

UNIFOR RESEARCH DEPARTMENT

LABOUR MARKET INSIGHTS

A monthly review of labour market indicators

June 2025



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National Statistics

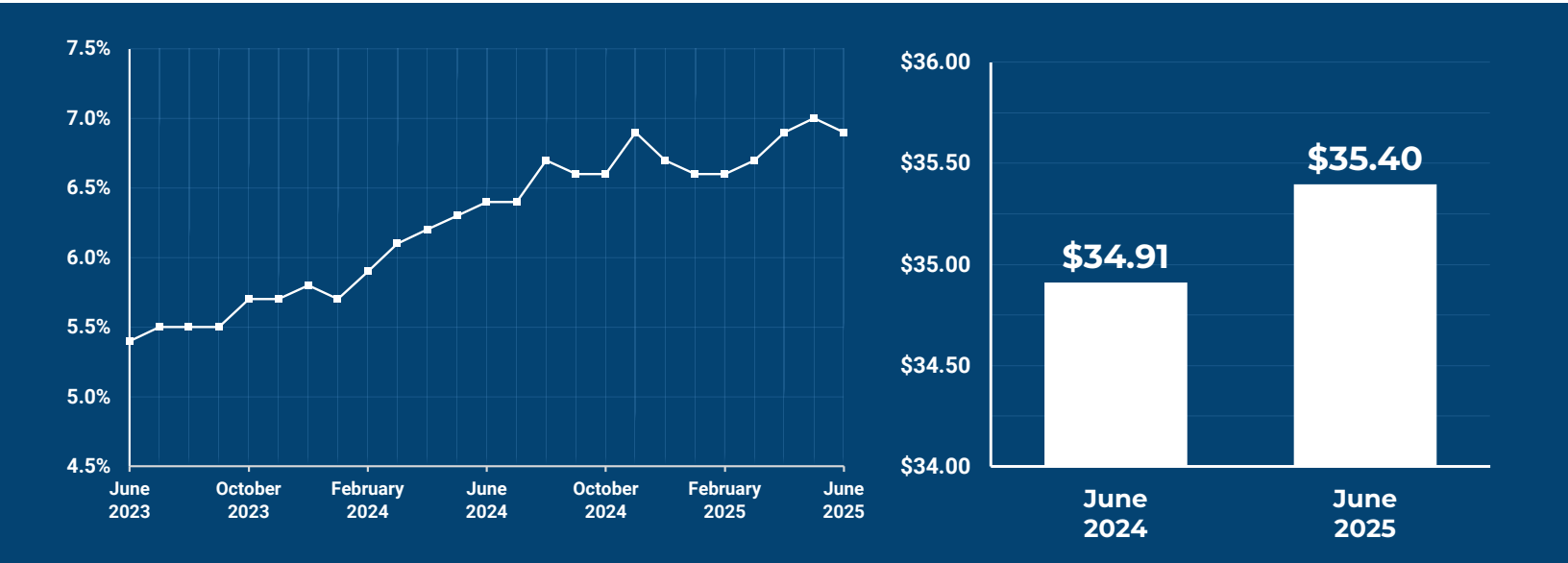
In a surprise turn around, Canada’s labour market added 83,100 jobs in June, with overall employment increasing by 0.4%. The unemployment rate fell to 6.9%, which was the first decline since January 2025. Both headline figures beat analysts’ expectations, whose consensus predictions called for no change to employment and a rise in the unemployment rate to 7.1%. Notably, however, the bulk of jobs gained during June were among part-time workers (+70,000), in stark contrast to the number of full-time workers whose ranks have only risen marginally since January 2025.

Wage growth continued to moderate in June, with average hourly wages falling by 0.4% on a monthly basis and year-over-year wage growth declining to 3.2% (down from 3.4% in May). Adjusted for inflation, annualized real wage growth sits at 1.4% and real wages have fallen since April 2025.

