

Statistical Indicators of the Toronto Public Library Environment

The persistence of the image of the profession as a female occupation may represent an obstacle in attracting men to the field. In TPL, 74.7% of all employees are female. Male employees make up the remaining 25.3%. This figure is relatively consistent with Statistics Canada 1996 Census data indicating 82.3% of librarians are female and 17.7% are male (20% sample data). In addition, the University of Toronto FIS program reported that the number of women graduating in 2000 was 53 or 61.6% as compared to 33 or 38.4% men. While librarianship remains a female-dominated profession, these figures point to more men entering the field.

- The number of TPL employees who are between the ages of 40 and 55 is 1,003, representing 40% of all employees. A total of 32% of TPL employees will reach normal retirement age 65 between 2011 and 2022. There are 173 employees who are 50 years of age and older who qualify for a full pension on or before January 31, 2003 and an additional 484 employees who qualified for a reduced pension under the OMERS Basic Pension Plan Provisions and the Window Provisions, effective January 31, 2003. These two groups combined represent 26% of the TPL employee population.
- There are a total of 442 librarians employed by TPL and 58 or 13% of this group will reach normal retirement age 65 between 2005 and 2010. Librarians make up a total of 29% of TPL employees.
- A total of 369 or 14.6% of TPL employees are in the 16 – 20 age range. As might be expected, there are a significantly lower number of employees, both male and female, in the 21 – 25 age range. The 21 - 25 group represents only 5.2% of all employees. It may be concluded that the drop in the number of employees at age 21 is the result of staff resigning from the jobs they held as students when they move on to post secondary education or other employment. The number of male employees moving from the 16 – 20 age bracket into the 21 - 25 range represents a drop of 12.2%. Comparatively in the female population there is a percentage drop of only 8.5% upon reaching 21 years of age. The combined percentage of both female and male employees who leave the organization at age 21 is 9.4%.
- The largest group of TPL employees (male and female combined) is between 46 - 50 years of age, totaling 371 or 15% of all employees. If we do not consider employees under the age of 21, then the percentage representation of the age group between 46 – 50 years rises to 19% of all employees.
- The combined total of employees in the next three age groups (51 - 65 years) is 513 or 20% of all employees. Again, if we do not consider employees under the age of 21, then the percentage represented by those who are 51 –65 years increases to 26% of all employees.