UNIFOR RESEARCH DEPARTMENT

LABOUR MARKET INSIGHTS

A monthly review of labour market indicators

June 2026








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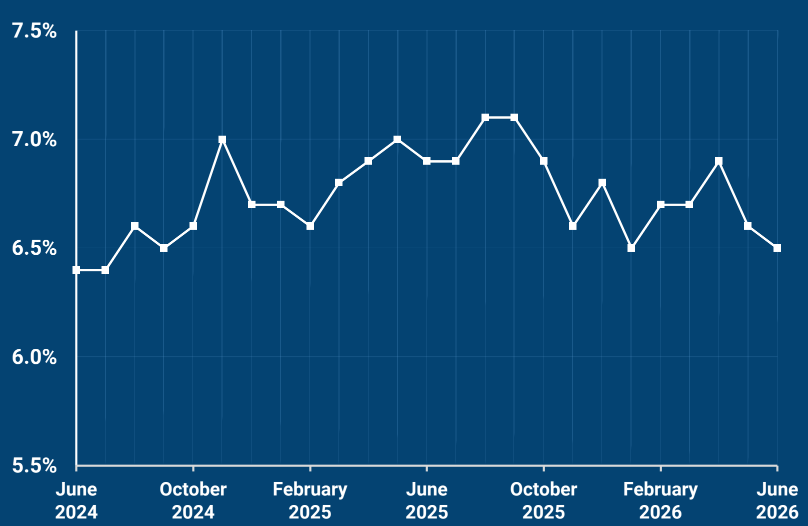
National Statistics

The labour market added a modest number of jobs in June, with overall employment increasing by 18,000 positions while the unemployment rate fell further to 6.5% (-0.1). On a year-over-year basis the unemployment rate has fallen by 0.4 percentage points, although the participation rate has also registered a notable decline of 0.3 percentage points, indicating that much of the fall in the unemployment rate has been due to declining labour market participation. Job growth was also led by an increase in part-time positions (+17,000) with full-time jobs increasing by just 1,000.

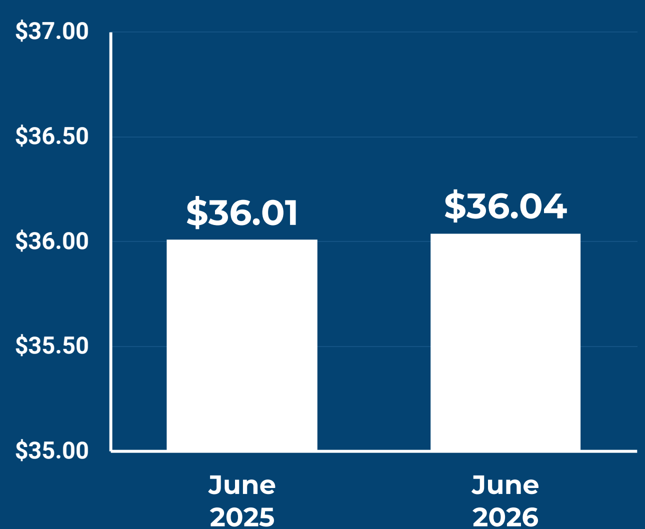
Average hourly wages fell further in June, down from a peak of $37.73 in March, although much of this can be attributed to a revival in youth employment over the past few months. Adjusted for inflation, real wages fell by 1.0% over the past year as the Strait of Hormuz crisis continued to push oil and feedstock prices higher.

Statistic	June 2020–24 average	June 2025	May 2026	June 2026	*Year-over-year (Y/Y) change*	*Monthly (M/M) change*
Total employment (#)[1]	19,429,560	21,040,700	21,121,500	**21,139,700**	*99,000* *0.5%*	*18,200* *0.1%*
Unemployment rate (%)[2]	7.4	6.9	6.6	**6.5**	*-0.4*	*-0.1*
Participation rate (%)[3]	65.3	65.3	65.0	**65.0**	*-0.3*	*0.0*
Union coverage (%)[4]	30.5	30.4	30.9	**30.6**	*0.2*	*-0.3*
Average hourly wage ($)[5]	$32.09	$36.01	$37.24	**$37.20**	*3.3%*	*-0.1%*
Real average hourly wage ($)[6]	$35.30	$36.01	$36.42	**$36.04**	*0.1%*	*-1.0%*

