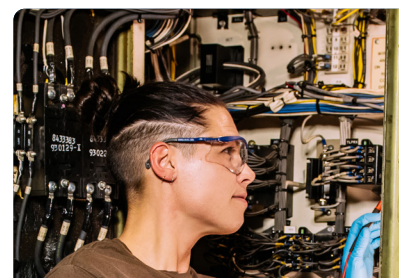


UNIFOR RESEARCH DEPARTMENT

# LABOUR MARKET INSIGHTS

*A monthly review of labour market indicators*

July 2025



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August 8, 2025

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# National Statistics

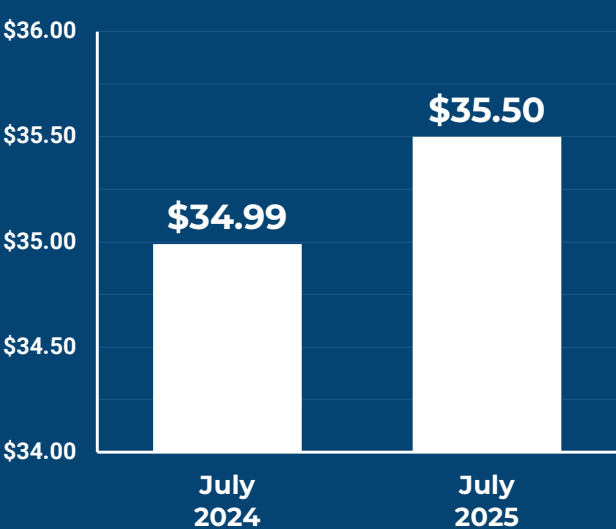
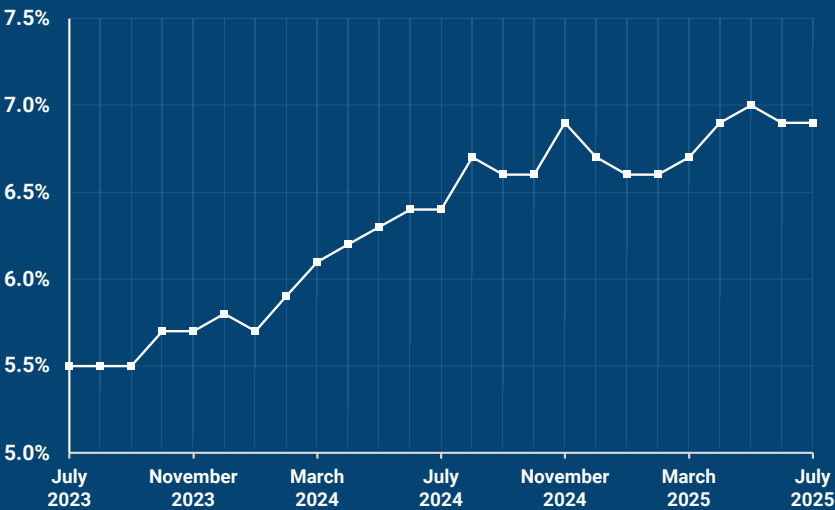
The unexpected addition of over 83,000 jobs in June was partially reversed in July as nearly 41,000 jobs were lost, amounting to a 0.2% fall in overall employment. Despite the decline in employment, the unemployment rate remained level at 6.9% owing to a 0.2 percentage point decline in the participation rate, which fell to 65.2%, while the employment rate fell to 60.7%. Outside of the 2020-21 COVID-19 pandemic years, this is the lowest employment rate on record since September 1999.

