TORONTO City Planning

This bulletin summarizes the findings of the 2025 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

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Toronto Employment Survey 2025

Survey Highlights

2025 Employment	1,623,710
Employment Net Gain	23,410
Employment Increase	1.5%
Full-Time Employment Gain	24,940
Part-Time Employment Loss	-1,530
2025 Business Establishments	74,560
New Business Establishments	5,160
Office Employment Growth	23,870
Office Employment Increase	3.0%
Downtown Employment Growth	21,290
Downtown Employment Increase	3.3%

What is the Toronto Employment Survey?

Since 1983, the Toronto Employment Survey has undertaken consistent data collection of employment and land use information, providing a detailed picture of Toronto's dynamic economic landscape. This longitudinal information allows the City of Toronto to understand, monitor, and respond to the long-range economic trends and evolving land use activities in areas identified for employment growth in the Official Plan. The data supports the development of effective long-term employment projections, informs planning for urban infrastructure and municipal services, and helps track the city's progress towards its investment and fiscal goals.

The Survey continues to be an important tool in providing valuable insights into the economic impacts of local and global events such as the changing global trade system. In its forty-third year, the 2025 Toronto Employment Survey sheds light on the potential effects of tariffs and trade uncertainties which is further discussed as part of the Special Topic: Tariffs and their impacts on Page 34.

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What Data is Collected?

The annual citywide survey typically takes place between May and August. Unlike some business surveys that rely on sampling and indirect sources, the Toronto Employment Survey collects information directly from business owners, managers, and employees through in-person visits to each of 74,560 establishments in Toronto, across all geographies of the city. When needed, the team of surveyors follow up through phone calls and e-mails. For major, multi-location employers, information is collected through a questionnaire sent to a primary contact at their head office.

The employment data collected from the individual businesses is treated as strictly confidential, with the Survey results released in aggregate form to highlight overall employment patterns in Toronto. 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, R.S.O. 1990.

Surveyors confirm the following information with each business establishment:

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

The Survey questions evolve based on Toronto's changing economic conditions. In recent years, additional information has been collected about volunteers, remote work, key reasons for significant increases or decreases in staffing, and this year, exposure to tariffs.

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, 59,540 establishments out of 74,560 responded to the survey, a response rate of 80% (see **Appendix Tables A1 and A2** for the average response rate by sector). Responses represent 1,068,690 jobs or 65.8% employment in the city. For those businesses that did not respond to the 2025 Survey, the employment counts from last year were used.[1]

It is important to note that the shifts in Toronto's economy have made data collection more challenging. Trends such as hybrid work models, ghost kitchens, delivery-focused businesses that lack a traditional physical presence, and businesses that use social media as their primary form of contact have impacted the ability to reach on-site staff. Thus, an 80% response rate is a strong outcome under today's conditions.

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 plazas; and
- 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. Establishments whose employees work remotely at all times and are without a physical business location in Toronto, as well as home-based work and self-employed individuals, are not captured by the Survey.

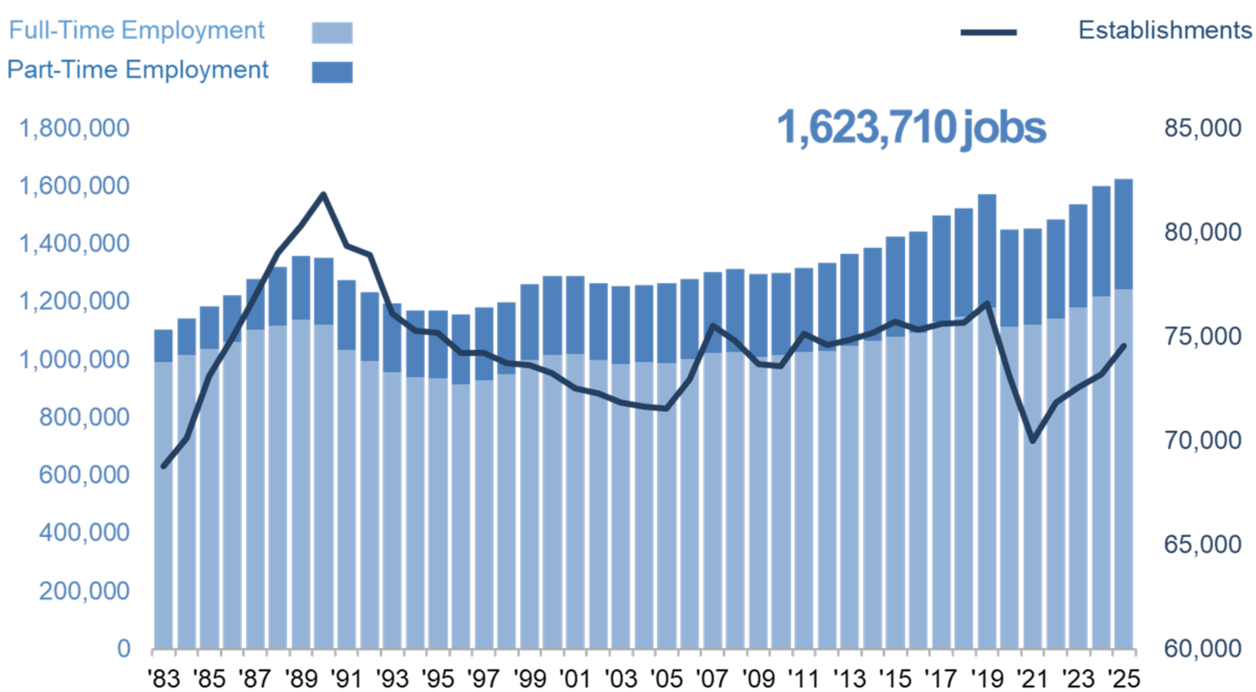
Modest Growth, Rising Headwinds

In 2025, Toronto is navigating a year of economic moderation where growth is positive, but softer than in past years, with political economic pressures shaping labour markets, international trade, and financial markets. In 2025, the province projects 0.8% growth in GDP, with projected increases in unemployment.[2] This represents a weakened economic scenario compared to 2024, where growth after the COVID-19 Pandemic was still observed. The year 2025 has brought on new challenges to global economic climate, affecting the local economic conditions.

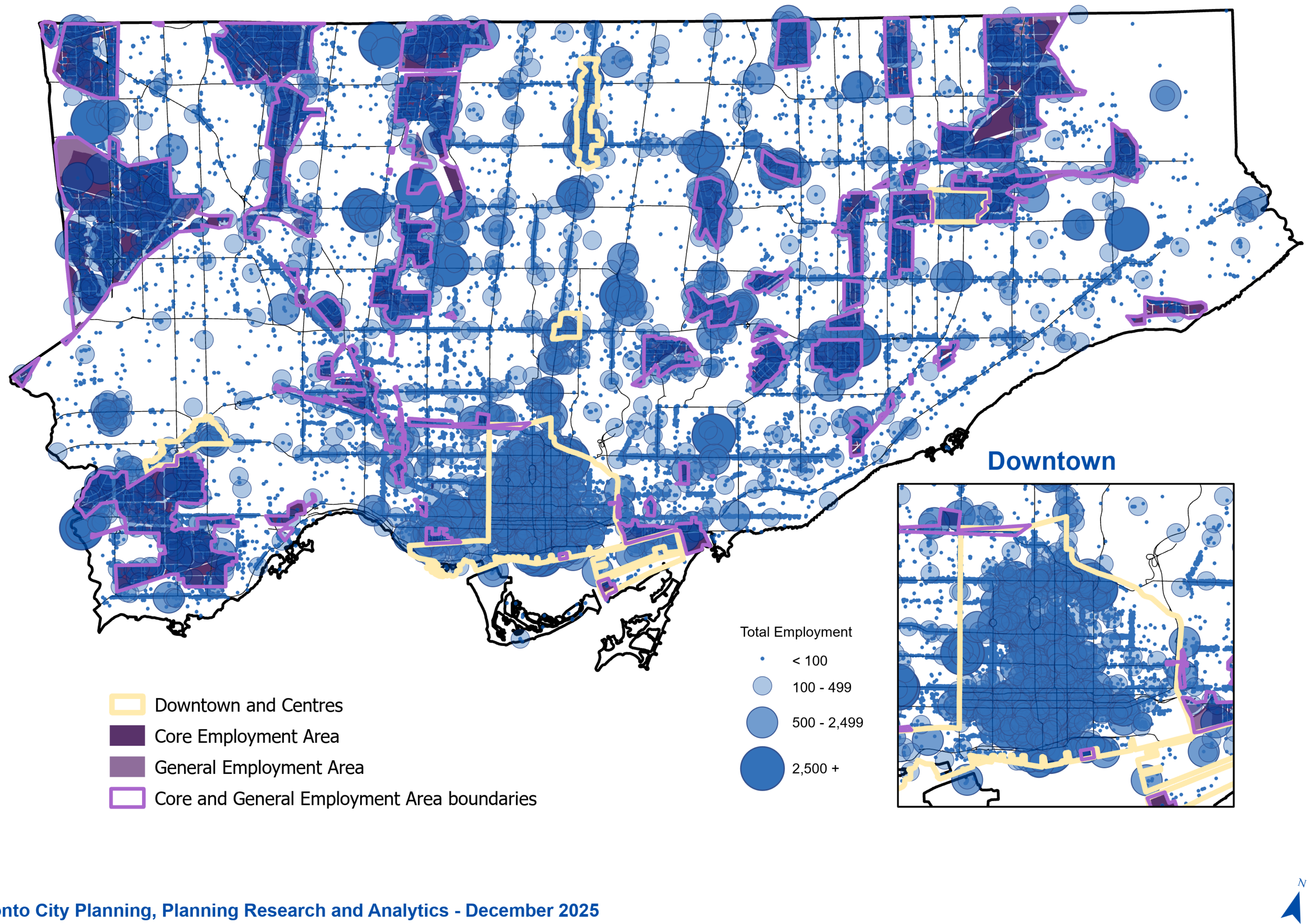
- Employment in Ontario increased but more slowly than in recent years, from 1.7% growth in 2024 to 0.9% in 2025.[3]
- Unemployment in Ontario has risen: TD forecasts it will climb to 7.8% by the end of 2025.[4] This is an increase from 7.1% in September 2024 as observed by the Labour Force Survey.[5]
- Nationally, the Bank of Canada recorded stronger than expected GDP growth in Q1 2025, with a 2.2% expected growth, reportedly due to businesses anticipating tariffs and temporarily increasing their exports.
- The Bank of Canada projects growth slow down to 1% in the second half of 2025.
- Employment is projected to grow, but only in industries which are not exposed to tariffs with the United States.[6]

For Toronto, these trends imply moderate employment gains, but also the risk that population growth will continue to outpace job creation, putting higher pressure on the local unemployment rate and potentially decreasing per-capita income. Inflation and interest rates remain uncertain. As tariff policy and global political and economic uncertainty continue, Toronto's local economy will be affected.

Figure 1: Full and Part Time Employment in the City of Toronto, 1983-2025



Map 1: 2025 Employment Concentration, City of Toronto



Toronto City Planning, Planning Research and Analytics - December 2025

How Many Jobs and Businesses are Located in Toronto?

Employment Reaches Another New High

This year, the Toronto Employment Survey recorded 1,623,710 jobs citywide, marking a new record high (see **Figure 1**). In 2025, employment increased by 23,410 jobs or 1.5% which is lower than both the 4.2% growth observed last year and 2.3% average annual growth over the past five years. **Map 1** shows the concentration of employment across the city.

In 2025, 1,243,620 or 76.6% of jobs were full-time (defined as 30 hours a week or more) and 380,090 or 23.4% were part-time (see **Table 1**). This year, part-time employment decreased by 0.4% compared to an increase of 2.0% in full-time employment.

The Toronto Employment Survey's findings can be reviewed in comparison to Statistics Canada's monthly Labour Force Survey (LFS) to provide a deeper understanding of employment trends in Toronto. 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 regardless of Place of Work. Although each programme measures different things, the Toronto Employment Survey and the LFS provide regular updates on trends and perspectives of the broader economy.

In October 2025, the LFS reported a regional increase of 1.3% (49,900) of the employed labout force living in the Toronto Census Metropolitan Area (CMA) since October 2024, which includes surrounding municipalities.[7] While the Toronto Employment Survey counts jobs rather than workers, the 1.0% job growth displays similarly reduced growth compared to 2024. The City will continue to monitor how the results of the Toronto Employment Survey compare with those of Statistics Canada.

As Toronto's economy and labour market continue to be affected by a polycrisis of political upheaval and uncertainty regarding the international trading system, the Toronto Employment Survey and LFS confirm resilience in Toronto's economy with stable job numbers. 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.

Table 1: Total Employment - 2016, 2024 and 2025

				2016-2025		2024-2025	
	2016	**2024**	**2025**	**Net Change**	**Percent Change**	**Net Change**	**Percent Change**
Full-time	1,092,700	1,218,680	1,243,620	150,920	13.8%	24,940	2.0%
Part-time	348,090	381,620	380,090	32,000	9.2%	-1,530	-0.4%
Total	**1,440,790**	**1,600,300**	**1,623,710**	**182,920**	**12.7%**	**23,410**	**1.5%**

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

Business Establishments

In 2025, the Toronto Employment Survey counted 74,560 business establishments in the city, an increase of 1,380 or 1.9% from last year (see **Figure 2**). While the number of establishments has increased each year since 2022, the major losses in establishments 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. Due to industrial restructuring, fewer businesses are employing more workers since 2020.

New Establishments in the City

Toronto continues to see many new businesses emerging with 5,160 new businesses opening this year or 6.9% of the citywide total (see **Table 2**). The new establishments contributed 20,830 jobs, accounting for 1.3% of the city's total employment.

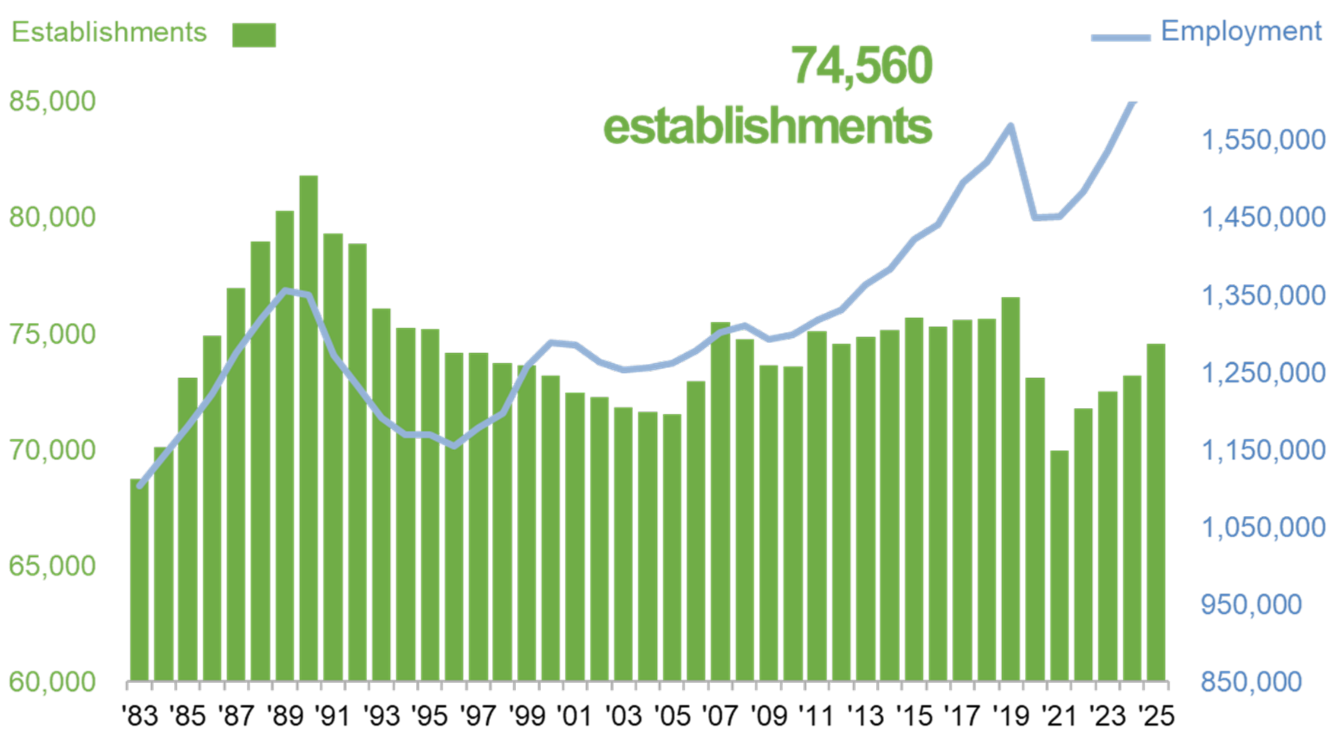
These new establishments are dispersed throughout the city (see **Figure 3**). In 2025, 58.8% of new establishments opened in the Centres, Downtown or Employment Areas, with the other new businesses locating throughout the rest of the city (see **Table 3**).

