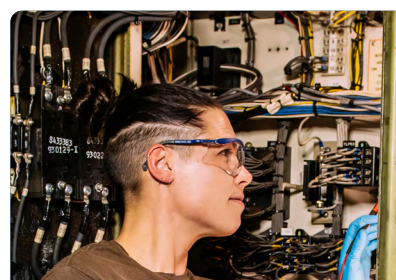


UNIFOR RESEARCH DEPARTMENT

LABOUR MARKET INSIGHTS

A monthly review of labour market indicators

April 2023



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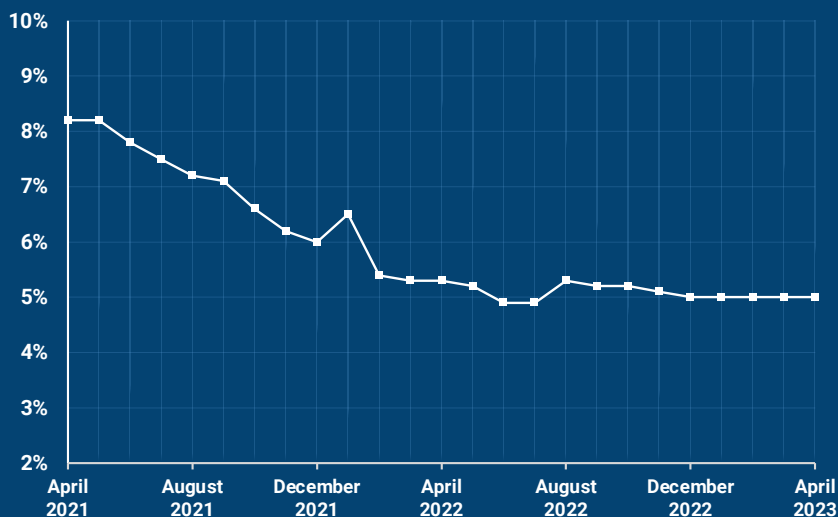
May 5, 2023

National Statistics

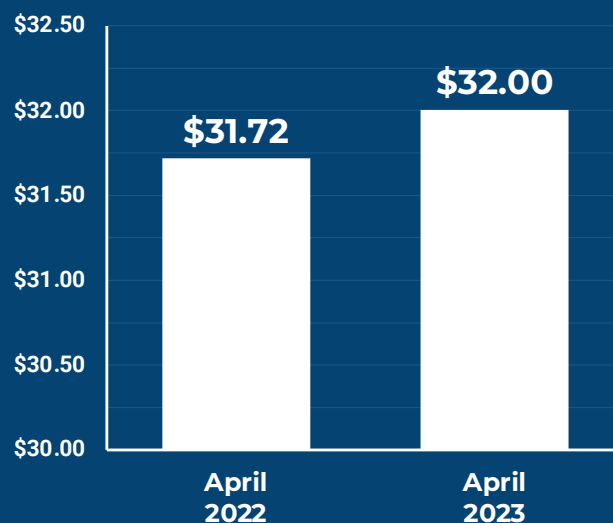
The month of April saw another 41,400 jobs being added to the labour market, although the unemployment rate continued to hold steady at 5.0% and the participation rate remained unchanged at 65.6%. This is the fifth month in a row that the unemployment rate has held at the 5% mark, which is just 0.1 percentage points higher than the record low of 4.9% reached in June and July last year. However, despite the 0.2% increase in overall employment, all of the jobs added to the economy last month were in part-time employment, which increased by nearly 48,000 positions. Part-time employment has nearly recovered its April 2022 peak of close to 3.7 million jobs (see chart on page 3). Meanwhile, average hourly wages continued to increase, with wages up 0.8% over the past month and 5.2% on a year-over-year basis. Adjusted for inflation, real wages have increased by just under 1% over the past year.

	April 2017–21 average	April 2022	March 2023	April 2023	Year-over-year (Y/Y) change	Monthly (M/M) change
Total employment (#) ¹	18,162,620	19,716,200	20,088,800	20,130,200	414,000 2.1%	41,400 0.2%
Unemployment rate (%) ²	8.0	5.3	5.0	5.0	-0.3	0.0
Participation rate (%) ³	64.6	65.7	65.6	65.6	-0.1	0.0
Union coverage (%) ⁴	31.1	30.3	30.4	30.3	0.0	-0.1
Average hourly wage (\$) ⁵	\$28.88	\$31.72	\$33.12	\$33.38	5.2%	0.8%
Real average hourly wage (\$) ⁶	\$31.41	\$31.72	\$31.76	\$32.00	0.9%	n/a

