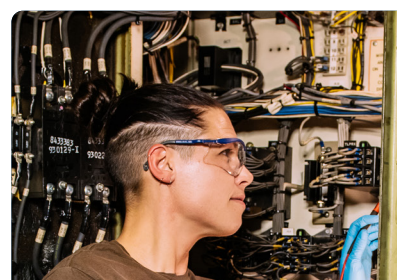


UNIFOR RESEARCH DEPARTMENT

LABOUR MARKET INSIGHTS

A monthly review of labour market indicators

November 2020



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December 4, 2020

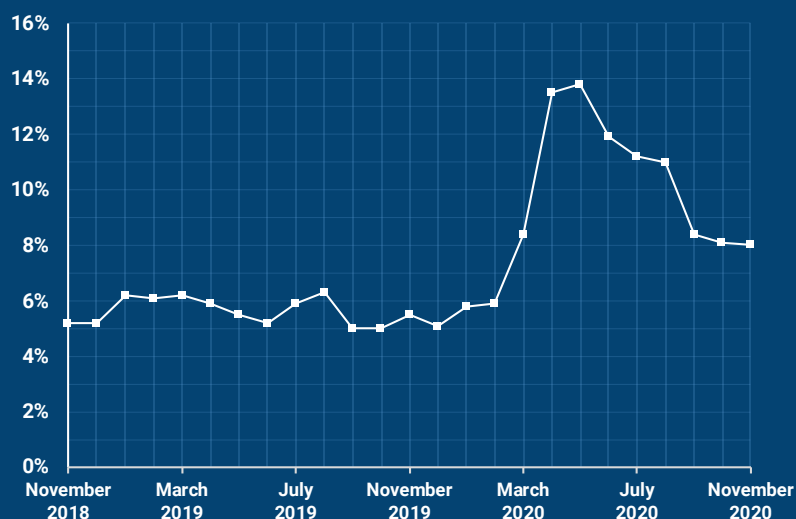
National Statistics¹

Although headline numbers using seasonally adjusted data show a monthly employment increase, the raw Labour Force Survey data tell a different story: Canada lost nearly 20,000 jobs in November, led primarily by a disproportionately large decline in the Prairies as the second wave of the pandemic takes hold there (see below). The national unemployment rate dipped slightly by 0.1 percentage points (p.p.), although this was on the back of lower labour force participation, which fell by 0.2 p.p. – in other words, more workers left the labour market than returned to it in November. Year over year, there continue to be nearly half a million fewer Canadians employed and the unemployment rate is 2.5 p.p. higher than during the same time last year.

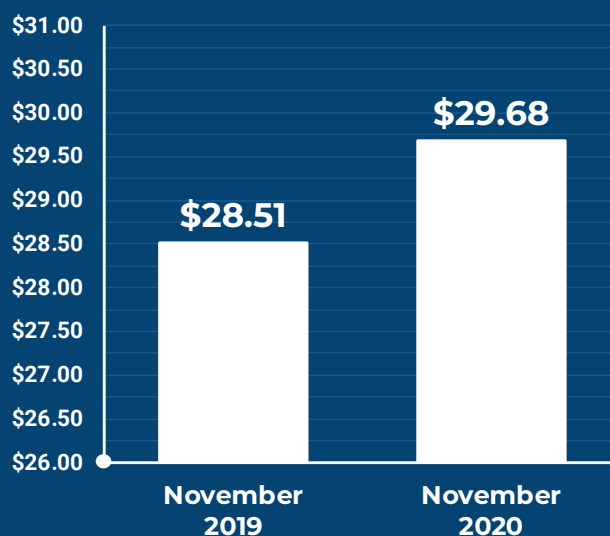
	5-year November avg. 2014–18	November 2019	November 2020	November 2019–November 2020 Change	October 2020–November 2020 Change
Total employment (#) ²	18,286,229	19,103,357	18,617,049	-486,308 -2.5%	-19,751 -0.1%
Unemployment rate (%) ³	5.9	5.5	8.0	2.5 p.p.	-0.1 p.p.
Participation rate (%) ⁴	65.4	65.3	64.7	-0.6 p.p.	-0.2 p.p.
Union coverage (%) ⁵	30.7	30.7	31.3	0.6 p.p.	0.2 p.p.
Average hourly wage (\$) ⁶	\$27.63	\$28.51	\$29.68	4.1%	-0.2%
Average weekly hours (hrs.)	36.3	36.4	35.9	-1.1%	-0.3%

*p.p. refers to percentage points.