Table 2: New Establishments, 2021-2025

2021	2022	2023	2024	2025
820	6,470	4,310	4,390	5,160

Note: The 2023 and 2024 new establishment totals have been updated to reflect corrected calculations.

Figure 2: Establishment Count in the City of Toronto, 1983-2025



Employees per Establishment

The average number of employees per establishment is now 21.8, keeping with a general trend of business complement sizes increasing over the last two decades (see **Figure 4**). Community and Entertainment establishments that have successfully weathered recent events appear to have recovered from the effects of the COVID-19 Pandemic, returning to average levels of employment per establishment consistent with pre-pandemic employment.

The majority (93.3%) of the businesses in Toronto are small businesses (with fewer than 50 employees) but only account for 31.3% of all jobs citywide (see **Figure 5**). Conversely, large businesses (with more than 100 employees) comprise of 3.3% of all businesses yet represent 57.9% of all jobs citywide. These shares of businesses by size have remained consistent since 2021.

Figure 3: Share of New Establishments by Urban Economic Structure Area, 2025

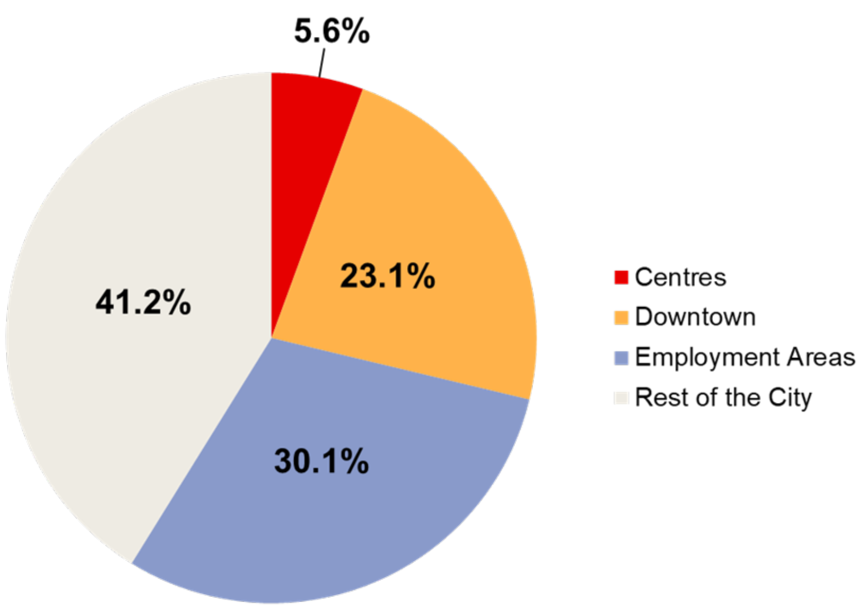


Table 3: New Establishments by Urban Economic Structure Area, 2024-2025

Location	2024	2025
Centres	190	290
Downtown	1,080	1,190
Employment Areas	1,250	1,550
Rest of the City	1,880	2,120
City Total	**4,390**	**5,160**

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

Considering a twenty-year time frame, the size distribution has evolved differently across various categories, with the Office category becoming increasingly concentrated in larger establishments (21.4 in 2006 versus 29.9 in 2025). Conversely, Manufacturing and Warehousing has experienced a decrease in labour force size through the last twenty years (29.4 in 2006 versus 25.8 in 2025).

The distinct land use and geographic distribution of both categories indicate that as office employment increases, land uses and geographies with high concentrations of office employment may experience greater employment densities than other parts of the city.

The 100 largest firms (defined as businesses with two or more locations) by employment represent 30.4% of

Figure 4: Employees per Establishment, 2005-2025

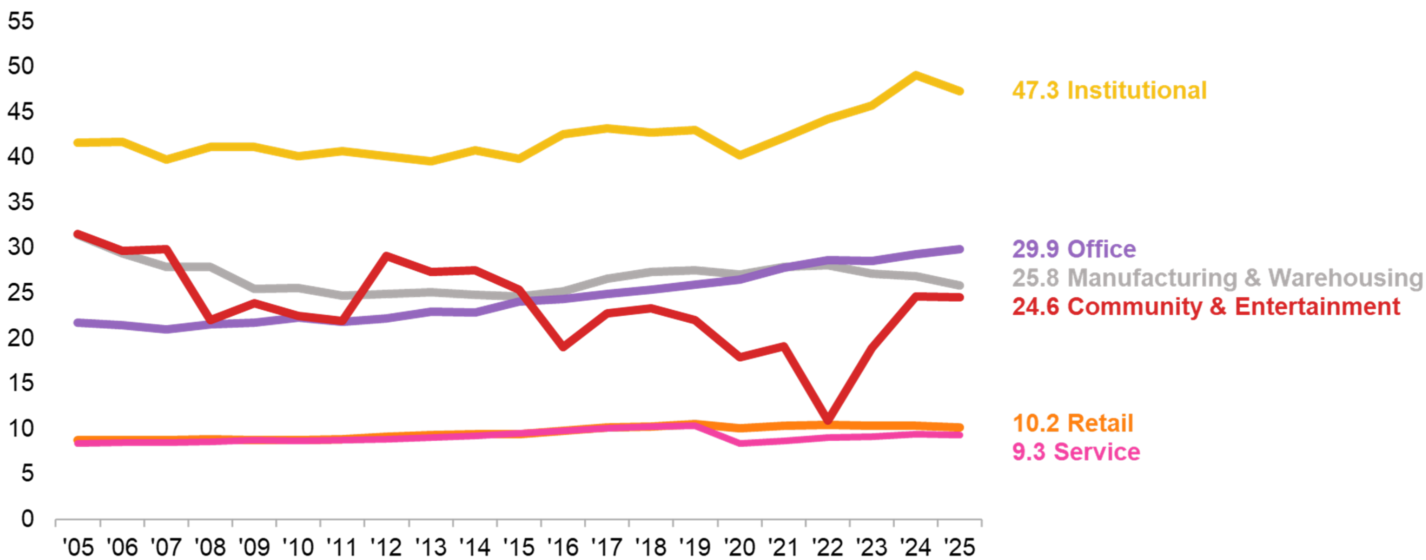
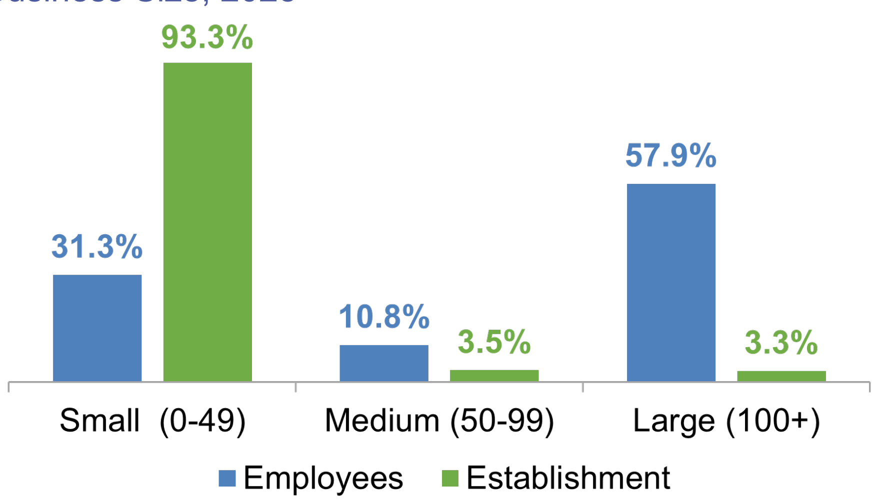


Figure 5: Employment and Establishment Share by Business Size, 2025

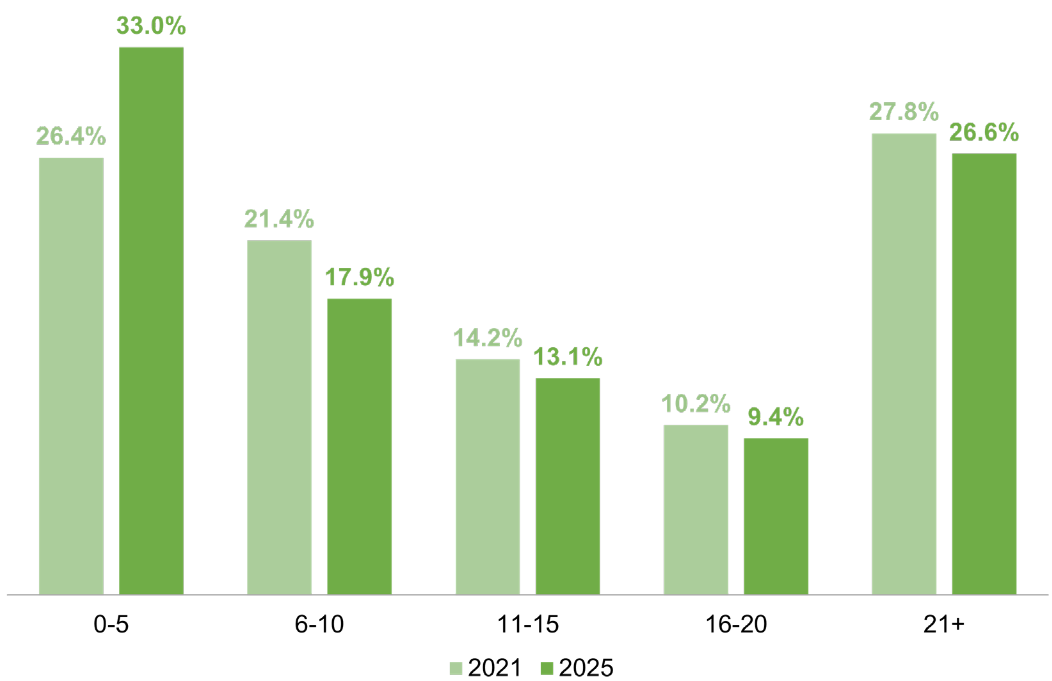


the jobs of the city, despite having only 4.3% of the establishments. The average size of the 100 largest firms is 150 jobs per establishment and 4,930 jobs per firm.

Longevity

The Toronto Employment Survey collects information about business longevity to obtain insights into the economic health of the city (see **Figure 6**). In 2025, 33.0% of Toronto's businesses reported that they had been in operation for less than five years, a slight increase from 2024 but a substantial increase from 2021, reflecting the resilience of the economy in starting up new businesses after impacts of the COVID-19 Pandemic.

Figure 6: Longevity of City Establishments, 2021 and 2025



What Kind of Work Do They Do?

Employment by Categories

Businesses in Toronto 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.

Category Totals

Manufacturing and Warehousing experienced a slight increase of 40 establishments or 0.8% in 2025 but had the largest year-over-year decline in employment, with a loss of 4,000 jobs or 3.1%. Over the last five years, this category gained 5.1% of establishments but was the only category to lose jobs (-2.9%).

Retail also saw a decline in employment, losing 2,820 jobs or 1.9%, and was the only category to lose establishments (-0.2%) in 2025. Retail employment and establishments have had the slowest growth of the six categories between 2016 and 2025.

Service gained 5,150 jobs or 2.9% this year and had the second largest share of establishments citywide at 26.3%. Despite a 23.4% rebound from 2021 to 2025, this category has not fully recovered from the nearly one-quarter job loss it suffered in 2020, the largest absolute decline in Service jobs.

Office continued to make up the largest share of employment with 813,120 jobs or 50.1% citywide in 2025. For the past ten years, this category has consistently accounted for half of all the jobs in Toronto. Office has added the most new jobs in the last year, five years, and ten years, with 23,870, 65,050, and 122,910 respectively. Of the six categories, Office had the most establishments opening in 2025 with 2,730 or 38.0% of all new establishments.

Institutional lost 3,010 jobs or 1.0% in 2025 after four consecutive years of growth. Nonetheless, this category leads the six categories with a 20.8% growth over the past decade.

Community and Entertainment gained 4,230 new jobs or 7.9%, being the category with the largest relative employment growth among the six categories for the fourth year in a row. This category has the smallest employment and establishment share citywide, with 3.5% and 3.1% respectively. Over the last five years, Community and Entertainment experienced the largest establishment growth among all categories at 25.8%.

