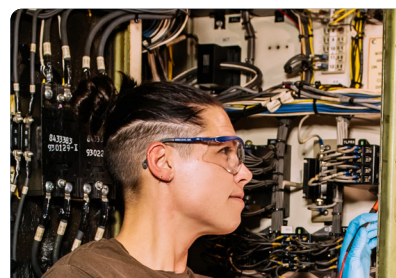


UNIFOR RESEARCH DEPARTMENT

LABOUR MARKET INSIGHTS

A monthly review of labour market indicators

March 2023



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April 7, 2023

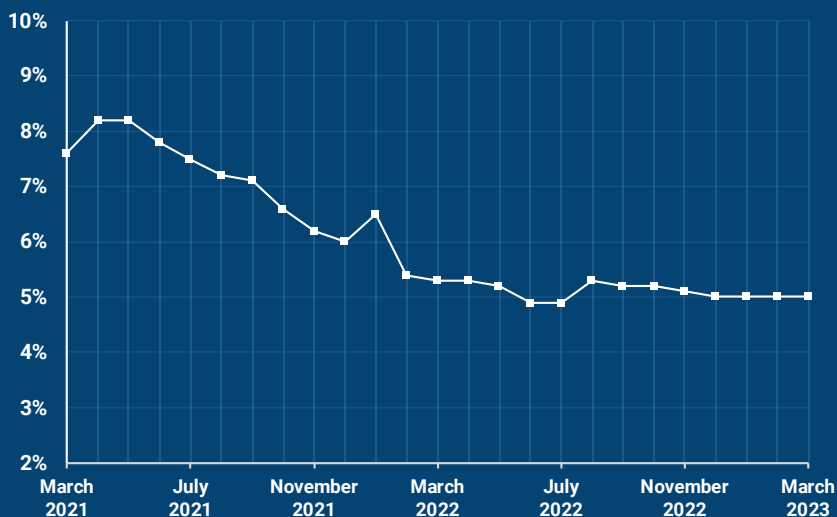
National Statistics

Canada's labour market added nearly 35,000 jobs in March, a 0.2% increase in overall employment since February. The unemployment rate stood unchanged at 5.0%, although the participation rate fell slightly, by 0.1 percentage points. Although the economy continues to add jobs, the rate of employment growth has fallen notably since January, when it reached 0.8%.

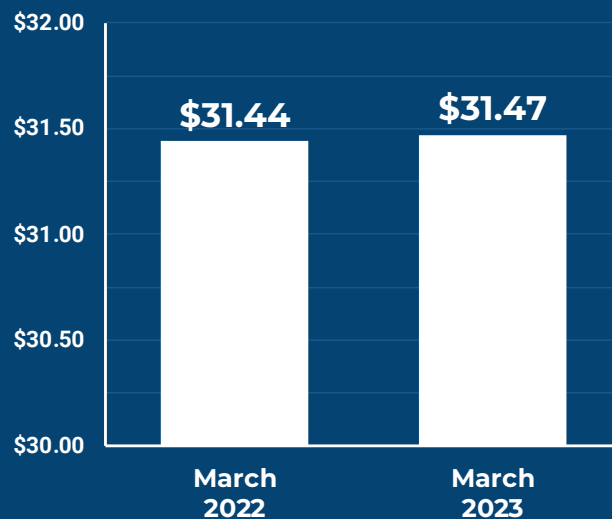
While there was a marginal decline in hourly wages from February, the recent fall in the rate of inflation has allowed wages to catch up. For the first time since early 2021, year-over-year wage real wage growth was slightly positive (+0.1%), reflecting a decline in the 12-month CPI change from a high of 8.1% in June 2022 to 5.2% in February. Nominal wage growth continues to be strong at 5.3%, which underscores the fact that the recent spike in inflation had little to do with wage pressures.