Unemployment Rate



Real Average Hourly Wage



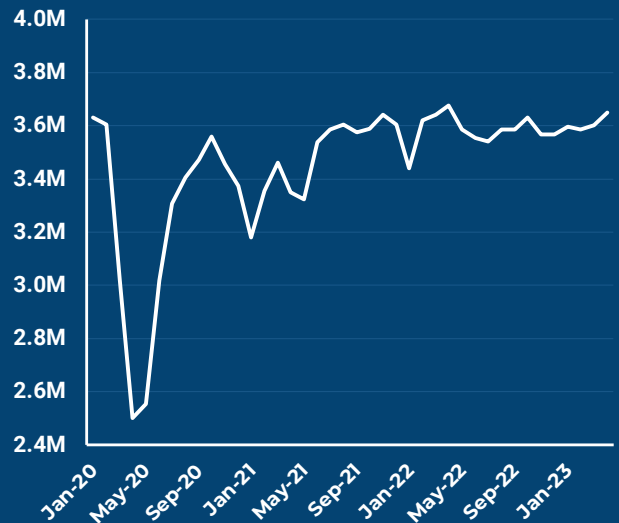
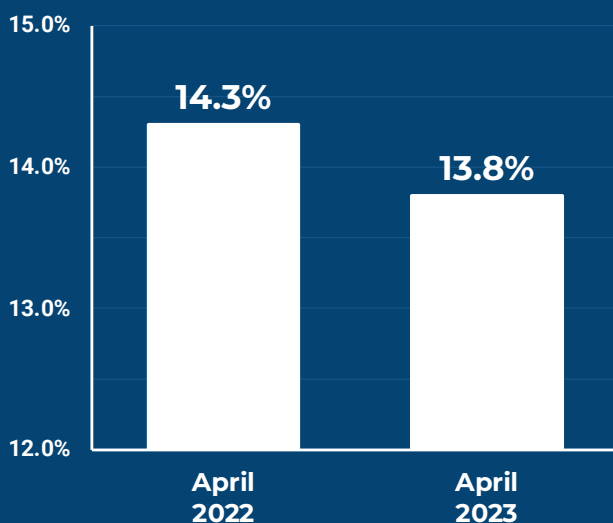
National Precarity Indicators

For the most part, Unifor’s precarity indicators held steady over the past month, with slight declines in the underutilization, underemployment and multiple job holder rates. Notably, there was a 0.7 percentage point increase in the proportion of part-time workers reporting that they wanted full-time work, although this figure is level with April 2022. The proportion of workers earning low wages – i.e., less than two-thirds of the median wage – also jumped by 1 percentage point, suggesting that job increases over the past month have been concentrated in lower-paid forms of employment. The gender wage gap saw a slight decline during the month of April, but it remains 7.6% higher on a year-over-year basis.

	Apr. 2022	Mar. 2023	Apr. 2023	Y/Y change	M/M change
Part-time rate (%) ⁷	19.2	18.8	18.7	-0.5	-0.1
Involuntary part-time (%) ⁸	39.6	38.9	39.6	0.0	0.7
Underutilization (R8) rate (%) ⁹	7.6	7.5	7.2	-0.4	-0.3
Underemployment rate (%) ¹⁰	14.3	13.9	13.8	-0.5	-0.1
Multiple job holders (%) ¹¹	5.6	5.8	5.7	0.1	-0.1
Temporary job holders (%) ¹²	11.3	10.7	10.8	-0.5	0.1
Casual/other (%)	3.5	3.3	3.2	-0.3	-0.1
Temporary/contract (%)	6.5	6.4	6.3	-0.2	-0.1
Seasonal (%)	1.2	1.0	1.3	0.1	0.3
Low wage incidence (%) ¹³	21.2	19.1	20.1	-1.1	1.0
Gender wage gap ¹⁴	\$4.53	\$4.89	\$4.87	7.6%	-0.4%
NEETs (x1,000) ¹⁵	638.6	716.4	677.1	6.0%	-5.5%

Underemployment Rate

Part-time Employment



Regional Statistics

Regionally, the lion's share of employment increases last month were observed in Ontario, where 32,700 jobs were added (+0.4%), followed by Quebec with an additional 10,500 jobs (+0.2%). Employment figures in the other regions mostly held steady, although a slight employment decline of 5,700 jobs (-0.2%) was observed in the Prairies region.

