

UNIFOR RESEARCH DEPARTMENT

LABOUR MARKET INSIGHTS

A monthly review of labour market indicators

October 2024



UNIFOR
theUnion | lesyndicat

November 8, 2024

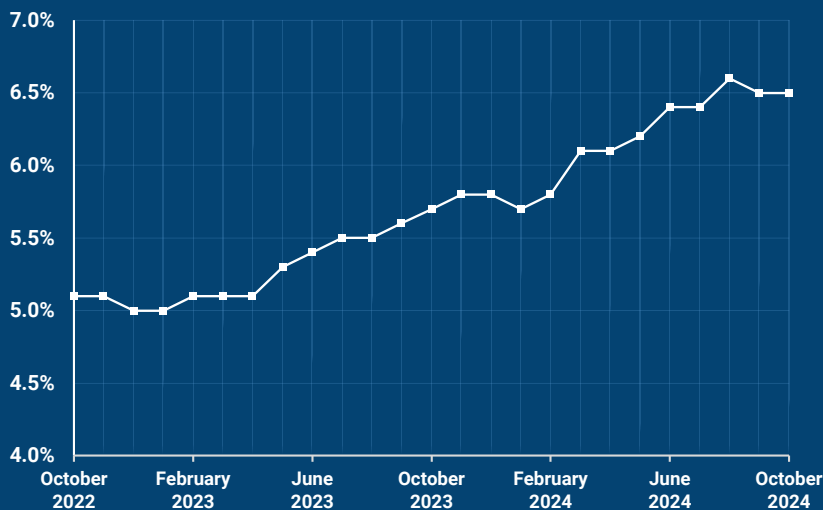
National Statistics

Canada's labour market grew marginally by 14,500 jobs in October, an increase of 0.1%, while the unemployment rate stayed level at 6.5%. Notably, however, the employment rate fell to 60.6% (-0.1) and the participation rate declined to 64.8% (-0.1), which is the lowest level on record since December 1997 outside of the COVID-19 pandemic years. The main beneficiaries of employment growth last month were youths aged 15 to 24, who saw an employment gain of 33,000 (+1.2%), with the majority of gains concentrated among young men (+25,000; +1.8%).

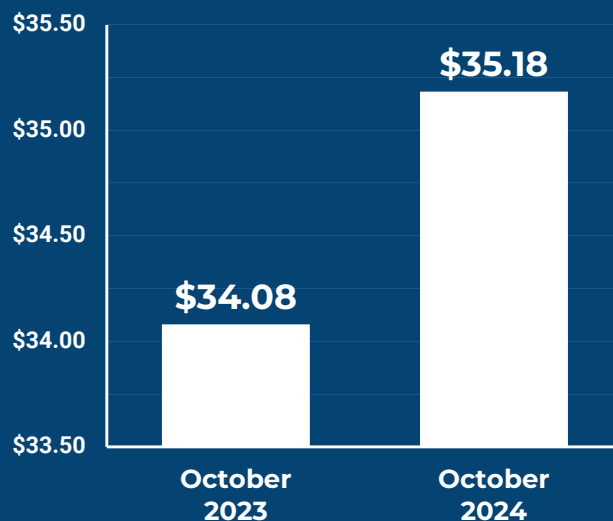
Average hourly wages increased by 0.5% last month, with the yearly rate of growth increasing from 4.6% in September to 4.9% in October. Adjusted for inflation, real wages are now up by 3.2% year-over-year.

	October 2018–22 average	October 2023	September 2024	October 2024	Year-over-year (Y/Y) change	Monthly (M/M) change
Total employment (#) ¹	19,120,640	20,287,600	20,582,400	20,596,900	309,300 1.5%	14,500 0.1%
Unemployment rate (%) ²	6.4	5.7	6.5	6.5	0.8	0.0
Participation rate (%) ³	65.6	65.6	64.9	64.8	-0.8	-0.1
Union coverage (%) ⁴	30.4	30.9	30.6	30.4	-0.5	-0.2
Average hourly wage (\$) ⁵	\$30.02	\$34.08	\$35.59	\$35.76	4.9%	0.5%
Real average hourly wage (\$) ⁶	\$33.87	\$34.08	\$34.86	\$35.18	3.2%	0.9%