	June 2019–23 average	June 2024	May 2025	June 2025	Year-over-year (Y/Y) change	Monthly (M/M) change
Total employment (#) ¹	19,105,220	20,715,900	20,978,100	21,061,200	345,300 1.7%	83,100 0.4%
Unemployment rate (%) ²	7.3	6.4	7.0	6.9	0.5	-0.1
Participation rate (%) ³	65.4	65.5	65.3	65.4	-0.1	0.1
Union coverage (%) ⁴	30.5	30.2	30.6	30.4	0.2	-0.2
Average hourly wage (\$) ⁵	\$30.76	\$34.91	\$36.14	\$36.01	3.2%	-0.4%
Real average hourly wage (\$) ⁶	\$34.39	\$34.91	\$35.72	\$35.40	1.4%	-0.9%

Unemployment Rate

Real Average Hourly Wage



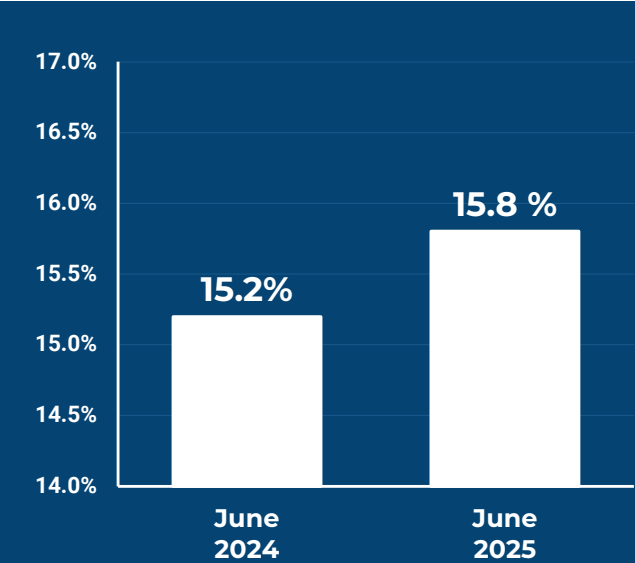
National Precarity Indicators

Precarity indicators show a marginal improvement in the underemployment rate (-0.1) and a more pronounced fall in the underutilization rate (-0.5), although both measures remain substantially higher compared to June 2024. The proportion of temporary job holders increased significantly, by 0.9 percentage points, but this was mainly the result of a greater proportion of seasonal workers during the summer. Notably, however, the surge in part-time jobs (+70,000) observed in

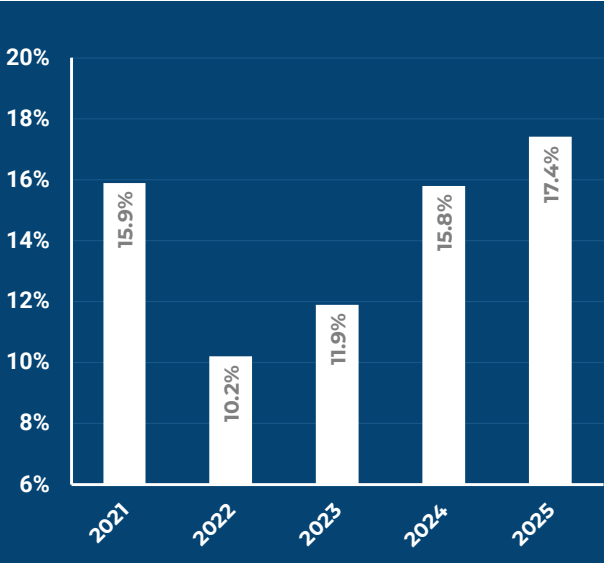
June cannot simply be attributed to a greater proportion of students taking on seasonal jobs since the figure is seasonally adjusted and controls for seasonal variations. In fact, the unemployment rate among students returning to school in the fall hit a five-year high of 17.4% in June, exceeding the level observed during the COVID-19 pandemic in 2021 (see chart below).

