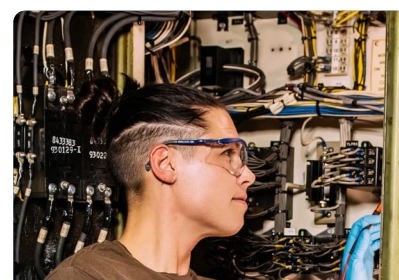


UNIFOR RESEARCH DEPARTMENT

LABOUR MARKET INSIGHTS

A monthly review of labour market indicators

November 2022



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December 2, 2022

National Statistics

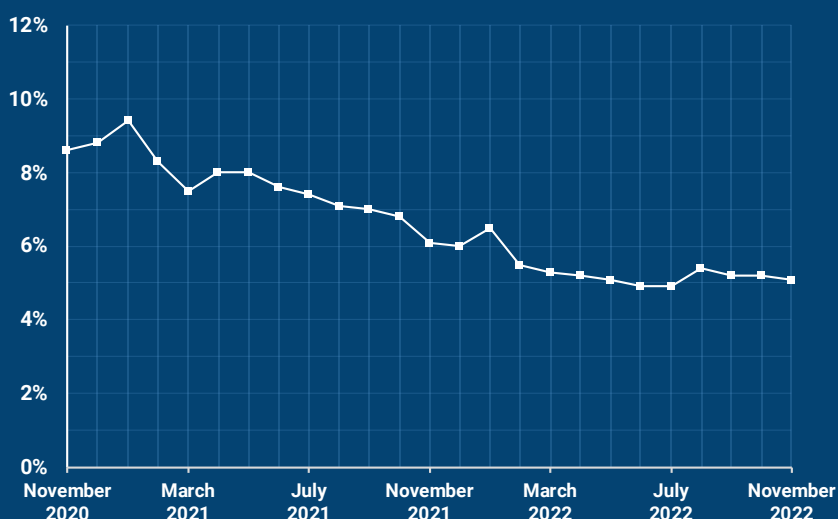
Canada's labour market continued to defy predictions of an employment reversal, with more than 10,000 jobs added in the month of November. However, while the unemployment rate dipped to 5.1%, which is nearly a full percentage point lower than November 2021, there are signs that employment gains were unevenly distributed across the country (see pg. 4). The participation rate also fell further to 64.8%, a decline of 0.5 percentage points since last year and well below the 5-year average of 65.4% from 2016 to 2020.

Wage growth remained strong with another 0.5% jump last month, although real wages (adjusted for inflation) are 1.0% lower than November 2021. The percentage of workers covered by a collective agreement fell slightly but remains higher than in previous years, at 31.2% of all employees.

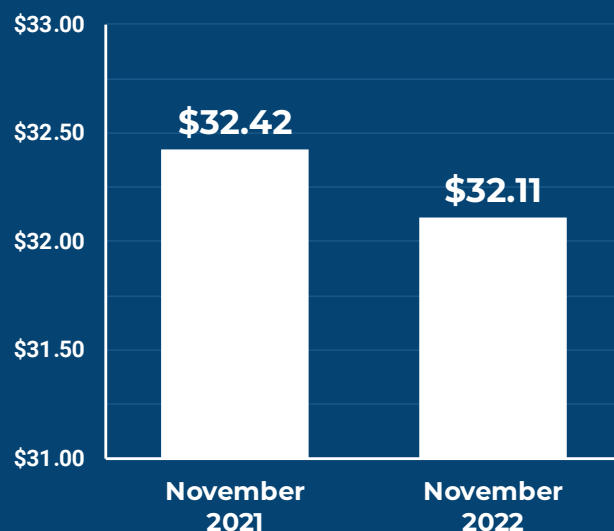
	Nov. average 2016–20	Nov. 2021	Nov. 2022	Nov. 2021–22 Change	Oct.–Nov. 2022 Change
Total employment (#) ¹	18,550,320	19,316,100	19,666,300	350,200 1.8%	10,100 0.1%
Unemployment rate (%) ²	6.6	6.0	5.1	-0.9 p.p.	-0.1 p.p.
Participation rate (%) ³	65.4	65.3	64.8	-0.5 p.p.	-0.1 p.p.
Union coverage (%) ⁴	30.8	30.7	31.2	0.5 p.p.	-0.1 p.p.
Average hourly wage (\$) ⁵	\$31.52	\$32.42	\$32.11	-1.0%	0.5%
Average weekly hours (hrs.) ⁶	35.1	35.2	35.4	0.6%	0.0%

*p.p. refers to percentage points.

