 13,320 jobs. A significant portion of this decrease is attributed to the Manufacturing NAICS sector which lost 6,360 jobs (see Table 18). Despite this decline, Manufacturing remains the largest source of jobs within AOE's with 74,990 jobs in 2024.

Table 18: Total Employment in Areas of Employment by Major NAICS Sectors, 2019, 2023, 2024

NAICS Sector	2019	2023	2024		2019-2024	% Change	2023-2024	% Change
			2024	% of Total Employment				
Agriculture, Forestry, Fishing and Hunting	10	70	60	0.0%	50	500.0%	-10	-14.3%
Mining, Quarrying, and Oil and Gas Extraction	0	0	20	0.0%	20	--	20	--
Utilities	2,380	2,720	2,690	0.7%	310	13.0%	-30	-1.1%
Construction	24,890	24,450	25,840	6.3%	950	3.8%	1,390	5.7%
Manufacturing	81,350	75,410	74,990	18.3%	-6,360	-7.8%	-420	-0.6%
Transportation and Warehousing	38,870	34,920	35,730	8.7%	-3,140	-8.1%	810	2.3%
Information and Cultural Industries	15,760	15,800	17,040	4.2%	1,280	8.1%	1,240	7.8%
Finance and Insurance	18,590	16,880	16,610	4.0%	-1,980	-10.7%	-270	-1.6%
Real Estate and Rental and Leasing	15,560	13,420	13,240	3.2%	-2,320	-14.9%	-180	-1.3%
Professional, Scientific and Technical Services	44,120	43,660	43,740	10.7%	-380	-0.9%	80	0.2%
Management of Companies and Enterprises	5,240	6,150	7,150	1.7%	1,910	36.5%	1,000	16.3%
Administrative and Support, Waste Management and Remediation Services	27,520	29,110	27,910	6.8%	390	1.4%	-1,200	-4.1%
Educational Services	7,330	6,760	6,810	1.7%	-520	-7.1%	50	0.7%
Health Care and Social Assistance	13,950	14,590	16,070	3.9%	2,120	15.2%	1,480	10.1%
Arts, Entertainment and Recreation	6,360	5,720	5,910	1.4%	-450	-7.1%	190	3.3%
Accommodation and Food Services	17,640	15,170	17,980	4.4%	340	1.9%	2,810	18.5%
Other Services (Except Public Administration)	20,370	18,180	19,050	4.6%	-1,320	-6.5%	870	4.8%
Public Administration	13,920	14,090	13,380	3.3%	-540	-3.9%	-710	-5.0%
Wholesale and Retail Trade	69,720	66,540	66,100	16.1%	-3,620	-5.2%	-440	-0.7%
Not Coded	40	70	70	0.0%	30	75.0%	0	0.0%
Total	423,620	403,710	410,390	100.0%	-13,230	-3.1%	6,680	1.7%

Note: Numbers have been rounded to the nearest ten.

Regional Employment Policies

Although the new Provincial Planning Statement, 2024 has replaced the 2020 Growth Plan, the City of Toronto continues to use the forecasts of the Official Plan which reflect the Growth Plan population and employment forecasts as permitted by Policy 2.1.2 of the PPS. The City's 2023 Land Needs Assessment continues to inform planning policy direction.

The Growth Plan contains an employment forecast of 1,980,000 for the City of Toronto in 2051. The forecast was updated in 2020 based on the Technical Report *Greater Golden Horseshoe: Growth Forecasts to 2051* by Hemson Consulting, Ltd., released August 26, 2020.¹⁰ Under the Reference scenario, employment within

Toronto was forecasted to grow to 1,979,000 jobs by 2051, a forecasted 0.6% increase in employment per annum (see Table 19).

In 2024, the measured ten-year rate of job growth is 1.5%, more than twice the rate anticipated by the Reference scenario. The 2024 results indicate that if the current rate of growth continues, Toronto employment will reach the Growth Plan forecast for 2051 sometime before 2042.

