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January to March, 2022

Introduction

About the Ontario Employment Report

The Ontario Employment Report is released four times a year and provides an assessment of the current trends and developments in the Ontario labour market. The Ontario Employment Report is a companion report to the Ontario Economic Accounts (<https://www.fin.gov.on.ca/en/economy/ecaccts/>), which provides an overall assessment of the current state of the Ontario economy.

Methodological note

In the current issue, year-over-year change represents change between the averages in the first quarter of 2021 and the first quarter of 2022. Note that the Ontario Economic Accounts report primarily shows changes between the previous and the current quarter.

This report uses seasonally adjusted data in charts displaying data with a monthly frequency in the Overview section.

Unadjusted data are used in charts and tables showing the changes for the current quarter compared with the same quarter for the previous year. Unadjusted data are also used to calculate annual averages, year-to-date averages and 2022 first quarter averages.^[1]

All estimates in this report are based on Statistics Canada’s Labour Force Survey (LFS), which measures the current state of the national provincial and territorial labour market. The LFS is based on a household survey carried out monthly by Statistics Canada in reference weeks of the month. The reference periods for the three months of the first quarter of 2022 are January 9 to 15, February 13 to 19 and March 13 to 19.

Impact of COVID-19 on the labour market

Beginning in mid-March 2020, travel restrictions, business closures and physical distancing measures were put in place by various levels of government to help contain the spread of COVID-19 and protect the health of Ontarians. These restrictions and public health measures were in place to varying degrees throughout 2020 and 2021.

Starting January 5, 2022, Ontario temporarily moved the province into Step Two of its Roadmap to Reopen^[2] with modifications. These time-limited measures included limiting capacity at select settings and closing indoor dining at restaurants, bars and other food or drink establishments. Ontario began gradually easing restrictions starting January 31, 2022. As a result, in the first quarter of 2022, seasonally adjusted employment in Ontario decreased in January but increased in February and March.

Overview

Ontario’s labour market overview

Employment:

- +418,200 net jobs in Q1 2022, year-over-year

- +251,900 net full-time jobs in Q1 2022, year-over-year
- +35,100 net jobs in March 2022
- +65,500 full-time jobs in March 2022

Unemployment rate:

- 6.2% in the first quarter of 2022
- 5.3% in March 2022

Year-over-year, Ontario’s employment increased by 5.9% (+418,200) in the first quarter of 2022, while Canada’s employment increased by 4.8% (+869,700). Employment in Ontario in the first quarter of 2022 was 4.7% higher than in the same quarter in 2019, prior to the COVID-19 pandemic.

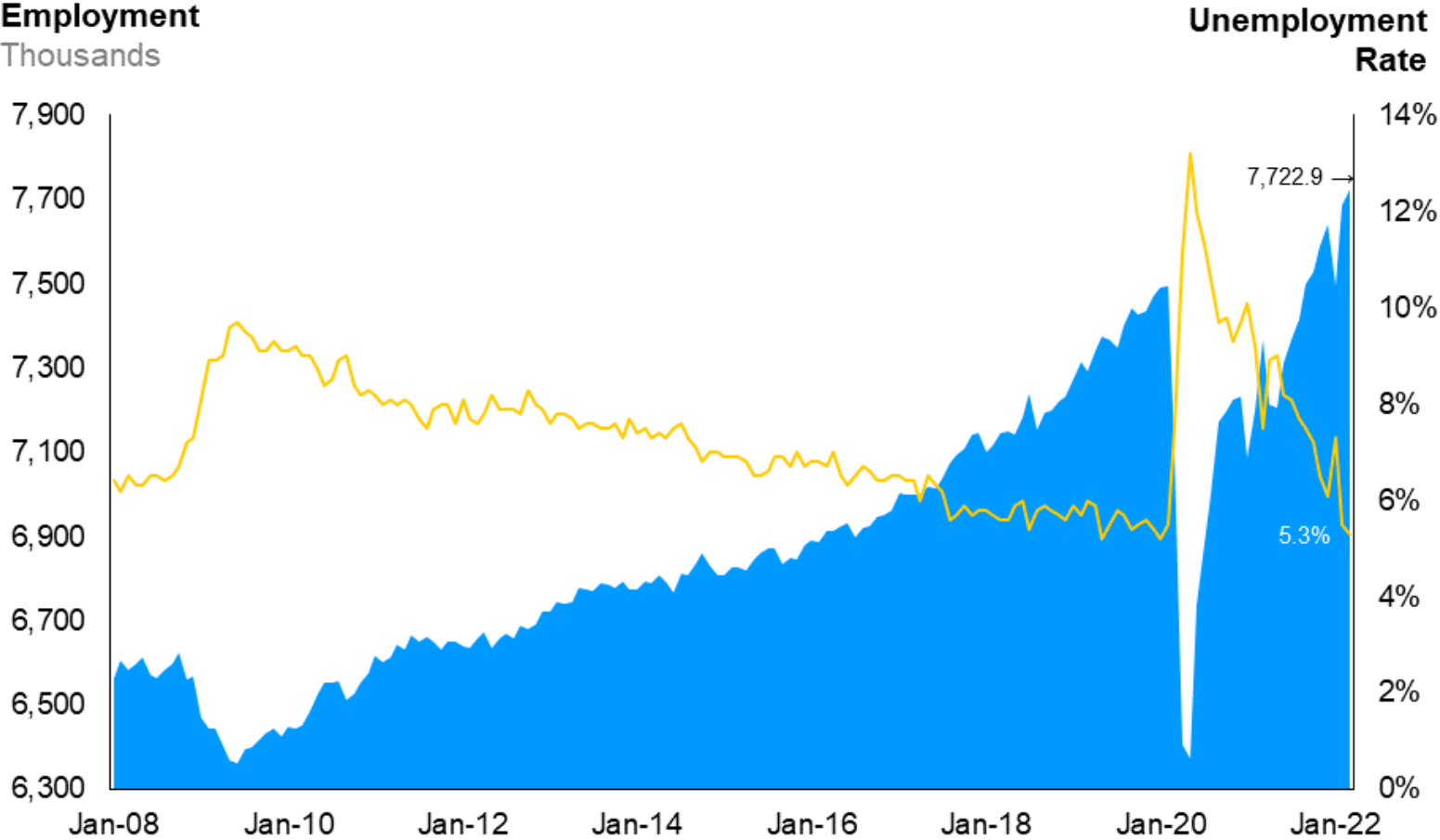
Ontario’s unemployment rate was 6.2% in the first quarter of 2022, slightly higher than the Canadian rate of 6.1%. It was 2.9 percentage points lower than in the first quarter of 2021 and the same as in the first quarter of 2020.

In March 2022, Ontario’s employment increased by 0.5% (+35,100), following an increase of 2.6% in February 2022. For the first time since the beginning of the pandemic, employment growth (+3.0%) exceeded labour force growth (+2.8%). Canada’s employment increased by 0.4% (+72,500), exceeding its pre-pandemic level by 2.3%.

In March 2022, the unemployment rate in both Ontario and Canada decreased by 0.2 percentage point from 5.5% to 5.3%. Ontario’s unemployment was also below its pre-pandemic level of February 2020 (5.5%) for the first time.

Year-over-year overview

Ontario’s labour market, 2008-2022



Seasonally adjusted data

The combination line and area chart shows Ontario’s unemployment rate (line chart) and employment (area chart) from January 2008 to March 2022. Ontario’s unemployment rate has trended downwards since the 2008/09 recession, reaching 5.3% in January 2020, before rising to 13.5% in May 2020, and falling to 5.3% in March 2022. Employment in Ontario has risen steadily since the 2008/09 recession,

reaching just under 7.5 million workers in January 2020, before dropping to below 6.4 million workers in May 2020, then rising to over to 7.7 million workers in March 2022.