Unemployment Rate



Real Average Hourly Wage



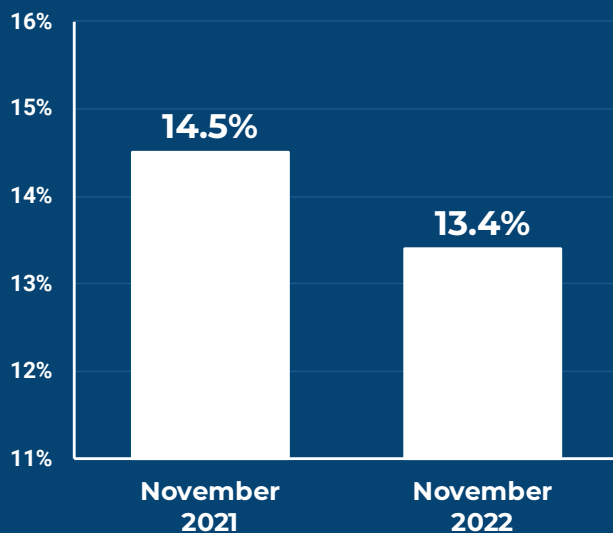
National Precarity Indicators

Unifor's precarity indicators suggest a mixed picture for the month of November, with the rate of part-time workers and multiple job holders staying level, while the proportion of temporary workers declined. However, the percentage of involuntary part-timers climbed, as did the underutilization and underemployment rates, which measure the percentage of Canadians who are unable to search for, or cannot find, suitable employment. Breaking down the underutilization rate by age (see chart below) reveals a particularly striking gap between youths (aged 15 to 24) and core-aged workers (aged 25 to 54). The youth

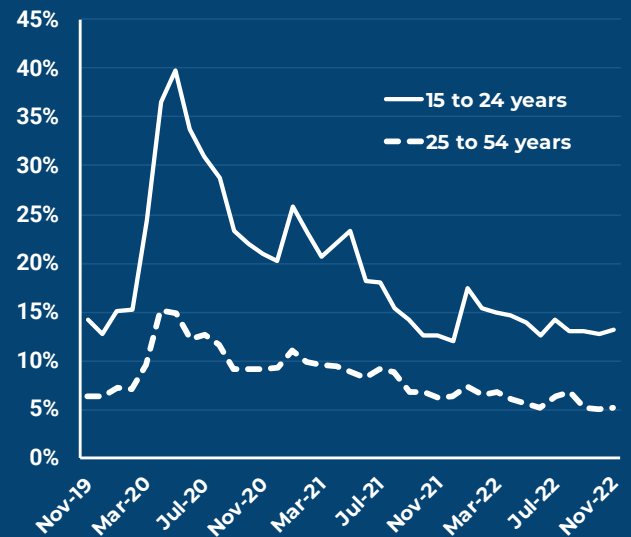
	Nov. 2021	Nov. 2022	Nov. 2021–22 Change (p.p.)	Oct.–Nov. 2022 Change (p.p.)
Part-time rate (%) ⁷	19.5	18.6	-0.9	0.0
Involuntary part-time (%) ⁸	39.6	40.3	0.7	1.5
Underutilization (R8) rate (%) ⁹	7.6	6.4	-1.2	0.2
Underemployment rate (%) ¹⁰	14.5	13.4	-1.1	0.4
Multiple job holders (%) ¹¹	5.7	5.6	-0.1	0.0
Temporary job holders (%) ¹²	11.9	11.2	-0.7	-0.5
<i>Casual/other (%)</i>	3.3	3.2	-0.1	0.0
<i>Temporary/contract (%)</i>	7.0	6.5	-0.5	0.1
<i>Seasonal (%)</i>	1.6	1.5	-0.1	-0.5
Low wage incidence (%) ¹³	19.4	19.4	0.0	-0.4
Gender pay gap ¹⁴	\$3.71	\$3.95	6.4%	-4.9%
NEETs (x1,000) ¹⁵	676.8	657.2	-2.9%	-1.2%

underutilization rate hit an astonishing 40 percent during the early months of the pandemic, while core-aged workers topped out at around 15 percent. And although both groups saw the rate decline fairly rapidly over the next year, it has continued to decline for core-aged workers while remaining above pre-pandemic levels for youths, indicating greater labour market barriers for younger workers.