The union coverage rate fell to 29.5% in July, although this decline is typical during the summer months and the rate remains 0.3 percentage points higher on a year-over-year basis. Wage growth increased slightly last month, with average hourly wages 3.3% higher compared to July 2024, translating to a 1.5% real wage gain when adjusted for inflation.

| Statistic                                  | July 2019–23 average | July 2024  | June 2025  | July 2025  | Year-over-year (Y/Y) change | Monthly (M/M) change |
|--|----------------------|------------|------------|------------|-----------------------------|----------------------|
| Total employment (#) <sup>1</sup>          | 19,224,800           | 20,712,900 | 21,061,200 | 21,020,400 | 307,500<br>1.5%             | -40,800<br>-0.2%     |
| Unemployment rate (%) <sup>2</sup>         | 6.9                  | 6.4        | 6.9        | 6.9        | 0.5                         | 0.0                  |
| Participation rate (%) <sup>3</sup>        | 65.5                 | 65.3       | 65.4       | 65.2       | -0.1                        | -0.2                 |
| Union coverage (%) <sup>4</sup>            | 29.3                 | 29.2       | 30.4       | 29.5       | 0.3                         | -0.9                 |
| Average hourly wage (\$) <sup>5</sup>      | \$30.67              | \$34.99    | \$36.01    | \$36.16    | 3.3%                        | 0.4%                 |
| Real average hourly wage (\$) <sup>6</sup> | \$34.15              | \$34.99    | \$35.37    | \$35.50    | 1.5%                        | 0.4%                 |

Unemployment Rate

Real Average Hourly Wage



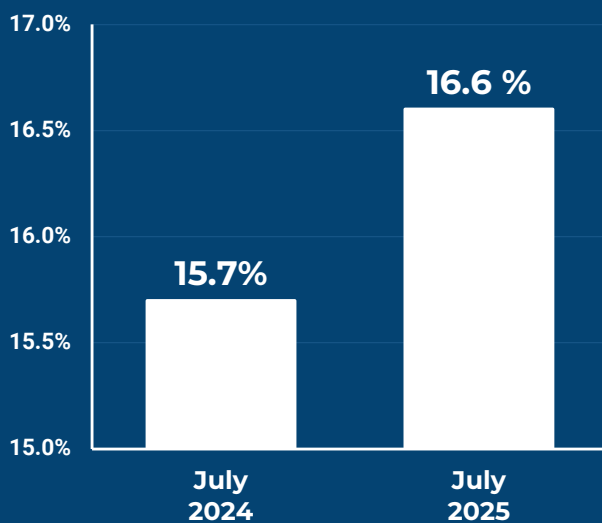
# National Precarity Indicators

Precarity indicators show a sharp deterioration in conditions during the month of July with a 1.3 percentage point increase in the underutilization rate and a 0.8 percentage point rate increase in the underemployment rate. There was a simultaneous increase in the proportion of temporary job holders which was partially caused by a higher percentage of casualized workers, while the share of involuntary part-time workers rose above 50%. Notably, the youth unemployment rate resumed its upward

