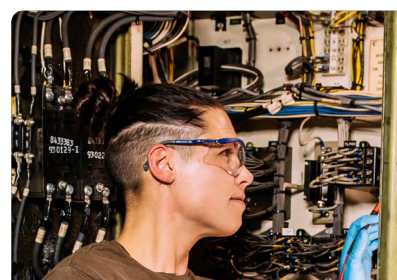


UNIFOR RESEARCH DEPARTMENT

# LABOUR MARKET INSIGHTS

*A monthly review of labour market indicators*

November 2021



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December 3, 2021

# National Statistics

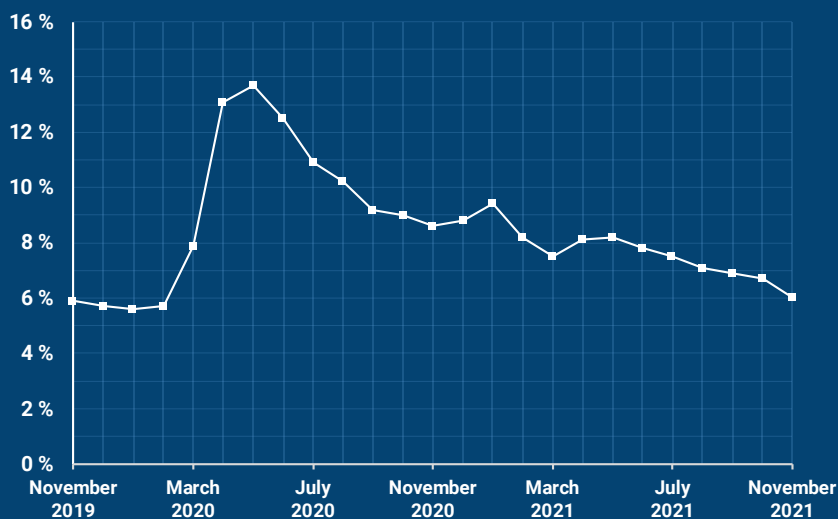
Canada's labour market recovery accelerated significantly in November, with the unemployment rate falling to pre-pandemic lows and with nearly 154,000 jobs added to the economy. The 0.7 percentage point decline in the unemployment rate marks the biggest drop since the first quarter of 2021. Since the participation rate was unchanged from the previous month, all of the employment gains in November came from labour market participants actively searching for and securing new employment. The current labour market recovery provides strong support for continued government spending to offset the worst impacts of the pandemic and to achieve full employment.

While the national rate of union coverage continued to fall, hitting the pre-pandemic 5-year average of 30.7%, there are significantly more workers in the labour market today, meaning that the total number of workers covered by a collective agreement has increased by nearly 200,000 since February 2020.

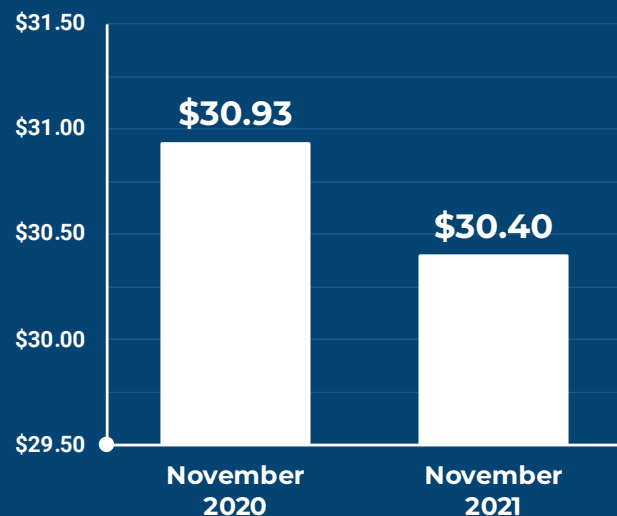
	November average 2015–19	Nov. 2020	Nov. 2021	Nov. 2020–21 Change	Oct.–Nov. 2021 Change
Total employment (#) <sup>1</sup>	18,406,960	18,537,500	19,316,100	778,600 4.2%	153,700 0.8%
Unemployment rate (%) <sup>2</sup>	6.3	8.6	6.0	-2.6 p.p.	-0.7 p.p.
Participation rate (%) <sup>3</sup>	65.6	65.1	65.3	0.2 p.p.	0.0 p.p.
Union coverage (%) <sup>4</sup>	30.7	31.3	30.7	-0.6 p.p.	-0.2 p.p.
Average hourly wage (\$) <sup>5</sup>	\$29.15	\$30.93	\$30.40	-1.7%	0.5%
Average weekly hours (hrs.) <sup>6</sup>	35.1	35.1	35.2	0.3%	-0.3%

\*p.p. refers to percentage points.