Figure 7: Total Employment by Category, 2025

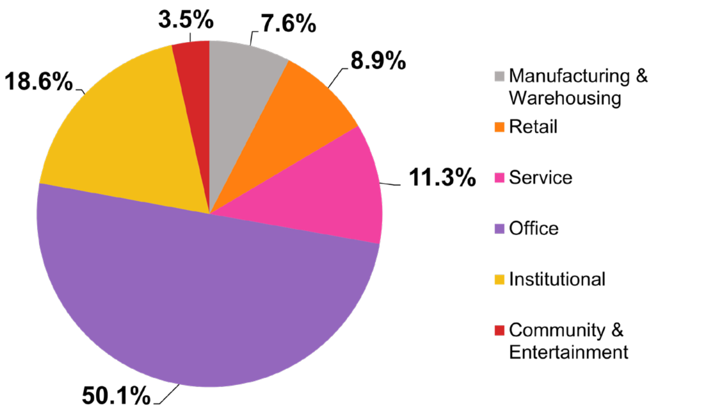


Figure 8: Total Establishments by Category, 2025

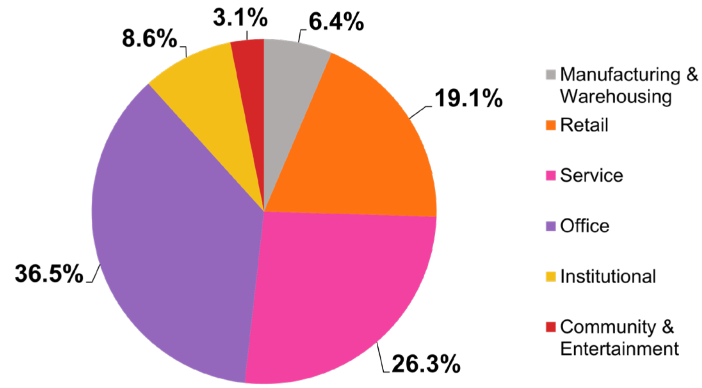


Figure 9: Establishment Change, 2024-2025 and 2021-2025

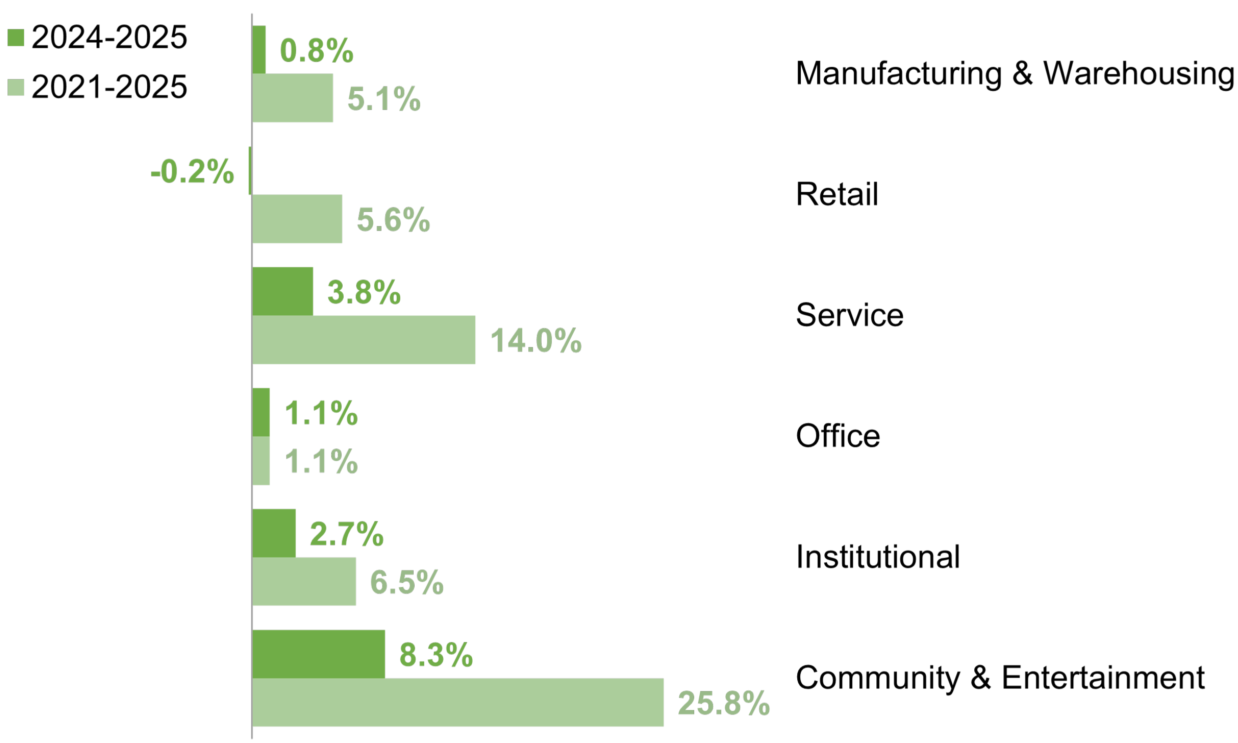


Table 4: Employment by Category, 2016, 2021, 2024 and 2025

					2016-2025		2021-2025		2024-2025	
Category	**2016**	**2021**	**2024**	**2025**	**Net Change**	**Percent Change**	**Net Change**	**Percent Change**	**Net Change**	**Percent Change**
Manufacturing & Warehousing	123,880	127,030	127,380	123,380	-500	-0.4%	-3,650	-2.9%	-4,000	-3.1%
Retail	147,620	139,270	147,200	144,380	-3,240	-2.2%	5,110	3.7%	-2,820	-1.9%
Service	180,590	148,480	178,070	183,220	2,630	1.5%	34,740	23.4%	5,150	2.9%
Office	690,210	748,070	789,250	813,120	122,910	17.8%	65,050	8.7%	23,870	3.0%
Institutional	250,040	253,050	305,170	302,160	52,120	20.8%	49,110	19.4%	-3,010	-1.0%
Community & Entertainment	48,440	35,630	53,230	57,460	9,020	18.6%	21,830	61.3%	4,230	7.9%
Total	**1,440,790**	**1,451,520**	**1,600,300**	**1,623,710**	**182,920**	**12.7%**	**172,190**	**11.9%**	**23,410**	**1.5%**

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

Table 5: New Establishments by Category, 2024-2025

Category	**2024**	**2025**
Manufacturing & Warehousing	200	270
Retail	770	780
Service	1,390	1,580
Office	1,520	1,830
Institutional	210	350
Community & Entertainment	300	350
City Total	**4,390**	**5,160**

Note: Numbers have been rounded to the nearest ten. Totals and sums may differ due to rounding. The 2024 new establishment total has been updated to reflect corrected calculations.

Employment by NAICS

In 2011, the Toronto Employment Survey incorporated the North American Industry Classification System (NAICS) into its employment 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 taking place at that location.

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. Coding was updated retroactive to 2016.

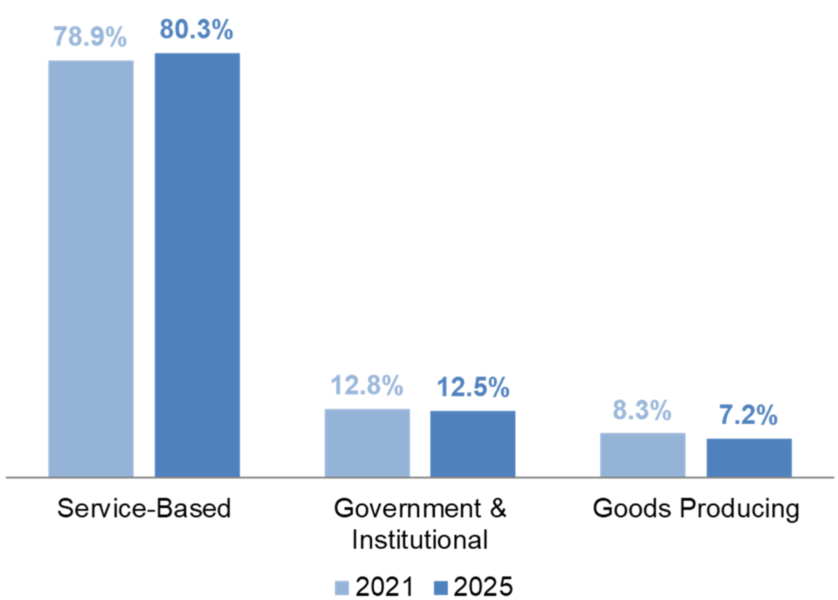
Three major NAICS sectors comprise the city's economy: Service-Based industries (80.3% of employment share), Government and Institutional industries (12.5%) and Goods Producing industries (7.2%) (see **Table 6**). These shares changed since 2021 with an increasing share of employment in Service-Based sectors (see **Figure 10**).

Of the three major NAICS sectors, Service-Based industries were the only sector to experience year-over-year employment growth, gaining 31,220 jobs or 2.5%. Conversely, Government and Institutional industries slightly declined by 0.2% while Goods Producing industries declined by 4.6%. The majority of Goods-Producing employment has also been identified as tariff-exposed employment which is further discussed as part of the Special Topic: Tariffs and their impacts on Page 34.

Table 6: Employment and Establishments by Major NAICS Sector, 2025

Major NAICS Sector	Employees	Establishments
Services-Based	1,303,480	65,320
Government & Institutional	202,730	3,800
Goods Producing	117,420	5,270

Figure 10: Employment Share by Major NAICS Sector, 2021 and 2025



Major Industry Sectors

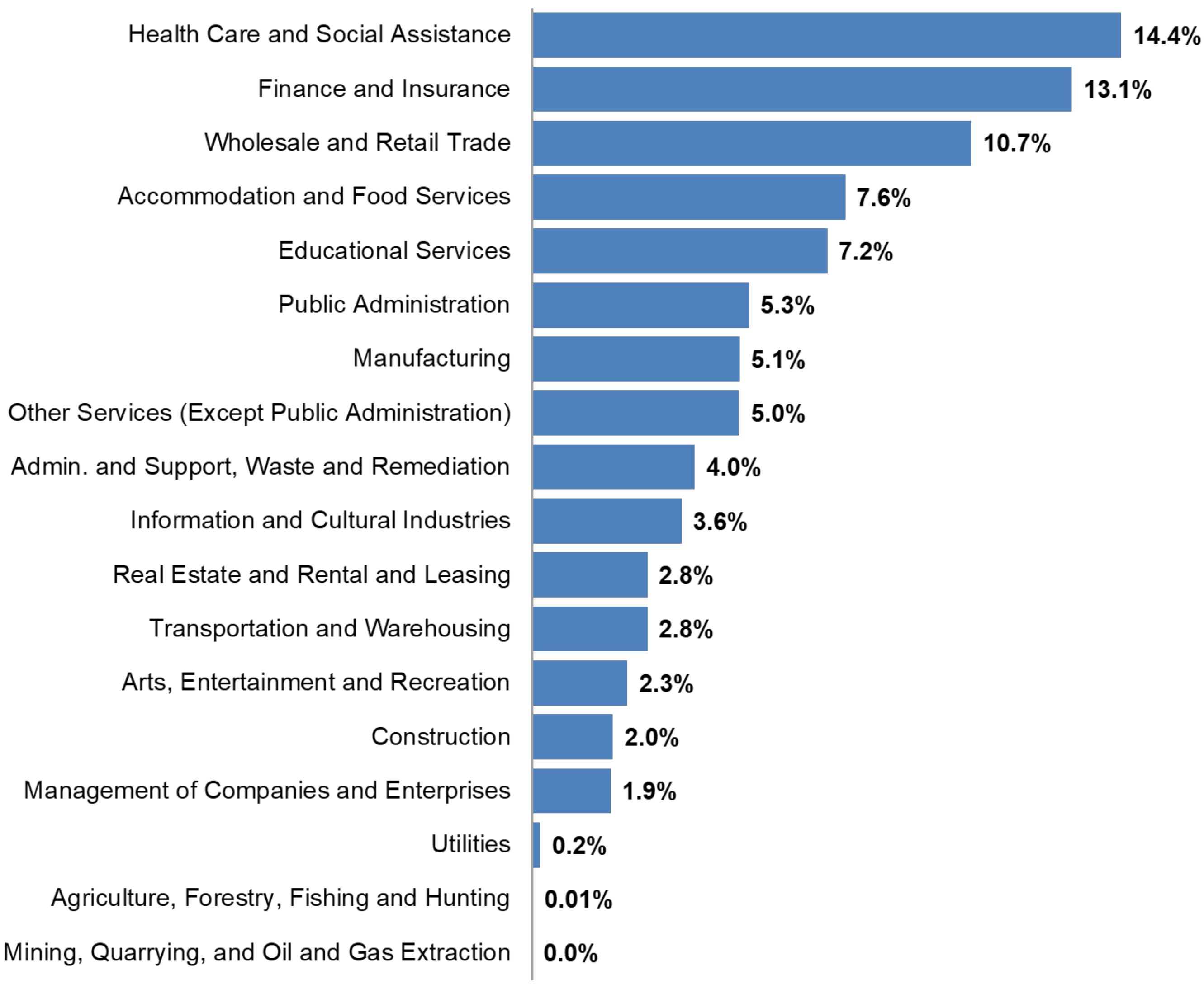
The Toronto Employment Survey also uses NAICS to classify employment into 20 major industry sectors.[8] In 2025, half of all the jobs in the city are in the top four NAICS sectors: Health Care and Social Assistance, Finance and Insurance, Professional, Scientific and Technical Services, and Wholesale and Retail Trade. Health Care and Social Assistance remained as the largest NAICS sector, representing 233,010 jobs or 14.4% of all jobs (see **Figure 11)**.

The NAICS sectors that added the most jobs in 2025 were Finance and Insurance with 9,320 new jobs (a 4.6% increase), Accommodation and Food Services with 6,050 jobs (a 5.1% increase), and Health Care and Social Assistance with an additional 5,660 jobs (a 2.5% 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 39,690 jobs, averaging 4.1% annual growth;
- Accommodation and Food Services added 36,250 jobs, averaging 8.3% annual growth;
- Professional, Scientific and Technical had an increase of 15,990 jobs, for an average 1.8% annual growth;
- Finance and Insurance grew by 15,970 jobs, averaging 1.6% annual growth; and
- Arts, Entertainment and Recreation had the highest average annual growth at 13.0%, with 14,850 jobs added, demonstrating the sector's recovery from the COVID-19 Pandemic.

Figure 11: City Employment Share by NAICS, 2025



Where Are They Located?

Urban Economic Structure

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

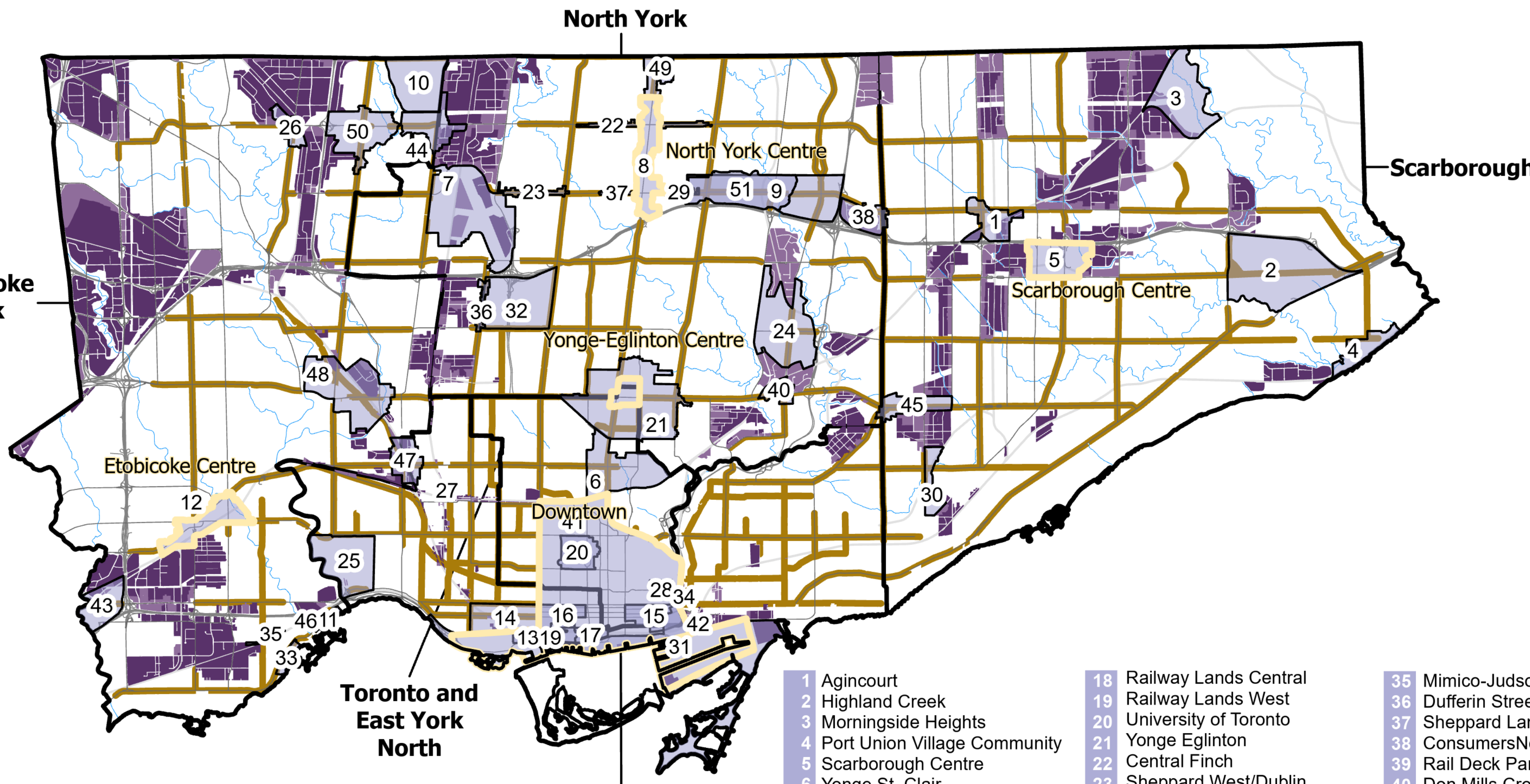
- *Downtown* and the *Centres* which encourage both residential and employment growth;
- the *Avenues* which focus on the creation of new housing opportunities; and
- the *Employment Areas* which advance the intensification of business and economic activities.