Between the first quarters of 2021 and 2022:

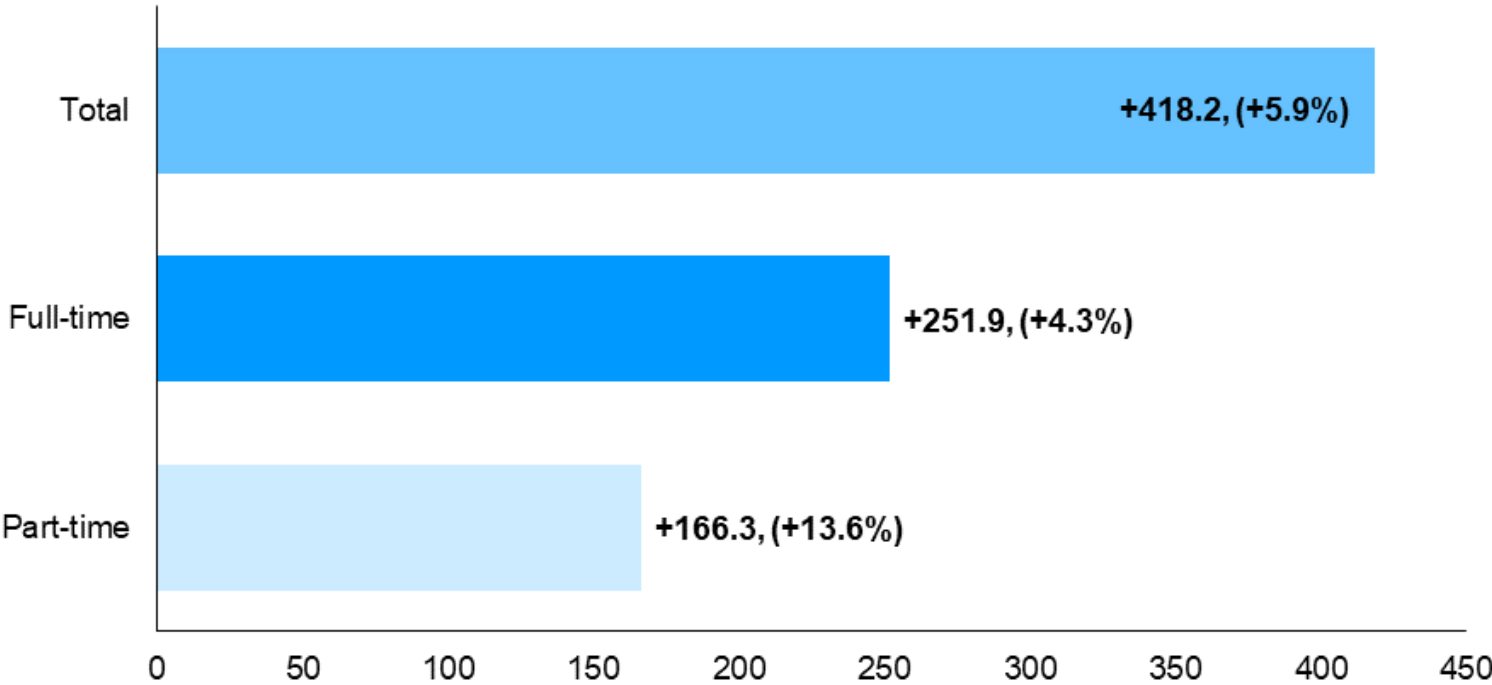
- employment gains were concentrated in both full-time employment (+251,900, +4.3%) and part-time employment (+166,300, +13.6%);
- employment increased in the private sector (+7.0%), the public sector (+5.4%) and for those who are self-employed (+1.8%);
- employment increased in services-producing industries (+6.6%) and goods-producing industries (+3.0%);
- employment increased in every region with the Greater Toronto Area (+7.7%) experiencing the highest rate of employment growth; and
- employment increased for all age groups with youth experiencing the highest rate of employment growth (+11.7%) compared to other age groups.

Type of Work quarterly details

Employment change by work status

Employment change 2022Q1 over 2021Q1

Thousands (per cent change in brackets)



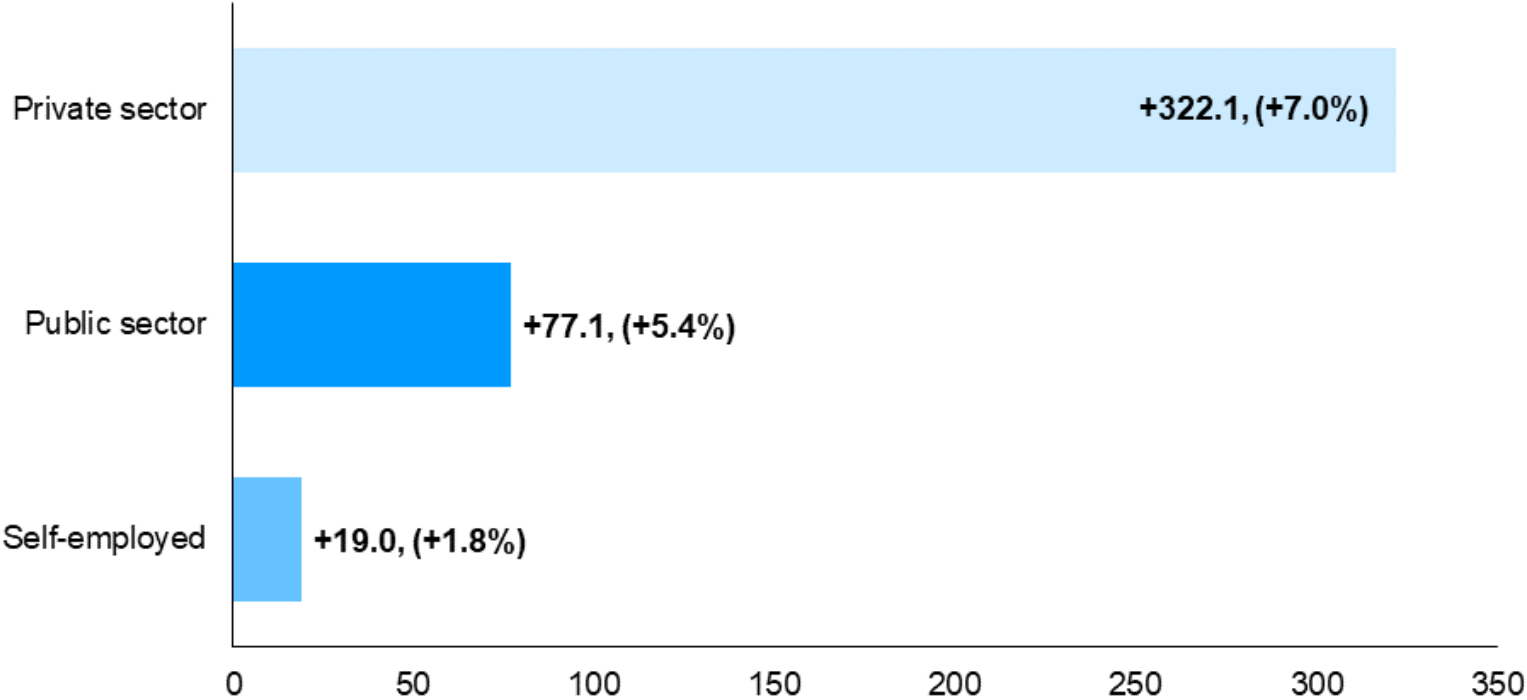
The horizontal bar chart shows a year-over-year (between the first quarters of 2021 and 2022) change in Ontario’s employment by full-time and part-time status. Total employment increased by 418,200 (+5.9%), with full-time employment increasing by 251,900 (+4.3%), and part-time employment increasing by 166,300 (+13.6%).

Year-over-year, part-time employment increased by 13.6% and full-time employment increased by 4.3% in the first quarter of 2022.

Overall, part-time workers have been disproportionately impacted by the COVID-19 pandemic as they are more likely to work in industries that experienced the largest declines in employment, including accommodation and food services and retail trade. As of March 2022, employment in Ontario exceeded its pre-pandemic level in February 2020 by 3.3% for full-time work and 1.8% for part-time work.

Employment change by employment sector

Employment change 2022Q1 over 2021Q1
Thousands (per cent change in brackets)



The horizontal bar chart shows a year-over-year (between the first quarters of 2021 and 2022) change in Ontario’s employment for the private sector, public sector and self-employment. Employment increased in the private sector by 322,100 (+7.0%), the public sector by 77,100 (+5.4%) and for the self-employed by 19,000 (+1.8%).