## Unemployment Rate



## Average Hourly Wage



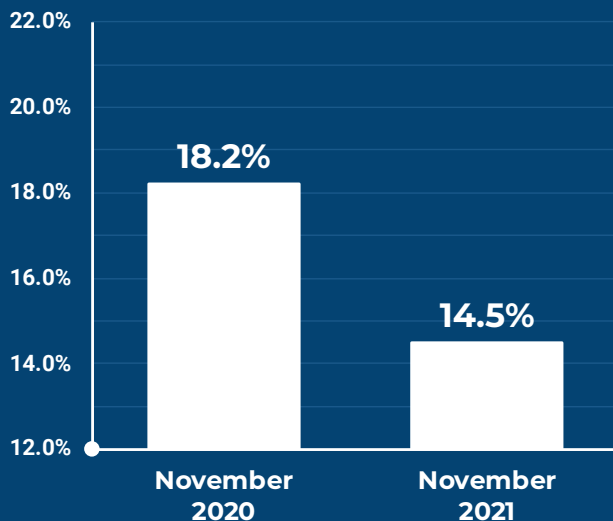
# National Precarity Indicators

The rosy picture painted by November's headline labour market numbers was largely reflected in our precarity indicators as well. Although there was a significant jump in the proportion of part-time workers from October to November, the percentage of involuntary part-timers (i.e., those who would prefer full-time work) fell by 1.2 percentage points. Year-over-year, the involuntary part-time rate is nearly 6 percentage points lower. Likewise, the underemployment and underutilization rates saw significant yearly declines, with the underutilization rate (7.6%) falling to its lowest level since

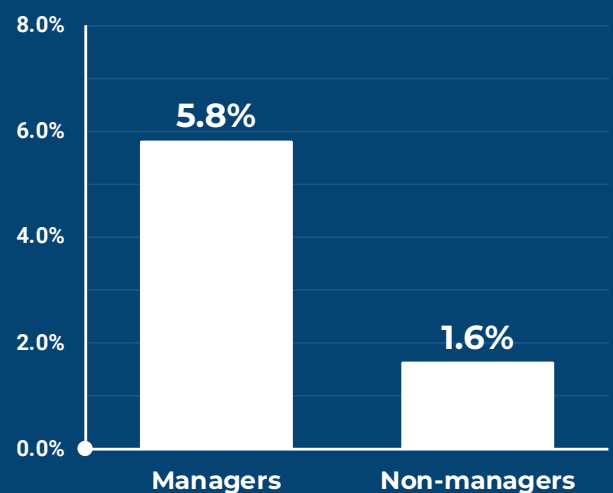
	Nov. 2020	Nov. 2021	Nov. 2020–21 Change (p.p.)	Oct.–Nov. 2021 Change (p.p.)
Part-time rate (%) <sup>7</sup>	19.2	19.5	0.3	0.6
Involuntary part-time (%) <sup>8</sup>	45.3	39.6	-5.7	-1.2
Underutilization (R8) rate (%) <sup>9</sup>	11.0	7.6	-3.4	-0.5
Underemployment rate (%) <sup>10</sup>	18.2	14.5	-3.7	-0.3
Multiple job holders (%) <sup>11</sup>	4.4	5.7	1.3	0.3
Temporary job holders (%) <sup>12</sup>	11.3	11.9	0.6	0.0
<i>Casual/other (%)</i>	3.0	3.3	0.3	0.2
<i>Temporary/contract (%)</i>	6.6	7.0	0.4	0.2
<i>Seasonal (%)</i>	1.7	1.6	-0.1	-0.4
Low wage incidence (%) <sup>13</sup>	20.7	19.4	-1.3	0.1
Gender pay gap <sup>14</sup>	\$3.43	\$3.71	8.3%	4.5%
NEETs (x1,000) <sup>15</sup>	846.3	676.8	-20.0%	2.1%

December 2019. However, there continue to be signs that the return to fuller employment has been accompanied by a higher rate of precarity, as reflected in the greater proportion of temporary and multiple job holders. Nominal wage gains have also been shared unequally, with managers seeing far greater hourly wage growth since November 2020 than non-management employees (see below).

