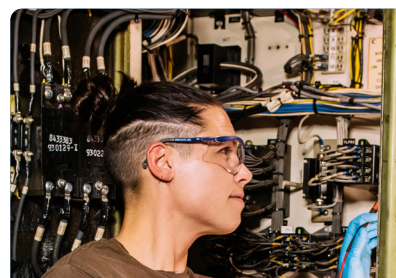


UNIFOR RESEARCH DEPARTMENT

# LABOUR MARKET INSIGHTS

*A monthly review of labour market indicators*

November 2023



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theUnion | lesyndicat  
December 1, 2023

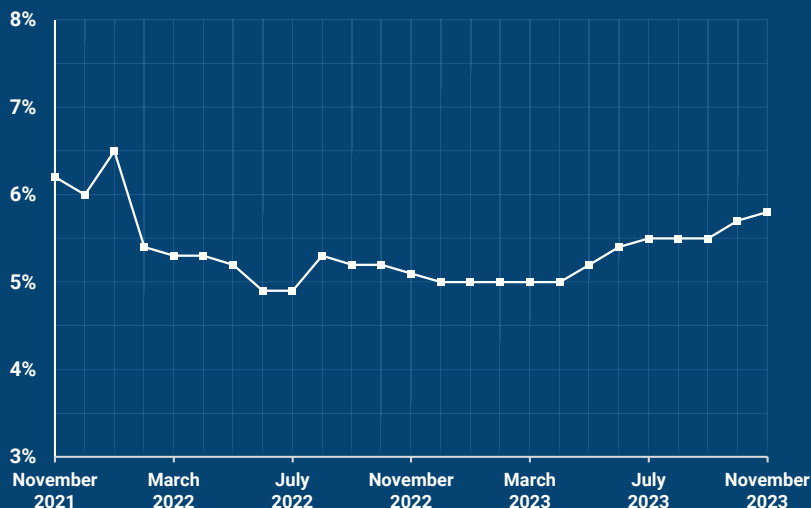
# National Statistics

Following last month's trend, the headline unemployment rate continued to rise despite a slight gain in employment. Nearly 25,000 positions were added to the labour market in the month of November, accounting for an increase in employment of 0.1%, but the growth in Canada's working age population continued to outstrip the labour market's capacity to create new jobs. As a result, the unemployment rate rose by 0.1 percentage point to 5.8%. Since May, the economy has added 200,000 jobs, but the unemployment rate has simultaneously increased by 0.6 percentage points.

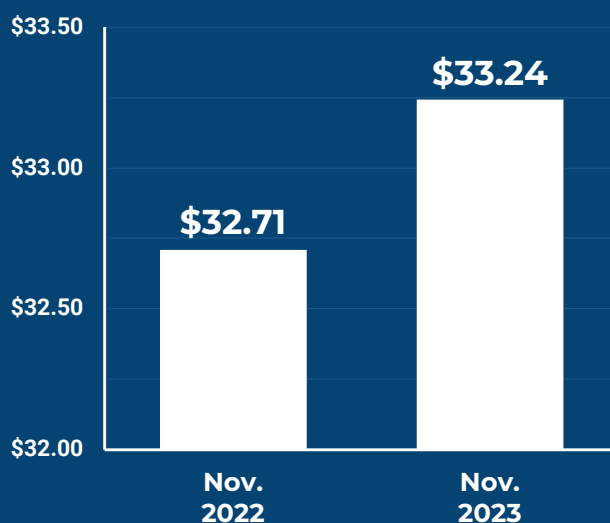
Average hourly wages rose by 0.6% in November and were nearly 5% higher, year-over-year, with real wages (adjusted for inflation) up by 1.6% since last November. The combination of declining inflation and a surprise 1.1% fall in Canada's GDP in the third quarter suggests that the Bank of Canada will likely hold interest rates at their current level.