The Official Plan also identifies 51 Secondary Plan areas which outline a growth strategy and development policies unique to the local area. Ten 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 elements of the *Provincial Policy Statement* (2020) and of *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



Secondary Plan Area
Downtown and Centres
Core Employment Area
General Employment Area
Avenues
Districts

1 Agincourt
2 Highland Creek
3 Morningside Heights
4 Port Union Village Community
5 Scarborough Centre
6 Yonge St. Clair
7 Downsview Area
8 North York Centre
9 Sheppard E. Subway Corridor
10 York University
11 Motel Strip
12 Etobicoke Centre
13 Fort York Neighbourhood
14 Garrison Common North
15 King-Parliament
16 King-Spadina
17 Railway Lands East
18 Railway Lands Central
19 Railway Lands West
20 University of Toronto
21 Yonge Eglinton
22 Central Finch
23 Sheppard West/Dublin
24 Central Don Mills
25 Swansea
26 Emery Village
27 Davenport Village
28 Regent Park
29 Sheppard Willowdale*
30 Warden Woods
31 Central Waterfront
32 Lawrence-Allen
33 Mimico-by-the-Lake
34 Queen River
35 Mimico-Judson
36 Dufferin Street *
37 Sheppard Lansing
38 ConsumersNext
39 Rail Deck Park
40 Don Mills Crossing
41 Downtown
42 Unilever Precinct
43 Sherway Area *
44 Keele Finch *
45 Golden Mile *
46 Christie's
47 Keele St.Clair *
48 Mount Dennis *
49 Yonge Street North *
50 Jane Finch *
51 New Sheppard East*

*Ten 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.

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Table 7: Total Employment in the Centres and Downtown, 2021-2025

	2021	2022	2023	2024	2025	2021-2025 Net Change	2021-2025 Percent Change	2024-2025 Net Change	2024-2025 Percent Change
Downtown	547,700	564,990	601,010	643,350	664,650	116,950	21.4%	21,300	3.3%
North York Centre	34,830	33,770	34,770	35,600	36,540	1,710	4.9%	940	2.6%
Yonge-Eglinton	17,100	16,010	15,480	16,610	16,890	-210	-1.2%	280	1.7%
Scarborough Centre	14,280	14,120	13,720	13,670	13,400	-880	-6.2%	-270	-2.0%
Etobicoke Centre	10,110	9,960	9,780	10,420	10,630	520	5.1%	210	2.0%
Downtown and the Centres	624,020	638,850	674,760	719,650	742,110	118,090	18.9%	22,460	3.1%
Rest of City	827,500	845,750	860,530	880,650	881,600	54,100	6.5%	950	0.1%
City Total	**1,451,520**	**1,484,600**	**1,535,290**	**1,600,300**	**1,623,710**	**172,190**	**11.9%**	**23,410**	**1.5%**

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, 2025

Category	Manufacturing & Warehousing	Retail	Service	Office	Institutional	Community & Entertainment
Downtown	0.6%	3.6%	8.3%	67.3%	16.4%	3.8%
North York Centre	0.3%	4.5%	8.9%	78.6%	5.8%	1.9%
Yonge-Eglinton	0.4%	5.2%	7.8%	81.5%	3.1%	2.0%
Scarborough Centre	4.7%	19.1%	10.6%	61.4%	2.5%	1.6%
Etobicoke Centre	0.1%	5.8%	8.6%	72.9%	10.1%	2.4%

Table 9: Establishment Share in Downtown and Centres, 2025

Category	Manufacturing & Warehousing	Retail	Service	Office	Institutional	Community & Entertainment
Downtown	2.0%	16.8%	25.2%	46.7%	6.1%	3.3%
North York Centre	0.6%	10.6%	28.8%	50.5%	7.2%	2.3%
Yonge-Eglinton	7.5%	33.1%	19.5%	32.5%	5.5%	1.9%
Scarborough Centre	1.1%	8.2%	19.5%	64.3%	4.9%	2.0%
Etobicoke Centre	0.9%	12.0%	25.8%	52.6%	6.8%	1.8%

Figure 12: Employment Growth by Urban Economic Structure Area, 2024-2025 and 2021-2025

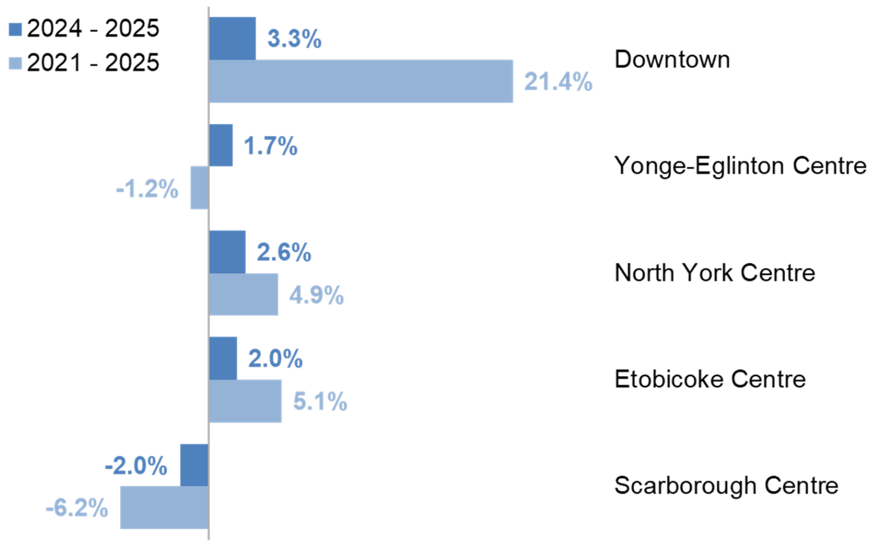


Table 10: Downtown Employment Change by Category, 2024-2025

Category	2024	2025	Net Change	Percent Change
Manufacturing & Warehousing	3,450	4,100	650	18.8%
Retail	24,470	23,850	-620	-2.5%
Service	52,870	55,460	2,590	4.9%
Office	426,840	447,310	20,470	4.8%
Institutional	113,370	108,990	-4,380	-3.9%
Community & Entertainment	22,360	24,930	2,570	11.5%
Total	**643,360**	**664,650**	**21,290**	**3.3%**

Downtown

Toronto's Downtown, as the main cultural, financial, and institutional hub of the city, continues to be the central location of employment and activity. In 2025, Downtown recorded further employment growth, exceeding last year's record high. With an increase of 1.7%, Downtown now has a total of 664,650 jobs representing 40.9% of the city's total employment in 2025 (see **Figure 12**).

Job intensification continues in Downtown as the average employment density increased to 30,970 jobs per square kilometre or 310 jobs per hectare in 2025.

The majority of the jobs in Downtown are in the Office category (67.3%), followed by Institutional (16.4%), Service (8.3%), Community and Entertainment (3.8%), Retail (3.6%), and Manufacturing and Warehousing (0.6%). All categories gained employment except for Retail and Institutional which lost 620 and 4,380 jobs, respectively (see **Table 10**).

New business establishments in Downtown represented 23.1% of all new establishments citywide, highlighting the wealth of opportunity that this area has to offer. Downtown attracted 1,190 new businesses this year with the majority being part of the Office category (40.2%).

Districts

Toronto is divided into four administrative districts: Toronto and East York, North York, Etobicoke York, and Scarborough. 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. Due to their location, the Centres are locations where growth and intensification are planned for. The Centres are intended to draw people from across the city to these focal points for job opportunities and services.

The Centres experienced another year of employment growth with an increase of 1.5% in 2025. The Centres now account for 77,460 jobs, 4.8% of the city's total employment, which is 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 270 jobs on a net basis. Almost three quarters (75.5%) of all jobs in the Centres continue to be part of the Office category.

Toronto and East York

Just over half (53.4%) 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 36,800 more jobs than TEY North. Of all the districts, TEY South experienced the largest year-over-year employment growth with an increase of 24,606 jobs or 5.8%. The highest share (36.6%) of Institutional jobs in the city is found in TEY North while the highest share of Service (28.3%), Office (35.0%), and Community and Entertainment (43.3%) jobs are found in TEY South. TEY South has the highest share of establishments while TEY North has the lowest, at 22.3% and 17.5% respectively.

Yonge-Eglinton Centre spans TEY North and North York districts. Yonge-Eglinton is Toronto's second largest Centre with 16,890 jobs. It contains the highest density of employment of any Centre with approximately 27,670 jobs per square kilometre or 280 jobs per hectare, an increase from 260 jobs per hectare in 2024. The majority of employment in Yonge-Eglinton Centre (81.5%) is in the Office category which includes the 300 jobs that were added to this category in 2025 (see **Table 11**).

North York

North York district makes up 19.2% of the city's total employment with the majority of these jobs in the Retail category (25.9%). This is the highest share of retail employment observed among the districts. Of North York's 312,030 jobs, 11.7% are located in its Centre. North York Centre remains as Toronto's largest Centre with 36,540 jobs, an increase of 2.6% from 2024. It continues to have a large concentration of commercial office space with over three quarters (78.6%) of all jobs in this Centre being Office jobs, the highest number of office jobs observed among the Centres (see **Table 12**).

Table 11: Yonge-Eglinton Centre Employment Change by Category, 2024-2025

Category	2024	2025	Net Change	Percent Change
Manufacturing & Warehousing	60	70	10	16.7%
Retail	900	880	-20	-2.2%
Service	1,360	1,310	-50	-3.7%
Office	13,470	13,770	300	2.2%
Institutional	510	530	20	3.9%
Community & Entertainment	310	330	20	6.5%
Total	**16,610**	**16,890**	**280**	**1.7%**

Table 12: North York Centre Employment Change by Category, 2024-2025

Category	2024	2025	Net Change	Percent Change
Manufacturing & Warehousing	70	110	40	57.1%
Retail	1,670	1,660	-10	-0.6%
Service	3,130	3,240	110	3.5%
Office	27,640	28,730	1,090	3.9%
Institutional	2,320	2,130	-190	-8.2%
Community & Entertainment	770	680	-90	-11.7%
Total	**35,600**	**36,540**	**940**	**2.6%**

Table 13: Etobicoke Centre Employment Change by Category, 2024-2025

Category	2024	2025	Net Change	Percent Change
Manufacturing & Warehousing	20	10	-10	-50.0%
Retail	670	620	-50	-7.5%
Service	990	910	-80	-8.1%
Office	7,570	7,750	180	2.4%
Institutional	990	1,070	80	8.1%
Community & Entertainment	200	260	60	30.0%
Total	**10,440**	**10,630**	**190**	**1.8%**

Table 14: Scarborough Centre Employment Change by Category, 2024-2025

Category	2024	2025	Net Change	Percent Change
Manufacturing & Warehousing	590	630	40	6.8%
Retail	3,030	2,560	-470	-15.5%
Service	1,460	1,420	-40	-2.7%
Office	8,020	8,230	210	2.6%
Institutional	370	340	-30	-8.1%
Community & Entertainment	200	220	20	10.0%
Total	**13,670**	**13,400**	**-270**	**-2.0%**

Etobicoke York

Etobicoke York accounts for 250,460 jobs, 15.4% of all jobs in the city. This district is home to almost half of all Manufacturing and Warehousing jobs across the city (47.1%). Within Etobicoke York lies the smallest Centre in Toronto by employment, Etobicoke Centre, with 6,490 jobs per square kilometre or 60 jobs per hectare. Etobicoke Centre has 10,630 jobs, representing 0.7% of employment in Toronto. In 2025, Etobicoke Centre gained 210 jobs or 2.0% which is the second largest growth among the Centres. Of the four Centres, Etobicoke Centre has the largest five-year growth at 5.1%. Like the other Centres, most of Etobicoke Centre's employment is in Office (72.9%) (see **Table 13**).

Scarborough

Scarborough has the fewest jobs among the districts, making up 12.0% of employment citywide. Within this district is Scarborough Centre which includes 13,400 jobs, 0.8% of the city's total. Despite being the only Centre to experience a net decrease in employment in 2025, Scarborough Centre lost only a combined 270 jobs or 2.0%. This is a significantly smaller decline than the total five-year total decrease of 6.2%, the largest five-year decline observed among the Centres. The majority of employment is in Office (61.4%) followed by Retail (19.1%) which is the highest share of retail employment observed among the Centres (see **Table 14**).

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 2025 Official Plan consolidation.

Toronto's Employment Areas contain 21,440 establishments (28.8% of the city total) and 381,270 jobs (23.5% of the city total). Despite the small decreases in establishments and employment, their citywide share has remained steady with the year before. In 2025, 30.1% of new establishments in the city were located in Employment Areas, highlighting the ongoing investment and 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 and the basis for industrial production in the city. The 2025 Toronto Employment Survey results indicate that 91.9% of employment in the Manufacturing and Warehousing category are located in Toronto's Employment Areas. 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 be one of the primary concentrations of employment of all jobs across the city with most Manufacturing (91.9%), Utilities (81.6%), and Construction (74.2%) jobs being in these areas. This emphasizes the valuable role Employment Areas play in the agglomeration of industrial production in strategic locations, while providing attainable job opportunities for individuals of varying education levels and skill sets. The overall stability of employment in Employment Areas demonstrates that despite transformations in the spatial and productive structuring of Toronto's economy since the 1980s, the present geographies of employment have remained largely stable since 2020.

Table 15: Total Employment in Employment Areas by Major NAICS Sector Breakdown, 2025

NAICS Sector	Employment
Agriculture, Forestry, Fishing and Hunting	50
Mining, Quarrying, and Oil and Gas Extraction	0
Utilities	2,680
Construction	23,670
Manufacturing	75,460
Transportation and Warehousing	32,560
Information and Cultural Industries	12,140
Finance and Insurance	17,240
Real Estate and Rental and Leasing	13,990
Professional, Scientific and Technical Services	31,130
Management of Companies and Enterprises	6,850
Administrative and Support, Waste Management and Remediation Services	26,110
Educational Services	6,720
Health Care and Social Assistance	15,030
Arts, Entertainment and Recreation	5,870
Accommodation and Food Services	17,190
Other Services (Except Public Administration)	18,450
Public Administration	13,260
Wholesale and Retail Trade	62,840
Not Coded	30
Total	**381,270**

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 to the achievement of the City's economic development and growth objectives.

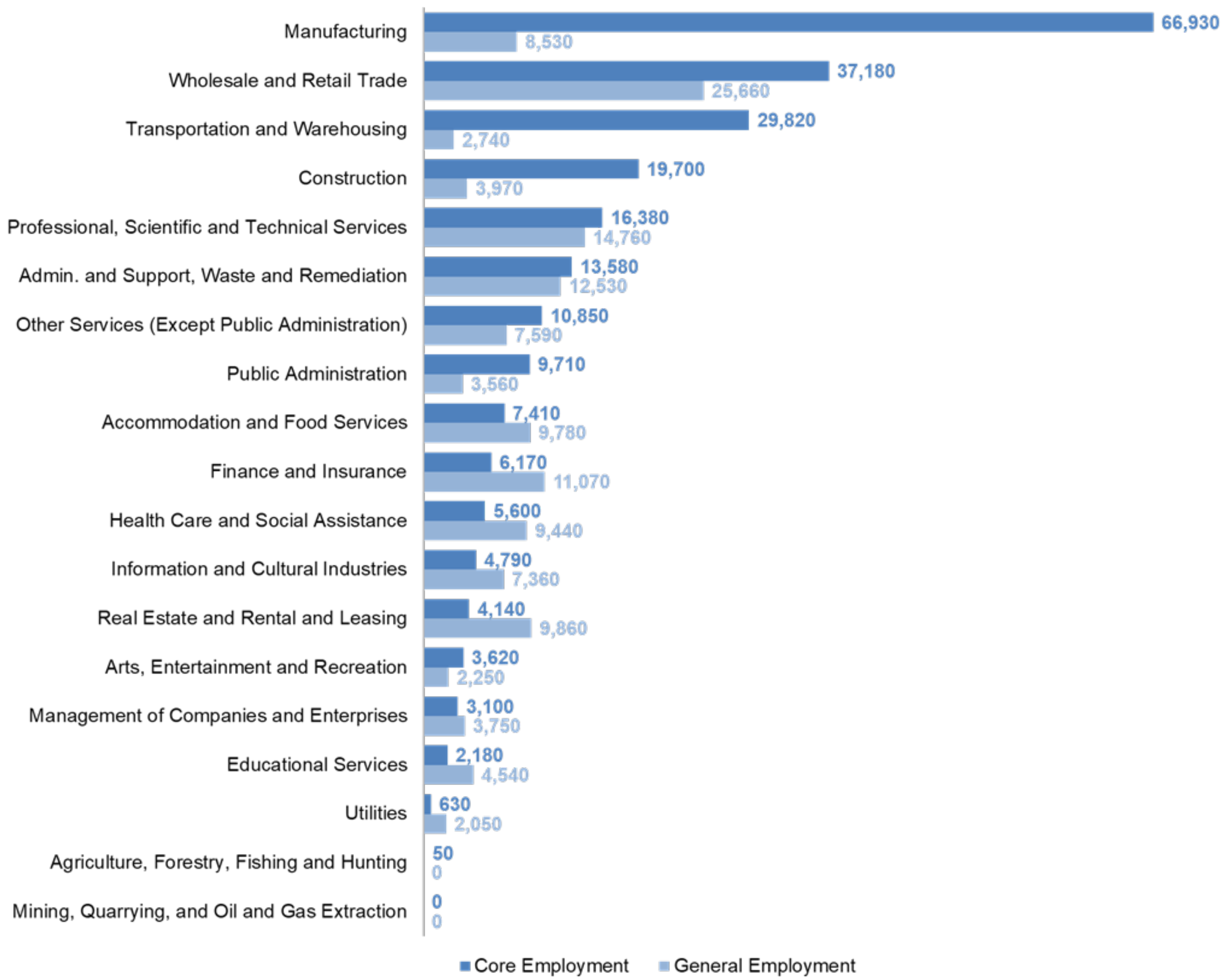
Core Employment Areas (Core EAs) are places for business and economic activities.