## Underemployment Rate



## Managerial vs. Non-managerial Nominal Wage Growth



# Regional Statistics

Across the five regions, the greatest percentage of employment gains came in the Atlantic, Quebec and Ontario regions, with increases of approximately 1% or more. In absolute numbers, however, Ontario added the most jobs (+68,100), followed by Quebec (+45,500) and the Prairies (+18,700). In terms of the unemployment rate, Quebec was by far the lowest at 4.5%, followed by B.C. (5.6%), Ontario (6.4%) and the Prairies (6.7%). Despite the large monthly decline in the Atlantic region's unemployment rate, the regional figure remains comparatively high at 8.7%.

The monthly trend in average hourly wages remains a cause for concern, however, with real hourly wages remaining stagnant in Quebec while declining in the Atlantic region (-0.6%) and B.C. (-0.3%). Only the Prairies (+1.7%) and Ontario (+0.6%) recovered lost ground, but wages adjusted for inflation continue to be lower across all regions compared to November 2020. While current inflationary pressures are likely transitory, being caused by global supply chain problems rather than spikes in demand and wages, workers will need to negotiate bigger wage increases in order to ensure that their purchasing power keeps up over the course of 2022 and beyond.





# Regional Statistics Continued

## Atlantic

	Nov. 2020	Nov. 2021	Nov. 2020–21 Change	Oct.–Nov. 2021 Change
Total employment (#)	1,128,900	1,147,900	19,000 1.7%	16,700 1.5%
Unemployment rate (%)	9.2	8.7	-0.5	-1.0
Participation rate (%)	60.8	61.0	0.2	0.1
Union coverage (%)	32.4	31.6	-0.8	-0.9
Average hourly wage (\$)	\$26.67	\$26.27	-1.5%	-0.6%
Average weekly hours (hrs.)	36.5	36.5	0.1%	-0.4%



## Quebec

	Nov. 2020	Nov. 2021	Nov. 2020–21 Change	Oct.–Nov. 2021 Change
Total employment (#)	4,216,000	4,364,500	148,500 3.5%	45,500 1.1%
Unemployment rate (%)	7.2	4.5	-2.7	-1.1
Participation rate (%)	64.2	64.2	0.0	-0.1
Union coverage (%)	40.3	40.2	-0.1	-0.1
Average hourly wage (\$)	\$30.06	\$29.39	-2.2%	-0.1%
Average weekly hours (hrs.)	34.6	34.5	-0.2%	-1.0%



## Ontario

	Nov. 2020	Nov. 2021	Nov. 2020–21 Change	Oct.–Nov. 2021 Change
Total employment (#)	7,238,300	7,604,800	366,500 5.1%	68,100 0.9%
Unemployment rate (%)	9.2	6.4	-2.8	-0.6
Participation rate (%)	65.0	65.5	0.5	0.1
Union coverage (%)	27.7	26.1	-1.6	-0.1
Average hourly wage (\$)	\$31.44	\$31.03	-1.3%	0.6%
Average weekly hours (hrs.)	35.6	35.7	0.2%	-0.1%



# Regional Statistics Continued

## Prairies

	Nov. 2020	Nov. 2021	Nov. 2020–21 Change	Oct.–Nov. 2021 Change
Total employment (#)	3,358,900	3,502,000	143,100 4.3%	18,700 0.5%
Unemployment rate (%)	9.8	6.7	-3.1	-0.2
Participation rate (%)	68.2	68.2	0.0	0.1
Union coverage (%)	28.0	28.6	0.6	0.4
Average hourly wage (\$)	\$32.66	\$31.40	-3.8%	1.7%
Average weekly hours (hrs.)	35.8	36.2	1.0%	-0.5%