	November 2017–21 average	November 2022	October 2023	November 2023	Year-over-year (Y/Y) change	Monthly (M/M) change
Total employment (#) <sup>1</sup>	18,917,920	19,813,100	20,287,600	20,312,500	499,400 2.5%	24,900 0.1%
Unemployment rate (%) <sup>2</sup>	6.5	5.1	5.7	5.8	0.7	0.1
Participation rate (%) <sup>3</sup>	65.8	65.3	65.6	65.6	0.3	0.0
Union coverage (%) <sup>4</sup>	30.4	30.9	30.9	30.9	0.0	0.0
Average hourly wage (\$) <sup>5</sup>	\$28.94	\$32.71	\$34.08	\$34.28	4.8%	0.6%
Real average hourly wage (\$) <sup>6</sup>	\$32.57	\$32.71	\$33.05	\$33.24	1.6%	n/a

## Unemployment Rate



## Real Average Hourly Wage



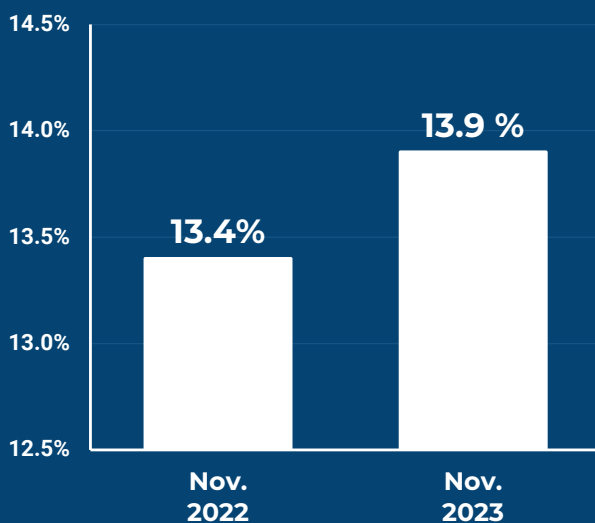
# National Precarity Indicators

Despite continued jobs growth over the past few months, Unifor's precarity indicators point to deteriorating labour market conditions. The underemployment and underutilization rates both increased by 0.3 percentage points in November and are now substantially higher year-over-year. These increases reflect both greater unemployment over the past few months and a higher proportion of discouraged jobseekers who have exited the labour market. Further evidence

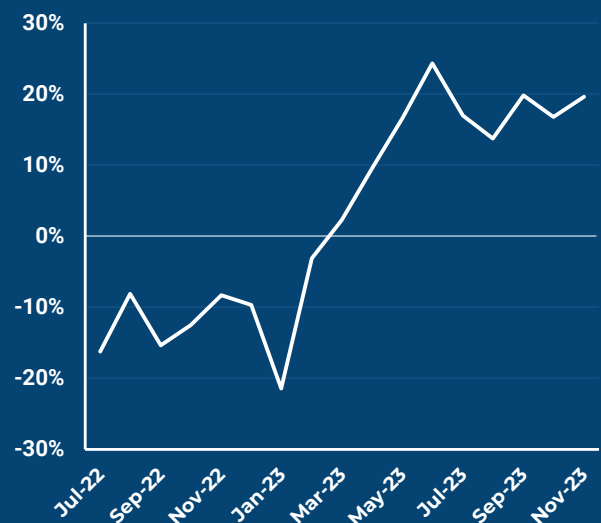
	Nov. 2022	Oct. 2023	Nov. 2023	Y/Y change	M/M change
Part-time rate (%) <sup>7</sup>	18.7	18.4	18.7	0.0	0.3
Involuntary part-time (%) <sup>8</sup>	40.0	38.5	38.6	-1.4	0.1
Underutilization (R8) rate (%) <sup>9</sup>	6.5	6.9	7.2	0.7	0.3
Underemployment rate (%) <sup>10</sup>	13.4	13.6	13.9	0.5	0.3
Multiple job holders (%) <sup>11</sup>	5.6	5.6	5.5	-0.1	-0.1
Temporary job holders (%) <sup>12</sup>	11.1	11.5	11.1	0.0	-0.4
Casual/other (%)	3.1	3.4	3.4	0.3	0.0
Temporary/contract (%)	6.4	6.1	6.0	-0.4	-0.1
Seasonal (%)	1.5	2.0	1.6	0.1	-0.4
Low wage incidence (%) <sup>13</sup>	19.4	19.5	19.4	0.0	-0.1
Gender wage gap <sup>14</sup>	\$4.54	\$4.45	\$4.81	5.9%	8.2%
NEETs (x1,000) <sup>15</sup>	644.7	698.2	740.7	14.9%	6.1%