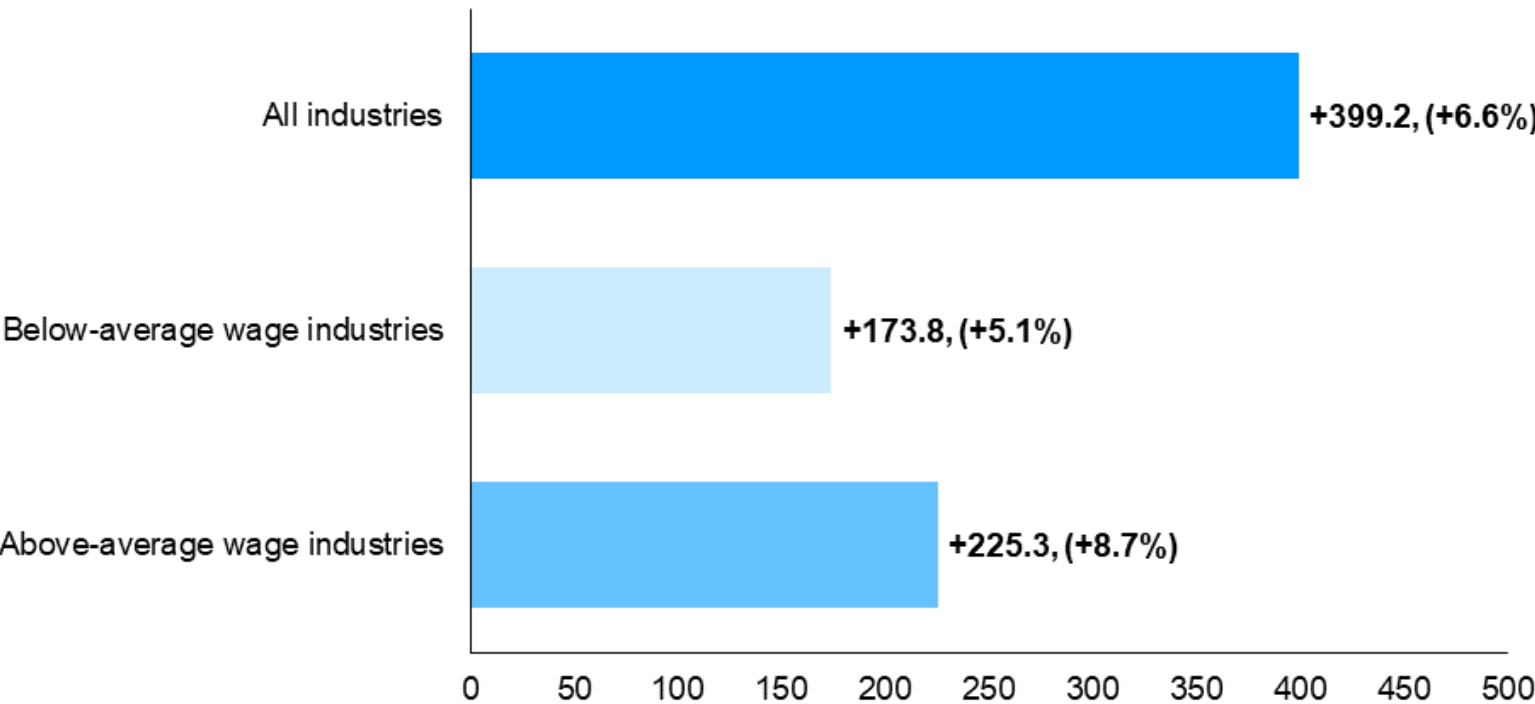
Year-over-year, employment increased by 7.0% for the private sector, 5.4% for the public sector^[3] and 1.8% for the self-employed.

Throughout the pandemic, self-employed workers experienced relatively higher employment losses and their employment has been slower to recover. As of March 2022, self-employment (-60,300 or -5.1%) was still significantly below its pre-COVID level.

Employment change by above-average wage and below-average wage industries

Employment change 2022Q1 over 2021Q1

Thousands (per cent change in brackets)



Note: Above-average wage industries are defined as those with earnings above the average hourly earnings of all industries in 2021. Self-employment is excluded.

The horizontal bar chart shows a year-over-year (between the first quarters of 2021 and 2022) change in Ontario’s employment for above- and below-average wage industries, compared to the paid employment in all industries. Employment increased in both below-average (+173,800 or +5.1%) and above-average wage industries (+225,300 or +8.7%). Paid employment in all industries (excluding self-

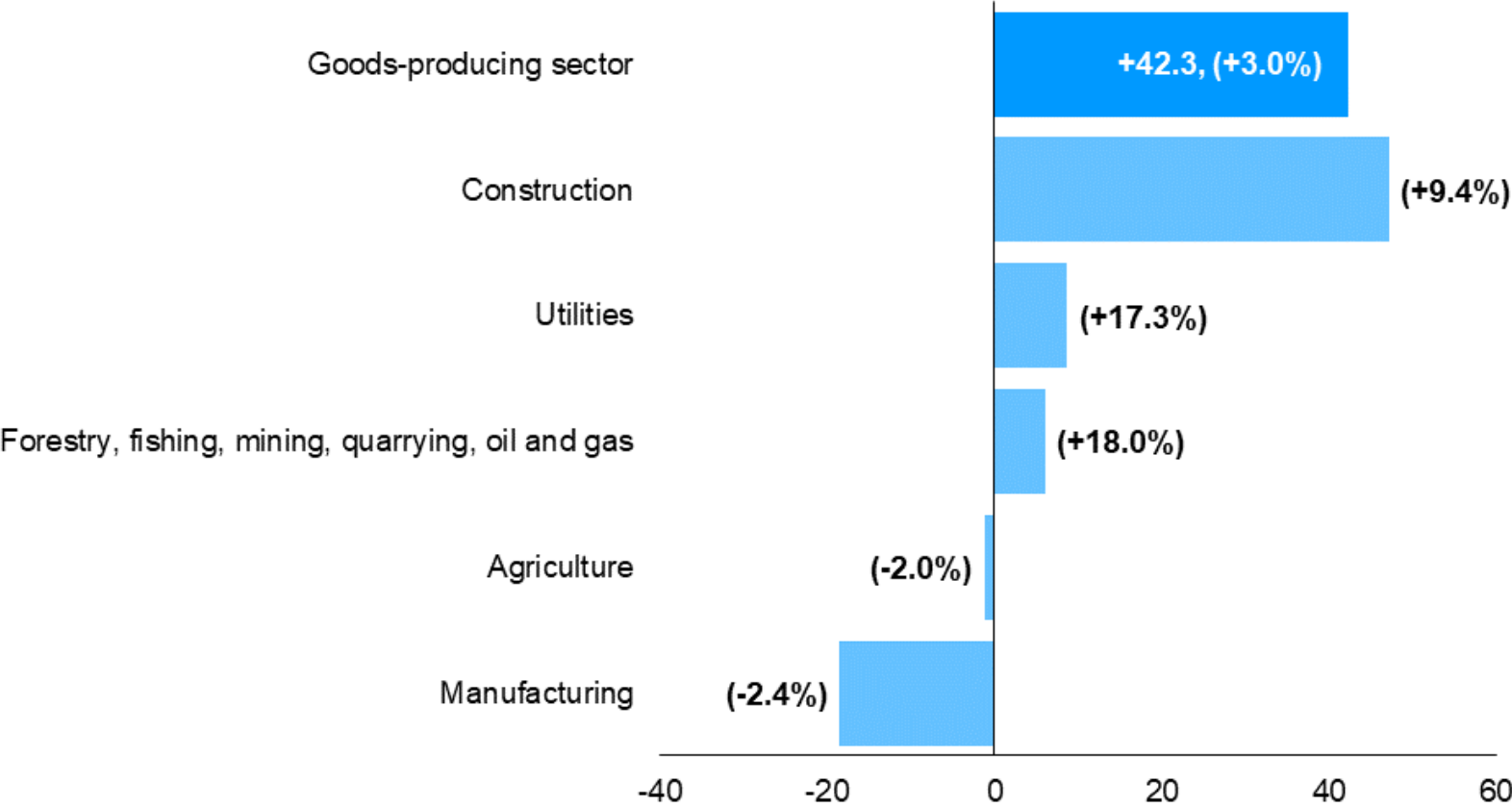
employment) increased by 399,200 (+6.6%). Above-average wage industries are defined as those with wage rates above the average hourly wages of all industries in 2021.

Year-over-year, paid employment increased in below-average wage industries by 5.1% and employment in above-average wage industries increased by 8.7%.

Sector and occupation quarterly details

Employment change by industry, goods-producing industries

Employment change 2022Q1 over 2021Q1
Thousands (per cent change in brackets)