Unemployment Rate



Real Average Hourly Wage

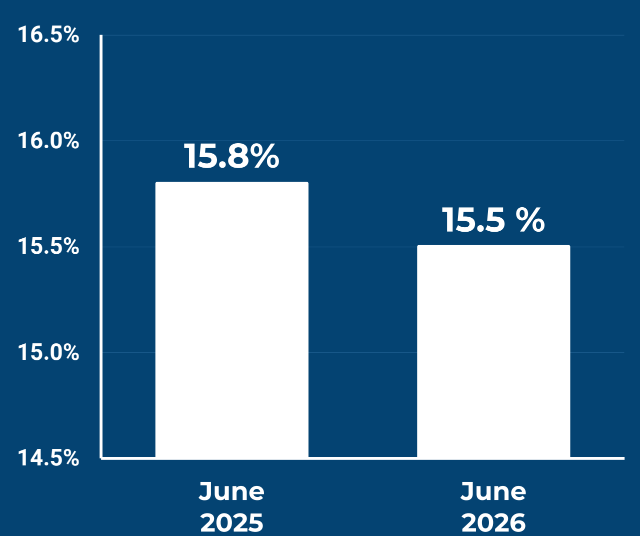


National Precarity Indicators

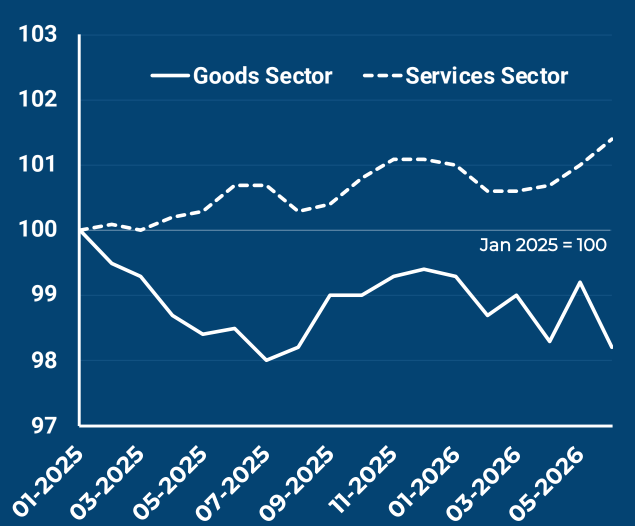
Year-over-year changes in Unifor's precarity indicators were largely in line with their June 2025 levels. There were marginal increases in the proportion of involuntary part-timers (+0.8) and temporary job holders (+0.3), with the latter seeing a higher proportion of casual and temporary/contract workers compared to a year ago. Encouragingly, the incidence of low wages fell by 1.2 percentage points, although part of this trend may be caused by the decline in overall wage levels since March. While many precarity indicators have shown recent improvements, labour market data at the aggregate level does not show the outsized impact of U.S. tariffs on job security in specific sectors. Notably, jobs in goods-producing industries have fallen significantly since January 2025 and the services sector has accounted for the bulk of jobs gained over the same period of time (see chart below).

Indicator	June 2025	May 2026	June 2026	*Y/Y change*	*M/M change*
Part-time rate (%)[7]	17.4	17.8	**17.2**	*-0.2*	*-0.6*
Involuntary part-time (%)[8]	47.6	44.8	**48.4**	*0.8*	*3.6*
Underutilization (R8) rate (%)[9]	8.6	9.0	**8.5**	*-0.1*	*-0.5*
Underemployment rate (%)[10]	15.8	15.7	**15.5**	*-0.3*	*-0.2*
Multiple job holders (%)[11]	5.6	5.7	**5.7**	*0.1*	*0.0*
Temporary job holders (%)[12]	13.2	12.5	**13.5**	*0.3*	*1.0*
Casual/other (%)	3.4	3.5	**3.5**	*0.1*	*0.0*
Temporary/contract (%)	6.5	6.4	**6.7**	*0.2*	*0.3*
Seasonal (%)	3.3	2.6	**3.2**	*-0.1*	*0.6*
Low wage incidence (%)[13]	20.7	19.4	**19.5**	*-1.2*	*0.1*
Gender wage gap[14]	$4.35	$4.64	**$4.78**	*9.9%*	*3.0%*
NEETs (x1,000)[15]	1,119.9	982.9	**1,068.8**	*-4.6%*	*8.7%*