As previously mentioned, the 2024 employment count has surpassed the pre-pandemic 2019 total. This is consistent with Hemson’s Technical Report which assumed a recovery period of approximately three years. As discussed, this rebound has varied across sectors and the impact of pandemic-related business closures continues.

Table 19: Employment Forecast Scenarios, 2016-2051

Scenario	2016	2051	2016-2051	Per Annum	Per Annum % (CAGR)	Years
Growth Plan Reference	1,608,000	1,979,000	371,000	10,600	0.6%	35
	2011	2021	2011-2021			
TES 10 Years to 2021	1,317,300	1,451,520	134,220	13,422	1.0%	28
	2013	2023	2013-2023			
TES 10 Years to 2023	1,363,850	1,535,290	171,440	17,144	1.2%	22
	2014	2024	2014-2024			
TES 10 Years to 2024	1,384,390	1,600,300	215,910	21,591	1.5%	17

Note: CAGR abbreviates Compound Annual Growth Rate.

Special Topic: The Evolution of Hybrid Work

The Toronto Employment Survey has been tracking work-from-home employment since the onset of the COVID-19 pandemic. In 2023, the Survey program shifted towards tracking remote work employment to reflect the changing nature of work, and in particular, hybrid working, due to the pandemic. The citywide collection of information on remote work was targeted to collect the number of active total employees working remotely and the number of days those employees work on-site during an average week. Data was collected and recorded as percentages to allow for a balance between collecting precise employment data for each establishment versus the changing configuration of employment undertaken by many businesses.

A New Normal

Hybrid work has become a persistent feature of work in Toronto. While working exclusively remotely has declined since 2022, hybrid arrangements have remained consistent since 2023.¹¹ While the COVID-19 pandemic restrictions have been lifted, aspects of remote work that were accelerated by the pandemic have remained, signaling a new normal of hybrid work arrangements.

In 2024, 80.0% of businesses across the city answered the Toronto Employment Survey’s additional questions providing insights on remote work trends, an increase of 9.0% from the year prior. Of those businesses, 85% reported having no active employees working remotely while 15.0% did. Despite a higher response rate, the share of businesses reporting either having remote-working employees or not remained constant. About 12.0% of businesses in the city confirmed having staff who are working remotely at least some of the time, which is marginally higher than 2023 at 10.0% (see Table 20).

Table 20: Remote Work Employment and Establishments, 2024

	2023			2024		
	Employment	Establishments	% of Establishments	Employment	Establishments	% of Establishments
Remote Work	309,570	7,290	10.1%	397,530	8,540	11.8%
No Remote Work	635,850	44,140	60.9%	825,420	50,140	69.1%
Unknown	589,870	21,100	29.1%	377,350	14,510	20.0%
Total	1,535,290	72,530		1,600,300	73,180	

Note: Numbers have been rounded to the nearest ten. Totals, sums and percentages may differ due to rounding.

Despite a jump of 9.3% in response rate from businesses in 2024 and an increase of 87,960 remote workers, the percentage of reported staff working remotely remained constant at 32.5%. This reflects the general Canadian trend whereby at the end of 2023, 26% of paid Canadian employees spend part of their week working remotely.¹² Toronto’s higher number of remote workers than the national average may be due to a number of factors, including the high percentage of jobs in the Office sector which generally allow for more remote work than other sectors.

One in four businesses that adopted a hybrid work model reported having employees work on-site three days a week on average, showing no change between 2023 and 2024. The survey’s responses regarding the number of days employees work on-site point towards a stable post-COVID-19 pandemic way of working. The number of days Torontonians work on-site is slightly below other major global Cities such as Paris, Singapore, and New York, who on average have more of their workers on-site more days per week.¹³

