

# July 2023 Canada Employment Update

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



[Click here](#) to subscribe and receive our monthly update via email.





# Overview

**0.0%** 

Employment at 20,166,000 in July

Employment was virtually unchanged in July (-6,000; -0.0 per cent), as the number of people working full-time and part-time held steady. From January to July, monthly employment growth averaged 22,000.

**0.5%** 

Employment in Alberta increased

In Alberta, employment increased by 12,000 (+0.5 per cent) in July.

**1.1%** 

Employment in New Brunswick increased

Employment in New Brunswick increased by 4,200 (+1.1 per cent) in July, the first notable gain since February 2023.

**65.6%** 

Labour force participation decreased

The participation rate—the proportion of the population who is employed or unemployed—was down 0.1 per centage points to 65.6 per cent in July.

**5.5%** 

Unemployment rate rose

The unemployment rate rose 0.1 per centage points to 5.5 per cent as more people searched from work. This marked the third consecutive month increase.



# Overview

**27K** 

## Employment falls among core-aged men

Among core-aged men (25 to 54 years old), employment fell by 27,000 (-0.4 per cent) in July, partially offsetting cumulative gains of 92,000 from March to June. The employment rate for men in this age group was 87.6 per cent in July, down 0.6 per centage points both from the previous month and from 12 months earlier.

Among core-aged women, employment was little changed in July and the employment rate fell 0.3 per centage points to 81.4 per cent. After reaching a peak of 82.2 per cent in January 2023, the employment rate of core-aged women has trended down.

**2.8%** 

## Construction employment decreased

Construction employment decreased by 45,000 (-2.8 per cent) in July, following a smaller decline of 14,000 (-0.8 per cent) in June.

**5.0%** 

## Average hourly wages increased

On a year-over-year basis, average hourly wages rose 5.0 per cent (+\$1.59 to \$33.24) in July, following increases of 4.2 per cent in June and 5.1 per cent in May (not seasonally adjusted).

**0.9%** 

## Health care and social assistance employment increased

Employment in health care and social assistance was up 25,000 (+0.9 per cent) in July, following an increase of 21,000 in June.

**1.8%** 

## Information, culture, and recreation employment falls

Employment in information, culture, and recreation declined by 16,000 (-1.8 per cent), marking the first monthly decrease in the industry since June 2022.



# Industry Trends – Pay Equity

There's a yearly deficit of over

# \$15,000

between the earnings of men and women.

**33%** of Canadian women have noticed pay inequities at their companies.

**72%** of working Canadian women feel pay equity is a priority of their employer.

**47%** of Canadian workers would consider quitting if they found out a colleague of similar seniority and tenure, but a different gender, received higher compensation than them.

Turnover by generation caused by the gender pay gap:

- 63%: Gen Z
- 53%: Millennial
- 37%: Gen X
- 32%: Baby Boomer