Unemployment Rate



Real Average Hourly Wage

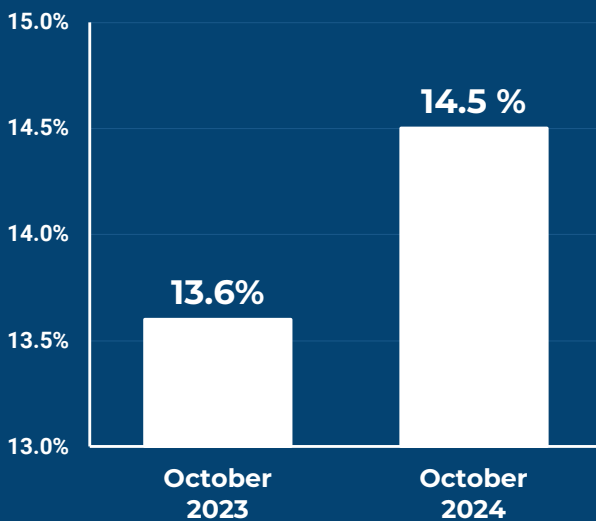


National Precarity Indicators

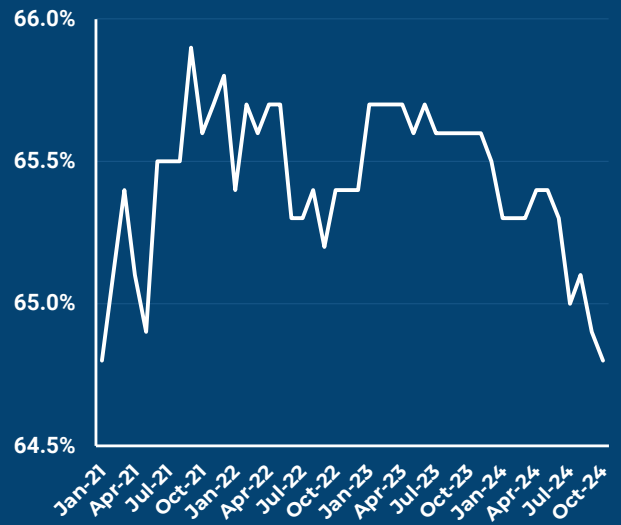
The relatively static nature of the jobs market last month was reflected in Unifor’s precarity indicators, which mostly saw little change during October. The underutilization rate held steady at 7.9% while the underemployment rate increased by 0.1 percentage point to 14.5%. Year-over-year, however, both figures are up by around 1.0 percentage point, signalling that many jobseekers are still unable to find suitable full-time employment or have become discouraged from looking for work. This trend was also reflected in the participation rate, which as noted earlier, has continued to fall. At 64.8%, the participation rate has now declined to levels last seen during the height of the COVID-19 pandemic (see chart below). Taken together, these figures point to an economy that is struggling to generate sufficient job opportunities.

	Oct. 2023	Sept. 2024	Oct. 2024	Y/Y change	M/M change
Part-time rate (%) ⁷	18.4	18.2	18.5	0.1	0.3
Involuntary part-time (%) ⁸	38.5	40.4	40.0	1.5	-0.4
Underutilization (R8) rate (%) ⁹	6.9	7.9	7.9	1.0	0.0
Underemployment rate (%) ¹⁰	13.6	14.4	14.5	0.9	0.1
Multiple job holders (%) ¹¹	5.6	5.5	5.8	0.2	0.3
Temporary job holders (%) ¹²	11.5	11.1	11.3	-0.2	0.2
Casual/other (%)	3.4	3.3	3.4	0.0	0.1
Temporary/contract (%)	6.1	5.6	5.9	-0.2	0.3
Seasonal (%)	2.0	2.2	1.9	-0.1	-0.3
Low wage incidence (%) ¹³	19.5	21.0	20.9	1.4	-0.1
Gender wage gap ¹⁴	\$4.45	\$4.79	\$4.96	11.6%	3.6%
NEETs (x1,000) ¹⁵	698.2	793.5	797.6	14.2%	0.5%

Underemployment Rate



Participation Rate



Regional Statistics

On a regional basis, employment was level in Atlantic Canada and declined marginally in Ontario by just under 11,000 jobs (-0.1%). Quebec posted a marginal employment gain of 6,500 (+0.1%), while the bulk of employment growth occurred in the Prairie region (+9,900; +0.3%) and British Columbia (+8,300; +0.3%).

Regional participation rate changes were marginally positive in the Atlantic (+0.1) and Quebec (+0.1), while marginally negative in the Prairies (-0.1) and British Columbia (-0.1). Notably, the biggest decline in labour market participation occurred in Ontario, where the participation rate fell by 0.3 percentage points to 64.6%. In general, nearly all regions with the exception of Atlantic Canada have experienced substantial declines in their participation rate over the past year, ranging from -0.4 percentage points in the Prairies to -1.5 percentage points in British Columbia.

Year-over-year wage growth was significantly higher in all regions, with the largest gains occurring in Ontario (+6.2%) and the Atlantic region (+4.7%). Adjusted for inflation, Ontario's wage growth over the past year reached 4.5% in real terms, reflecting the sharp decline in inflation over the past months.



Regional Statistics Continued

Atlantic

	October 2023	October 2024	Y/Y change	M/M change
Total employment (#)	1,220,400	1,249,600	29,200 2.4%	600 0.0%
Unemployment rate (%)	7.3	7.5	0.2	0.2
Participation rate (%)	60.8	60.7	-0.1	0.1
Union coverage (%)	31.7	33.4	1.7	-0.3
Average hourly wage (\$)	\$29.86	\$31.25	4.7%	-0.1%
Real avg. hourly wage (\$)	\$29.86	\$30.75	3.0%	0.3%