There was somewhat of a divergence when it came to the level of labour force participation during the month of April, with the participation rate falling by 0.2 percentage points in the Prairies while increasing by 0.2 percentage points in the Atlantic and B.C. regions. While the rate remained level in Quebec and Ontario, there were stark differences on a year-over-year basis. The participation rate was up by 0.7 percentage points in Quebec compared to a decline of 0.4 percentage points for Ontario.

Wage growth was strongest in B.C. where wages shot up by 1.4% in April, followed by 1.0% in the Prairies, 0.8% in Ontario, and 0.4% in Quebec. The Atlantic region observed a slight decline in average hourly wages at -0.3%.



Regional Statistics Continued

Atlantic

	Apr. 2022	Apr. 2023	Y/Y change	M/M change
Total employment (#)	1,177,000	1,208,400	31,400 2.7%	1,800 0.1%
Unemployment rate (%)	7.4	7.1	-0.4	0.4
Participation rate (%)	61.1	61.0	-0.2	0.2
Union coverage (%)	33.0	32.4	-0.6	0.0
Average hourly wage (\$)	\$27.79	\$28.98	4.3%	-0.3%
Real avg. hourly wage (\$)	\$27.79	\$27.79	0.0%	n/a



Quebec

	Apr. 2022	Apr. 2023	Y/Y change	M/M change
Total employment (#)	4,392,200	4,505,000	112,800 2.6%	10,500 0.2%
Unemployment rate (%)	4.3	4.1	-0.2	-0.1
Participation rate (%)	64.3	65.0	0.7	0.0
Union coverage (%)	39.2	39.2	0.0	0.5
Average hourly wage (\$)	\$30.49	\$32.26	5.8%	0.4%
Real avg. hourly wage (\$)	\$30.49	\$30.93	1.5%	n/a



Ontario

	Apr. 2022	Apr. 2023	Y/Y change	M/M change
Total employment (#)	7,780,900	7,919,400	138,500 1.8%	32,700 0.4%
Unemployment rate (%)	5.4	4.9	-0.5	-0.2
Participation rate (%)	65.9	65.5	-0.4	0.0
Union coverage (%)	26.6	26.3	-0.3	0.0
Average hourly wage (\$)	\$32.65	\$34.46	5.5%	0.8%
Real avg. hourly wage (\$)	\$32.65	\$33.04	1.2%	n/a



Regional Statistics Continued

Prairies

	Apr. 2022	Apr. 2023	Y/Y change	M/M change
Total employment (#)	3,621,900	3,718,000	96,100 2.7%	-5,700 -0.2%
Unemployment rate (%)	5.8	5.5	-0.2	0.1
Participation rate (%)	69.3	68.8	-0.4	-0.2
Union coverage (%)	27.4	28.2	0.8	-0.2
Average hourly wage (\$)	\$32.23	\$33.34	3.4%	1.0%
Real avg. hourly wage (\$)	\$32.23	\$31.96	-0.8%	n/a



British Columbia

	Apr. 2022	Apr. 2023	Y/Y change	M/M change
Total employment (#)	2,744,300	2,779,400	35,100 1.3%	2,100 0.1%
Unemployment rate (%)	4.8	5.0	0.2	0.5
Participation rate (%)	65.3	65.2	-0.1	0.2
Union coverage (%)	29.0	29.2	0.2	-0.8
Average hourly wage (\$)	\$32.15	\$34.17	6.3%	1.4%
Real avg. hourly wage (\$)	\$32.15	\$32.76	1.9%	n/a



Average Hourly Wages by Industry

Nominal vs. Inflation-Adjusted Wage Growth

Industry	Apr. 2022	Apr. 2023	Y/Y change	Y/Y inflation-adjusted change
Agriculture	\$22.05	\$24.15	9.5%	4.8%
Forestry	\$32.62	\$35.27	8.1%	3.5%
Mining, oil, and gas	\$48.48	\$50.48	4.1%	-0.2%
Utilities	\$47.08	\$48.59	3.2%	-1.0%
Construction	\$33.67	\$35.42	5.2%	0.9%
Manufacturing: durables	\$31.79	\$34.09	7.2%	2.8%
Manufacturing: non-durables	\$29.67	\$31.78	7.1%	2.6%
Wholesale Trade	\$32.27	\$34.96	8.3%	3.7%
Retail Trade	\$21.94	\$23.08	5.2%	0.8%
Transportation and Warehousing	\$30.03	\$31.80	5.9%	1.5%
Finance and Insurance	\$40.44	\$41.68	3.1%	-1.2%
Real Estate and Rental and Leasing	\$33.56	\$34.10	1.6%	-2.6%
Professional, Scientific and Technical Services	\$40.90	\$44.07	7.8%	3.2%
Business, building and other support	\$25.10	\$26.17	4.3%	0.0%
Educational Services	\$36.65	\$38.21	4.3%	0.0%
Health Care and Social Assistance	\$30.54	\$31.46	3.0%	-1.3%
Information, Culture and Recreation	\$31.47	\$31.70	0.7%	-3.5%
Accommodation and Food Services	\$18.06	\$19.34	7.1%	2.6%
Other Services	\$27.06	\$28.85	6.6%	2.2%
Public Administration	\$41.16	\$42.40	3.0%	-1.2%