Unemployment Rate



Average Hourly Wage



National Precarity Indicators

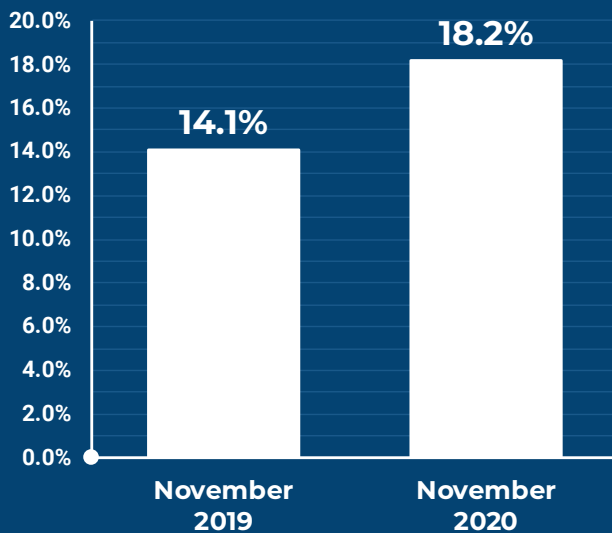
Our headline precarity indicators show remarkably little improvement between October and November. Both the part-time and underutilization rates remained the same, although there was a slight decline in underemployment and the proportion of involuntary part-timers. These rates, however, remain well above November 2019.

Notably, while the percentage of temporary job holders fell slightly, much of this was due to a small decline in seasonal workers, while the proportion of casual work actually increased during the month of November.

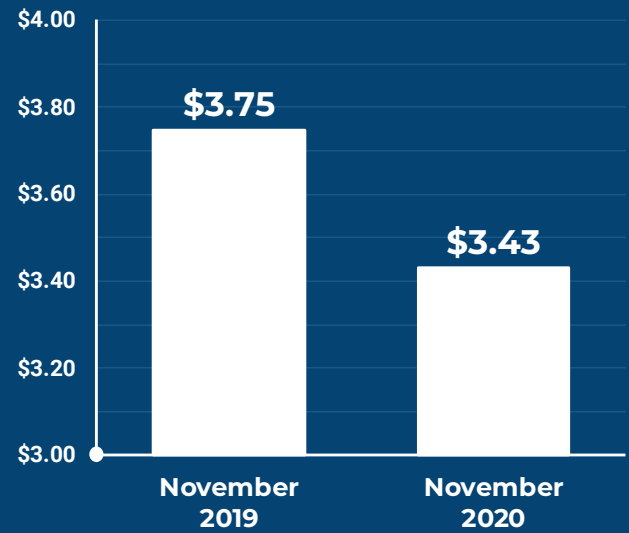
The incidence of low wages increased slightly but remains lower than last year, while the gender wage gap saw a significant decline of over 8%. Again, both yearly trends are likely distorted by the outsized impact of the recession on low-waged workers and women.

	Nov. 2019	Nov. 2020	Nov. 2019–Nov. 2020 Change (p.p.)	Oct. 2020–Nov. 2020 Change (p.p.)
Part-time rate (%) ⁷	19.5	19.2	-0.3	0.0
Involuntary part-time (%) ⁸	39.2	45.3	6.1	-1.6
Underutilization (R8) rate (%) ⁹	7.5	11.0	3.5	0.0
Underemployment rate (%) ¹⁰	14.1	18.2	4.1	-0.2
Multiple job holders (%) ¹¹	5.8	4.4	-1.4	-0.2
Temporary job holders (%) ¹²	12.2	11.3	-0.9	-0.3
<i>Casual/other (%)</i>	3.8	3.0	-0.8	0.0
<i>Temporary/contract (%)</i>	6.6	6.6	0.0	0.2
<i>Seasonal (%)</i>	1.8	1.7	-0.1	-0.5
Low wage incidence (%) ¹³	21.7	20.7	-1.0	0.2
Gender pay gap ¹⁴	\$3.75	\$3.43	-8.4%	-4.5%