- Core EAs cover 56.0 square kilometres in Toronto, which represents 8.8% of the city's total land area;
- Core EAs account for 241,850 or 63.4% of all jobs in Employment Areas;
- Core EAs have an average of 4,320 jobs per square kilometre or 40 jobs per hectare;
- Core EAs continue to have the top three NAICS sectors as Manufacturing, Wholesale and Retail Trade, and Transportation and Warehousing; and
- Core EAs remain as the city's primary hub for Manufacturing (81.5%), Transportation and Warehousing (65.4%), and Construction (61.8%) employment citywide.

General Employment Areas (General EAs) provide support activities for Core Employment Areas and help buffer heavy industrial uses from surrounding areas.

- General EAs cover 20.2 square kilometres in Toronto, which represents 3.2% of the city's total land area;
- General EAs contain 139,420 or 36.6% of all jobs in Employment Areas;
- General EAs had an average employment density of 7,420 jobs per square kilometre or 70 jobs per hectare;
- General EAs continue to have as their top three NAICS sectors Wholesale and Retail Trade, Professional, Scientific, and Technical Services, and Administrative and Support, Waste Management and Remediation Services;
- General EAs continue to be a significant location for citywide employment in Utilities (62.4%), followed by Real Estate and Rental and Leasing (21.6%), and Administrative and Support, Waste Management and Remediation Services (19.5%); and
- Over the last ten years, Manufacturing continues to occupy a decreasing portion of employment in General Employment Areas, going from 9.5% of Employment in 2016 to 6.1% in 2025.

Figure 13: Core and General Employment by NAICS, 2025



Secondary Plans Areas

Toronto has 51 Secondary Plan areas with policies unique to each local context, designed to manage their growth and development. They 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 the other growth management geographies. 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, the Downtown Secondary Plan 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 926,897 jobs or 57.1% of all citywide employment, an increase of 10,130 jobs or 1.1% from last year. While Secondary Plan areas make important contributions to Toronto's economy, 70.0% of the city's total jobs are concentrated in five of the city's 51 Secondary Plan areas. Notably, the Downtown Plan area remains the largest Secondary Plan area in terms of employment, having grown by 3.1% to 652,260 jobs. Of the remaining 46 Secondary Plan areas, 23 contain between 2,000 and 30,000 jobs and 23 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.

Approximately half of the Secondary Plan areas experienced an employment increase with Sheppard Avenue Commercial Area reporting the largest employment growth at 50.1% after experiencing the largest decline last year at -20.9%. The largest decline this year was observed in Unilever Precinct (-83.9%), followed by Sheppard East Subway Corridor (-66.8%), and Sherway Area (-44.6%). These declines occurred either by changes in the Secondary Plan boundaries, redevelopment of lands, or corrected employee counts for establishments.

In 2025, the share of employment and establishments by category was consistent with the year before. Office continues to be the largest employment category in Secondary Plan areas with 63.2% of employment and 45.7% of establishments while Manufacturing and Warehousing remained the smallest with 1.0% of employment and 2.1% of establishments (see **Figures 14** and **15)**.

Figure 14: Secondary Plan Area Employment by Category, 2025

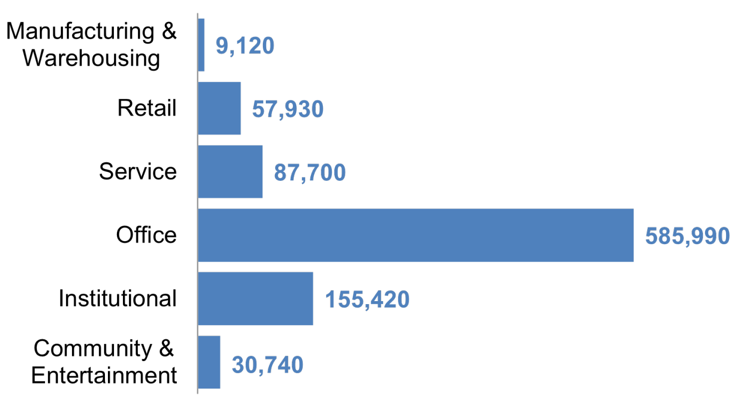


Figure 15: Secondary Plan Area Establishments by Category, 2025

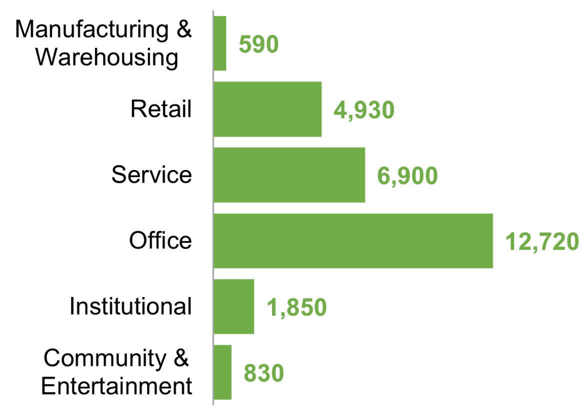


Table 16: Total Employment in Secondary Plan Areas by Six Categories, 2025

Number	Secondary Plan Area	Manufacturing & Warehousing	Retail	Service	Office	Institutional	Community & Entertainment	Total
1	Agincourt	650	590	480	1,760	180	20	3,680
2	Highland Creek	10	80	440	290	3,040	510	4,370
3	Morningside Heights	10	40	0	0	190	0	240
4	Port Union Village Community	0	0	10	0	0	0	10
5	Scarborough Centre	630	2,560	1,420	8,230	340	220	13,400
6	Yonge St. Clair	50	630	1,100	11,300	930	140	14,140
7	Downsview Area	60	890	2,120	780	1,560	360	5,770
8	North York Centre	110	1,660	3,240	28,730	2,130	680	36,540
9	Sheppard East Subway Corridor	0	2,190	840	1,220	560	160	4,970
10	York University	0	80	540	800	7,590	130	9,150
11	Motel Strip	20	50	180	120	110	0	480
12	Etobicoke Centre	10	620	910	7,750	1,070	260	10,630
13	Fort York Neighbourhood	0	290	140	250	1,000	40	1,720
14	Garrison Common North	250	1,400	3,140	15,330	8,660	690	29,460
15	King-Parliament	60	1,210	1,920	11,250	2,320	630	17,390
16	King-Spadina	310	1,850	7,770	28,930	1,080	1,460	41,400
17	Railway Lands East	90	560	2,540	33,660	20	4,260	41,130
18	Railway Lands Central	0	340	340	3,230	20	4,220	8,150
19	Railway Lands West	0	250	280	230	180	150	1,090
20	University of Toronto	40	550	1,380	2,360	17,960	590	22,890
21	Yonge Eglinton	120	3,230	4,010	20,530	3,080	980	31,950
22	Central Finch	10	30	40	450	70	0	600
23	Sheppard West/Dublin	0	330	350	560	350	60	1,650
24	Central Don Mills	10	720	990	1,530	890	90	4,230
25	Swansea	140	180	50	210	280	110	960
26	Emery Village	50	150	220	460	220	0	1,100
27	Davenport Village	0	0	10	10	0	0	20
28	Regent Park	30	170	230	310	440	220	1,400
29	Sheppard Willowdale**	0	100	150	400	150	10	800
30	Warden Woods	330	10	20	10	220	60	640
31	Central Waterfront	1,570	1,340	4,280	42,460	1,050	5,980	56,670
32	Lawrence-Allen	0	5,060	2,050	4,800	2,770	160	14,840
33	Mimico-by-the-Lake	10	150	150	220	20	0	550
34	Queen River	0	190	10	20	170	0	390
35	Mimico-Judson	70	30	40	60	0	0	200
36	Dufferin Street**	20	460	520	490	50	340	1,880
37	Sheppard Lansing Area	10	20	60	550	50	50	730
38	ConsumersNext	130	540	1,060	18,990	1,380	110	22,210
39	Rail Deck Park	0	0	0	0	0	0	0
40	Don Mills Crossing	0	260	10	1,370	110	20	1,770
41	Downtown*	2,180	17,100	37,350	324,650	84,880	7,120	473,260
42	Unilever Precinct	0	0	0	270	0	0	270
43	Sherway Area**	30	3,990	2,070	1,930	1,320	180	9,530
44	Keele Finch**	150	630	710	1,230	370	10	3,110
45	Golden Mile**	600	3,200	820	1,280	350	100	6,350
46	Christie's	0	0	0	10	0	0	10
47	Keele St.Clair**	400	1,190	820	330	350	110	3,200
48	Mount Dennis**	930	270	1,060	1,230	1,930	160	5,580
49	Yonge Street North**	10	830	660	710	220	40	2,470
50	Jane Finch**	10	580	440	1,340	1,360	60	3,790
51	ReNew Sheppard East**	0	1,290	750	3,380	4,440	260	10,130

Note: Totals may not equal sums due to rounding. Sum of employment exceeds total employment in Secondary Plan areas due to overlap of multiple Secondary Plan geographies. Employment totals are accurate for each individual Secondary Plan Area.
*178,990 jobs within Downtown are also captured in other Secondary Plan Areas, including Fort York Neighbourhood, King-Parliament, King-Spadina, Railway Lands East, Railway Lands Central, Railway Lands West, University of Toronto, Regent Park, Central Waterfront, Queen River, and Rail Deck Park. The overlap by six categories includes 860 Manufacturing & Warehousing jobs, 6,380 Retail jobs, 16,830 Service jobs, 119,240 Office jobs, 22,970 Institutional jobs, and 12,620 Community & Entertainment jobs.
**Ten 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". 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 these totals.

In 2025, employment in the AOEs accounted for 412,100 jobs, or 25.4% of all citywide employment, and 22,530 establishments, or 30.2% of the total. These proportions have remained relatively consistent in the past five years. The top five AOEs comprise nearly half of the employment with 190,070 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. Overall, the other AOEs comprise 222,030 jobs but have not grown at the same rate as the top five AOEs since 2021, growing by 2,360 jobs compared to the 13,990 jobs added in the five largest AOEs.

Map 3: Areas of Employment

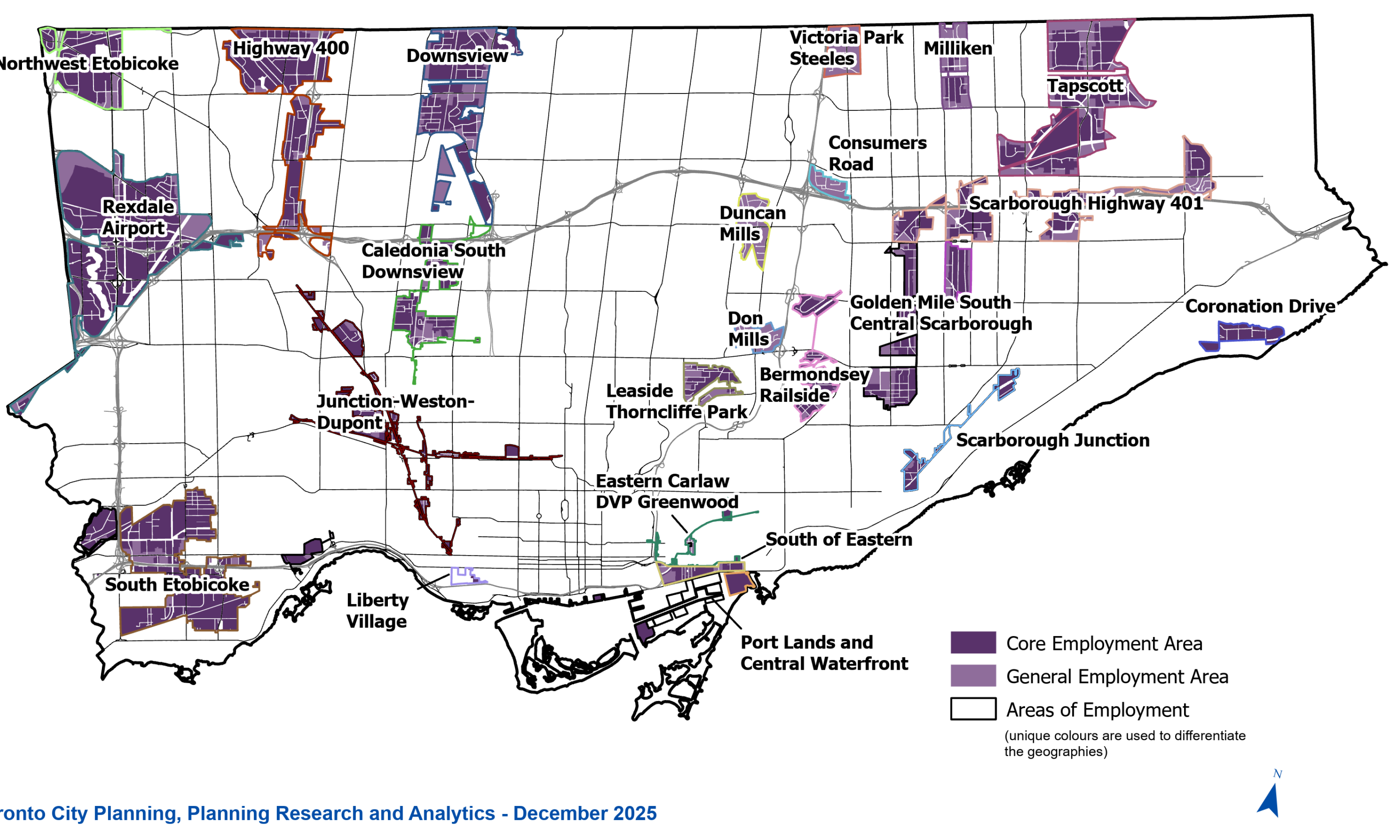


Table 17: Total Employment in Areas of Employment, 2021, 2024 and 2025

Area of Employment	2021	2024	2025	2025 Percent of Total Employment	2021-2025	Percent Change	2024-2025	Percent Change
Bermondsey-Railside	8,880	9,130	9,480	2.3%	250	2.8%	350	3.8%
Caledonia-South Downsview	18,810	18,600	18,590	4.5%	-210	-1.1%	-10	-0.1%
Consumers Road	18,270	18,870	18,430	4.5%	600	3.3%	-440	-2.3%
Coronation Drive	910	1,110	1,200	0.3%	200	22.0%	90	8.1%
Don Mills	10,950	11,400	11,540	2.8%	450	4.1%	140	1.2%
Downsview	34,320	35,780	35,600	8.6%	1,460	4.3%	-180	-0.5%
Duncan Mills	20,590	20,440	21,730	5.3%	-150	-0.7%	1,290	6.3%
Eastern-Carlaw-DVP-Greenwood	4,440	4,710	4,280	1.0%	270	6.1%	-430	-9.1%
Golden Mile-South Central Scarborough	22,650	24,220	23,490	5.7%	1,570	6.9%	-730	-3.0%
Highway 400	31,020	33,380	34,380	8.3%	2,360	7.6%	1,000	3.0%
Junction-Weston-Dupont	19,530	18,230	17,950	4.4%	-1,300	-6.7%	-280	-1.5%
Leaside-Thorncliffe Park	8,490	7,020	6,750	1.6%	-1,470	-17.3%	-270	-3.8%
Liberty Village	11,690	13,340	13,010	3.2%	1,650	14.1%	-330	-2.5%
Milliken	7,400	8,330	8,820	2.1%	930	12.6%	490	5.9%
Northwest Etobicoke	15,570	14,900	14,810	3.6%	-670	-4.3%	-90	-0.6%
Port Lands and Central Waterfront	5,200	5,420	5,620	1.4%	220	4.2%	200	3.7%
Rexdale-Airport	42,040	46,020	44,750	10.9%	3,980	9.5%	-1,270	-2.8%
Scarborough Highway 401	26,270	27,280	26,390	6.4%	1,010	3.8%	-890	-3.3%
Scarborough Junction	2,650	2,640	2,630	0.6%	-10	-0.4%	-10	-0.4%
South Etobicoke	39,400	40,900	44,360	10.8%	1,500	3.8%	3,460	8.5%
South of Eastern	4,280	5,320	4,000	1.0%	1,040	24.3%	-1,320	-24.8%
Tapscott	29,300	31,590	30,980	7.5%	2,290	7.8%	-610	-1.9%
Victoria Park-Steeles	13,090	11,740	13,310	3.2%	-1,350	-10.3%	1,570	13.4%
Total	**395,750**	**410,370**	**412,100**	**100.0%**	**14,620**	**3.7%**	**1,730**	**0.4%**

Note: Numbers have been rounded to the nearest ten.