	June 2024	May 2025	June 2025	Y/Y change	M/M change
Part-time rate (%) ⁷	17.7	17.9	17.4	-0.3	-0.5
Involuntary part-time (%) ⁸	44.7	44.2	47.6	2.9	3.4
Underutilization (R8) rate (%) ⁹	8.2	9.1	8.6	0.4	-0.5
Underemployment rate (%) ¹⁰	15.2	15.9	15.8	0.6	-0.1
Multiple job holders (%) ¹¹	5.8	5.5	5.6	-0.2	0.1
Temporary job holders (%) ¹²	12.8	12.3	13.2	0.4	0.9
Casual/other (%)	3.3	3.5	3.4	0.1	-0.1
Temporary/contract (%)	6.5	6.4	6.5	0.0	0.1
Seasonal (%)	2.9	2.4	3.3	0.4	0.9
Low wage incidence (%) ¹³	18.9	20.8	20.7	1.8	-0.1
Gender wage gap ¹⁴	\$4.54	\$4.44	\$4.35	-4.3%	-1.9%
NEETs (x1,000) ¹⁵	1,014.4	1,043.2	1,119.9	10.4%	7.4%

Underemployment Rate



Unemployment Rate Among Returning Students, June



Regional Statistics

Employment growth in June was centred in the Prairie region, where employment surged by 41,300 jobs, amounting to a growth of 1.1%. The Prairie regional unemployment rate fell by 0.3 percentage points to 6.3% while the participation rate jumped by 0.3 percentage points to reach 68.1%. The remainder of jobs gained last month were split between Quebec (+23,400; +0.5%) and Ontario (+21,200; +0.3%). British Columbia saw marginal gains of 5,000 jobs (+0.2%), while the Atlantic region posted a substantial decline of close to 8,000 jobs (-0.6%). Ontario continues to post the highest regional unemployment rate at 7.8%.

Wage trends were uneven across the country, with monthly wage declines in Quebec (-0.7%), Ontario (-0.8%), and British Columbia (-1.2%), which partially reflects the predominant job gains among part-time workers. There was a marginal gain of 0.2% in the Atlantic region while the Prairies posted a significant wage gain of 1.6%. Year-over-year, wage growth was highest in Ontario (+3.7%) and the Prairie region (+3.7%), amounting to a real wage gain of approximately 2% after adjusting for inflation.



Regional Statistics Continued

Atlantic

	June 2024	June 2025	Y/Y change	M/M change
Total employment (#)	1,260,200	1,267,200	7,000 0.6%	-7,900 -0.6%
Unemployment rate (%)	7.5	7.7	0.1	0.4
Participation rate (%)	61.1	60.8	-0.3	-0.2
Union coverage (%)	32.2	32.4	0.2	-0.3
Average hourly wage (\$)	\$30.72	\$31.64	3.0%	0.2%
Real avg. hourly wage (\$)	\$30.72	\$31.10	1.2%	-0.4%



Quebec

	June 2024	June 2025	Y/Y change	M/M change
Total employment (#)	4,539,300	4,652,000	112,700 2.5%	23,400 0.5%
Unemployment rate (%)	5.6	6.3	0.6	0.4
Participation rate (%)	64.8	65.4	0.6	0.5
Union coverage (%)	39.3	39.6	0.3	-0.7
Average hourly wage (\$)	\$33.75	\$34.54	2.3%	-0.7%
Real avg. hourly wage (\$)	\$33.75	\$33.95	0.6%	-1.2%



Ontario

	June 2024	June 2025	Y/Y change	M/M change
Total employment (#)	8,157,400	8,219,800	62,400 0.8%	21,200 0.3%
Unemployment rate (%)	7.0	7.8	0.8	-0.1
Participation rate (%)	65.4	65.0	-0.4	0.0
Union coverage (%)	26.4	26.2	-0.2	-0.1
Average hourly wage (\$)	\$35.81	\$37.12	3.7%	-0.8%
Real avg. hourly wage (\$)	\$35.81	\$36.49	1.9%	-1.4%



Regional Statistics Continued

Prairies

	June 2024	June 2025	Y/Y change	M/M change
Total employment (#)	3,838,100	3,953,300	115,200 3.0%	41,300 1.1%
Unemployment rate (%)	6.6	6.3	-0.3	-0.3
Participation rate (%)	68.5	68.1	-0.4	0.3
Union coverage (%)	26.9	26.7	-0.2	-0.5
Average hourly wage (\$)	\$34.51	\$35.80	3.7%	1.6%
Real avg. hourly wage (\$)	\$34.51	\$35.19	2.0%	1.0%