Underemployment Rate



Gender Pay Gap



Regional Statistics

There was a sharp regional divide in the employment trends across Canada as Atlantic Canada, Ontario and BC all saw gains in employment, while Quebec and the Prairies experienced significant jobs losses. In particular, the Prairie provinces were hard hit by a sharp spike in COVID-19 cases, which undoubtedly played a major role in the loss of nearly 50,000 jobs, representing a 1.4% monthly decline. Quebec lost nearly 20,000 jobs as renewed lockdown measures were implemented, although this was proportionally smaller in impact, constituting a 0.4% decline. The largest employment gains came in Ontario, where job figures increased by nearly 37,000. It is important to note, however, these gains were recorded prior to the reintroduction of regional lockdown measures by the Ontario government.

Year over year, the Prairies are down nearly 160,000 jobs (-4.4%), with a significant fall in the participation rate (-1.6%). Meanwhile, the Atlantic region actually posted a slight yearly gain, likely owing to the relatively smaller impact of the pandemic on Atlantic Canada thus far. Despite the gains in November, Ontario continues lag behind 2019 employment figures by 218,000 jobs – a fall of 2.9%. The yearly employment declines in BC and Quebec were -1.8% and -1.5%, respectively, although BC recovered nearly 10,000 jobs in November.



Regional Statistics Continued

Atlantic

	November 2019	November 2020	Nov. 2019–2020 Change	Oct. 2020–Nov. 2020 Change
Total employment (#)	1,120,014	1,123,277	3,263 0.3%	1,893 0.2%
Unemployment rate (%)	8.4	8.5	0.1	-0.3
Participation rate (%)	60.6	60.5	-0.1	-0.1
Union coverage (%)	32.0	32.4	0.4	0.1
Average hourly wage (\$)	\$24.58	\$25.52	3.8%	-1.0%
Average weekly hours (hrs.)	37.4	37.1	-0.8%	-0.3%



Quebec

	November 2019	November 2020	Nov. 2019–2020 Change	Oct. 2020–Nov. 2020 Change
Total employment (#)	4,330,811	4,264,020	-66,791 -1.5%	-18,907 -0.4%
Unemployment rate (%)	5.0	6.7	1.7	-0.2
Participation rate (%)	64.4	64.0	-0.4	-0.4
Union coverage (%)	38.7	40.3	1.6	0.4
Average hourly wage (\$)	\$27.51	\$28.77	4.6%	0.0%
Average weekly hours (hrs.)	35.4	35.1	-0.8%	-0.5%



Ontario

	November 2019	November 2020	Nov. 2019–2020 Change	Oct. 2020–Nov. 2020 Change
Total employment (#)	7,537,866	7,319,512	-218,354 -2.9%	36,970 0.5%
Unemployment rate (%)	5.0	8.3	3.3	-0.5
Participation rate (%)	64.9	64.5	-0.4	0.0
Union coverage (%)	27.2	27.7	0.5	0.7
Average hourly wage (\$)	\$28.93	\$30.08	4.0%	-1.4%
Average weekly hours (hrs.)	36.4	36.2	-0.7%	-0.2%



Regional Statistics Continued

Prairies

	November 2019	November 2020	Nov. 2019–2020 Change	Oct. 2020–Nov. 2020 Change
Total employment (#)	3,571,827	3,413,041	-158,786 -4.4%	-49,146 -1.4%
Unemployment rate (%)	6.3	9.2	2.9	0.7
Participation rate (%)	69.5	67.9	-1.6	-0.6
Union coverage (%)	28.3	28.0	-0.3	-0.8
Average hourly wage (\$)	\$30.02	\$31.25	4.1%	1.6%
Average weekly hours (hrs.)	37.5	36.5	-2.6%	-0.7%



British Columbia

	November 2019	November 2020	Nov. 2019–2020 Change	Oct. 2020–Nov. 2020 Change
Total employment (#)	2,542,839	2,497,199	-45,640 -1.8%	9,439 0.4%
Unemployment rate (%)	5.0	7.2	2.2	-0.5
Participation rate (%)	64.8	64.2	-0.6	-0.1
Union coverage (%)	29.8	29.6	-0.2	-0.2
Average hourly wage (\$)	\$28.75	\$29.95	4.1%	0.5%
Average weekly hours (hrs.)	35.8	35.5	-0.9%	0.2%



Average Wages and Employment Gains/Losses by Industry

Across major industries, large yearly wage gains in a number of sectors continue to be driven by the shedding of low-wage jobs, dragging the average wage upwards. Workers in a number of industries such as accommodation and food services, educational services, and healthcare and social assistance saw modest increases of around 3%. The agricultural and construction sectors were the only industries to see wage declines, although transportation and warehousing, utilities, and public administration saw only very slight wage gains.