of the cracks in Canada's labour market can be found in the recent surge in permanent lay-offs. As the chart below reveals, year-over-year increases in permanent lay-offs spiked drastically in March 2023 and the figure has been hovering near the 20% mark over the past few months.

## Underemployment Rate



## Permanent Lay-offs: Y/Y Change



# Regional Statistics

The bulk of employment growth during the month of November was observed in the Ontario, Prairie and BC regions. Ontario saw a marginal increase of 6,500 jobs (+0.1%), while BC posted a gain of 9,000 jobs (+0.3%) and the Prairies led the way with an increase of 11,000 jobs (+0.3%). The employment level was essentially flat in the Atlantic region (-500) and in Quebec (-1,500).

There was a broad divergence in the unemployment rate trend, with Ontario seeing a decline of 0.1 percentage point, although this was accompanied by a fall in the participation rate of 0.2 percentage points, indicating that a significant proportion of Ontario's unemployed exited the labour market. Quebec observed the highest jump in unemployment, with an increase of 0.3 percentage points, which was due to a marginal decline in employment and an influx of jobseekers. And despite leading the country in employment growth, the unemployment rate in the Prairies rose by 0.2 percentage points, owing once again to population increases.

Hourly wage growth was robust across all five regions, with the highest monthly increase posted in the Prairies (+1.3%), followed by Ontario (+0.5%) and Atlantic Canada (+0.5%).





# Regional Statistics Continued

## Atlantic

	Nov. 2022	Nov. 2023	Y/Y change	M/M change
Total employment (#)	1,185,200	1,219,900	34,700 2.9%	-500 0.0%
Unemployment rate (%)	7.3	7.4	0.1	0.1
Participation rate (%)	60.5	60.7	0.2	-0.1
Union coverage (%)	33.1	32.2	-0.9	0.5
Average hourly wage (\$)	\$28.50	\$30.02	5.3%	0.5%
Real avg. hourly wage (\$)	\$28.50	\$29.11	2.1%	n/a



## Quebec

	Nov. 2022	Nov. 2023	Y/Y change	M/M change
Total employment (#)	4,459,400	4,519,600	60,200 1.3%	-1,500 0.0%
Unemployment rate (%)	3.9	5.2	1.3	0.3
Participation rate (%)	64.5	65.2	0.6	0.1
Union coverage (%)	39.2	39.6	0.4	-0.3
Average hourly wage (\$)	\$31.79	\$32.82	3.2%	0.3%
Real avg. hourly wage (\$)	\$31.79	\$31.83	0.1%	n/a



## Ontario

	Nov. 2022	Nov. 2023	Y/Y change	M/M change
Total employment (#)	7,750,500	7,952,400	201,900 2.6%	6,500 0.1%
Unemployment rate (%)	5.7	6.1	0.4	-0.1
Participation rate (%)	65.3	65.3	0.0	-0.2
Union coverage (%)	26.7	26.6	-0.1	-0.1
Average hourly wage (\$)	\$33.66	\$35.47	5.4%	0.5%
Real avg. hourly wage (\$)	\$33.66	\$34.39	2.2%	n/a



# Regional Statistics Continued

## Prairies

	Nov. 2022	Nov. 2023	Y/Y change	M/M change
Total employment (#)	3,663,000	3,801,600	138,600 3.8%	11,600 0.3%
Unemployment rate (%)	5.2	5.6	0.4	0.2
Participation rate (%)	68.6	68.8	0.2	0.1
Union coverage (%)	28.3	28.8	0.5	0.1
Average hourly wage (\$)	\$32.76	\$34.00	3.8%	1.3%
Real avg. hourly wage (\$)	\$32.76	\$32.97	0.7%	n/a



