



NOVEMBER 2022

# Canada Employment Update

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

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# Overview

**0.1%** 

Employment at  
19,666,000 in November

Employment rose by 10,000 (+0.1 per cent) in November.

The number of employees in the public and private sectors were both little changed in November.

The number of self-employed was also little changed in November. Self-employment had been on a slight upward trend from October 2021 to May 2022 but has shown little net growth in recent months.

**0.6%** 

Employment in  
Quebec increased

In Quebec, employment grew by 28,000 (+0.6 per cent) in November, the third increase in four months.

**7.0%** 

Adjusted unemployment little  
changed from October

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

**1.1%** 

Number of people working  
in manufacturing rose

The number of people working in manufacturing rose by 19,000 (+1.1 per cent) in November.

**5.1%** 

Unemployment rate  
declined in November

The unemployment rate declined by 0.1 per centage points to 5.1 percent in November.



# Overview

**51K** 

Full-time employment rose in November

The number of people employed on a full-time basis increased by 51,000 (+0.3 per cent) in November. Since November 2021, when full-time employment first surpassed its pre-COVID-19 pandemic level, full-time work has grown by 460,000 (+2.9 per cent), concentrated among core-aged men (+212,000; +3.5 per cent) and women (+169,000; +3.4 per cent).

In contrast, part-time employment was little changed for a sixth consecutive month in November and down by 91,000 (-2.5 per cent) on a year-over-year basis. Declines in part-time work since November 2021 were primarily seen among core-aged men (-48,000; -11.8 per cent) and young men (-25,000; -4.4 per cent).

**15.6%** 

Work-from-home employees little changed

The proportion of workers who usually work exclusively at home (15.6 per cent) was little changed in November

**5.6%** 

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

Average hourly wages of employees rose 5.6 per cent (+\$1.71 to \$32.11) compared with November 2021 (not seasonally adjusted).

**1.8%** 

Total hours worked up from 2021

Total hours worked were little changed in November and were up 1.8 per cent compared with 12 months earlier.

**64.8%** 

Labour force participation decreases

The labour force participation rate fell 0.1 percentage points to 64.8 per cent.



# Industry Trends – **Employee Satisfaction**

**65%** of workers believe everyone at their company should receive a holiday gift.

**65%** of workers would like to receive cash, gift cards, or money added to their paycheck.

**66%** of employees believe that a gift that falls within the \$50 to \$100 range is the right amount.

**32%** of workers feel that receiving a holiday gift boosts job satisfaction for more than a year.

How long does receiving a holiday gift increase job satisfaction?

- 14%: lasts for a year
- 9%: six to eleven months
- 19%: three to five months
- 18%: one to two months
- 8%: one to two weeks