The accommodation and food services industry continues to outpace all other sectors in employment decline, with a fall of over a quarter of a million jobs since November 2019. Construction and transportation also continue to be severely impacted by the pandemic, with a combined jobs loss of around 133,000. Finance and insurance, however, has boomed with over 63,000 jobs gained while educational services has likely benefited from the reopening of schools under COVID-19 restrictions, with an increase of nearly 34,000 jobs. Notably, the manufacturing sector was split down the middle, with non-durables manufacturing experiencing a gain of over 63,500 while durable manufacturing continues to lag at -54,000 jobs.

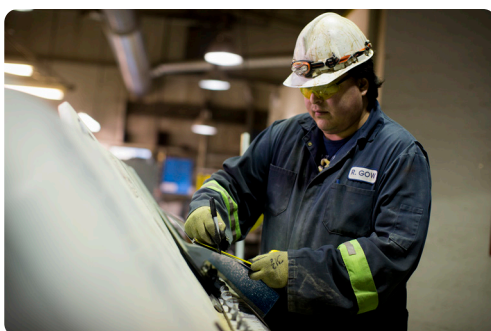
Average Hourly Wages by Industry

Industry	November 2020	November 2019– November 2020 Change
Agriculture	\$20.88	-0.7%
Forestry	\$28.94	3.7%
Fishing, hunting, and trapping	\$24.64	17.3%
Mining, oil, and gas	\$43.28	3.1%
Utilities	\$45.40	1.0%
Construction	\$31.11	-1.0%
Manufacturing - durables	\$30.01	2.2%
Manufacturing non-durables	\$27.06	2.2%
Wholesale Trade	\$29.59	3.4%
Retail Trade	\$20.72	4.6%
Transportation and Warehousing	\$27.67	0.4%
Finance and Insurance	\$36.63	6.0%
Real Estate and rental and leasing	\$29.12	11.6%
Professional, Scientific and Technical Services	\$36.59	2.5%
Business, building and other support	\$22.32	0.5%
Educational Services	\$35.73	3.4%
Health Care and Social Assistance	\$29.34	3.1%
Information, Culture and Recreation	\$31.27	11.6%
Accommodation and Food Services	\$17.32	2.8%
Other Services	\$26.29	7.0%
Public Administration	\$38.94	0.4%

Average Wages and Employment Gains/Losses by Industry Continued

Employment Change by Industry, November 2019 to November 2020

Agriculture	-11,469	
Forestry		7,058
Fishing, hunting, and trapping		1,833
Mining, oil, and gas	-5,961	
Utilities		5,346
Construction	-69,254	
Manufacturing - durables	-54,154	
Manufacturing non-durables		63,570
Wholesale Trade		6,636
Retail Trade	-28,219	
Transportation and Warehousing	-64,136	
Finance and Insurance		62,534
Real Estate and rental and leasing	-27,105	
Professional, Scientific and Technical Services		44,325
Business, building and other support	-59,948	
Educational Services		33,873
Health Care and Social Assistance	-29,636	
Information, Culture and Recreation	-60,045	
Accommodation and Food Services	-256,534	
Other Services	-45,000	
Public Administration	-22	



NOTES

1. In order to accurately track monthly trends in labour market in- and out-flows, Unifor does not adjust headline labour market indicators for seasonal patterns. Non-seasonally adjusted numbers are critical for determining whether workers are becoming more dependent on seasonal and other forms of cyclical, precarious employment.
2. Total employment counts all working age individuals (15 years old and above) who are currently employed.
3. 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.
4. 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.
5. 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.
6. The average hourly wage is adjusted for inflation and is expressed in current dollars.
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.





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