The largest relative increase in employment over the last five years has been in Coronation Drive, increasing 24.3% from 910 to 1,200 jobs in 2025. Conversely, the largest decrease in employment has been in Leaside-Thorncliffe Park, losing 20.5% of its jobs from 8,490 to 6,750. This is likely due to redevelopment in the area, specifically the construction of the Ontario Line, which may continue to impact employment trends. The largest absolute increase in employment from 2021 to 2025 has occurred in South Etobicoke, which gained 4,960 jobs from 39,400 to 44,360.

The distribution of employment by the six categories has stayed consistent from 2021 to 2025 with the majority still being Office jobs (41.4%). Since 2021, AOEs have experienced a net increase of 4.1% in employment, resulting in the gain of 16,350 jobs. A significant portion of this increase is attributed to the Accommodation and Food Services NAICS sector which gained 6,030 jobs (see Table 18). Manufacturing remains the largest NAICS sector within AOEs with 76,450 jobs in 2025. Comparing 2025 to 2019, the last year pre-COVID-19 Pandemic, AOEs have not recovered fully from the loss of jobs, with there being 11,540 fewer jobs in AOEs than in 2019.

Table 18: Total Employment in Areas of Employment by Major NAICS Sectors, 2021, 2024 and 2025

NAICS Sector	2021	2024	2025	2025 Percent of Total Employment	2021-2025	Percent Change	2024-2025	Percent Change
Agriculture, Forestry, Fishing and Hunting	70	60	50	0.0%	-20	-28.6%	-10	-16.7%
Mining, Quarrying, and Oil and Gas Extraction	0	20	0	0.0%	0	--	-20	-100.0%
Utilities	2,340	2,690	2,680	0.7%	340	14.5%	-10	-0.4%
Construction	23,890	25,840	23,960	5.8%	70	0.3%	-1,880	-7.3%
Manufacturing	75,240	74,990	76,450	18.6%	1,210	1.6%	1,460	1.9%
Transportation and Warehousing	36,250	35,730	36,070	8.8%	-180	-0.5%	340	1.0%
Information and Cultural Industries	15,220	17,040	15,980	3.9%	760	5.0%	-1,060	-6.2%
Finance and Insurance	19,210	16,610	17,700	4.3%	-1,510	-7.9%	1,090	6.6%
Real Estate and Rental and Leasing	14,680	13,240	15,290	3.7%	610	4.2%	2,050	15.5%
Professional, Scientific and Technical Services	42,710	43,740	39,870	9.7%	-2,840	-6.6%	-3,870	-8.8%
Management of Companies and Enterprises	5,620	7,150	7,090	1.7%	1,470	26.2%	-60	-0.8%
Administrative and Support, Waste Management and Remediation Services	28,080	27,910	28,000	6.8%	-80	-0.3%	90	0.3%
Educational Services	6,220	6,810	7,000	1.7%	780	12.5%	190	2.8%
Health Care and Social Assistance	13,570	16,070	16,850	4.1%	3,280	24.2%	780	4.9%
Arts, Entertainment and Recreation	5,080	5,910	6,520	1.6%	1,440	28.3%	610	10.3%
Accommodation and Food Services	12,610	17,980	18,640	4.5%	6,030	47.8%	660	3.7%
Other Services (Except Public Administration)	17,330	19,050	19,100	4.6%	1,770	10.2%	50	0.3%
Public Administration	13,570	13,380	13,520	3.3%	-50	-0.4%	140	1.0%
Wholesale and Retail Trade	64,050	66,100	67,300	16.3%	3,250	5.1%	1,200	1.8%
Not Coded	10	70	30	0.01%	--	--	--	--
Total	**395,750**	**410,390**	**412,100**	**100.0%**	**16,350**	**4.1%**	**1,710**	**0.4%**

Note: Numbers have been rounded to the nearest ten.

Regional Employment Policies

Although the new Provincial Planning Statement, 2024 (PPS 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 2024. 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 2025, the measured ten-year rate of job growth is 1.3%, more than twice the rate anticipated by the Reference scenario. The 2025 results indicate that if the current rate of growth continues, Toronto employment would reach the Growth Plan forecast for 2051 by or before 2043.

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
	2012	**2022**	**2012-2022**			
TES 10 Years to 2022	1,331,570	1,484,600	153,030	15,303	1.1%	24
	2014	**2024**	**2014-2024**			
TES 10 Years to 2024	1,384,390	1,600,300	215,910	21,591	1.5%	17
	2015	**2025**	**2015-2025**			
TES 10 Years to 2025	1,422,280	1,623,710	201,430	20,143	1.3%	18

Note: CAGR abbreviates Compound Annual Growth Rate.

Special Topic: Stability in Hybrid Work with Anticipated Changes Ahead

The Toronto Employment Survey has been tracking work-from-home employment since the onset of the COVID-19 Pandemic. The collected remote work data provides valuable insights into the changing nature of the traditional work model, allowing the City to monitor in-person and hybrid work trends. Over the past two years, the data indicated that hybrid work is here to stay. However, in 2025, major Canadian employers such as the Ontario Public Service, Canadian Major Banks, and Rogers announced “Return To Office” (RTO) mandates, potentially shifting the current outlook on hybrid work.[11,12]

In 2025, 83.7% of businesses responded to the remote work questions, an increase of 2.7% from 2024 (see **Table 20**). Despite a higher response rate, the share of businesses reporting remote work or not remained relatively consistent with 85.7% of businesses reporting having no remote work, 0.2% higher than last year’s figure, and 14.3% having remote work. This reflects the Toronto Employment Survey’s extensive coverage of business establishments.

Employment Type and Hybrid Work

In 2025, the majority of establishments reporting remote work are found in the Office category at 75.9% (see **Figure 16**). This reflects the ongoing dominance of office-based industries such as professional, financial, and technical services in adopting hybrid and remote work arrangements.[13] The Retail and Service categories both recorded a slight decline in the number of establishments reporting remote work while the other four categories experienced increases (see **Table 21**).

Table 20: Remote Work Employment and Establishments, 2025

	2024			2025		
	Employment	Establishments	Percent of Establishments	Employment	Establishments	Percent of Establishments
Remote Work	397,530	8,540	11.8%	458,130	8,900	11.9%
No Remote Work	825,420	50,140	69.1%	894,770	53,470	71.7%
Unknown	377,350	14,510	20.0%	270,820	12,200	16.4%
Total	**1,600,300**	**73,180**		**1,623,710**	**74,560**	

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

Consistent since 2023, a quarter of businesses have reported having employees work on-site three days a week on average (see **Figure 17**). In 2025, there was a notable decrease of 3.0% in the share of businesses with fully remote employees, aligning with trends reported by the Centre for Cities for cities in the United Kingdom and by Commercial Real Estate Services (CBRE) for Toronto which suggest that more businesses are requiring more in-person workdays.[14,15] The results indicate an increase in the average number of in-office workdays. It should be noted that many of the recent RTO mandates took effect during or after the Survey period, thus their full effects will likely be reflected in the 2026 Survey.[16]

Figure 16: Share of Establishments Reporting Remote Work Employment by Category, 2024-2025

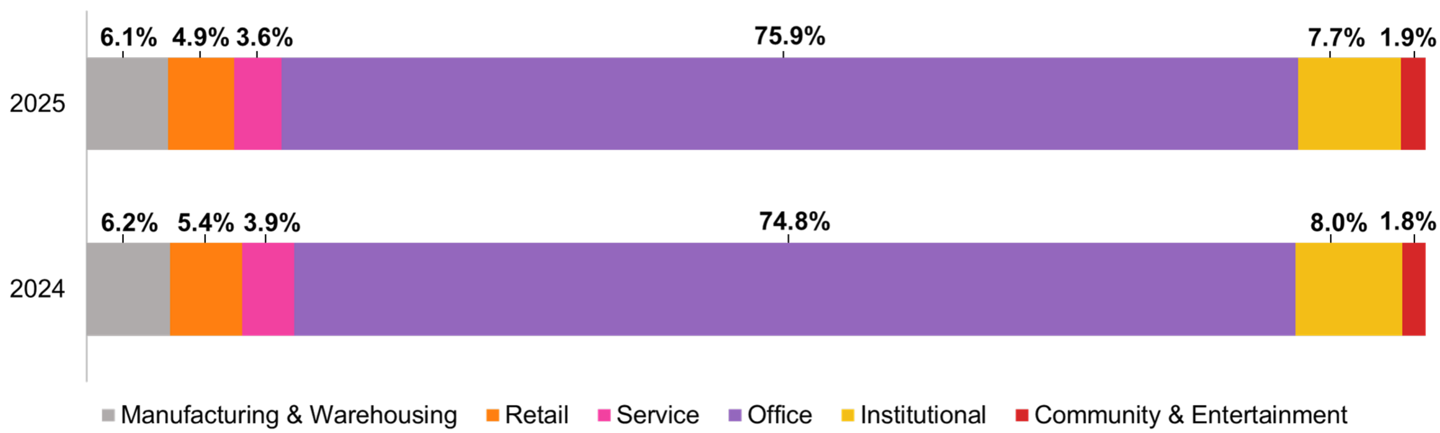


Table 21: Number of Establishments Reporting Remote Work Employment by Category, 2024-2025

Category	2023	2024	2025
Manufacturing & Warehousing	480	530	540
Retail	420	460	440
Service	290	330	320
Office	5,390	6,380	6,750
Institutional	580	680	680
Community & Entertainment	130	150	170
Total	**7,290**	**8,530**	**8,900**

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

Figure 17: Share of Establishments with Employees Working On-Site by Days Per Week, 2023-2025

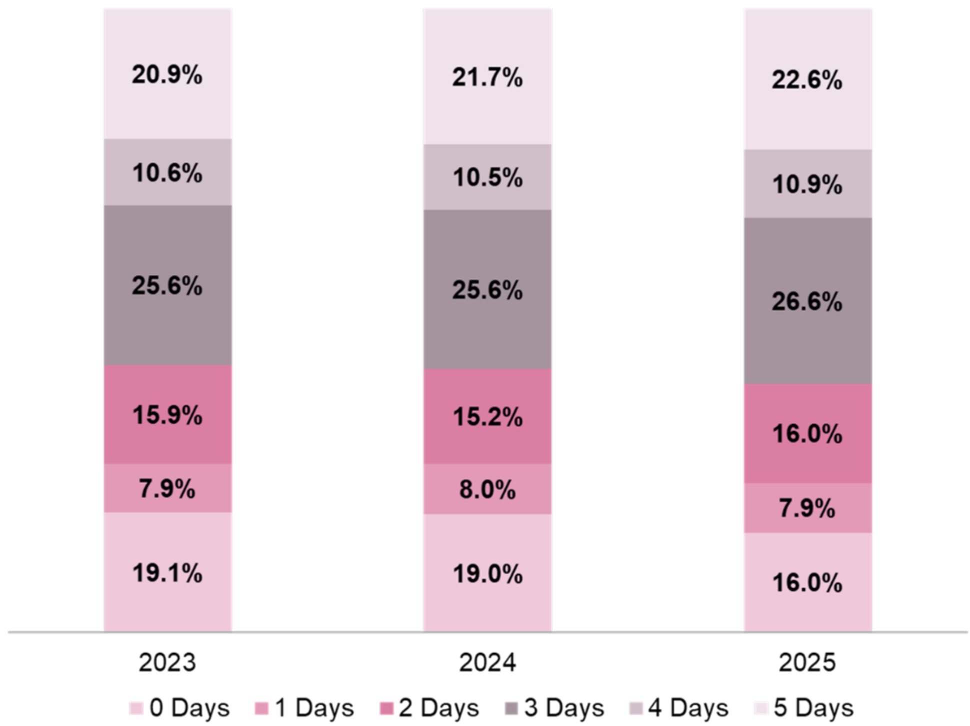
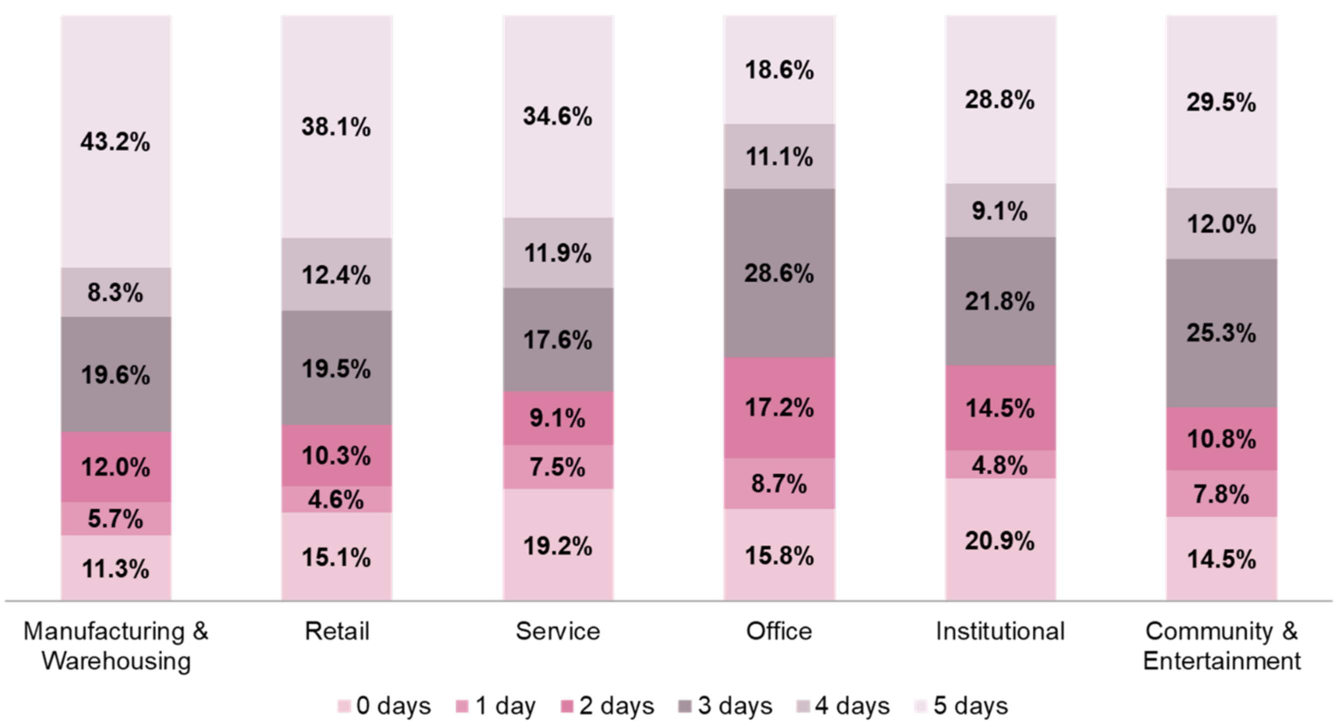


Figure 18: Employment Categories with Employees Working On-Site by Days per Week, 2025



Businesses that reported having hybrid work arrangements show varying patterns of on-site work depending on the category (**Figure 18**). Manufacturing and Warehousing, Retail, and Service remained the categories with the most in-person work, having over one third of employees working on-site five days a week. Conversely, Office and Institutional categories show the strongest hybrid work arrangements, with the largest share of employees working on-site two to three days per week and around 15-21% fully remote. These trends are similar across NAICS sectors (see Appendix **Figure A1** for the share of establishments with remote work by NAICS).