Underemployment Rate



Underutilization Rate by Age



Regional Statistics

Regionally, employment declines in the Atlantic (-0.4%), Prairies (-0.6%) and B.C. (-0.5%) regions were counterbalanced by gains in Quebec (+0.6%) and Ontario (+0.3%). In terms of absolute job figures, Quebec led the way with more than 28,000 jobs added, followed by Ontario with a gain of nearly 23,000 jobs. The Prairies saw the steepest losses, shedding nearly 22,000 jobs, followed by B.C. (-14,000) and the Atlantic region (-5,000).

Monthly wage gains were robust across the board, varying between +0.4% (Atlantic) and Quebec (+0.6%). However, inflation continues to erode workers' purchasing power, with the Atlantic region posting the only year-over-year gain in real hourly wages (+0.5%). Compared to November 2021, real wages were close to parity in Quebec (-0.3%), Ontario (-0.2%) and B.C. (-0.1%), but lagged significantly in the Prairies region (-4.3%).

Compared to November 2021, the collective bargaining coverage trend was mostly positive, with the greatest increase posted in the Atlantic region (+2.3 p.p.), followed by B.C. (+1.5 p.p.) and Ontario (+0.7 p.p.). Union coverage was essentially level in the Prairies (-0.1 p.p.), but Quebec has seen a slight decline over the past year (-0.5 p.p.).



Regional Statistics Continued

Atlantic

	Nov. 2021	Nov. 2022	Nov. 2021–22 Change	Oct.–Nov. 2022 Change
Total employment (#)	1,147,900	1,169,800	21,900 1.9%	-4,900 -0.4%
Unemployment rate (%)	8.7	7.4	-1.3	0.0
Participation rate (%)	61.0	59.8	-1.2	-0.3
Union coverage (%)	31.6	33.9	2.3	-0.3
Average hourly wage (\$)	\$28.01	\$28.14	0.5%	0.4%
Average weekly hours (hrs.)	36.5	36.9	1.1%	0.0%



Quebec

	Nov. 2021	Nov. 2022	Nov. 2021–22 Change	Oct.–Nov. 2022 Change
Total employment (#)	4,364,500	4,436,400	71,900 1.6%	28,100 0.6%
Unemployment rate (%)	4.5	3.8	-0.6	-0.3
Participation rate (%)	64.2	64.2	0.0	0.2
Union coverage (%)	40.2	39.7	-0.5	-0.3
Average hourly wage (\$)	\$31.35	\$31.26	-0.3%	0.6%
Average weekly hours (hrs.)	34.5	34.6	0.3%	-0.9%



Ontario

	Nov. 2021	Nov. 2022	Nov. 2021–22 Change	Oct.–Nov. 2022 Change
Total employment (#)	7,604,800	7,701,600	96,800 1.3%	22,600 0.3%
Unemployment rate (%)	6.4	5.5	-0.8	-0.3
Participation rate (%)	65.5	64.8	-0.7	-0.1
Union coverage (%)	26.1	26.8	0.7	0.1
Average hourly wage (\$)	\$33.10	\$33.02	-0.2%	0.5%
Average weekly hours (hrs.)	35.7	35.8	0.5%	0.3%



Regional Statistics Continued

Prairies

	Nov. 2021	Nov. 2022	Nov. 2021–22 Change	Oct.–Nov. 2022 Change
Total employment (#)	3,502,000	3,610,200	108,200 3.1%	-21,800 -0.6%
Unemployment rate (%)	6.7	5.3	-1.4	0.3
Participation rate (%)	68.2	67.6	-0.6	-0.3
Union coverage (%)	28.6	28.7	0.1	-0.1
Average hourly wage (\$)	\$33.49	\$32.05	-4.3%	0.5%
Average weekly hours (hrs.)	36.2	36.4	0.5%	-0.7%