Underemployment Rate



Employment Change by Sector



Regional Statistics

June's employment growth was spread out across four of Unifor's five regions: Atlantic (+3,200; +0.3%), Quebec (+14,300; +0.3%), the Prairies (+9,800; +0.2%) and British Columbia (+7,800; +0.3%). Ontario was the only region to record a decline in employment, with job levels falling by nearly 17,000 positions or 0.2% from May. Notably, however, annualized job gains for Canada as a whole continue to be driven by the Prairies, Atlantic Canada, and Ontario where employment has increased by 2.2%, 1.2% and 0.8%, respectively, since June 2025. In contrast, employment has fallen on a year-over-year basis in B.C. (-23,700; -0.8%) and Quebec (-43,300; -0.9%) highlighting stark regional differences in labour market conditions over the past year.

Quebec continued to post the lowest regional unemployment rate in the country at 5.4% (-0.2), although a significant factor there has been a notable decline in labour market participation over the past year to 64.2% (-1.2). Ontario's unemployment rate stayed level at 7.0% as a fall in the participation rate (-0.1) offset job losses. And despite job gains in the Prairies, the regional unemployment there rose by 0.3 percentage points as more jobseekers entered the labour market and the participation rose to 68.5% (+0.3) – well above the national average of 65.0%.

Regional Statistics Continued

Atlantic

Statistic	June 2025	June 2026	*Y/Y change*	*M/M change*
Total employment (#)	1,265,100	**1,279,700**	*14,600* *1.2%*	*3,200* *0.3%*
Unemployment rate (%)	7.7	**7.2**	*-0.5*	*-0.4*
Participation rate (%)	60.7	**60.4**	*-0.3*	*-0.2*
Union coverage (%)	32.4	**31.9**	*-0.5*	*-1.2*
Average hourly wage ($)	$31.64	**$32.62**	*3.1%*	*-0.2%*
Real avg. hourly wage ($)	$31.64	**$31.60**	*-0.1%*	*-0.2%*

Quebec

Statistic	June 2025	June 2026	*Y/Y change*	*M/M change*
Total employment (#)	4,649,800	**4,606,500**	*-43,300* *-0.9%*	*14,300* *0.3%*
Unemployment rate (%)	6.2	**5.4**	*-0.8*	*-0.2*
Participation rate (%)	65.4	**64.2**	*-1.2*	*0.1*
Union coverage (%)	39.6	**39.2**	*-0.4*	*-0.8*
Average hourly wage ($)	$34.54	**$36.18**	*4.7%*	*-0.6%*
Real avg. hourly wage ($)	$34.54	**$35.05**	*1.5%*	*-0.6%*

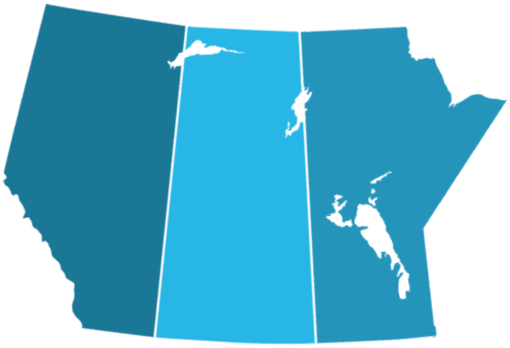
Ontario

Statistic	June 2025	June 2026	*Y/Y change*	*M/M change*
Total employment (#)	8,208,300	**8,273,000**	*64,700* *0.8%*	*-16,700* *-0.2%*
Unemployment rate (%)	7.8	**7.0**	*-0.8*	*0.0*
Participation rate (%)	64.9	**64.6**	*-0.3*	*-0.1*
Union coverage (%)	26.2	**26.3**	*0.1*	*-0.4*
Average hourly wage ($)	$37.12	**$38.31**	*3.2%*	*0.2%*
Real avg. hourly wage ($)	$37.12	**$37.11**	*0.0%*	*0.2%*