Geographically, remote work remains highest in Downtown which has high proportions of office-based employment. In 2025, 33.2% of establishments with hybrid work were in Downtown, accounting for 156,730 employees working remotely, an increase of 29,840 employees from the year prior (see **Table 22**).

Key Industries to Monitor

On August 14th, 2025, the Government of Ontario issued RTO mandates for all members of the Ontario Public Service.[17] In Q2 2025, CBRE reported that the government sector made up 39% of new leases in Downtown Toronto, with large investments from the Province.[18] Future monitoring will be required to assess the implementation of announced RTO mandates and the impact on remote work.

Finance and Insurance is the second largest industry for hybrid work in Canada and one of the top industries fueling new downtown Toronto leases in Q2 2025.[19] The RTO mandate announcements from four of Canada's major banks would suggest that there may be large changes coming to the hybrid labour landscape of the banking and financial service industry.[20] The Survey found that 901 establishments in this sector reported remote and hybrid work activity in 2025, employing 62,730 hybrid workers. By removing the five major banks from the 2025 results, hybrid work in this sector would decrease by 11,190. This would be an estimated 17.8% decrease in the number of remote workers.

The Future of Hybrid Work

In the past year, media commentary has focused on the effectiveness of hybrid work models. RTO mandates have been introduced by many major employers as a fix for declining productivity levels, the devaluing of corporate-owned commercial offices, and slow downtown recovery efforts.[21,22]

The unemployment rate in the Toronto CMA reached 8.7% in September 2025, the highest that it has been since the COVID-19 Pandemic restrictions in March 2021.[23] This higher employment rate may give employers more leverage to issue RTO mandates, despite some unpopularity with workers.[24,25,26]

There remains a continued need for the Toronto Employment Survey to monitor hybrid work given the ongoing changes in workplace policies and mandates. Though hybrid work trends stayed consistent in 2025, it is expected that in 2026, there will be changes in the proportions of remote work, the geographic distribution of where that work occurs, and potential differences between larger and smaller employers.

Table 22: Remote Work Employment and Establishments by Urban Economic Structure Area, 2025

Location	Employees	Establishments
Downtown	156,730	2,950
North York Centre	5,200	260
Yonge-Eglinton	4,400	190
Scarborough Centre	1,100	40
Etobicoke Centre	3,980	110
Rest of the City	93,620	5,360
Total	**265,020**	**8,900**

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

Special Topic: Tariffs and their Impacts on Toronto's Employment

Since January 2025, Canada and its largest trading partner, the United States, have been caught up in an escalating trade dispute. As part of the trade dispute, the United States introduced a 25% blanket tariff on Canadian goods, alongside targeted levies on energy products, steel, aluminum, and automobiles, and the Canadian government responded with reciprocal counter measures. While tariffs on Canada-United States-Mexico Agreement (CUSMA) have been paused, the uncertainty created by this trade conflict has introduced significant risk into the Canadian economy, particularly in sectors most exposed to cross-border trade.[27]

The effects of these measures have already been felt. Between January and August 2025, exports of all products to the United States declined by $12.6 billion dollars, with Manufacturing exports to the United States reducing by 24% since January 2025.[28,29] Industries that reported significant export declines include primary metal manufacturing including steel and aluminum, which experienced a 47.0% drop in exports to the United States, and a 39.0% decline in total exports. The transportation equipment sector, which includes all automotive, railroad, shipping, and aerospace manufacturing, experienced a 15% reduction in exports to all countries, with United States exports in the industry declining by 17%, even though automotive exports are partially protected by CUSMA regulations. These figures highlight the vulnerability of trade-dependent industries and emphasize the need to track their employment at the local level.

Labour market research provides additional evidence of the impact of tariffs. According to the Labour Force Survey (LFS), the unemployment rate in the Toronto CMA reached 8.4% in October 2025, up 0.8% from October 2024 and significantly above the national rate of 6.9%, marking one of the highest urban unemployment rates in Canada.[30] Sectoral employment trends further reveal a correlation between trade exposure and job losses:

- Manufacturing employment declined by 3.5% from September 2024 to September 2025 in the Toronto CMA, with Toronto's industrial base particularly affected by reduced United States demand;
- Wholesale Trade employment declined by 1.1% in the Toronto CMA; and
- Transportation and Warehousing saw a 1.3% employment drop in the Toronto CMA.

The Bank of Canada's labour market update suggests a rising excess supply of labour, noting rising unemployment among newcomers and youth, with newer entrants into the labour force finding it harder to find employment. It also noted that 9.5% of Canada-wide employment relies on exports to the United States, with 44.0% of Manufacturing employment reliant on exports to the United States.[31]

In response to the tariff dispute, the City of Toronto published the *Mayor's Economic Action Plan in Response to US Tariffs*. Responses include changes in procurement and providing dedicated supports to Toronto's manufacturing sector. As part of the City's response, the 2025 Toronto Employment Survey targeted businesses engaged in international trade to assess the direct and indirect impacts of tariffs on operational stability and employment levels. Understanding the link between the level of direct exposure to tariffs and employment outcomes will help guide future research on tariffs and the industries most affected by them.

The targeted businesses, identified as being tariff-exposed businesses, were selected from the following NAICS sectors: Construction, Manufacturing, Wholesale Trade, Transportation and Warehousing, and all NAICS codes related to Film Production. The last sector was included due to high uncertainty regarding potential tariffs being placed on film and media produced outside of the United States as well as the sector's substantial importance to employment in the city.

In order to identify affected businesses, a question was asked of tariff-exposed businesses: "Does your business currently import or export any goods or services?" Potential responses were coded as:

- No
- Yes – Import
- Yes – Export
- Yes – Both

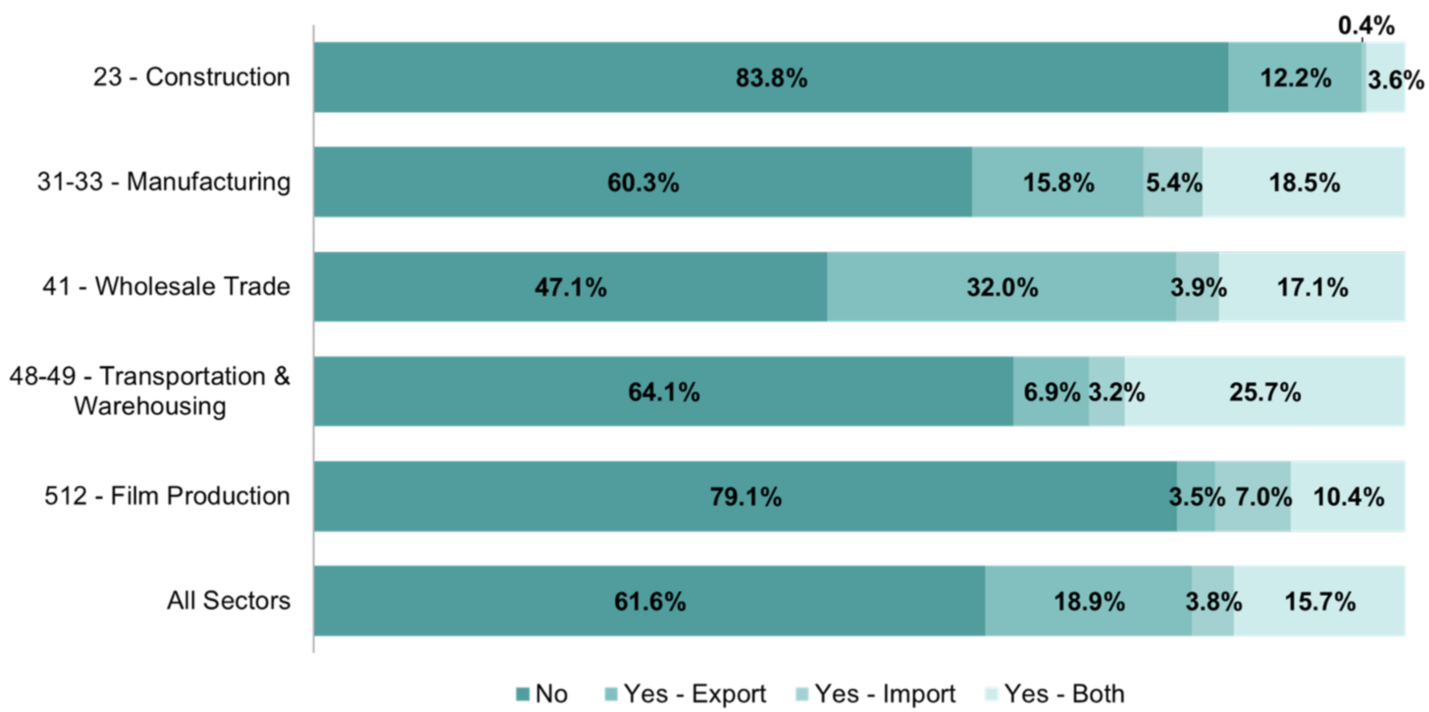
There was a response rate of 53.9% as 4,890 out of the 9,070 businesses tariff-exposed sectors responded to the Import/Export question (see **Table 23**). Although the majority of establishments responded No to importing or exporting, half of the employment in these selected sectors belonged to establishments that responded Yes. This indicates that establishments which report imports and exports employ an average of 9.8 employees more than establishments which did not report imports or exports.

Table 23: Responses from Import/Export Question, 2025

Response	Employment	Percent of Employment	Establishments	Percent of Establishments
No	48,590	50.0%	3,010	61.6%
Yes - Export	14,360	14.8%	930	19.0%
Yes - Import	7,090	7.3%	190	3.9%
Yes - Both	27,180	28.0%	770	15.7%
Total Yes	48,630	50.0%	1,880	38.4%
Total	**97,210**	**100.0%**	**4,890**	**100.0%**

Considering the responses by the tariff-exposed sectors, exposure to tariffs varies greatly between different sectors (see **Figure 19**). The most exposed sector is Wholesale Trade (52.9% of responses) followed by Manufacturing (39.7%), and Transportation and Warehousing (35.9%). Although Construction and Film Production businesses reported the least amount of international trade, these two industries may still be impacted by rising costs, limits to production, and declining investment into the Canadian industries. Of the responses noted, businesses which answered No had a negative year-over-year employment change, whereas all businesses which answered Yes had a higher net growth in employment. Through analysis of these establishments, it was found that this was partially due to a singular establishment which responded Yes revising their employment numbers significantly from 2024. This implies that the majority of businesses which responded No did not experience higher reductions in employment compared to businesses that responded Yes.

Figure 19: Responses from Import/Export Question by Tariff-Exposed Sector, 2025



Sector Impacts of Tariffs

There was a net decrease in employment across the tariff-exposed sectors, whereas employment increased in all other non-tariff-exposed sectors (see **Table 24**). Tariff-exposed sectors experienced a 2.8% decrease in employment, with a 4.9% difference in employment change between tariff-exposed sectors and all other sectors. This represents a significant impact that these sectors have experienced over the last year and is in line with the Labour Force Survey's reporting.[32] Establishments in the tariff-exposed sectors also decreased from 2024, however, to a lesser degree than employment. In 2025, 12.8% of employment are in tariff-exposed sectors, down from 13.4% in 2024.

For establishments, 12.2% are in tariff-exposed sectors in 2025, down from 12.5% in 2024.

Of those tariff-exposed sectors, employment in Film Production, Construction, and Manufacturing were the most negatively affected industries (see **Table 25**). Film Production experienced the greatest decrease in employment of all categories at -15.8%. It should be noted, however, that Film Production varies by production schedules, meaning there may be greater fluctuations in the industry than in other categories. Although tariffs on Film Production have yet to be implemented, there may still be effects noted on investment and on production decisions.

Table 24: Tariff-Exposed Employment and Establishments, 2025

	Employment				Establishments			
	2024	2025	Net Change	Percent Change	2024	2025	Net Change	Percent Change
Tariff-Exposed Sectors	214,000	208,110	-5,890	-2.8%	9,110	9,070	-40	-0.4%
All Non-Tariff-Exposed Sectors	1,386,300	1,415,600	29,300	2.1%	64,070	65,490	1,420	2.2%
Total	**1,600,300**	**1,623,710**	**23,410**	**1.5%**	**73,180**	**74,560**	**1,380**	**1.9%**

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

Table 25: Employment within Tariff-Exposed Sectors, 2024-2025

Sector	2024	2025	Net Change	Percent Change
Construction	34,780	31,880	-2,900	-8.3%
Manufacturing	84,640	82,110	-2,530	-3.0%
Wholesale Trade	36,950	37,340	390	1.1%
Transportation & Warehousing	44,350	45,600	1,250	2.8%
Film Production	13,280	11,180	-2,100	-15.8%
City Total	**214,000**	**208,110**	**-5,890**	**-2.8%**

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

There were mixed results between businesses reporting importing or exporting as many businesses reported stronger employment numbers than businesses which have reported no imports or exports (1.2% versus -0.1%). The negative change in establishments is due to large establishment closures which offset the relative stability of other establishments. Manufacturing was the sector with the highest decrease in establishments with a 1.8% loss while Film Production had the highest net increase with 2.3% (see **Table 26**). A large proportion of the decrease was due to one large Manufacturer which had around 3,870 employees closing in 2024. Accounting for this one establishment, the net change for the tariff-exposed sectors was -1.0 and the Manufacturing sector increased by 1.6%. Demonstrating that although the tariff-exposed sectors experienced a relative decrease compared to other sectors, some sectors such as manufacturing experienced stability in 2025.

As Film Production has high variability with production timelines and schedules, establishment counts may increase while employment declines.

As tariffs have been applied unevenly across exported goods, the potential effects experienced may differ from sector to sector. Three specific Manufacturing subsectors were investigated to analyze industries that may have experienced different effects depending on tariff policy, government response, and changing consumer choices.

- The Transportation Equipment Manufacturing sector experienced an employment loss of 3,930 jobs or 63.2% since 2024.
- Furniture Manufacturing increased employment by 160 jobs or 3.8%.
- Food and other Consumable Products Manufacturing increased in employment by 920 jobs, or 5.4%.

Comparing these sector numbers with nationwide export data, Transportation Equipment Manufacturing experienced high reductions in nationwide exports, correlating with the employment count in Toronto. Increases in employment for Food and other Consumable products correlates with singular large employers expanding from 2024. Food and other Consumable Products Manufacturing may experience benefits from changing consumer choices as part of the social response to tariffs in Canada.