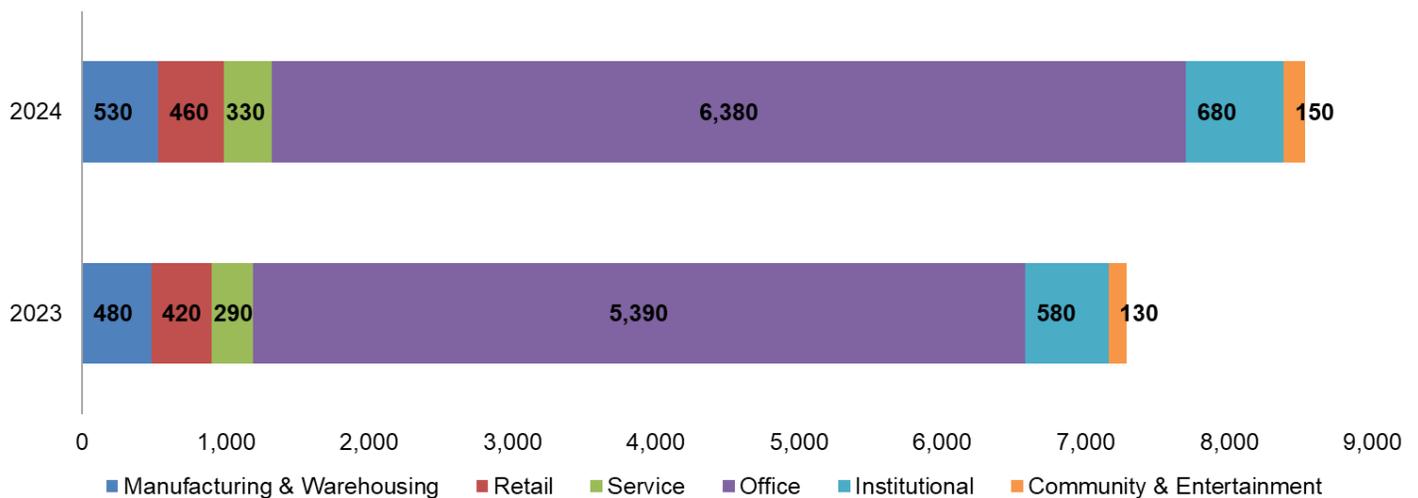
Employment Type and Hybrid Work

The majority of remote work that was reported in businesses were in the Office category at 74.8%, consistent with the past three years of the Toronto Employment Survey, reflecting the lasting impacts of the hybrid work model that was accelerated by the COVID-19 pandemic (see Table 21 and Figure 18).

Table 21: Number of Establishments Reporting Remote Work Employment by Sector, 2022-2024

Category	2022	2023	2024
Manufacturing & Warehousing	310	480	530
Retail	290	420	460
Service	170	290	330
Office	3,390	5,390	6,380
Institutional	320	580	680
Community & Entertainment	60	130	150
Total	4,540	7,290	8,530

Figure 18: Number of Establishments Reporting Remote Work Employment by Category, 2023-2024



Hybrid work in the Office category is consistent with the top Canada-wide Industries working a hybrid model including Finance and Insurance, Professional, Science and Technology, Information and Cultural, and Public Administration.¹⁴ Regionally, Toronto also has one of the highest percentages of people working from home working in Business, Finance and Administration Occupations in Canada based on the 2021 Census. The top two highest remote work percentages amongst all businesses according to the 2024 survey were reported within Legal Services and Computer Services, remaining the same as 2023.

Some Canadian employees were far more likely than others to work exclusively from home in 2022, including highly educated workers, highly paid workers, employees in the Information and Cultural industries sector, the Finance and Insurance sector, the Professional, Scientific and Technical Services sector, and the Public Administration sector; and workers in large firms.¹⁵ Although there are fewer people working exclusively from home in 2024, workers with hybrid arrangements are still likely to be from these sectors.

Downtown Toronto's Recovery

In 2024, Downtown businesses reported 126,890 employees working remotely, an increase of 47,610 remote employees from 2023 which reported 79,270 remote employees.

Geographically, remote work remains highest in Downtown which has high proportions of office-based employment. Downtown has seen an increase of 45,000 remote employees along with an increase of 600 remote work businesses. The total employment number Downtown grew by 56,540. The proportion of remote employees in Downtown in 2023 was 55.5%, in 2024 it was 63.6% (Table 22).

