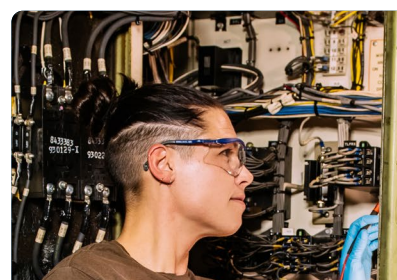


UNIFOR RESEARCH DEPARTMENT

LABOUR MARKET INSIGHTS

A monthly review of labour market indicators

June 2022



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July 8, 2022

National Statistics

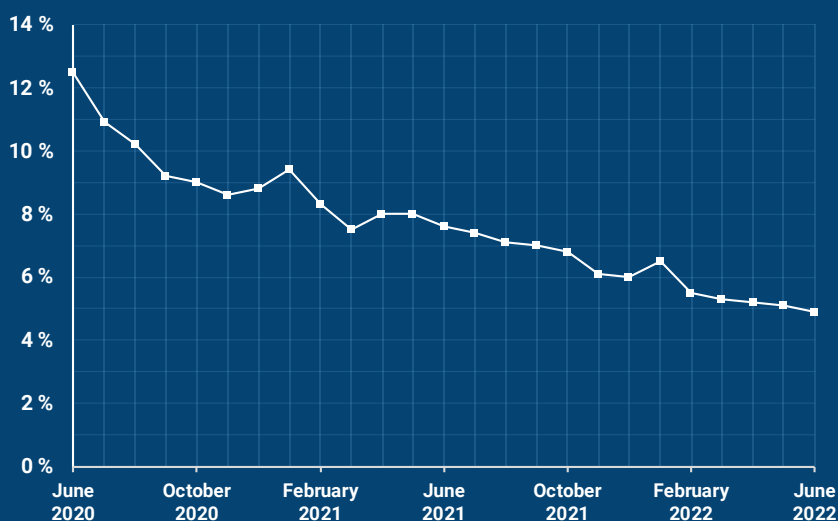
Although Canada's national unemployment rate fell even further in June to 4.9%, the headline figure is misleading since employment actually declined by 43,200, erasing last month's gains. The falling unemployment rate was driven mostly by jobseekers leaving the labour market, with the participation rate falling by 0.4 percentage points to 64.9%, its lowest level since May 2021 and below the 5-year June average from 2016 to 2020. In total, nearly 100,000 individuals exited the labour force in June.

With job vacancy rates still significantly elevated above pre-pandemic levels, June's data suggests that jobs mismatches are taking their toll as a significant number of job seekers simply cannot find suitable employment despite the large number of openings. Long-term unemployment data supports this conclusion, with 1 in 5 Canadians continuously unemployed for more than one year exiting the labour market last month.

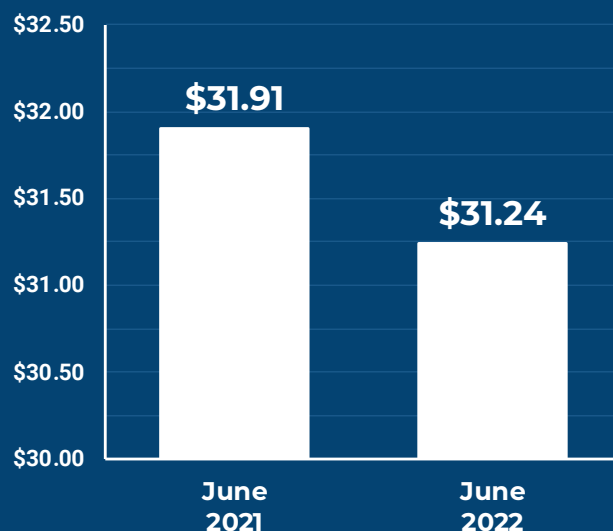
	June average 2016–20	June 2021	June 2022	June 2021–22 Change	May–June 2022 Change
Total employment (#) ¹	18,214,900	18,789,900	19,597,100	807,200 4.3%	-43,200 -0.2%
Unemployment rate (%) ²	7.5	7.8	4.9	-2.9 p.p.	-0.2 p.p.
Participation rate (%) ³	65.2	65.2	64.9	-0.3 p.p.	-0.4 p.p.
Union coverage (%) ⁴	30.6	30.7	30.2	-0.5 p.p.	-0.1 p.p.
Average hourly wage (\$) ⁵	\$30.86	\$31.91	\$31.24	-2.1%	0.4%
Average weekly hours (hrs.) ⁶	35.6	35.6	35.8	0.6%	0.8%

*p.p. refers to percentage points.

