



JULY 2022

# Canada Employment Update

Acara's monthly overview of the employment landscape, staffing updates, and industry trends

# JULY





# Overview

**0.2%** 

Employment at  
19,567,000 in July

Employment was little changed (-31,000, -0.2 per cent) in July. Compared with May, employment was down 74,000 (-0.4 per cent).

The number of public sector employees fell by 51,000 (-1.2 per cent) in July, while the number of self-employed workers increased by 34,000 (+1.3 per cent). The number of private sector employees was little changed.

**0.4%** 

Employment in  
Ontario decreased

Employment in Ontario fell by 27,000 (-0.4 per cent) in July, with declines in full-time work partly offset by gains in part-time employment. Industries with notable losses in the month included wholesale and retail trade, and educational services.

**34K** 

Employment grew among  
self-employed

After falling by 59,000 (-2.2 per cent) in June, the number of self-employed workers increased by 34,000 (+1.3 per cent) in July.

**4.9%** 

Unemployment rate  
unchanged from June

The unemployment rate held steady at 4.9 per cent in July, matching the historic low reached in June.

**6.8%** 

Adjusted unemployment rate  
unchanged from June

Adjusted unemployment rate includes those who wanted a job but did not look for one.

[Labour Force Survey](#)



# Overview

## 34K

### Full-time employment sees decrease in July

While all of the July losses were in full-time work (-34,000; -0.7 per cent), full-time employment for this group was up by 233,000 (+4.8 per cent) compared with July 2021.

Employment among women aged 55 and older fell by 33,000 (-1.7 per cent) in July. This was entirely due to a decline of 30,000 (-7.7 per cent) among women aged 65 and older, as employment was little changed for women aged 55 to 64. Employment rose by 32,000 (+1.4 per cent) for men aged 55 and older in July, fully offsetting the decline of 32,000 recorded in June.

## 24.2%

### Work-from-home employees increased

The proportion of workers who report that they work exclusively from home edged up 0.4 per centage points to 24.2 per cent.

## 5.2%

### Average hourly wages increased on a year-over-year basis

Average hourly wages for employees rose 5.2 per cent (+\$1.55 to \$31.14) on a year-over-year basis in July, the same year-over-year rate of increase observed in June (+5.2 per cent; +\$1.54).

## 58.7%

### Returning student employment increased

Favourable labour market conditions for students continued in July, as the overall employment rate for returning students aged 15 to 24 was 58.7 per cent, 2.6 per centage points higher than in July 2019.

## 64.7%

### Labour force participation falls

The labour force participation rate fell 0.2 per centage points to 64.7 per cent.



# Industry Trends – Labour shortages



**55%** of Canadian employers are turning to larger than normal increases of wages to deal with labour shortages.

**35%** of employees globally are looking for a salary increase.

**66%** of Canadian employers are increasing recruiting efforts to deal with labour shortages.

Other ways Canadian employers are dealing with the labour shortage include:

- Turning away sales or postponing shipments (36 per cent)
- Increasing overtime hours (33 per cent)
- Contracting out work more frequently (25 per cent)
- Providing benefits, bonuses, or stock options (20 per cent)
- Relying more on monitoring and evaluation (M&E) or automation (16 per cent)
- Reducing minimum qualifications (15 per cent)

[HR Reporter](#)