Table 22: Remote Work Employment and Establishments by Urban Economic Structure Area, 2024

	Employees	Establishments
Downtown	126,890	2,710
North York Centre	4,620	230
Yonge-Eglinton	4,230	170
Scarborough Centre	1,060	40
Etobicoke Centre	2,480	100
Rest of the City	88,050	5,280
Total	227,340	8,540

Since the COVID-19 pandemic, Toronto's downtown recovery rate is 70% compared to its pre-pandemic activity levels in 2019, which is below the North American average of 76% for large cities when compared to 2019 levels.¹⁶ One major factor that influences a Downtown's recovery rate is the composition of its economy; Downtowns with employment sectors that have larger numbers of remote workers have recovered slower. This slower recovery to pre-pandemic levels in Downtown Toronto could be attributed to the higher numbers of people working remotely as seen in the 2024 Survey results.

The rise of remote work has introduced a new dynamic Downtown, resulting in uneven weekly demand for services, restaurants, and transit. According to research by the Strategic Regional Research Alliance, the average weekly office occupancy as of October 2024 is 72% compared to 2019 levels; however, Wednesday is the busiest day Downtown at 83% compared to the lowest occupancy day on Fridays at 41%.¹⁷ With many Downtown employees working less days per week on-site as captured in the 2024 Survey results, and working on-site Downtown on more concentrated days, the impact on Downtown should continue to be monitored with this lens.

Special Topic: Job Precarity and Distributional Impacts of Pandemic Recovery

Precarious work is defined as employment that is characterized by instability, lack of protection, and socioeconomic vulnerability.¹⁸ Those most disproportionately represented in precarious employment include women, racialized persons, immigrants, Indigenous persons, persons with disabilities, older adults, and youth.

One aspect of job precarity includes part-time work. The Toronto Employment Survey tracks part-time employment as workers working less than 30 total hours per week. Although the Survey program captures multiple aspects of precarious work across the city, it is worth noting that there is a swath of information that is not captured fully by the Survey program, including temporary workers and gig-workers.

The proportion of part-time work has steadily increased throughout the 42 years of the Toronto Employment Survey program, peaking in 2019 with 24.9% of employment categorized as part-time. The COVID-19 pandemic caused a large drop in the proportion of part-time workers, bringing it to a number not seen since 2014 at 23.2%. Proportionately part-time workers lost employment at a greater rate than those with full-time employment. Despite these job losses during the pandemic years, part-time employment is still up 18.9% over the past ten years, outpacing the growth in full-time work.

From 2021 to 2023, the number of part-time workers has steadily increased with an average increase of around 12,000 new part-time workers per year. However, the jump of part-time employment from 2023-2024 was more substantial as part-time workers increased by 25,710 in one year, or about a 7.2% increase from 2023. However, the 2024 number of 381,620 part-time jobs is still below the peak in 2019 of 390,850 part-time jobs. Comparatively, full-time employment has exceeded 2019 numbers and only saw a modest increase in employment of 3.3% from 2023.

These trends suggest that part-time workers may be more susceptible to fluctuations in the economy with larger job losses and slower recovery than more stable full-time jobs.

Precarious Employment by Category and Sector

Community and Entertainment jobs and Service jobs were most impacted by the COVID-19 pandemic, losing 35.8% and 23.4% of jobs respectively in 2020. Although both categories are recovering, neither have fully recovered to 2019 employment numbers. However, part-time employment in the two categories has risen at a faster rate than full-time employment, suggesting that the structure of employment within these categories may be changing (see Table 23). Community and Entertainment part-time employment increased by 23.8% from 2023, and Service part-time employment increased by 7.1%. Despite the increase in Community and Entertainment employment, the Community and Entertainment businesses have continued to decline in numbers. Since 2019, businesses in the Community and Entertainment sector have fallen by 14.3%. Jobs in the two sectors mentioned are more likely to be impacted due to larger socioeconomic factors.