Unemployment Rate



Real Average Hourly Wage



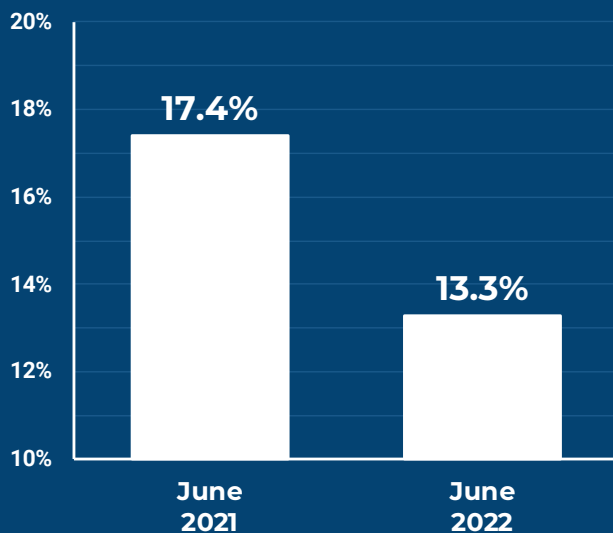
National Precarity Indicators

Despite the decline in employment, Unifor's precarity indicators for the month of June continue to show improvements on a number of fronts. The underutilization (R8) and underemployment rates continue to fall from month to month, and are now at record low levels. Likewise, the number of youths aged 15 to 29 who are not in employment, education or training (NEETs) continues to fall year-over-year, indicating that young Canadians have been having an easier time finding work or educational opportunities. The proportion of part-timers also fell further in June, although there

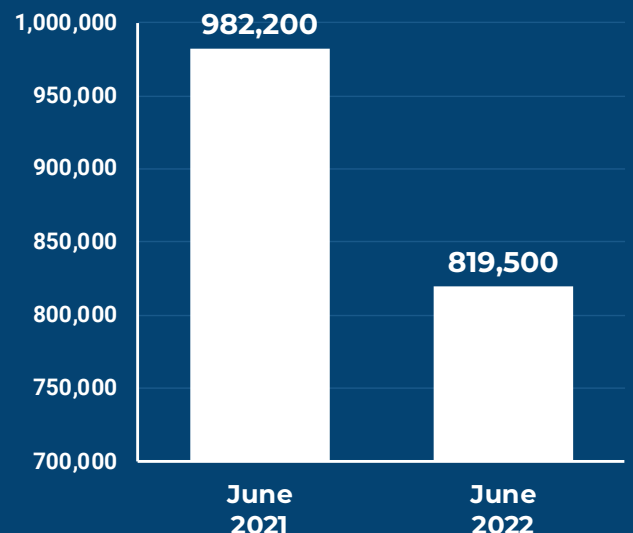
	June 2021	June 2022	June 2021-22 Change (p.p.)	May-June 2022 Change (p.p.)
Part-time rate (%) ⁷	18.1	17.3	-0.8	-0.8
Involuntary part-time (%) ⁸	49.1	42.7	-6.4	2.1
Underutilization (R8) rate (%) ⁹	10.1	6.4	-3.7	-0.6
Underemployment rate (%) ¹⁰	17.4	13.3	-4.1	-0.4
Multiple job holders (%) ¹¹	5.1	5.6	0.5	-0.1
Temporary job holders (%) ¹²	13.6	13.9	0.3	0.8
<i>Casual/other (%)</i>	3.2	3.3	0.1	-0.3
<i>Temporary/contract (%)</i>	7.5	7.6	0.1	0.5
<i>Seasonal (%)</i>	3.0	3.1	0.1	0.7
Low wage incidence (%) ¹³	20.8	21.0	0.2	2.3
Gender pay gap ¹⁴	\$3.42	\$3.82	11.7%	2.6%
NEETs (x1,000) ¹⁵	982.2	819.5	-16.6%	2.3%

was a slight uptick in the percentage of those working part-time involuntarily (i.e. those who couldn't find full-time work or had to work part-time for reasons of illness, childcare, or personal/family responsibilities). Current StatCan data indicates that the involuntary part-time rate is at least 50% to 85% higher for some communities of colour (e.g., Latin American, Chinese and Black Canadians).