Regional Statistics Continued

Prairies

Statistic	June 2025	June 2026	*Y/Y change*	*M/M change*
Total employment (#)	3,956,800	**4,043,700**	*86,900* *2.2%*	*9,800* *0.2%*
Unemployment rate (%)	6.3	**6.6**	*0.3*	*0.3*
Participation rate (%)	68.2	**68.5**	*0.3*	*0.2*
Union coverage (%)	26.7	**27.9**	*1.2*	*0.3*
Average hourly wage ($)	$35.80	**$36.67**	*2.4%*	*-0.2%*
Real avg. hourly wage ($)	$35.80	**$35.52**	*-0.8%*	*-0.2%*



British Columbia

Statistic	June 2025	June 2026	*Y/Y change*	*M/M change*
Total employment (#)	2,960,600	**2,936,900**	*-23,700* *-0.8%*	*7,800* *0.3%*
Unemployment rate (%)	5.7	**6.5**	*0.8*	*-0.3*
Participation rate (%)	64.9	**64.9**	*0.0*	*0.0*
Union coverage (%)	31.5	**31.7**	*0.2*	*0.2*
Average hourly wage ($)	$37.62	**$38.63**	*2.7%*	*-0.1%*
Real avg. hourly wage ($)	$37.62	**$37.42**	*-0.5%*	*-0.1%*