Table 23: Part-Time Employment by Category, 2023-2024

Category	Total Number of Part-time Employees		Net Change	% Change
	2023	2024	2023-2024	
Manufacturing & Warehousing	9,750	9,500	-250	-2.6%
Retail	68,620	68,980	360	0.5%
Service	65,030	69,660	4,630	7.1%
Office	90,810	95,110	4,300	4.7%
Institutional	96,460	107,110	10,650	11.0%
Community & Entertainment	25,240	31,250	6,010	23.8%
Total	355,910	381,620	25,710	7.2%

Note: Numbers have been rounded to the nearest ten. Totals and sums may differ due to rounding.

By NAICS sector, the greatest increases in part-time employment were seen in Management of Companies and Enterprises (64.3%), Educational Services (24.8%), and Arts Entertainment and Recreation (20.5%). The greatest proportion of part time workers by sector were seen in Health Care and Social Assistance, Wholesale and Retail Trade, and Accommodation and Food Services.

The City is advancing work on an Inclusive Economic Development framework in partnership with key stakeholders. This work is focused on enhancing economic outcomes for Indigenous, Black, and equity-deserving communities across the City, ensuring their economic growth prospers equitably alongside the broader growth of Toronto and the regional economy.¹⁹

Inclusive economic development is aligned with the principles outlined in the recently adopted Chapter One of Toronto’s Official Plan.²⁰ The Official Plan is the roadmap for how Toronto will grow, and Chapter One emphasizes an inclusive planning approach that includes the principles of reconciliation, access, equity, and inclusion. Tracking precarious work and distributional impacts caused by economic fluctuations through the Toronto Employment Survey is vital to improving economic outcomes for all Torontonians and aligning with the vision set out by Chapter One for today, for tomorrow, and toward 2051.

Appendix

Table A1: Average Response Rate by Six Category Breakdown, 2024

Sector	Average Response Rate
Manufacturing & Warehousing	79%
Retail	87%
Service	82%
Office	73%
Institutional	70%
Community & Entertainment	66%
Total	78%

Table A2: Average Response Rate by Major NAICS Sector Breakdown, 2024

NAICS Major Sector	Average Response Rate
Not Coded	12%
Agriculture, Forestry, Fishing and Hunting	67%
Mining, Quarrying, and Oil and Gas Extraction	69%
Utilities	69%
Construction	76%
Manufacturing	80%
Wholesale Trade	82%
Retail Trade	87%
Transportation and Warehousing	72%
Information and Cultural Industries	64%
Finance and Insurance	67%
Real Estate and Rental and Leasing	69%
Professional, Scientific and Technical Services	74%
Management of Companies and Enterprises	61%
Administrative and Support, Waste Management and Remediation Services	71%
Educational Services	77%
Health Care and Social Assistance	80%
Arts, Entertainment and Recreation	71%
Accommodation and Food Services	77%
Other Services (Except Public Administration)	82%
Public Administration	65%
Total	78%