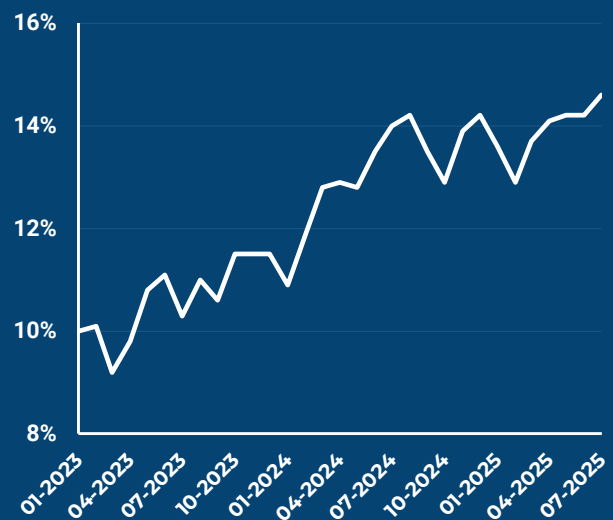
| Indicator                                   | July 2024 | June 2025 | July 2025 | Y/Y change | M/M change |
|---|-----------|-----------|-----------|------------|------------|
| Part-time rate (%) <sup>7</sup>             | 16.2      | 17.4      | 16.7      | 0.5        | -0.7       |
| Involuntary part-time (%) <sup>8</sup>      | 48.2      | 47.6      | 50.4      | 2.2        | 2.8        |
| Underutilization (R8) rate (%) <sup>9</sup> | 9.4       | 8.6       | 9.9       | 0.5        | 1.3        |
| Underemployment rate (%) <sup>10</sup>      | 15.7      | 15.8      | 16.6      | 0.9        | 0.8        |
| Multiple job holders (%) <sup>11</sup>      | 5.4       | 5.6       | 5.4       | 0.0        | -0.2       |
| Temporary job holders (%) <sup>12</sup>     | 13.1      | 13.2      | 13.4      | 0.3        | 0.2        |
| Casual/other (%)                            | 3.0       | 3.4       | 3.5       | 0.5        | 0.1        |
| Temporary/contract (%)                      | 6.3       | 6.5       | 6.2       | -0.1       | -0.3       |
| Seasonal (%)                                | 3.8       | 3.3       | 3.7       | -0.1       | 0.4        |
| Low wage incidence (%) <sup>13</sup>        | 19.1      | 20.7      | 21.1      | 2.0        | 0.4        |
| Gender wage gap <sup>14</sup>               | \$4.77    | \$4.35    | \$4.46    | -6.6%      | 2.5%       |
| NEETs (x1,000) <sup>15</sup>                | 1,814.7   | 1,119.9   | 1,944.3   | 7.1%       | 73.6%      |

climb after levelling off from April to June, reaching 14.6% in July (see chart below), which is the highest non-pandemic level since September 2010. The youth employment rate fared worse, falling by 0.7 percentage points to reach 53.6%. Outside of the COVID-19 pandemic, the last time the youth employment rate hit such lows was November 1998.

## Underemployment Rate



## Youth Unemployment Rate



# Regional Statistics

Employment losses during the month of July were mainly recorded in the Quebec (-15,000; -0.3%), Prairie (-11,200; -0.3%) and British Columbia (-16,300; -0.5%) regions, while there was a marginal loss of close to 3,000 jobs in Ontario (0.0%). The Atlantic region observed a gain of close to 5,000 jobs (+0.4%), although a sharp rise in the participation rate there (+0.4) meant that the unemployment rate increased further, hitting 8.0% (+0.3). A rise in the participation rate in the Prairies (+0.2) also resulted in the unemployment rate increasing by 0.7 percentage points to reach 7.0%. Overall, the Atlantic region now has the highest regional unemployment rate, followed by Ontario at 7.9%.

Average hourly wage growth was robust in Ontario (+0.8%), Quebec (+0.7%), and British Columbia (+0.3%), while it fell in the Atlantic (-0.2%) and Prairie (-0.5%) regions. Adjusted for inflation, year-over-year real wage growth remained within a fairly tight band, ranging between 1.1% in Quebec and B.C., and 1.7% in Ontario. Average wages, however, were significantly higher in Ontario (\$37.42/hr) and B.C. (\$37.74/hr), compared to the other three regions which fell below the national average of \$36.16 an hour in July.



# Regional Statistics Continued

## Atlantic

| Statistic                  | July 2024 | July 2025 | Y/Y change     | M/M change    |
|----------------------------|-----------|-----------|----------------|---------------|
| Total employment (#)       | 1,253,900 | 1,271,900 | 18,000<br>1.4% | 4,700<br>0.4% |
| Unemployment rate (%)      | 7.7       | 8.0       | 0.3            | 0.3           |
| Participation rate (%)     | 60.7      | 61.1      | 0.4            | 0.4           |
| Union coverage (%)         | 31.3      | 30.2      | -1.1           | -2.2          |
| Average hourly wage (\$)   | \$30.63   | \$31.59   | 3.1%           | -0.2%         |
| Real avg. hourly wage (\$) | \$30.63   | \$31.01   | 1.3%           | -0.2%         |