Underemployment Rate



Youths Not in Employment, Education or Training (NEETs)



Regional Statistics

Regionally, the bulk of employment losses in June were concentrated in Quebec and Ontario, with marginal increases in the Prairies and British Columbia. Quebec saw a loss of 27,000 jobs, a decline of 0.6%, while Ontario shed nearly 25,000 jobs, a decline of 0.3%. In both cases, the participation rate fell by 0.5 percentage points, reflecting the large numbers of jobseekers who exited the labour force.

The Atlantic Region posted a marginal decline of 3,300 jobs, while employment increased by 5,700 in the Prairies and 6,100 in B.C. However, B.C. was the only region to experience a net influx of jobseekers, with the participation rate and unemployment rate increasing by 0.2 and 0.1 percentage points, respectively. All other regions posted significant declines in the labour force participation rate, decreasing by 0.4 to 0.6 percentage points.

In terms of real average hourly wages (adjusted for inflation), Ontario, B.C. and Quebec saw robust monthly wage gains, with Quebec's year-over-year wage increases managing to slightly outpace the high rate of inflation. In all other regions, however, year-over-year real wages have fallen notably, indicating that wages are not adding to inflationary pressures but, instead, are being significantly eroded by the current bout of inflation.



Regional Statistics Continued

Atlantic

	June 2021	June 2022	June 2021–22 Change	May–June 2022 Change
Total employment (#)	1,113,400	1,161,900	48,500 4.4%	-3,300 -0.3%
Unemployment rate (%)	10.2	7.2	-3.0	-0.4
Participation rate (%)	60.5	59.9	-0.6	-0.6
Union coverage (%)	31.1	32.9	1.8	-0.1
Average hourly wage (\$)	\$27.76	\$27.16	-2.2%	-0.1%
Average weekly hours (hrs.)	37.0	37.2	0.6%	0.5%



Quebec

	June 2021	June 2022	June 2021–22 Change	May–June 2022 Change
Total employment (#)	4,291,600	4,357,600	66,000 1.5%	-27,000 -0.6%
Unemployment rate (%)	6.3	4.3	-2.0	0.1
Participation rate (%)	64.5	63.6	-0.9	-0.5
Union coverage (%)	39.6	39.2	-0.4	-0.7
Average hourly wage (\$)	\$30.56	\$30.58	0.1%	0.4%
Average weekly hours (hrs.)	35.3	35.3	0.0%	1.0%



Ontario

	June 2021	June 2022	June 2021–22 Change	May–June 2022 Change
Total employment (#)	7,300,700	7,714,400	413,700 5.7%	-24,700 -0.3%
Unemployment rate (%)	8.4	5.1	-3.3	-0.4
Participation rate (%)	64.7	65.0	0.3	-0.5
Union coverage (%)	26.1	25.7	-0.4	-0.3
Average hourly wage (\$)	\$32.82	\$32.14	-2.1%	0.8%
Average weekly hours (hrs.)	36.0	36.2	0.5%	0.8%



Regional Statistics Continued

Prairies

	June 2021	June 2022	June 2021-22 Change	May-June 2022 Change
Total employment (#)	3,425,700	3,616,200	190,500 5.6%	5,700 0.2%
Unemployment rate (%)	8.6	4.6	-4.0	-0.5
Participation rate (%)	68.4	68.0	-0.4	-0.4
Union coverage (%)	29.0	27.8	-1.2	0.8
Average hourly wage (\$)	\$32.56	\$31.32	-3.8%	-0.4%
Average weekly hours (hrs.)	36.5	36.8	0.9%	0.9%