Average Hourly Wages by Industry

Nominal vs. Inflation-Adjusted Wage Growth

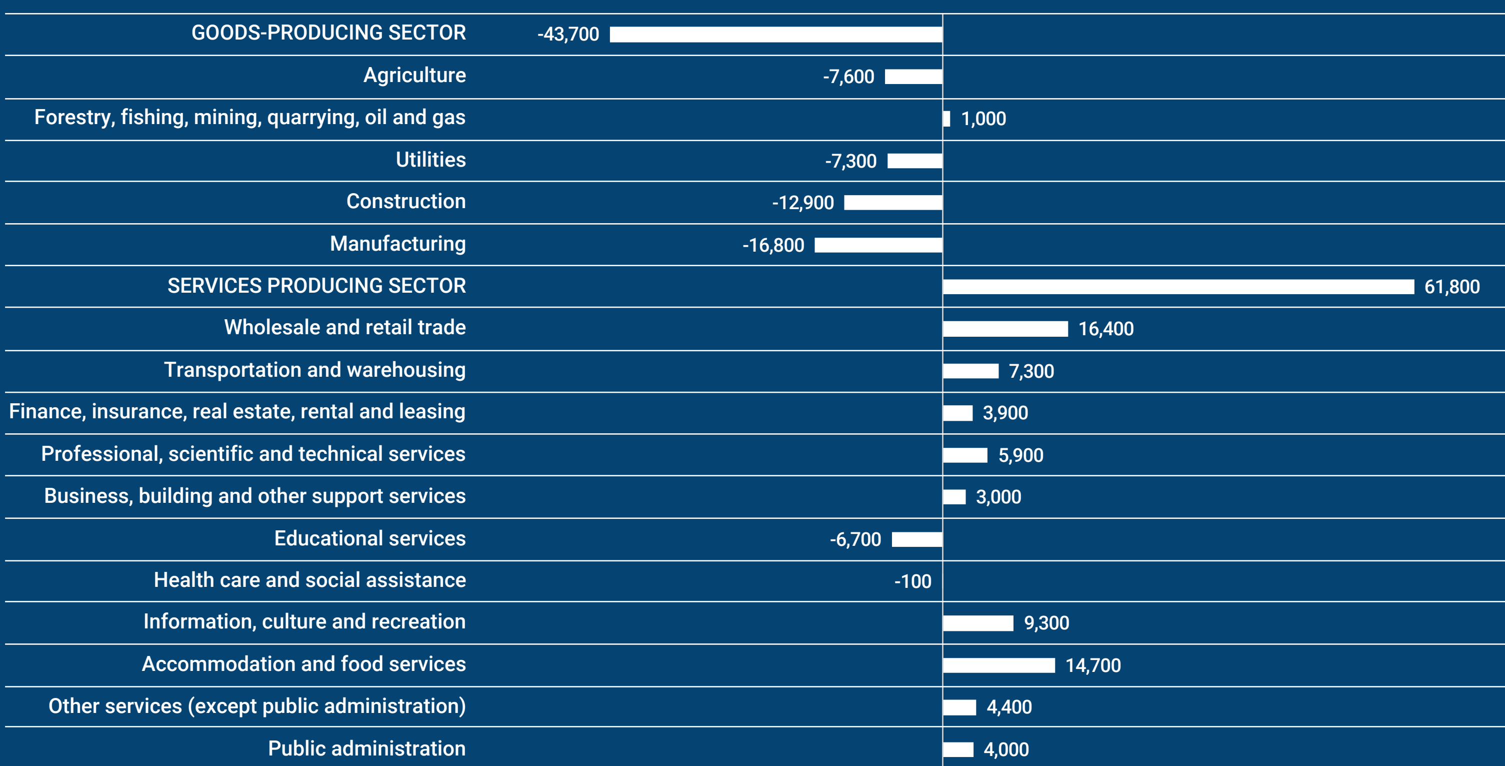
Industry	June 2025	June 2026	Y/Y change	Y/Y inflation-adjusted change
Agriculture	$25.19	**$25.96**	3.1%	-0.2%
Forestry	$33.16	**$35.03**	5.6%	2.3%
Mining, oil and gas	$53.53	**$56.03**	4.7%	1.4%
Utilities	$55.67	**$56.36**	1.2%	-2.0%
Construction	$37.77	**$38.35**	1.5%	-1.7%
Manufacturing: durables	$36.09	**$38.24**	6.0%	2.6%
Manufacturing: non-durables	$32.82	**$33.85**	3.1%	-0.1%
Wholesale Trade	$37.53	**$39.18**	4.4%	1.1%
Retail Trade	$24.40	**$25.72**	5.4%	2.1%
Transportation and Warehousing	$33.89	**$34.20**	0.9%	-2.3%
Finance and Insurance	$45.29	**$48.19**	6.4%	3.0%
Real Estate and Rental and Leasing	$34.20	**$38.44**	12.4%	8.2%
Professional, Scientific and Technical Services	$48.06	**$50.59**	5.3%	1.9%
Business, building and other support	$28.05	**$27.97**	-0.3%	-3.5%
Educational Services	$41.95	**$42.58**	1.5%	-1.7%
Health Care and Social Assistance	$34.80	**$35.50**	2.0%	-1.2%
Information, Culture and Recreation	$33.89	**$33.44**	-1.3%	-4.6%
Accommodation and Food Services	$20.83	**$21.54**	3.4%	0.2%
Other Services	$31.15	**$32.21**	3.4%	0.2%
Public Administration	$45.75	**$47.00**	2.7%	-0.5%

Wage gains within a number of key industries were tepid in June, with real wages (i.e., adjusted for inflation) falling as inflation climbed. Year-over-year real wage growth was negative across much of the public sector, including educational services (-1.7%), health care and social assistance (-1.2%) and public administration (-0.5%). Real wages also fell in key growth industries such as transportation and warehousing (-2.3%) and construction (-1.7%).

Employment growth in June was focused entirely within the services-producing sector (+62,000), with wholesale and retail trade leading the way (+16,400). By contrast, the goods-producing sector fell by nearly 44,000 jobs, including 17,000 jobs lost in manufacturing alone, as tariffs continued to grip the economy.

Monthly Employment Gains and Losses by Industry and Sector

Employment Change by Industry/Sector, May to June 2026



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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