Quebec

	October 2023	October 2024	Y/Y change	M/M change
Total employment (#)	4,521,100	4,548,400	27,300 0.6%	6,500 0.1%
Unemployment rate (%)	4.9	5.7	0.8	0.2
Participation rate (%)	65.1	64.4	-0.7	0.1
Union coverage (%)	39.9	39.6	-0.3	0.0
Average hourly wage (\$)	\$32.73	\$34.14	4.3%	-1.4%
Real avg. hourly wage (\$)	\$32.73	\$33.59	2.6%	-1.0%



Ontario

	October 2023	October 2024	Y/Y change	M/M change
Total employment (#)	7,945,900	8,101,100	155,200 2.0%	-10,900 -0.1%
Unemployment rate (%)	6.2	6.8	0.6	0.0
Participation rate (%)	65.5	64.6	-0.9	-0.3
Union coverage (%)	26.7	26.3	-0.4	-0.1
Average hourly wage (\$)	\$35.29	\$37.49	6.2%	1.0%
Real avg. hourly wage (\$)	\$35.29	\$36.88	4.5%	1.5%



Regional Statistics Continued

Prairies

	October 2023	October 2024	Y/Y change	M/M change
Total employment (#)	3,790,000	3,868,300	78,300 2.1%	9,900 0.3%
Unemployment rate (%)	5.4	6.9	1.5	-0.1
Participation rate (%)	68.6	68.2	-0.4	-0.1
Union coverage (%)	28.7	26.8	-1.9	0.0
Average hourly wage (\$)	\$33.57	\$34.99	4.2%	0.7%
Real avg. hourly wage (\$)	\$33.57	\$34.43	2.5%	1.1%



British Columbia

	October 2023	October 2024	Y/Y change	M/M change
Total employment (#)	2,810,300	2,829,300	19,000 0.7%	8,300 0.3%
Unemployment rate (%)	5.4	5.8	0.4	-0.2
Participation rate (%)	65.2	63.7	-1.5	-0.1
Union coverage (%)	30.6	30.2	-0.4	-1.3
Average hourly wage (\$)	\$35.58	\$36.74	3.3%	0.0%
Real avg. hourly wage (\$)	\$35.58	\$36.15	1.6%	0.4%



Average Hourly Wages by Industry

Nominal vs. Inflation-Adjusted Wage Growth

Industry	October 2023	October 2024	Y/Y change	Y/Y inflation-adjusted change
Agriculture	\$24.44	\$25.68	5.1%	2.0%
Forestry	\$33.09	\$34.11	3.1%	1.4%
Mining, oil and gas	\$48.77	\$54.69	12.1%	9.4%
Utilities	\$51.33	\$53.77	4.8%	3.0%
Construction	\$36.11	\$36.71	1.7%	0.0%
Manufacturing: durables	\$33.88	\$35.67	5.3%	3.5%
Manufacturing: non-durables	\$32.93	\$33.46	1.6%	0.0%
Wholesale Trade	\$36.53	\$36.41	-0.3%	-2.0%
Retail Trade	\$23.22	\$24.32	4.7%	3.0%
Transportation and Warehousing	\$32.41	\$34.38	6.1%	4.2%
Finance and Insurance	\$43.57	\$45.75	5.0%	3.2%
Real Estate and Rental and Leasing	\$35.73	\$35.74	0.0%	-1.6%
Professional, Scientific and Technical Services	\$44.84	\$49.16	9.6%	7.3%
Business, building and other support	\$26.05	\$27.72	6.4%	4.5%
Educational Services	\$39.28	\$40.91	4.1%	2.4%
Health Care and Social Assistance	\$32.55	\$33.85	4.0%	2.3%
Information, Culture and Recreation	\$31.70	\$33.74	6.4%	4.5%
Accommodation and Food Services	\$20.02	\$20.70	3.4%	1.7%
Other Services	\$29.17	\$31.66	8.6%	6.4%
Public Administration	\$43.56	\$44.86	3.0%	1.3%

As inflation continues to fall, real wage growth across many industries has surpassed the 3.0% level, including finance and insurance (3.2%), transportation and warehousing (4.2%), and durables manufacturing (3.5%). Falling inflation has also helped to lift real wages in the public sector, which has tended to lag behind other industries over the past year, including educational services (2.4%) and health care and social assistance (2.3%).

While the majority of jobs gained last month was accounted for by the goods-producing sector (+13,500), with manufacturing (+9,700) and construction (+6,300) leading the way, the industry with the largest overall gains was business, building and other support services (+28,700).

Monthly Employment Gains and Losses by Industry and Sector

Employment Change by Industry/Sector, September to October 2024

GOODS-PRODUCING SECTOR		13,500
Agriculture	-4,700	
Forestry, fishing, mining, quarrying, oil and gas		1,500
Utilities		700
Construction		6,300
Manufacturing		9,700
SERVICES PRODUCING SECTOR		900
Wholesale and retail trade	-8,300	
Transportation and warehousing	-9,300	
Finance, insurance, real estate, rental and leasing	-13,000	
Professional, scientific and technical services		3,000
Business, building and other support services		28,700
Educational services		11,600
Health care and social assistance	-900	
Information, culture and recreation	-6,700	
Accommodation and food services		12,200
Other services (except public administration)	-7,600	
Public administration	-8,700	



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.





unifor
theUnion | lesyndicat

www.unifor.org