British Columbia

	June 2021	June 2022	June 2021-22 Change	May-June 2022 Change
Total employment (#)	2,658,300	2,747,000	88,700 3.3%	6,100 0.2%
Unemployment rate (%)	6.6	4.6	-2.0	0.1
Participation rate (%)	65.6	65.1	-0.5	0.2
Union coverage (%)	30.2	30.1	-0.1	0.5
Average hourly wage (\$)	\$32.66	\$31.51	-3.5%	0.6%
Average weekly hours (hrs.)	34.8	35.3	1.5%	0.3%



Average Wages and Employment Gains/Losses by Industry

With average wage gains continuing to fall behind the high rates of inflation, workers in a significant number of industries are seeing their purchasing power fall further and further behind the rising cost of living. Notably, some of the steepest year-over-year declines in real wages are occurring in stereotypically blue-collar sectors – including manufacturing, transportation and warehousing, and mining, oil and gas – along with industries with a significant proportion of public sector jobs such as education, public administration, health care, and utilities. However, with relatively high union coverage rates and increasing pushback against provincial wage freezes, some of these industries will likely be able to negotiate significant wage gains during upcoming rounds of bargaining.

In terms of employment, most industries have experienced significant jobs growth since June 2021, with professional, scientific and technical services (+117,000), information, culture and recreation (+113,000), and construction (+112,000) leading the way. The only industry to post a notable year-over-year decline in jobs was the other services segment, which includes personal services. Demand for the latter will have fallen as health restrictions and lockdowns were lifted across the country.

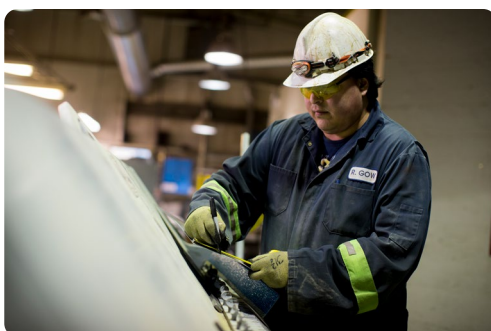
Average Hourly Wages by Industry

Industry	June 2022	June 2021–2022 Change
Agriculture	\$21.70	-0.7%
Forestry	\$34.14	12.0%
Fishing, hunting, and trapping	\$24.13	-4.5%
Mining, oil, and gas	\$44.14	-3.9%
Utilities	\$44.88	-5.3%
Construction	\$32.66	-1.5%
Manufacturing – durables	\$31.35	-0.8%
Manufacturing – non-durables	\$28.63	-0.9%
Wholesale Trade	\$31.52	-0.7%
Retail Trade	\$22.36	2.5%
Transportation and Warehousing	\$30.00	-5.1%
Finance and Insurance	\$39.16	1.3%
Real Estate and rental and leasing	\$30.16	4.3%
Professional, Scientific and Technical Services	\$39.97	3.6%
Business, building and other support	\$24.45	3.2%
Educational Services	\$36.71	-3.2%
Health Care and Social Assistance	\$30.67	-1.7%
Information, Culture and Recreation	\$30.21	-4.7%
Accommodation and Food Services	\$18.45	0.3%
Other Services	\$26.68	-4.7%
Public Administration	\$39.96	-3.2%

Average Wages and Employment Gains/Losses by Industry Continued

Employment Change by Industry, June 2021 to June 2022

Agriculture	-8,076	
Forestry	-4,440	
Fishing, hunting, and trapping	-4,498	
Mining, oil, and gas		5,168
Utilities		3,851
Construction		112,328
Manufacturing - durables		1,376
Manufacturing - non-durables		30,931
Wholesale Trade		58,062
Retail Trade		70,515
Transportation and Warehousing		23,532
Finance and Insurance		29,076
Real Estate and rental and leasing		6,436
Professional, Scientific, Technical Services		116,927
Business, building and other support		12,438
Educational Services		49,232
Health Care and Social Assistance		50,627
Information, Culture and Recreation		113,079
Accommodation and Food Services		89,695
Other Services	-26,691	
Public Administration		76,899



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 Canadians 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 Canadians 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 adjusted for inflation and is expressed in current dollars.
6. The average weekly hours measure is calculated by averaging usual weekly hours worked at main jobs per individual.
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 Canadians 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 Canadians aged 15 to 29 who are currently not in employment, education or training.





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