Looking at average hourly wages by industry, most industries have seen significant wage growth since April 2022, with some industries like agriculture, forestry and wholesale trade breaching the 8% mark. Adjusted for inflation, however, some industries continue to lag behind inflation, including utilities (-1.0%), public administration (-1.2%) and health care and social assistance (-1.3%).

The bulk of jobs added in April were concentrated in the services-producing sector, with wholesale and retail trade (+24,400) and transportation and warehousing (+16,500) leading the way; notably, these are industries where part-time employment is often the norm. The goods-producing sector added just 6,300 jobs in total.

Monthly Employment Gains and Losses by Industry and Sector

Employment Change by Industry/Sector, March to April 2023

GOODS-PRODUCING SECTOR		6,300
Agriculture	-3,300	
Forestry, fishing, mining, quarrying, oil and gas		1,800
Utilities	-2,000	
Construction		7,000
Manufacturing		2,800
SERVICES PRODUCING SECTOR		35,200
Wholesale and retail trade		24,400
Transportation and warehousing		16,500
Finance, insurance, real estate, rental and leasing	-8,800	
Professional, scientific and technical services	-6,100	
Business, building and other support services	-14,000	
Educational services		14,500
Health care and social assistance		1,000
Information, culture and recreation		16,100
Accommodation and food services	-5,100	
Other services (except public administration)	-3,400	
Public administration		200



NOTES

1. Total employment counts all working age individuals (15 years old and above) who are currently employed. Seasonally adjusted.
2. The unemployment rate expresses the percentage of working age people who are unemployed and actively seeking work. It does not include unemployed individuals who are not currently searching for jobs or who are permanently without work, and who are therefore considered to fall outside the labour market. Seasonally adjusted.
3. The participation rate expresses the percentage of all working age people who are participating in the labour market, including both employed and unemployed (actively job-seeking) individuals. Seasonally adjusted.
4. Union coverage includes workers who are union members as well as those who are non-unionized but covered by the terms of a collective agreement.
5. The average hourly wage is calculated using usual wages or salaries reported by employees for their main job.
6. The real average hourly wage adjusts wages to account for the impact of inflation and is reported in dollars from the corresponding month of the previous year. Since CPI data is unavailable for the current month prior to the release of the Labour Force Survey, the previous month's CPI level is used to estimate real wages for the current period.
7. The part-time rate measures the percentage of all employed workers who are working part-time hours.
8. The involuntary part-time rate measures the percentage of part-time workers who wanted full-time employment.
9. The underutilization rate, or R8, is used by Statistics Canada to measure underutilized labour. It adds to the unemployment rate those who are waiting for recall or replies, long-term future starts, discouraged workers (those who did not search because they believed no jobs were available) and a portion of involuntary part-time workers.
10. The underemployment rate measures the percentage of people who want work but cannot find suitable employment or who do not have adequate support systems in place that would allow them to engage in job-seeking. It therefore measures the true extent of labour underutilization in Canada. The underemployment rate adds to the unemployment rate all involuntary part-time workers and the marginally attached (i.e. those who wanted to work but who were not able to actively search for jobs due to extenuating circumstances).
11. The multiple job holder rate measures the percentage of employed workers who hold two or more jobs.
12. The temporary job holder rate measures the percentage of employed workers whose jobs are temporary in tenure.
13. Low wage incidence is expressed as the percentage of hourly wage earners earning less than two-thirds of the median hourly wage. This measure is a widely accepted standard for determining the low pay threshold.
14. The gender pay gap measures the average difference in income between men and women who earn hourly wages. A positive gap indicates that men earn, on average, more than women.
15. The NEET category measures the number of people aged 15 to 29 who are not in employment, education or training.





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