	March 2017–21 average	March 2022	February 2023	March 2023	Year-over-year (Y/Y) change	Monthly (M/M) change
Total employment (#) ¹	18,570,880	19,663,300	20,054,100	20,088,800	425,500 2.2%	34,700 0.2%
Unemployment rate (%) ²	6.9	5.3	5.0	5.0	-0.3	0.0
Participation rate (%) ³	65.4	65.6	65.7	65.6	0.0	-0.1
Union coverage (%) ⁴	30.5	30.1	31.0	30.4	0.3	-0.6
Average hourly wage (\$) ⁵	\$28.57	\$31.44	\$33.16	\$33.12	5.3%	-0.1%
Real average hourly wage (\$) ⁶	\$31.15	\$31.44	\$31.51	\$31.47	0.1%	n/a

Unemployment Rate



Real Average Hourly Wage



National Precarity Indicators

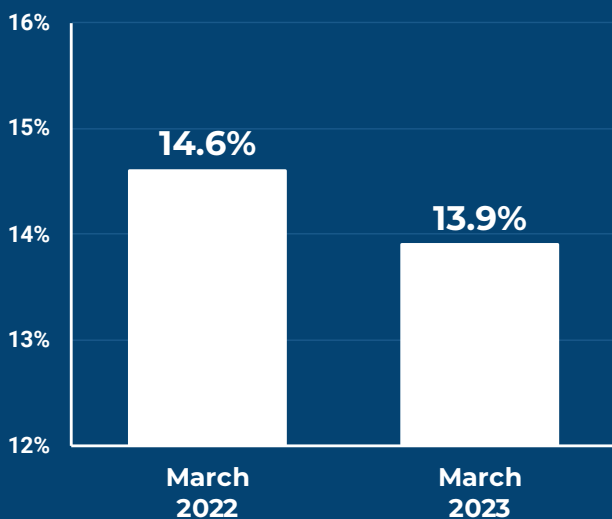
Unifor's precarity indicators for the month of March were little changed from February, with the majority of measures hovering within 0.1 to 0.2 percentage points of their previous level. There were slight increases in the proportion of multiple and temporary job holders, although the underemployment rate and involuntary part-time rate declined.

While the gender wage gap saw a decrease of 1.5%, it continues to be higher year-over-year. This trend needs to be read in the context of recent record

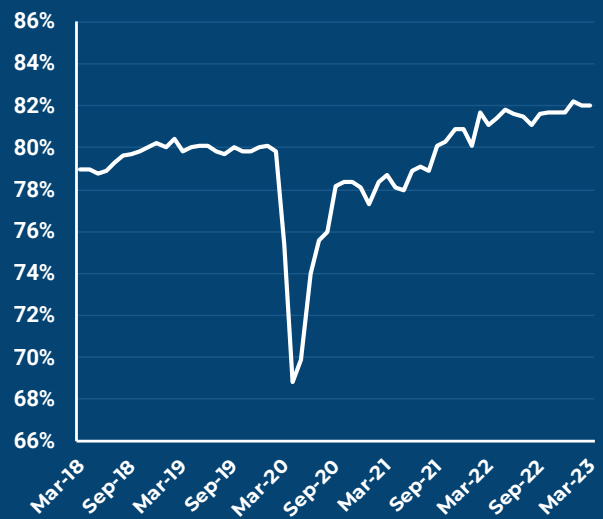
high employment rates for core-aged women 25 to 54 years of age (see chart below). The higher wage gap indicates that women continue to confront systemic discrimination in the labour market and are disproportionately filtered into lower-waged employment.