## Quebec

| Statistic                  | July 2024 | July 2025 | Y/Y change      | M/M change       |
|----------------------------|-----------|-----------|-----------------|------------------|
| Total employment (#)       | 4,532,700 | 4,637,000 | 104,300<br>2.3% | -15,000<br>-0.3% |
| Unemployment rate (%)      | 5.6       | 5.5       | -0.1            | -0.7             |
| Participation rate (%)     | 64.5      | 64.6      | 0.1             | -0.8             |
| Union coverage (%)         | 38.1      | 38.5      | 0.4             | -1.1             |
| Average hourly wage (\$)   | \$33.79   | \$34.78   | 2.9%            | 0.7%             |
| Real avg. hourly wage (\$) | \$33.79   | \$34.15   | 1.1%            | 0.6%             |



## Ontario

| Statistic                  | July 2024 | July 2025 | Y/Y change     | M/M change     |
|----------------------------|-----------|-----------|----------------|----------------|
| Total employment (#)       | 8,171,900 | 8,217,000 | 45,100<br>0.6% | -2,800<br>0.0% |
| Unemployment rate (%)      | 6.9       | 7.9       | 1.0            | 0.1            |
| Participation rate (%)     | 65.2      | 65.0      | -0.2           | 0.0            |
| Union coverage (%)         | 25.4      | 25.6      | 0.2            | -0.6           |
| Average hourly wage (\$)   | \$36.11   | \$37.42   | 3.6%           | 0.8%           |
| Real avg. hourly wage (\$) | \$36.11   | \$36.74   | 1.7%           | 0.7%           |



# Regional Statistics Continued

## Prairies

| Statistic                  | July 2024 | July 2025 | Y/Y change      | M/M change       |
|----------------------------|-----------|-----------|-----------------|------------------|
| Total employment (#)       | 3,841,400 | 3,942,100 | 100,700<br>2.6% | -11,200<br>-0.3% |
| Unemployment rate (%)      | 6.6       | 7.0       | 0.4             | 0.7              |
| Participation rate (%)     | 68.3      | 68.3      | 0.0             | 0.2              |
| Union coverage (%)         | 25.8      | 26.5      | 0.7             | -0.2             |
| Average hourly wage (\$)   | \$34.40   | \$35.61   | 3.5%            | -0.5%            |
| Real avg. hourly wage (\$) | \$34.40   | \$34.96   | 1.6%            | -0.6%            |



## British Columbia

| Statistic                  | July 2024 | July 2025 | Y/Y change     | M/M change       |
|----------------------------|-----------|-----------|----------------|------------------|
| Total employment (#)       | 2,912,900 | 2,952,600 | 39,700<br>1.4% | -16,300<br>-0.5% |
| Unemployment rate (%)      | 5.7       | 5.9       | 0.2            | 0.2              |
| Participation rate (%)     | 65.1      | 64.8      | -0.3           | -0.3             |
| Union coverage (%)         | 29.1      | 29.4      | 0.3            | -2.1             |
| Average hourly wage (\$)   | \$36.67   | \$37.74   | 2.9%           | 0.3%             |
| Real avg. hourly wage (\$) | \$36.67   | \$37.06   | 1.1%           | 0.3%             |