British Columbia

	Nov. 2021	Nov. 2022	Nov. 2021–22 Change	Oct.–Nov. 2022 Change
Total employment (#)	2,696,900	2,748,400	51,500 1.9%	-13,700 -0.5%
Unemployment rate (%)	5.6	4.4	-1.2	0.1
Participation rate (%)	65.1	64.6	-0.5	-0.3
Union coverage (%)	30.5	32.0	1.5	0.5
Average hourly wage (\$)	\$32.84	\$32.79	-0.1%	0.5%
Average weekly hours (hrs.)	34.5	35.3	2.4%	0.5%



Average Wages and Employment Gains/Losses by Industry

With inflation hovering around 7% over the past few months, real wage growth continues to vary significantly by industry. A number of traditional blue-collar industries have seen significant year-over-year declines, including utilities (-4.0%), forestry (-5.8%) and mining, oil, and gas (-8.8%), although upcoming rounds of collective bargaining in these sectors will likely reduce the gap and lead to more robust wage gains. In general, the service sector has seen better wage outcomes, with retail trade (-1.3%), wholesale trade (-2.2%), and other services (-1.4%) nearing parity, while accommodation and food services has surpassed last year's wage level (+1.2%); however, wage levels in these industries tend to be among the lowest in the economy.

Employment figures across the economy were mostly positive year-over-year, but there were significant declines in retail trade (-93,700), non-durables manufacturing (-38,600), and transportation and warehousing (-46,100), which may signal the early phases of a general weakening of both consumer demand and employment growth. Yearly job gains in some industries such as accommodation and food services (+69,200), construction (+74,700), and professional, scientific, technical services (+92,300) have stayed strong, but the pace of jobs growth has certainly slowed since October. The direction of monetary policy over the next few months will likely play a critical role in determining whether Canada starts 2023 with a full-blown recession.

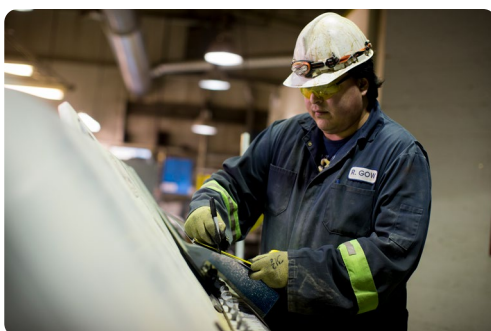
Real Average Hourly Wages by Industry

Industry	Nov. 2022	Nov. 2021 – 2022 Change
Agriculture	\$21.64	-2.9%
Forestry	\$30.90	-5.8%
Mining, oil, and gas	\$44.91	-8.8%
Utilities	\$49.68	-4.0%
Construction	\$34.14	-0.6%
Manufacturing – durables	\$32.57	1.7%
Manufacturing – non-durables	\$30.30	-1.8%
Wholesale Trade	\$31.80	-2.2%
Retail Trade	\$21.99	-1.3%
Transportation and Warehousing	\$30.65	-3.2%
Finance and Insurance	\$39.78	0.1%
Real Estate and rental and leasing	\$29.98	-3.6%
Professional, Scientific and Technical Services	\$41.64	2.0%
Business, building and other support	\$25.02	0.1%
Educational Services	\$37.26	-2.7%
Health Care and Social Assistance	\$31.29	-0.7%
Information, Culture and Recreation	\$31.24	-5.2%
Accommodation and Food Services	\$19.24	1.2%
Other Services	\$28.02	-1.4%
Public Administration	\$41.15	-2.8%

Average Wages and Employment Gains/Losses by Industry Continued

Employment Change by Industry, November 2021 to November 2022

Agriculture		18,556
Forestry	-16,896	
Mining, oil, and gas		33,340
Utilities		11,506
Construction		74,688
Manufacturing - durables		48,458
Manufacturing - non-durables	-46,099	
Wholesale Trade		8,206
Retail Trade	-93,703	
Transportation and Warehousing	-38,641	
Finance and Insurance		26,178
Real Estate and rental and leasing		5,662
Professional, Scientific, Technical Services		92,287
Business, building and other support		3,615
Educational Services		33,877
Health Care and Social Assistance		12,205
Information, Culture and Recreation		35,287
Accommodation and Food Services		69,196
Other Services		30,468
Public Administration		41,937



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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