British Columbia

	June 2024	June 2025	Y/Y change	M/M change
Total employment (#)	2,920,800	2,968,900	48,100 1.6%	5,000 0.2%
Unemployment rate (%)	5.4	5.6	0.2	-0.8
Participation rate (%)	65.3	65.0	-0.3	-0.5
Union coverage (%)	29.9	31.5	1.6	0.6
Average hourly wage (\$)	\$36.74	\$37.62	2.4%	-1.2%
Real avg. hourly wage (\$)	\$36.74	\$36.98	0.7%	-1.7%



Average Hourly Wages by Industry

Nominal vs. Inflation-Adjusted Wage Growth

Industry	June 2024	June 2025	Y/Y change	Y/Y inflation-adjusted change
Agriculture	\$23.44	\$25.19	7.5%	5.3%
Forestry	\$34.08	\$33.16	-2.7%	-4.6%
Mining, oil and gas	\$53.63	\$53.53	-0.2%	-1.9%
Utilities	\$53.16	\$55.67	4.7%	2.9%
Construction	\$36.00	\$37.77	4.9%	3.0%
Manufacturing: durables	\$35.25	\$36.09	2.4%	0.6%
Manufacturing: non-durables	\$32.60	\$32.82	0.7%	-1.0%
Wholesale Trade	\$35.89	\$37.53	4.6%	2.7%
Retail Trade	\$24.37	\$24.40	0.1%	-1.6%
Transportation and Warehousing	\$33.13	\$33.89	2.3%	0.6%
Finance and Insurance	\$44.65	\$45.29	1.4%	-0.3%
Real Estate and Rental and Leasing	\$35.85	\$34.20	-4.6%	-6.6%
Professional, Scientific and Technical Services	\$46.86	\$48.06	2.6%	0.8%
Business, building and other support	\$26.27	\$28.05	6.8%	4.7%
Educational Services	\$40.08	\$41.95	4.7%	2.8%
Health Care and Social Assistance	\$33.33	\$34.80	4.4%	2.6%
Information, Culture and Recreation	\$31.61	\$33.89	7.2%	5.1%
Accommodation and Food Services	\$20.57	\$20.83	1.2%	-0.5%
Other Services	\$29.86	\$31.15	4.3%	2.5%
Public Administration	\$44.25	\$45.75	3.4%	1.6%

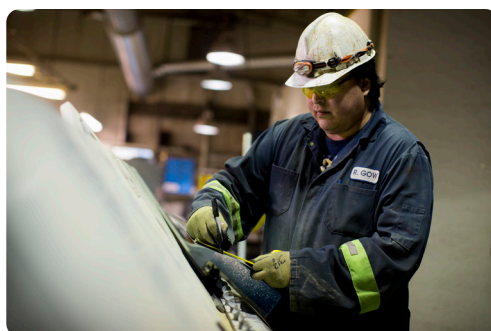
Wage growth was divided across the economy, with a number of industries continuing to see strong year-over-year growth, such as utilities (+4.7%), construction (+4.9%) and wholesale trade (+4.6%). Meanwhile, other industries have dipped into negative territory, most notably the real estate and rental industry (-4.6%), which may reflect a significant slowdown in Canada's housing market.

Employment gains were focused in the services-producing sector (+73,100), where wholesale and retail trade contributed gains of nearly 34,000 jobs last month, followed by health care and social assistance (+16,700). Growth was lower in the goods-producing sector, but manufacturing recorded a substantial turn around, gaining 10,500 jobs in June following numerous months of declines.

Monthly Employment Gains and Losses by Industry and Sector

Employment Change by Industry/Sector, May to June 2025

GOODS-PRODUCING SECTOR		10,100
Agriculture	-6,000	
Forestry, fishing, mining, quarrying, oil and gas	-400	
Utilities	-1,700	
Construction		7,600
Manufacturing		10,500
SERVICES PRODUCING SECTOR		73,100
Wholesale and retail trade		33,600
Transportation and warehousing	-3,400	
Finance, insurance, real estate, rental and leasing		4,800
Professional, scientific and technical services		11,900
Business, building and other support services		1,200
Educational services		2,000
Health care and social assistance		16,700
Information, culture and recreation		5,800
Accommodation and food services		8,100
Other services (except public administration)	-8,500	
Public administration		800



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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