## British Columbia

	Nov. 2022	Nov. 2023	Y/Y change	M/M change
Total employment (#)	2,755,100	2,819,300	64,200 2.3%	9,000 0.3%
Unemployment rate (%)	4.4	5.3	0.9	-0.1
Participation rate (%)	64.8	65.2	0.3	0.0
Union coverage (%)	31.7	30.8	-0.9	0.2
Average hourly wage (\$)	\$33.43	\$35.70	6.8%	0.4%
Real avg. hourly wage (\$)	\$33.43	\$34.62	3.6%	n/a



# Average Hourly Wages by Industry

## Nominal vs. Inflation-Adjusted Wage Growth

Industry	November 2022	November 2023	Y/Y change	Y/Y inflation-adjusted change
Agriculture	\$22.46	\$24.07	7.2%	2.3%
Forestry	\$31.10	\$33.80	8.7%	5.1%
Mining, oil and gas	\$46.74	\$48.41	3.6%	0.4%
Utilities	\$51.09	\$51.26	0.3%	-2.8%
Construction	\$34.55	\$36.12	4.5%	1.3%
Manufacturing: durables	\$33.28	\$34.26	3.0%	-0.2%
Manufacturing: non-durables	\$30.81	\$33.59	9.0%	5.4%
Wholesale Trade	\$34.05	\$36.83	8.2%	4.7%
Retail Trade	\$22.23	\$23.27	4.7%	1.5%
Transportation and Warehousing	\$30.89	\$32.43	5.0%	1.8%
Finance and Insurance	\$41.84	\$43.63	4.3%	1.1%
Real Estate and Rental and Leasing	\$31.60	\$36.16	14.4%	9.9%
Professional, Scientific and Technical Services	\$42.87	\$45.48	6.1%	2.8%
Business, building and other support	\$25.37	\$27.21	7.2%	3.8%
Educational Services	\$37.79	\$38.99	3.2%	0.0%
Health Care and Social Assistance	\$31.42	\$32.85	4.6%	1.4%
Information, Culture and Recreation	\$31.58	\$32.32	2.4%	-0.7%
Accommodation and Food Services	\$19.29	\$20.18	4.6%	1.4%
Other Services	\$28.23	\$28.95	2.5%	-0.6%
Public Administration	\$41.44	\$43.79	5.7%	2.4%

The vast majority of industries have observed real average hourly wages catch up to, or exceed, the rate of inflation. Some industries, however, have consistently shown resistance to real wage gains over the past year, including durables manufacturing (-0.2%), information, culture and recreation (-0.7%), and educational services (0.0%).

In terms of monthly employment changes, November's jobs gains were mainly the product of strong jobs growth in manufacturing (+28,400), construction (+16,200) and health care and social assistance (+12,400). These gains were partially offset by significant losses in wholesale and retail trade (-26,900) and finance, real estate, rental and leasing (-18,400).

# Monthly Employment Gains and Losses by Industry and Sector

Employment Change by Industry/Sector, October to November 2023

<b>GOODS-PRODUCING SECTOR</b>		38,300
Agriculture	-3,600	
Forestry, fishing, mining, quarrying, oil and gas	-4,500	
Utilities	1,800	
Construction	16,200	
Manufacturing	28,400	
<b>SERVICES PRODUCING SECTOR</b>	-13,400	
Wholesale and retail trade	-26,900	
Transportation and warehousing	8,600	
Finance, insurance, real estate, rental and leasing	-18,400	
Professional, scientific and technical services	600	
Business, building and other support services	6,300	
Educational services	-1,600	
Health care and social assistance	12,400	
Information, culture and recreation	5,200	
Accommodation and food services	-1,700	
Other services (except public administration)	1,400	
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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