# Average Hourly Wages by Industry

## Nominal vs. Inflation-Adjusted Wage Growth

| Industry  | July 2024 | July 2025 | Y/Y change | Y/Y inflation-adjusted change |
|---|-----------|-----------|------------|-------------------------------|
| Agriculture                                     | \$26.83   | \$25.00   | -6.8%      | -9.3%                         |
| Forestry  | \$32.80   | \$33.42   | 1.9%       | 0.0%                          |
| Mining, oil and gas                             | \$54.76   | \$53.49   | -2.3%      | -4.3%                         |
| Utilities                                       | \$54.35   | \$55.40   | 1.9%       | 0.1%                          |
| Construction                                    | \$35.91   | \$37.79   | 5.2%       | 3.2%                          |
| Manufacturing: durables                         | \$34.99   | \$36.16   | 3.3%       | 1.4%                          |
| Manufacturing: non-durables                     | \$32.64   | \$33.40   | 2.3%       | 0.5%                          |
| Wholesale Trade                                 | \$36.00   | \$37.52   | 4.2%       | 2.3%                          |
| Retail Trade                                    | \$24.51   | \$24.72   | 0.8%       | -1.0%                         |
| Transportation and Warehousing                  | \$33.08   | \$34.59   | 4.6%       | 2.6%                          |
| Finance and Insurance                           | \$44.87   | \$45.71   | 1.9%       | 0.0%                          |
| Real Estate and Rental and Leasing              | \$35.68   | \$35.58   | -0.3%      | -2.2%                         |
| Professional, Scientific and Technical Services | \$47.88   | \$49.26   | 2.9%       | 1.0%                          |
| Business, building and other support            | \$26.55   | \$29.01   | 9.2%       | 6.8%                          |
| Educational Services                            | \$41.50   | \$43.21   | 4.1%       | 2.2%                          |
| Health Care and Social Assistance               | \$33.32   | \$34.63   | 3.9%       | 2.0%                          |
| Information, Culture and Recreation             | \$30.46   | \$32.50   | 6.7%       | 4.5%                          |
| Accommodation and Food Services                 | \$20.31   | \$20.71   | 2.0%       | 0.1%                          |
| Other Services                                  | \$29.81   | \$30.92   | 3.7%       | 1.8%                          |
| Public Administration                           | \$43.96   | \$45.80   | 4.2%       | 2.2%                          |

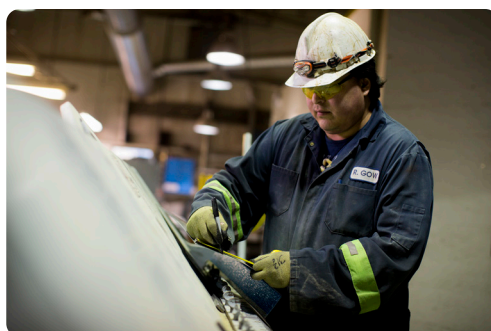
Year-over-year real wage growth continued to be negative or low in a number of key service sector industries including retail trade (-1.0%), accommodation and food services (+0.1%) following trends observed since the start of 2025. This is particularly concerning given tendency of these industries to pay low wages and to act as a bellwether of youth employment demand.

Employment losses in July were split between the goods-producing sector (-29,000) and the services sector (-11,900), with information, culture and recreation (-29,200) and construction (-21,600) bearing the brunt of the decline, while there was significant jobs growth in the transportation and warehousing industry (+26,100).

# Monthly Employment Gains and Losses by Industry and Sector

Employment Change by Industry/Sector, June to July 2025

|   |                |        |
|---|----------------|--------|
| <b>GOODS-PRODUCING SECTOR</b>                       | <b>-29,000</b> |        |
| Agriculture   | -10,800        |        |
| Forestry, fishing, mining, quarrying, oil and gas   | -1,400         |        |
| Utilities   | -500           |        |
| Construction  | -21,600        |        |
| Manufacturing                                       |                | 5,300  |
| <b>SERVICES PRODUCING SECTOR</b>                    | <b>-11,900</b> |        |
| Wholesale and retail trade                          | -2,500         |        |
| Transportation and warehousing                      |                | 26,100 |
| Finance, insurance, real estate, rental and leasing | -6,000         |        |
| Professional, scientific and technical services     |                | 3,300  |
| Business, building and other support services       | -19,200        |        |
| Educational services                                |                | 22,400 |
| Health care and social assistance                   | -16,500        |        |
| Information, culture and recreation                 | -29,200        |        |
| Accommodation and food services                     |                | 6,400  |
| Other services (except public administration)       |                | 6,600  |
| Public administration                               | -3,300         |        |



# 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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