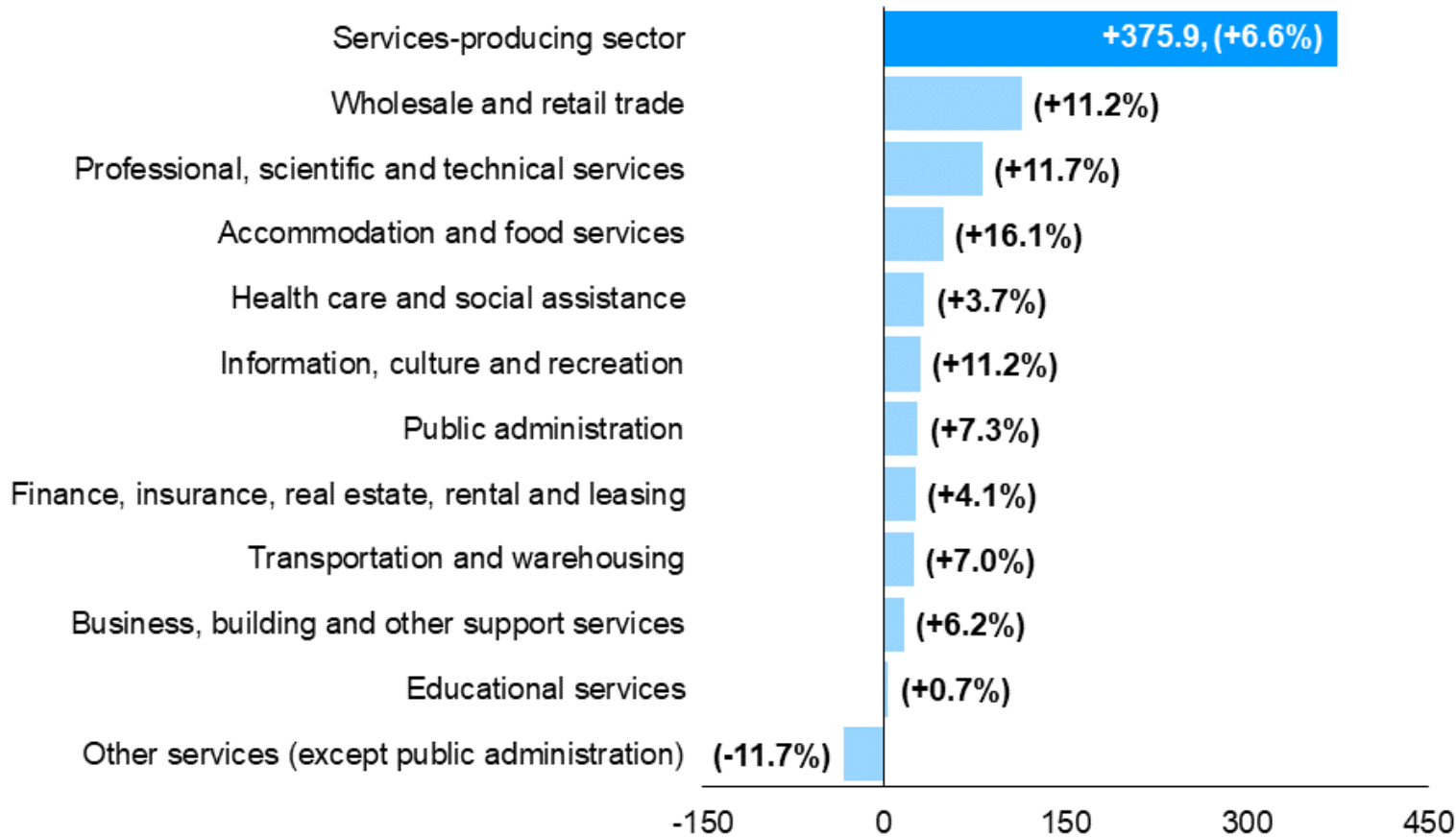
The horizontal bar chart shows a year-over-year (between the first quarters of 2021 and 2022) change in Ontario’s employment by industry for goods-producing industries, measured in thousands with percentage changes in brackets. Employment increased in three of five goods-producing industries: construction (+47,200 or +9.4%), utilities (+8,700 or +17.3%), and forestry, fishing, mining, quarrying, oil and gas (+6,100 or +18.0%). The goods-producing industries that experienced an employment decline

were manufacturing (-18,500 or -2.4%) and agriculture (-1,200 or -2.0%). The overall employment in goods-producing industries increased by 42,300 (+3.0%).

Employment in goods-producing industries increased in the first quarter of 2022, compared to the same period in 2021. The overall gain was driven by increases in construction (+9.4%) and utilities (+17.3%), while forestry, fishing, mining, quarrying, oil and gas experienced the largest rate of employment growth (+18.0%). Employment declined in manufacturing (-2.4%) and agriculture (-2.0%).

Employment change by industry, services-producing industries

Employment change 2022Q1 over 2021Q1
Thousands (per cent change in brackets)



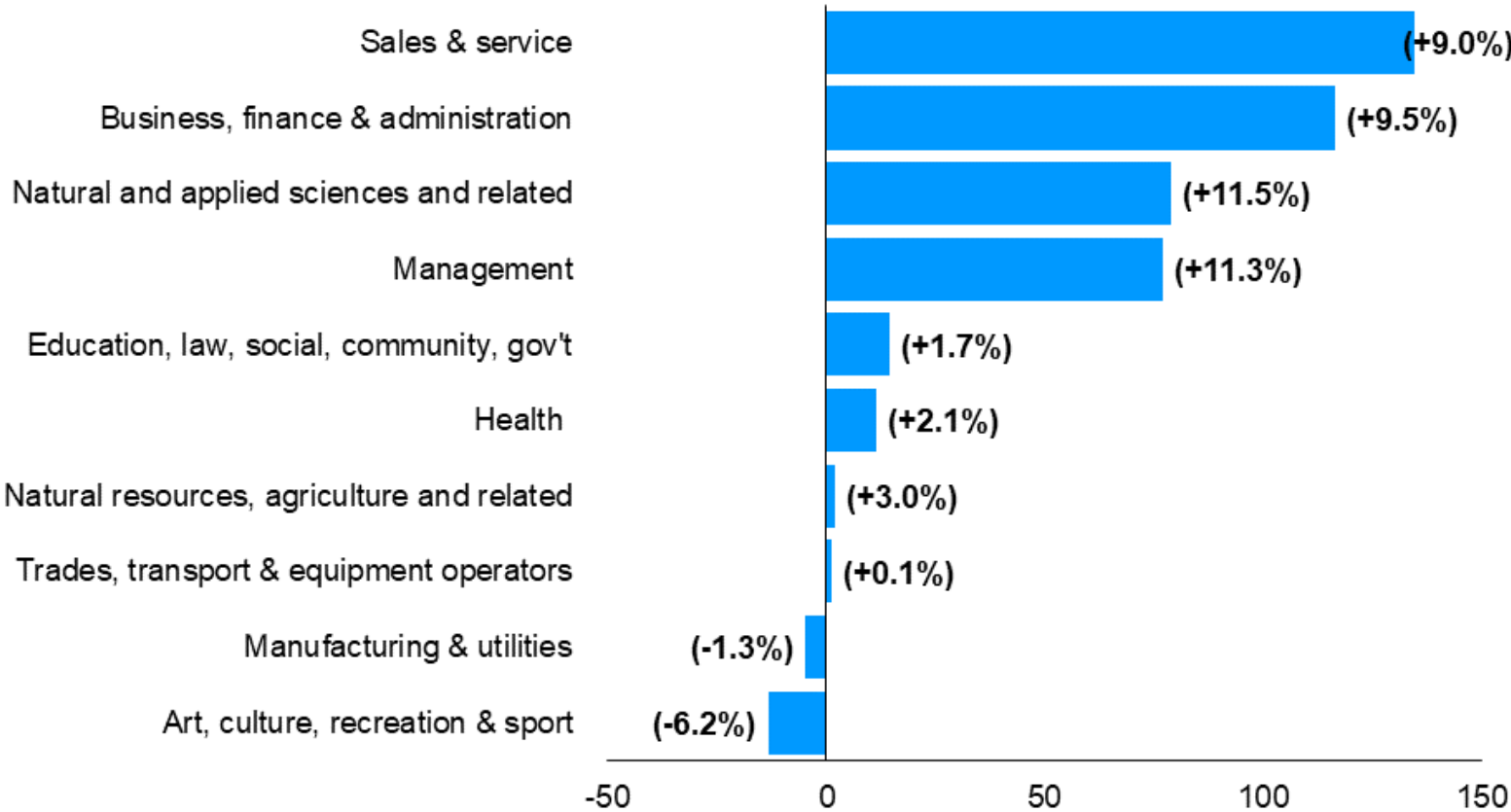
The horizontal bar chart shows a year-over-year (between the first quarters of 2021 and 2022) change in Ontario’s employment by industry for services-producing industries, measured in thousands with percentage changes in brackets. Employment increased in ten of the eleven services-producing industries. Wholesale and retail trade (+114,200, +11.2%) experienced the largest increase in employment, followed by professional, scientific and technical services (+82,200, +11.7%),

accommodation and food services (+49,500, +16.1%), healthcare and social assistance (+33,600, +3.7%), information, culture and recreation (+30,300, +11.2%), public administration (+28,100, +7.3%), finance, insurance, real estate, rental and leasing (+25,900, +4.1%), transportation and warehousing (+25,000, +7.0%), business, building and other support services (+16,400, +6.2%) and educational services (+4,100, +0.7%). Other services (except public administration) was the only services-producing industry to experience an employment decline (-33,400, -11.7%). The overall employment in services-producing industries increased by 375,009 (+6.6%).

In the first quarter of 2022 compared to the same period in 2021, employment increased in all services-producing industries, except for other services (excluding public administration) (-11.7%). Among services-producing industries, wholesale and retail trade (+11.2%) experienced the largest employment gains followed by professional, scientific and technical services (+11.7%), and accommodation and food services (+16.1%), which also experienced the highest rate of employment growth.