Table 26: Establishments within Tariff-Exposed Sectors, 2024-2025

Sector	2024	2025	Net Change	Percent Change
Construction	1,800	1,840	40	2.2%
Manufacturing	3,380	3,320	-60	-1.8%
Wholesale Trade	2,570	2,540	-30	-1.2%
Transportation & Warehousing	920	920	0	0.0%
Film Production	430	440	10	2.3%
City Total	**9,100**	**9,070**	**-30**	**-0.4%**

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

Geographic Impacts of Tariffs

As employment in the city is often specialized due to geographic agglomerations, different employment areas and neighbourhoods in Toronto have different employment characteristics.[33] The current tariff regime and related uncertainty may affect the various employment sectors differently, in turn, may lead to uneven impacts across the different geographies of the city. Tracking the geographic effects of tariffs now will allow the City to respond to any changing local conditions in the future.

Tariff-exposed industries tend to be clustered around specific geographies of Toronto, primarily within Areas of Employment (AOEs). Comparing the prevalence of tariff-exposed businesses, 77.0% of establishments and 81.1% of employment in the tariff-exposed sectors take place within AOEs. However, some AOEs and Districts in the city may have a higher distribution of tariff-exposed businesses than others. Measuring the effects of tariffs on the city will require understanding the distinct geographic character of the city's economy as well as which areas of the city are more exposed than others.

In 2025, 42.1% of employment in AOEs were in tariff-exposed sectors (see **Table 27** and **Map 4**). Tariff-exposed businesses within AOEs had 0.5% decrease in employment compared to a 10.6% decrease in employment for tariff-exposed businesses outside AOEs. Since tariff-exposed employment outside AOEs experienced a greater decrease, it is possible that tariff-exposed sectors in greater agglomerations have been more resilient to shocks in trade. More research will be required to understand the relationship between tariff-exposed sectors in AOEs and other sectors of the economy.

Map 4: Areas of Employment by Percentage of Tariff-Exposed Employment

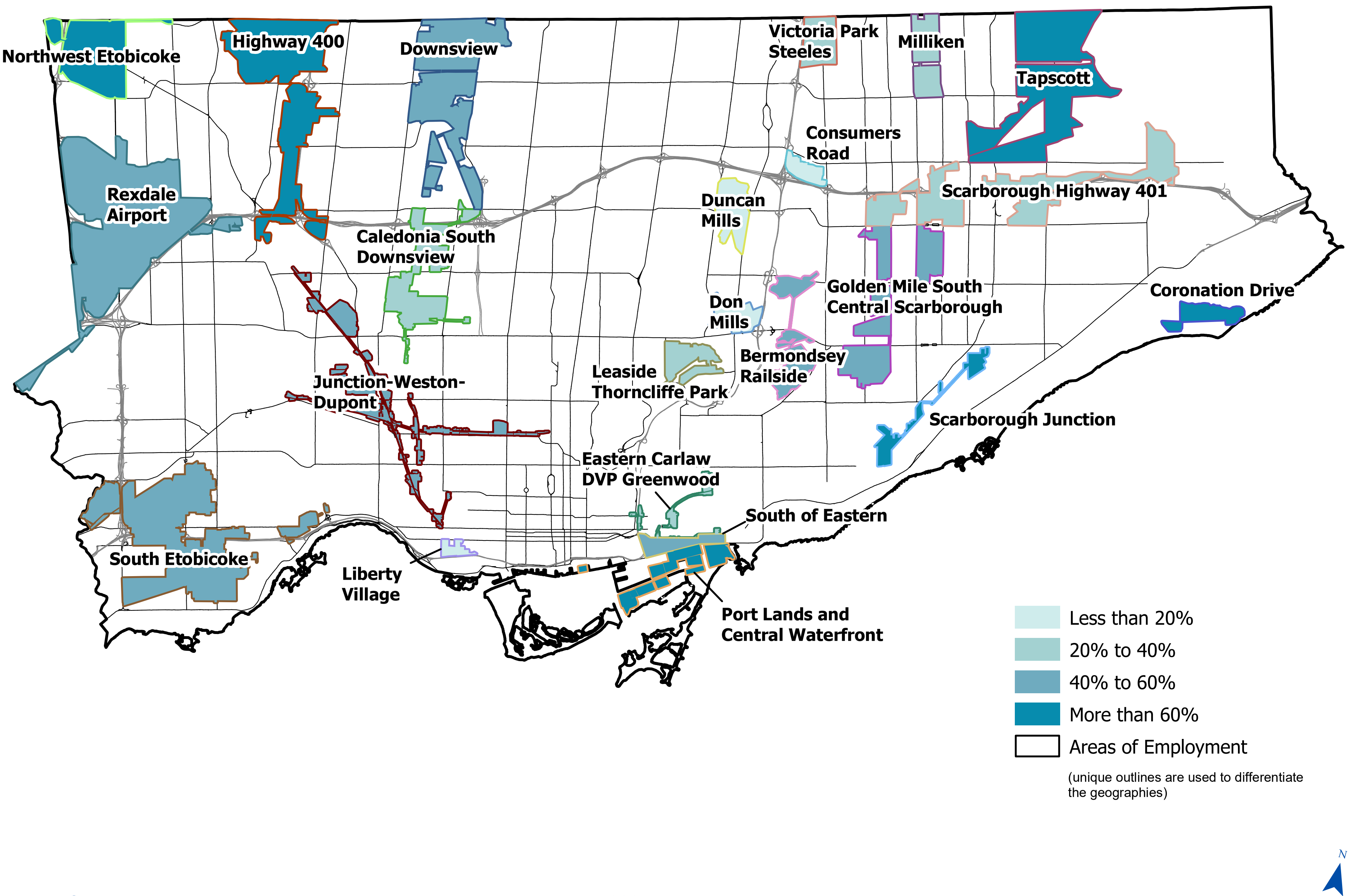


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Table 27: Total Tariff-Exposed Employment in Areas of Employment, 2024-2025

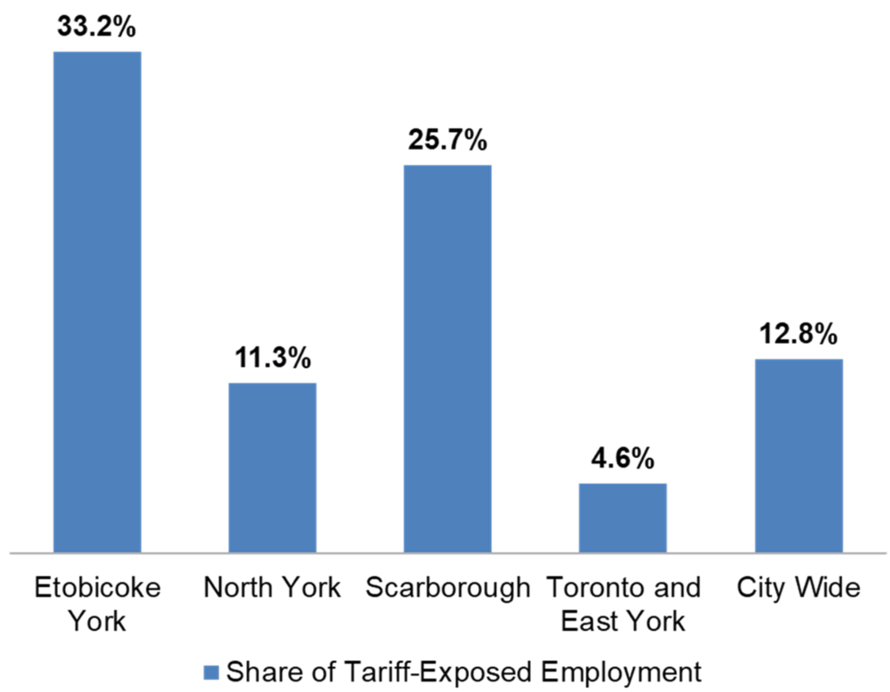
Area of Employment	2024	2025	2025 Percent of Total Employment	2024-2025	Percent Change
Bermondsey-Railside	4,670	4,570	2.6%	-100	-2.1%
Caledonia-South Downsview	7,720	7,230	4.2%	-490	-6.3%
Consumers Road	590	590	0.3%	0	0.0%
Coronation Drive	650	770	0.4%	120	18.5%
Don Mills	900	860	0.5%	-40	-4.4%
Downsview	14,320	15,570	9.0%	1,250	8.7%
Duncan Mills	2,030	2,030	1.2%	0	0.0%
Eastern-Carlaw-DVP-Greenwood	1,310	1,270	0.7%	-40	-3.1%
Golden Mile-South Central Scarborough	11,510	10,520	6.1%	-990	-8.6%
Highway 400	21,390	22,530	13.0%	1,140	5.3%
Junction-Weston-Dupont	8,720	8,540	4.9%	-180	-2.1%
Leaside-Thorncliffe Park	2,010	1,720	1.0%	-290	-14.4%
Liberty Village	1,420	1,300	0.8%	-120	-8.5%
Milliken	2,590	2,660	1.5%	70	2.7%
Northwest Etobicoke	9,690	9,580	5.5%	-110	-1.1%
Port Lands and Central Waterfront	3,890	4,180	2.4%	290	7.5%
Rexdale-Airport	20,150	19,640	11.4%	-510	-2.5%
Scarborough Highway 401	11,280	10,780	6.2%	-500	-4.4%
Scarborough Junction	1,910	1,870	1.1%	-40	-2.1%
South Etobicoke	21,260	22,710	13.2%	1,450	6.8%
South of Eastern	3,470	2,170	1.3%	-1,300	-37.5%
Tapscott	20,260	19,200	11.1%	-1,060	-5.2%
Victoria Park-Steeles	1,860	2,400	1.4%	540	29.0%
Total	**173,600**	**172,670**	**100.0%**	**-930**	**-0.5%**

Note: Numbers have been rounded to the nearest ten.

Within the Urban Structure of Toronto, tariff-exposure also differs by District and by neighbourhood type. The Etobicoke York and Scarborough districts had the highest proportion of tariff-exposed employment, 33.2% and 25.7% respectively (see **Figure 20**). As these two Districts have far more employment in tariff-exposed sectors such as manufacturing, these areas of the city may be far more vulnerable to changes in global trade policy and markets than other areas with more jobs and greater opportunities for economic resilience.

Employment in tariff-exposed sectors often has lower barriers to entry and is a key source of employment in many different communities and neighbourhoods of the city. Tariffs may impact the local economic development of the most tariff-exposed neighbourhoods and districts of the city. The district-based totals correlate with the presence of AOEs containing significantly more exposed employment than all other geographies of the city. As areas of employment already face pressure for land use conversion, tariffs impacts may increase these pressures. Further analysis will be required to measure the long-term effect of development pressures and tariffs on employment in different geographies of the city. The trade conflict and the uncertainty surrounding it are unprecedented, with the full scale and form of the impacts still unfolding. As this is the first Toronto Employment Survey tracking tariff-exposure, more study will be required to assess the long-term consequences of tariffs on production and employment in Toronto.

Figure 20: Tariff-Exposed Employment by District, 2025



Appendix

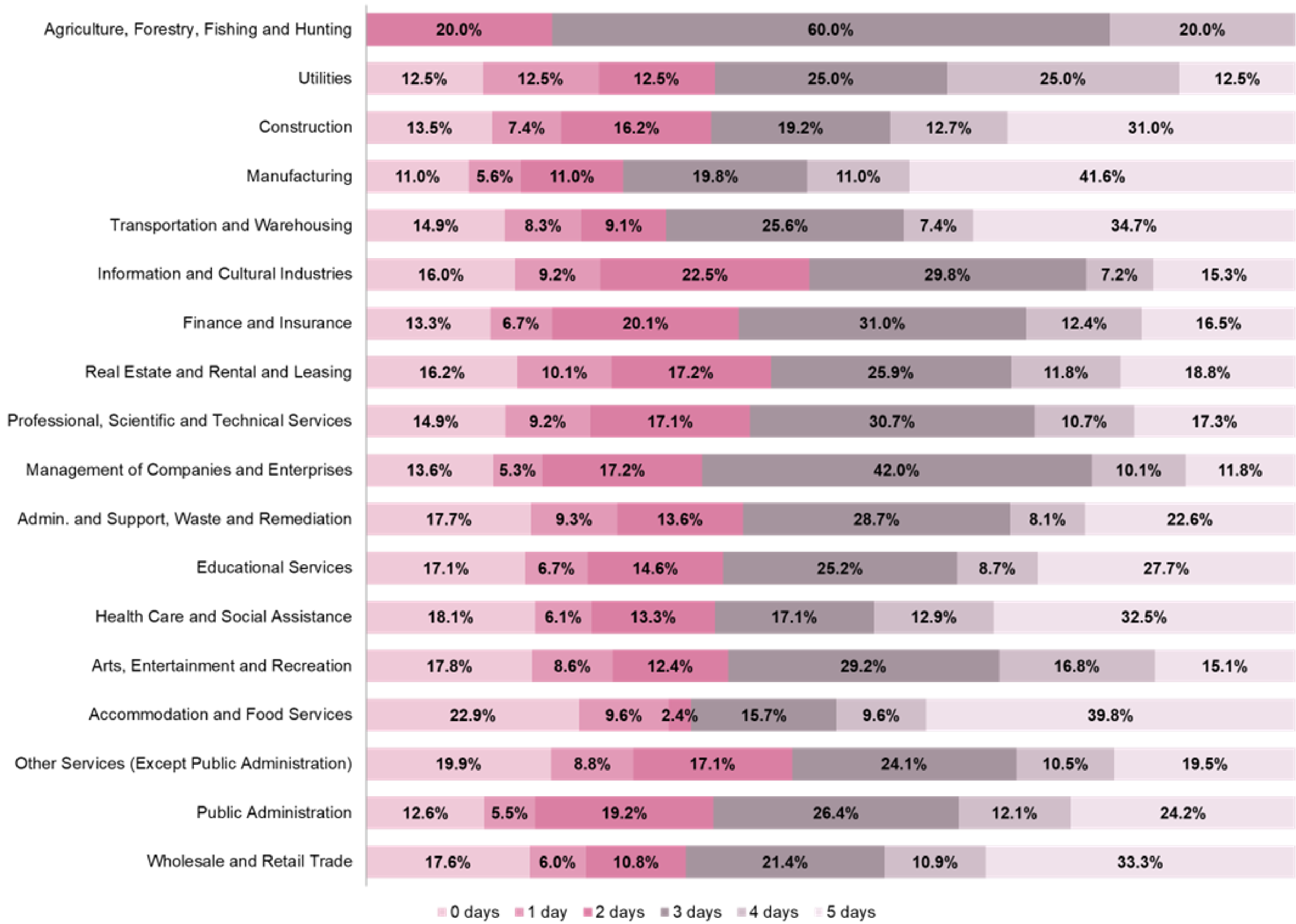
Table A1: Average Response Rate by Six Category Breakdown, 2025

Category	Average Response Rate
Manufacturing & Warehousing	80%
Retail	88%
Service	84%
Office	74%
Institutional	75%
Community & Entertainment	66%
Total	**80%**

Table A2: Average Response Rate by Major NAICS Sector Breakdown, 2025

NAICS Major Sector	Average Response Rate
Not Coded	11%
Agriculture, Forestry, Fishing and Hunting	63%
Mining, Quarrying, and Oil and Gas Extraction	59%
Utilities	70%
Construction	75%
Manufacturing	81%
Wholesale Trade	82%
Retail Trade	88%
Transportation and Warehousing	72%
Information and Cultural Industries	68%
Finance and Insurance	69%
Real Estate and Rental and Leasing	73%
Professional, Scientific and Technical Services	74%
Management of Companies and Enterprises	67%
Administrative and Support, Waste Management and Remediation Services	72%
Educational Services	78%
Health Care and Social Assistance	82%
Arts, Entertainment and Recreation	72%
Accommodation and Food Services	81%
Other Services (Except Public Administration)	84%
Public Administration	68%
Total	**80%**

Figure A1: NAICS sectors with Employees Working On-Site by Days per Week, 2025



Endnotes

1. It should be noted that the total number of establishments includes 5,450 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.

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