	Mar. 2022	Feb. 2023	Mar. 2023	Y/Y change	M/M change
Part-time rate (%) ⁷	19.4	18.9	18.8	-0.6	-0.1
Involuntary part-time (%) ⁸	40.0	39.9	38.9	-1.1	-1.0
Underutilization (R8) rate (%) ⁹	8.3	7.3	7.5	-0.8	0.2
Underemployment rate (%) ¹⁰	14.6	14.0	13.9	-0.7	-0.1
Multiple job holders (%) ¹¹	5.6	5.7	5.8	0.2	0.1
Temporary job holders (%) ¹²	11.3	10.6	10.7	-0.6	0.1
Casual/other (%)	3.4	3.1	3.3	-0.1	0.2
Temporary/contract (%)	6.9	6.3	6.4	-0.5	0.1
Seasonal (%)	1.0	1.1	1.0	0.0	-0.1
Low wage incidence (%) ¹³	19.0	18.9	19.1	0.1	0.2
Gender pay gap ¹⁴	\$4.64	\$4.96	\$4.89	5.4%	-1.5%
NEETs (x1,000) ¹⁵	673.2	687.4	716.4	6.4%	4.2%

Underemployment Rate



Women's Core-aged Employment Rate



Regional Statistics

The bulk of employment growth in the month of March was concentrated in Ontario and the Prairies, while the other three regions (Atlantic, Quebec and B.C.) essentially stood unchanged. Ontario saw an increase of 21,400 jobs (+0.3%) while employment in the Prairies grew by 12,700 (+0.3%).

The unemployment rate was also stable across most regions, with the notable exception of B.C., where it fell by 0.5 percentage points. However, with the participation rate falling by 0.6 percentage points, it appears that most of the decline in the unemployment rate was caused by jobseekers exiting the labour force.

Average hourly wages declined month-over-month in Quebec (-0.8%), the Prairies (-0.2%) and B.C. (-1.2%), while they increased by 0.5% in both Ontario and the Atlantic region. However, year-over-year, wage increases were mostly in the 5%–6% range, with the exception of the Prairies where the 12-month change was 3.2%. As a result, real wage growth is now positive in all regions except for the latter.



Regional Statistics Continued

Atlantic

	Mar. 2022	Mar. 2023	Y/Y change	M/M change
Total employment (#)	1,162,100	1,206,600	44,500 3.8%	2,200 0.2%
Unemployment rate (%)	8.5	6.7	-1.8	-0.2
Participation rate (%)	61.1	60.8	-0.4	-0.1
Union coverage (%)	33.2	32.4	-0.8	-0.8
Average hourly wage (\$)	\$27.54	\$29.06	5.5%	0.5%
Real avg. hourly wage (\$)	\$27.54	\$27.61	0.2%	n/a



Quebec

	Mar. 2022	Mar. 2023	Y/Y change	M/M change
Total employment (#)	4,411,600	4,494,500	82,900 1.9%	-1,600 0.0%
Unemployment rate (%)	4.2	4.2	0.1	0.1
Participation rate (%)	64.5	65.0	0.5	0.0
Union coverage (%)	38.1	38.7	0.6	-0.8
Average hourly wage (\$)	\$30.31	\$32.12	6.0%	-0.8%
Real avg. hourly wage (\$)	\$30.31	\$30.52	0.7%	n/a



Ontario

	Mar. 2022	Mar. 2023	Y/Y change	M/M change
Total employment (#)	7,750,000	7,886,700	136,700 1.8%	21,400 0.3%
Unemployment rate (%)	5.3	5.1	-0.2	0.0
Participation rate (%)	65.6	65.5	-0.1	0.0
Union coverage (%)	26.4	26.3	-0.1	-0.6
Average hourly wage (\$)	\$32.25	\$34.19	6.0%	0.5%
Real avg. hourly wage (\$)	\$32.25	\$32.48	0.7%	n/a



Regional Statistics Continued

Prairies

	Mar. 2022	Mar. 2023	Y/Y change	M/M change
Total employment (#)	3,602,700	3,723,700	121,000 3.4%	12,700 0.3%
Unemployment rate (%)	5.7	5.4	-0.4	0.0
Participation rate (%)	69.0	69.1	0.1	0.0
Union coverage (%)	27.5	28.4	0.9	-0.3
Average hourly wage (\$)	\$31.99	\$33.01	3.2%	-0.2%
Real avg. hourly wage (\$)	\$31.99	\$31.37	-1.9%	n/a