Employment change by occupational group

Employment change 2022Q1 over 2021Q1
Thousands (per cent change in brackets)



The horizontal bar chart shows a year-over-year (between the first quarters of 2021 and 2022) change in Ontario's employment by broad occupational group measured in thousands with percentage changes in brackets. Sales and service occupations (+134,600, +9.0%) experienced the largest employment increase, followed by business, finance and administration occupations (+116,600, +9.5%), natural and applied sciences and related occupations (+79,000, +11.5%), management occupation

(+77,000, +11.3%), occupations in education, law and social, community and government services (+14,600, +1.7%), health occupations (+11,500, +2.1%), natural resources, agriculture and related production occupations (+2,000, +3.0%), and trades, transport and equipment operators and related occupations (+1,200, +0.1%). Employment declined in occupations in art, culture, recreation and sport (-13,300, -6.2%) and manufacturing and utilities occupations (-4,800,-1.3%).

Year-over-year, employment increased in every broad occupational group, except occupations in art, culture, recreation and sport (-6.2%) and manufacturing and utilities (-1.3%). Sales and service occupations (+9.0%) experienced the largest increase in employment followed by business, finance and administration occupations (+9.5%), natural and applied sciences and related occupations (+11.5%) and management occupations (+11.3%). Natural and applied sciences and related occupations (+11.5%) experienced the highest rate of employment growth in the first quarter of 2022 compared to the first quarter of 2021.

Geographic region

Ontario regions



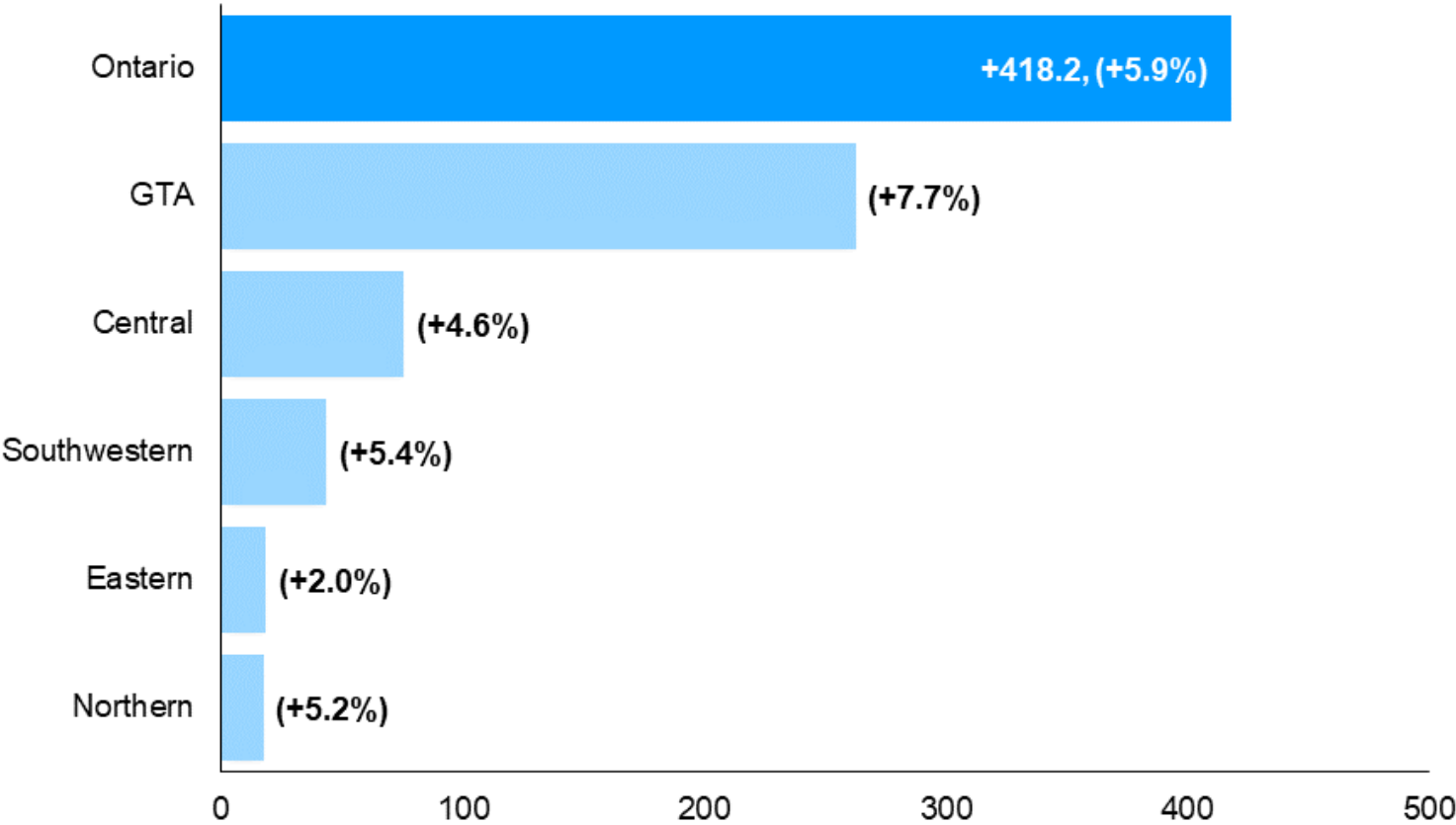
Note: Based on Ministry of Finance's groupings of Statistics Canada's economic regions.

The map shows Ontario's five regions: Northern Ontario, Eastern Ontario, Southwestern Ontario, Central Ontario and the Greater Toronto Area. This map is based on groupings of Statistics Canada's economic regions.

Employment change by Ontario region

Employment change 2022Q1 over 2021Q1

Thousands (per cent change in brackets)



Note: Based on a 3-month moving average for March.

The horizontal bar chart shows a year-over-year (between the first quarters of 2021 and 2022) change in employment in the five Ontario regions: Northern Ontario, Eastern Ontario, Southwestern Ontario, Central Ontario and the Greater Toronto Area (GTA). Employment increased in the Greater Toronto Area (GTA) (+262,700, +7.7%), Central Ontario (+75,700, +4.6%), Southwestern Ontario (+43,700, +5.4%),

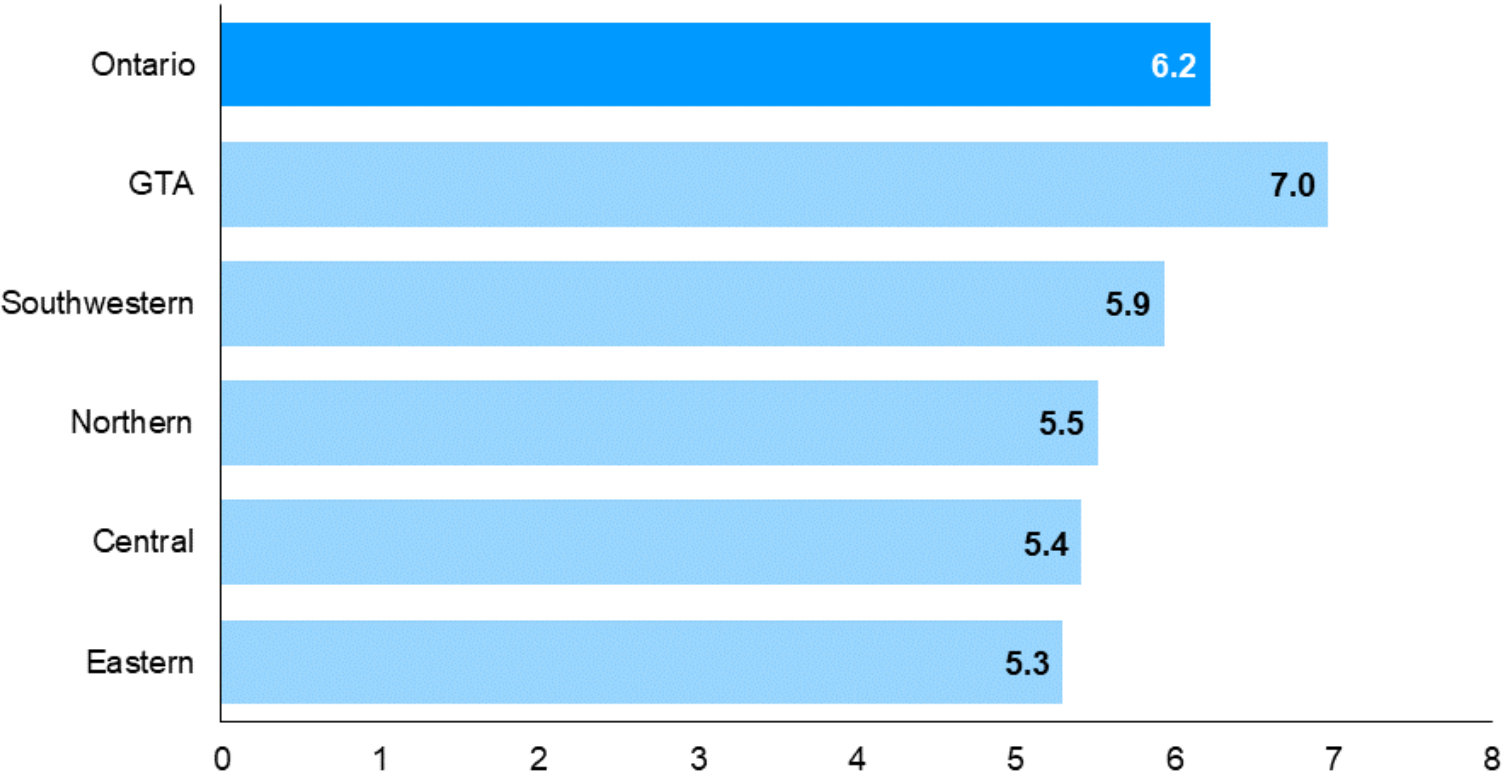
Eastern Ontario (+18,700, +2.0%), and Northern Ontario (+17,500, +5.2%). The overall employment in Ontario increased by 418,200 (+5.9%).