## British Columbia

	Nov. 2020	Nov. 2021	Nov. 2020–21 Change	Oct.–Nov. 2021 Change
Total employment (#)	2,595,400	2,696,900	101,500 3.9%	4,600 0.2%
Unemployment rate (%)	7.3	5.6	-1.7	-0.1
Participation rate (%)	64.8	65.1	0.3	0.0
Union coverage (%)	29.6	30.5	0.9	-0.5
Average hourly wage (\$)	\$31.29	\$30.79	-1.6%	-0.3%
Average weekly hours (hrs.)	34.6	34.5	-0.2%	-1.4%



# Average Wages and Employment Gains/Losses by Industry

The large sectoral wage declines that were seen in the second and third quarters of 2021 have softened and, in some cases, reversed, with an increasing number of industries reverting to real wage gains. The transportation and warehousing industry along with mining, oil and gas have now joined other traditionally blue collar industries such as non-durables manufacturing and the forestry industry in posting yearly real wage gains. Other industries that are nearing real wage parity compared to 2020 include the construction industry and accommodation and food services. However, industries with a significant proportion of public sector workers continue to fall behind, with wages being significantly eroded by misguided public sector wage caps in a number of provincial jurisdictions. As indicated above, wage gains have also been unequally distributed between managers and workers, with management wages tending to outpace inflation in sharp contrast to non-management employees.

In terms of employment figures, notable yearly gains were made in public administration (+89,100), retail trade (+115,000), professional, scientific and technical services (+114,000) and the health care and social assistance industry (+112,900). Accommodation and food services, however, continues to lag far behind its February 2020 numbers (-186,000), despite nearly 50,000 jobs being added since November 2020.

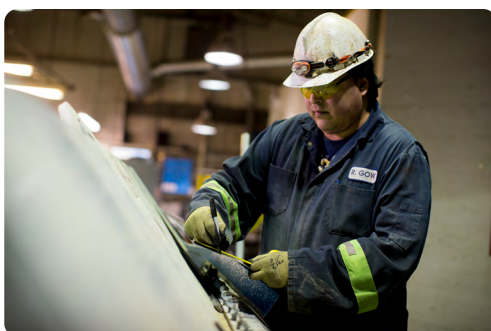
## Average Hourly Wages by Industry

Industry	Nov. 2021	Nov. 2020–2021 Change
Agriculture	\$20.90	-4.2%
Forestry	\$30.74	1.6%
Fishing, hunting, and trapping	\$29.64	15.1%
Mining, oil, and gas	\$46.16	2.0%
Utilities	\$48.54	2.3%
Construction	\$32.21	-0.9%
Manufacturing - durables	\$30.02	-4.3%
Manufacturing non-durables	\$28.93	2.3%
Wholesale Trade	\$30.49	-1.4%
Retail Trade	\$20.88	-3.6%
Transportation and Warehousing	\$29.68	2.6%
Finance and Insurance	\$37.25	-2.7%
Real Estate and rental and leasing	\$29.17	-4.1%
Professional, Scientific and Technical Services	\$38.27	0.1%
Business, building and other support	\$23.44	0.5%
Educational Services	\$35.91	-3.8%
Health Care and Social Assistance	\$29.56	-3.6%
Information, Culture and Recreation	\$30.88	-5.5%
Accommodation and Food Services	\$17.82	-1.5%
Other Services	\$26.65	-3.0%
Public Administration	\$39.67	-2.5%

# Average Wages and Employment Gains/Losses by Industry Continued

Employment Change by Industry, Nov. 2020 to Nov. 2021

Agriculture	-46,102	
Forestry		2,975
Fishing, hunting, and trapping	-5,378	
Mining, oil, and gas	-2,602	
Utilities	-2,723	
Construction		18,059
Manufacturing - durables		4,201
Manufacturing non-durables		35,150
Wholesale Trade		16,868
Retail Trade		115,044
Transportation and Warehousing		58,798
Finance and Insurance		28,722
Real Estate and rental and leasing		25,301
Professional, Scientific, Technical Services		114,019
Business, building and other support		8,027
Educational Services		39,655
Health Care and Social Assistance		112,887
Information, Culture and Recreation		84,547
Accommodation and Food Services		47,153
Other Services	-42,401	
Public Administration		89,088





# 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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