Endnotes

- ¹ It should be noted that the total number of establishments includes 3,032 establishment records deemed as placeholders. Since 2020, placeholder records have been identified as having either no employment or employment that cannot be confirmed. Examples of placeholders include unstaffed hydroelectric stations and training centres, as well as new temporarily closed businesses or those where surveyors could not confirm employment information. Placeholders are continually reviewed as part of the field survey programme.
- ² Statistics Canada (2024). Recent developments in the Canadian economy: Fall 2024. <https://www150.statcan.gc.ca/n1/pub/36-28-0001/2024010/article/00001-eng.htm>
- ³ Government of Ontario (2024). 2024 Ontario Budget: Building a Better Ontario. Chapter 2: Economic Performance and Outlook. <https://budget.ontario.ca/2024/fallstatement/chapter-2.html#:~:text=The%20Ontario%20Ministry%20of%20Finance%20is%20projecting%20that%20Ontario%20nominal,stronger%20projected%20real%20GDP%20growth>
- ⁴ TD Provincial Economic Forecast (September 19, 2024). <https://economics.td.com/provincial-economic-forecast#on>
- ⁵ Government of Ontario (2024). 2024 Ontario Budget: Building a Better Ontario. Chapter 2: Economic Performance and Outlook. <https://budget.ontario.ca/2024/fallstatement/chapter-2.html#:~:text=The%20Ontario%20Ministry%20of%20Finance%20is%20projecting%20that%20Ontario%20nominal,stronger%20projected%20real%20GDP%20growth>
- ⁶ Bank of Canada (2024). Bank of Canada reduces policy rate by 50 basis points to 3¾%. <https://www.bankofcanada.ca/2024/10/fad-press-release-2024-10-23/>
- ⁷ Statistics Canada (2024). The Daily, 2024-09-06. Table 8 Labour force characteristics by Montréal, Toronto and Vancouver census metropolitan areas, monthly, seasonally adjusted. <https://www150.statcan.gc.ca/n1/daily-quotidien/240906/t008a-eng.htm>
- ⁸ City of Toronto (2024). Toronto Economic Dashboard. <https://www.toronto.ca/city-government/data-research-maps/toronto-economy-labour-force-demographics/toronto-economic-dashboard/#detail/1.01>
- ⁹ Planning Act, R.S.O. 1990, as of December 12, 2023. <https://www.ontario.ca/laws/statute/90p13>
- ¹⁰ Hemson Consulting Ltd., Greater Golden Horseshoe: Growth Outlook to 2051, p. 20, <https://www.hemson.com/wp-content/uploads/2020/08/HEMSON-GGHGrowth-Outlook-Report-26Aug20.pdf>
- ¹¹ Statistics Canada (2024). Research to Insights: Working from home in Canada. <https://www150.statcan.gc.ca/n1/en/pub/11-631-x/11-631-x2024001-eng.pdf?st=gtGBk-i7>
- ¹² C.D. Howe Institute (2024). Settling into a New Normal? Working from Home across Canada. https://www.cdhowe.org/sites/default/files/2024-09/E-Brief_361_0.pdf
- ¹³ Centre for cities (2024). Return to the office: How London compares to other global cities, and why this matters. <https://www.centreforcities.org/publication/return-to-the-office/>
- ¹⁴ C.D. Howe Institute (2024). Settling into a New Normal? Working from Home across Canada. https://www.cdhowe.org/sites/default/files/2024-09/E-Brief_361_0.pdf
- ¹⁵ Statistics Canada (2024). Research to Insights: Working from home in Canada. <https://www150.statcan.gc.ca/n1/en/pub/11-631-x/11-631-x2024001-eng.pdf?st=gtGBk-i7>
- ¹⁶ Urban Studies (2024). Assessing downtown recovery rates and determinants in North American cities after the COVID-19 pandemic. <https://www.urbanstudiesonline.com/assessing-downtown-recovery-rates-and-determinants-in-north-american-cities-after-the-covid-19-pandemic/>
- ¹⁷ Strategic Regional Research Alliance (2024). Occupancy Index - October 15, 2024. <https://srraresearch.org/covid/almhpga3keymzyj-ls6b7-88sm6-gwgs-m-yjzpc-cayfm-9wt86-8az2n-bkewf-df38g-5epkg-7bp5w-fxgrg-w6wzc-z7n9z-y5s8k-l7gm8-6jz7b-ykdck-b499f-ym7jf-p4n5r-hkn3a>
- ¹⁸ Canadian Centre for Occupational Health and Safety (2024). Precarious or Non-Standard Employment and Vulnerable Workers. <https://www.ccohs.ca/oshanswers/legisl/vulnerable.html>
- ¹⁹ City of Toronto (2024). A Partnered Approach to Inclusive Economic Development. <https://www.toronto.ca/legdocs/mmis/2024/ec/bgrd/backgroundfile-250461.pdf>
- ²⁰ City of Toronto (2024). Toronto Official Plan Chapter One – Making Choices. <https://www.toronto.ca/wp-content/uploads/2023/10/8e1f-city-planning-official-plan-chapter-1.pdf>