Year-over-year, employment increased in all Ontario regions in the first quarter of 2022. The Greater Toronto Area (GTA)^[4] experienced the highest rate of growth (+7.7%), followed by Southwestern Ontario (+5.4%), Northern Ontario (+5.2%), Central Ontario (+4.6%), and Eastern Ontario (+2.0%).

Unemployment rates by Ontario region

Unemployment rate in 2022Q1

Per cent



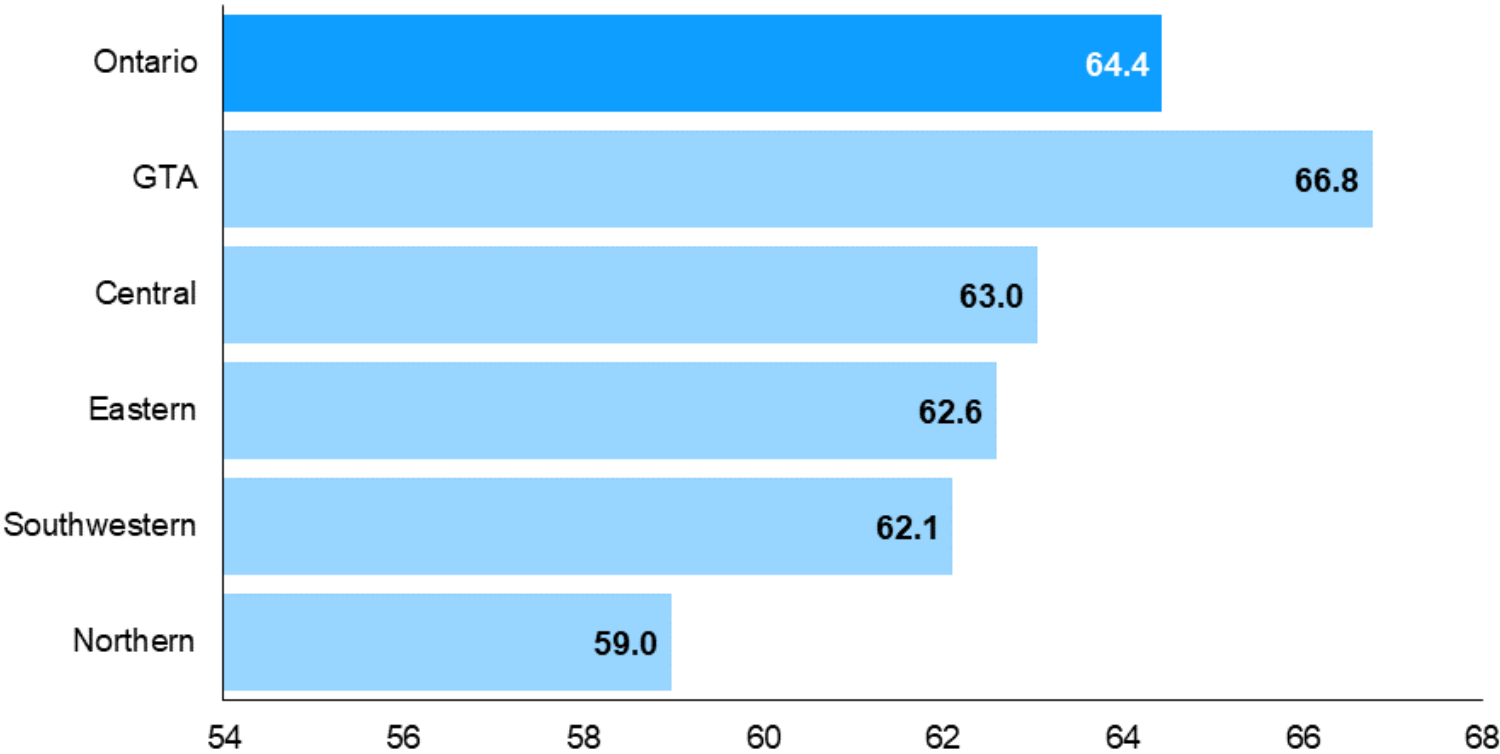
Note: Based on a three-month moving average for March 2022, using unadjusted data. The seasonally adjusted estimate for Ontario in 2022Q1 is 6.0%.

The horizontal bar chart shows unemployment rates by Ontario region in the first quarter of 2022. The Greater Toronto Area had the highest unemployment rate (7.0%) followed by Southwestern Ontario (5.9%), Northern Ontario (5.5%), Central Ontario (5.4%) and Eastern Ontario (5.3%). The overall unemployment rate for Ontario was 6.2%. Estimates are based on a three-month moving average for March 2022, using unadjusted data. The seasonally adjusted estimate for Ontario in 2022Q1 is 6.0%.

In the first quarter of 2022, the unemployment rate decreased in every region. The GTA had the highest unemployment rate (7.0%), while Eastern Ontario had the lowest unemployment rate (5.3%).

Participation rates by Ontario region

Participation rate in 2022Q1
Per cent



Note: Based on a three-month moving average for March 2022.

The horizontal bar chart shows participation rates by Ontario region in the first quarter of 2022. The Greater Toronto Area had the highest participation rate at 66.8%, followed by Central Ontario (63.0%), Eastern Ontario (62.6%), Southwestern Ontario (62.1%) and Northern Ontario (59.0%). The overall participation rate for Ontario was 64.4%.

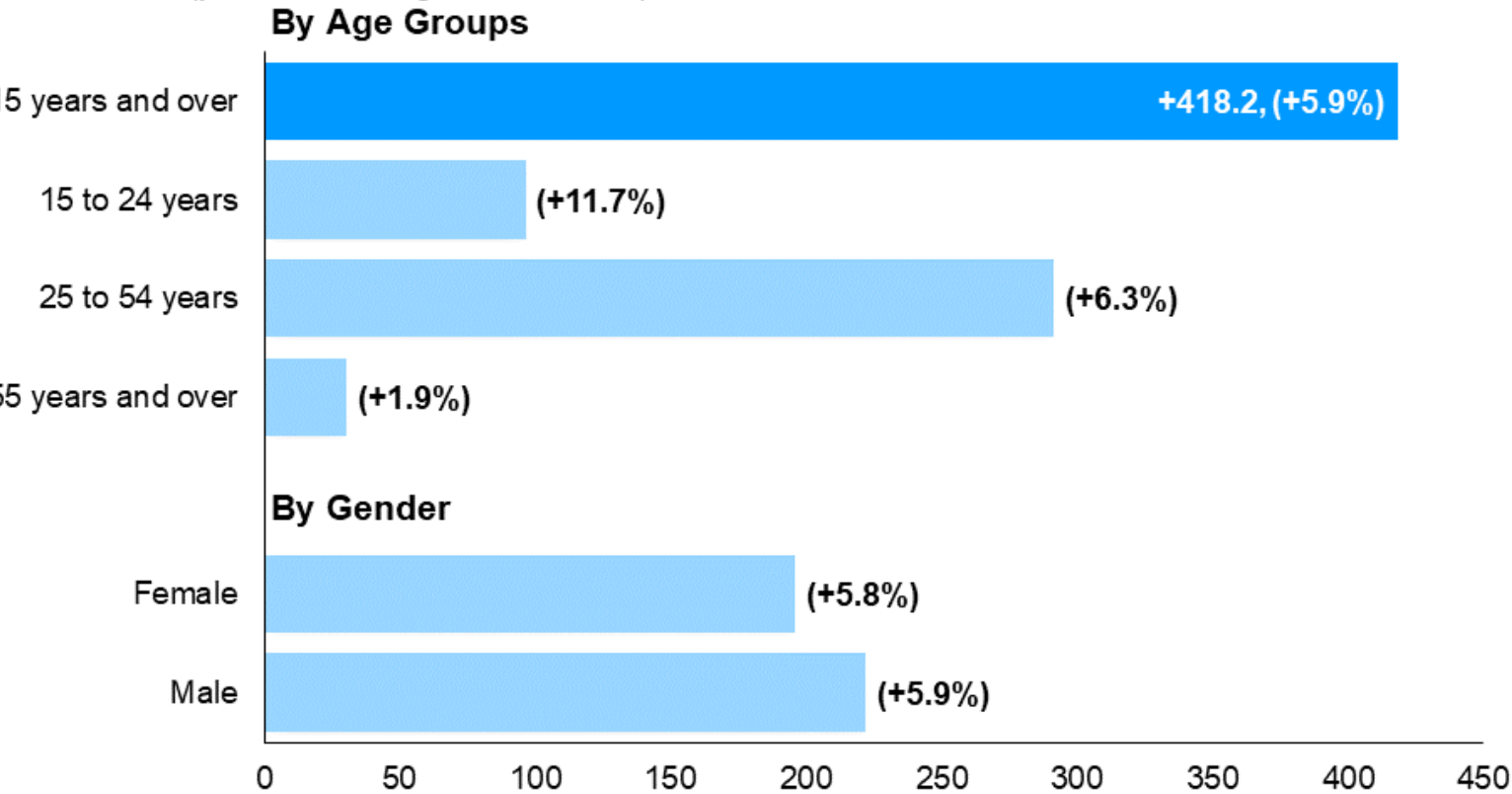
In the first quarter of 2022, the labour force participation rate varied among economic regions, ranging from 59.0% in Northern Ontario to 66.8% in the GTA.