British Columbia

	Mar. 2022	Mar. 2023	Y/Y change	M/M change
Total employment (#)	2,737,000	2,777,300	40,300 1.5%	-100 0.0%
Unemployment rate (%)	4.9	4.5	-0.4	-0.5
Participation rate (%)	65.3	65.0	-0.3	-0.6
Union coverage (%)	29.3	30.0	0.7	-1.0
Average hourly wage (\$)	\$31.98	\$33.72	5.4%	-1.2%
Real avg. hourly wage (\$)	\$31.98	\$32.04	0.2%	n/a



Average Hourly Wages by Industry

Nominal vs. Inflation-Adjusted Wage Growth

Industry	Mar. 2022	Mar. 2023	Y/Y change	Y/Y inflation-adjusted change
Agriculture	\$21.88	\$23.56	7.7%	2.2%
Forestry	\$33.22	\$34.44	3.7%	-1.5%
Mining, oil, and gas	\$48.08	\$50.23	4.5%	-0.7%
Utilities	\$46.27	\$48.59	5.0%	-0.2%
Construction	\$33.49	\$35.26	5.3%	0.1%
Manufacturing: durables	\$31.44	\$34.01	8.2%	2.7%
Manufacturing: non-durables	\$29.68	\$31.53	6.2%	0.9%
Wholesale Trade	\$33.04	\$34.11	3.2%	-2.0%
Retail Trade	\$22.13	\$22.92	3.5%	-1.6%
Transportation and Warehousing	\$29.43	\$31.52	7.1%	1.7%
Finance and Insurance	\$39.28	\$41.64	6.0%	0.7%
Real Estate and Rental and Leasing	\$33.61	\$33.02	-1.8%	-7.1%
Professional, Scientific and Technical Services	\$40.60	\$43.59	7.4%	2.0%
Business, building and other support	\$24.92	\$25.85	3.7%	-1.4%
Educational Services	\$36.36	\$38.20	5.1%	-0.2%
Health Care and Social Assistance	\$29.75	\$31.23	5.0%	-0.2%
Information, Culture and Recreation	\$31.24	\$31.22	-0.1%	-5.3%
Accommodation and Food Services	\$17.75	\$19.46	9.6%	4.0%
Other Services	\$26.51	\$28.07	5.9%	0.6%
Public Administration	\$40.90	\$42.15	3.1%	-2.1%

The 12-month change in nominal hourly wages is now positive across almost all industries, with the exception of information, culture and recreation, as well as real estate and rental and leasing. With the overall rate of inflation falling to 5.2%, this has meant that a number of industries are now seeing positive real wage increases compared to a year ago.

In terms of monthly changes in industry employment figures, a notable trend last month was the universal decline in jobs across all goods-producing industries, amounting to a nearly 41,000 fall in employment. These losses were more than offset by gains in the services sector, but continued losses in the goods-producing sector may suggest that an economic slowdown is on the horizon.

Monthly Employment Gains and Losses by Industry and Sector

Employment Change by Industry/Sector, February to March 2023

GOODS-PRODUCING SECTOR	-40,900	
Agriculture	-3,300	
Forestry, fishing, mining, quarrying, oil and gas	-10,600	
Utilities	-2,200	
Construction	-18,800	
Manufacturing	-6,100	
SERVICES PRODUCING SECTOR		75,500
Wholesale and retail trade	-2,400	
Transportation and warehousing		40,600
Finance, insurance, real estate, rental and leasing		18,500
Professional, scientific and technical services		5,000
Business, building and other support services		30,500
Educational services	-300	
Health care and social assistance	-12,800	
Information, culture and recreation		1,100
Accommodation and food services		4,500
Other services (except public administration)	-11,100	
Public administration		1,800



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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