Age and gender quarterly details

Employment change by age group and gender

Employment change 2022Q1 over 2021Q1

Thousands (per cent change in brackets)



The horizontal bar chart shows a year-over-year (between the first quarters of 2021 and 2022) change in Ontario’s employment for the three major age groups, as well as by gender, compared to the overall population. This is measured in thousands with percentage changes in brackets. Employment increased among workers in all age groups and for both males and females, with total employment increasing by 418,200 (+5.9%). Core-aged workers aged 25 to 54 posted the largest employment

increase (+291,500, +6.3%), followed by youth aged 15 to 24 years (+96,500, +11.7%) and older workers aged 55 years and over (+30,300, +1.9%). Female employment increased by 196,100 (+5.8%) and male employment increased by 222,200 (+5.9%).

Compared to the same quarter last year, employment increased for all age groups in the first quarter of 2022. Youth aged 15 to 24 posted the highest rate of employment growth (+11.7%), followed by core-aged workers aged 25 to 54 (+6.3%) and older workers aged 55 years and over (+1.9%).

Year-over-year, employment increased slightly more for males (+5.9%) than females (+5.8%).

Overall, employment losses during the COVID-19 pandemic have been more severe for youth and women as they were more likely to work in industries that were heavily impacted by the pandemic, such as accommodation and food services and retail trade.

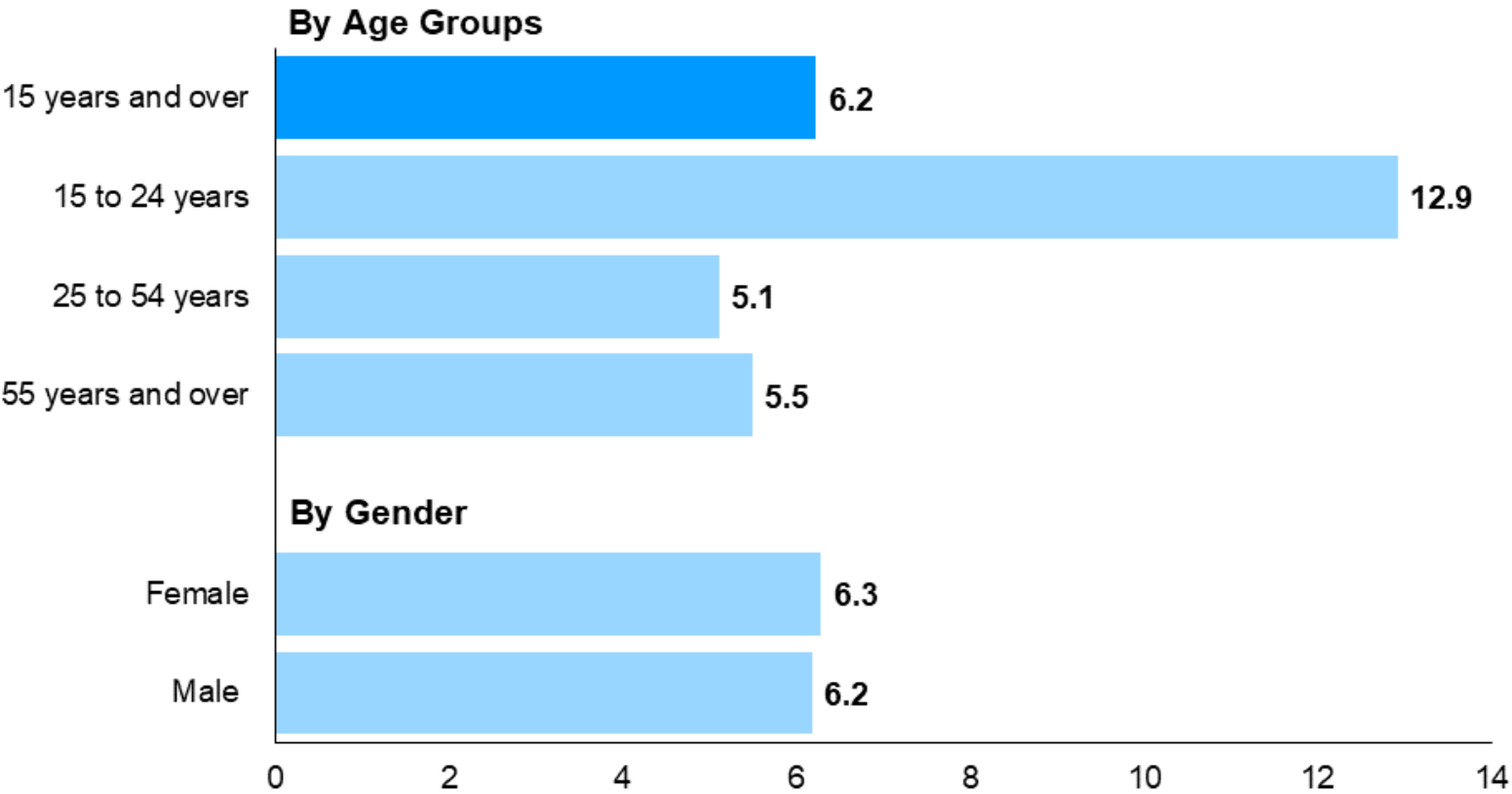
As of March 2022, employment of core-aged people and older workers surpassed its pre-pandemic level in February 2020 (+4.0% and +0.7% respectively), while employment of youth (-0.1%) was slightly below its pre-pandemic level.

As of March 2022, employment for males (+3.6%) and females (+1.7%) exceeded their pre-pandemic levels in February 2020.

Unemployment rates by age group and gender

Unemployment Rate in 2022Q1

Per cent



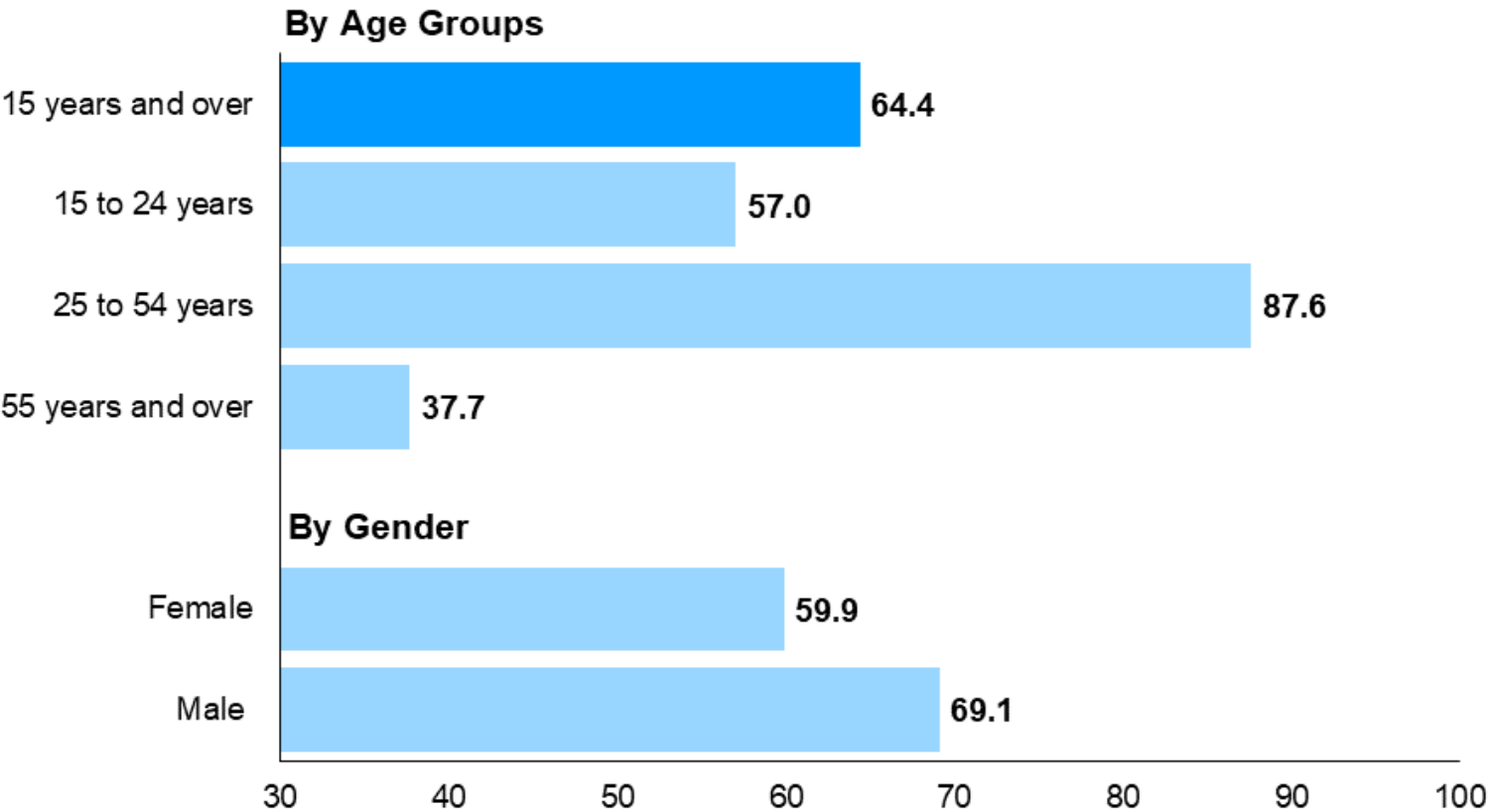
The horizontal bar chart shows unemployment rates in the first quarter of 2022 for Ontario as a whole, by major age group and by gender. Ontario’s overall unemployment rate in the first quarter of 2022 was 6.2%. Youth aged 15 to 24 years had the highest unemployment rate at 12.9%, followed by older Ontarians aged 55 years and over at 5.5% and the core-aged population aged 25 to 54 years at 5.1%. The female unemployment rate was 6.3% and the male unemployment rate was 6.2%.

In the first quarter of 2022, youth had the highest unemployment rate (13.0%), followed by older people (5.5%) and core-aged people (5.1%). Compared to the same period last year, the unemployment rate decreased by 6.1 percentage points for youth, 2.5 percentage points for core-aged people and 2.0 percentage points for older people.

In the first quarter of 2022, the unemployment rate for females (6.3%) was slightly higher than that for males (6.2%). Compared to the same period last year, the unemployment rate decreased by 3.2 percentage points for males and 2.6 percentage points for females.

Participation rates by age group and gender

Participation Rate in 2022Q1
Per cent



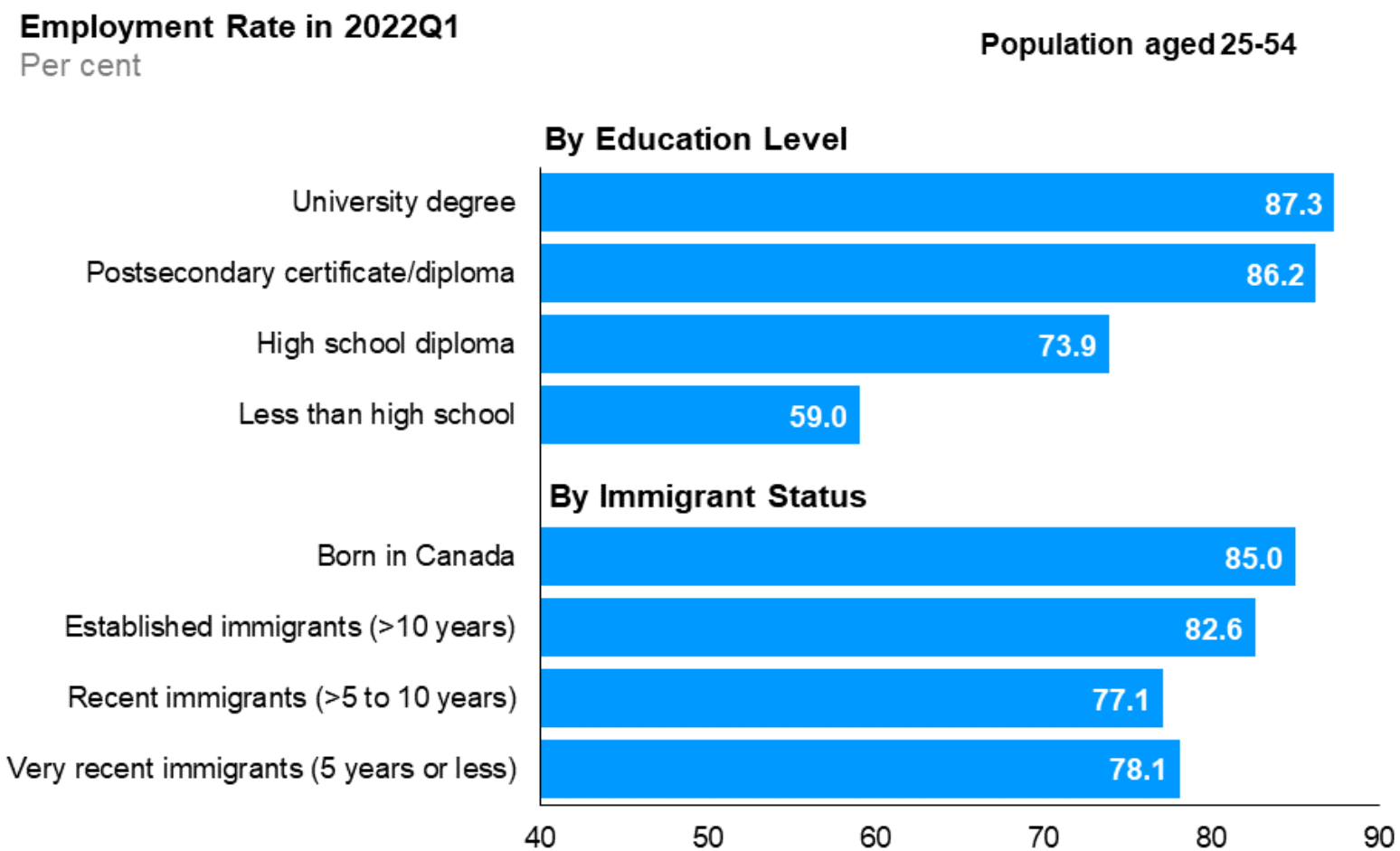
The horizontal bar chart shows labour force participation rates in the first quarter of 2022 for Ontario as a whole, by major age group and by gender. Ontario’s overall labour force participation rate was 64.4%. The core-aged population aged 25 to 54 years had the highest labour force participation rate at 87.6%, followed by youth aged 15 to 24 years at 57.0%, and older Ontarians aged 55 years and over at 37.7%. The male participation rate (69.1%) was higher than the female participation rate (59.9%).

In the first quarter of 2022, core-aged people had the highest labour force participation rate (87.6%), followed by youth (57.0%) and older people (37.7%). Compared to the first quarter of 2021, the participation rate for youth and core-aged workers increased by 2.5 percentage points and 1.7 percentage points respectively but decreased by 0.9 percentage point for older people.

Men had a higher participation rate (69.1%) than women (59.9%) in the first quarter of 2022. Compared to the same period last year, the participation rate increased by 0.7 percentage point for males and 0.9 percentage point for females.

Education level and immigrant status quarterly details

Employment rates by education level and immigrant status (core-aged population)



Note: Rate by immigrant status is based on a three-month moving average for March 2022.
Education level refers to the highest level of schooling completed.

The horizontal bar chart shows employment rates by education level and immigrant status for the core-aged population (25 to 54 years), in the first quarter of 2022. By education level, those with a university degree had the highest employment rate (87.3%), followed by those with a postsecondary certificate/diploma (86.2%), those with a high school diploma (73.9%), and those with less than high school education (59.0%). By immigrant status, those born in Canada had the highest employment rate

(85.0%), followed by established immigrants with more than 10 years since landing (82.6%), very recent immigrants with 5 years or less since landing (78.1%), and recent immigrants with more than 5 to 10 years since landing (77.1%). Rate by immigrant status is based on a three-month moving average for March 2022. Education level refers to the highest level of schooling completed.

In the first quarter of 2022, those with less than a high school diploma continued to have the lowest employment rate (59.0%), while those with a university degree recorded the highest employment rate (87.3%), followed by those with a postsecondary certificate or diploma (86.2%).

Year-over-year, the employment rate increased for all education levels, led by those with a postsecondary certificate or diploma (+6.4 percentage points).

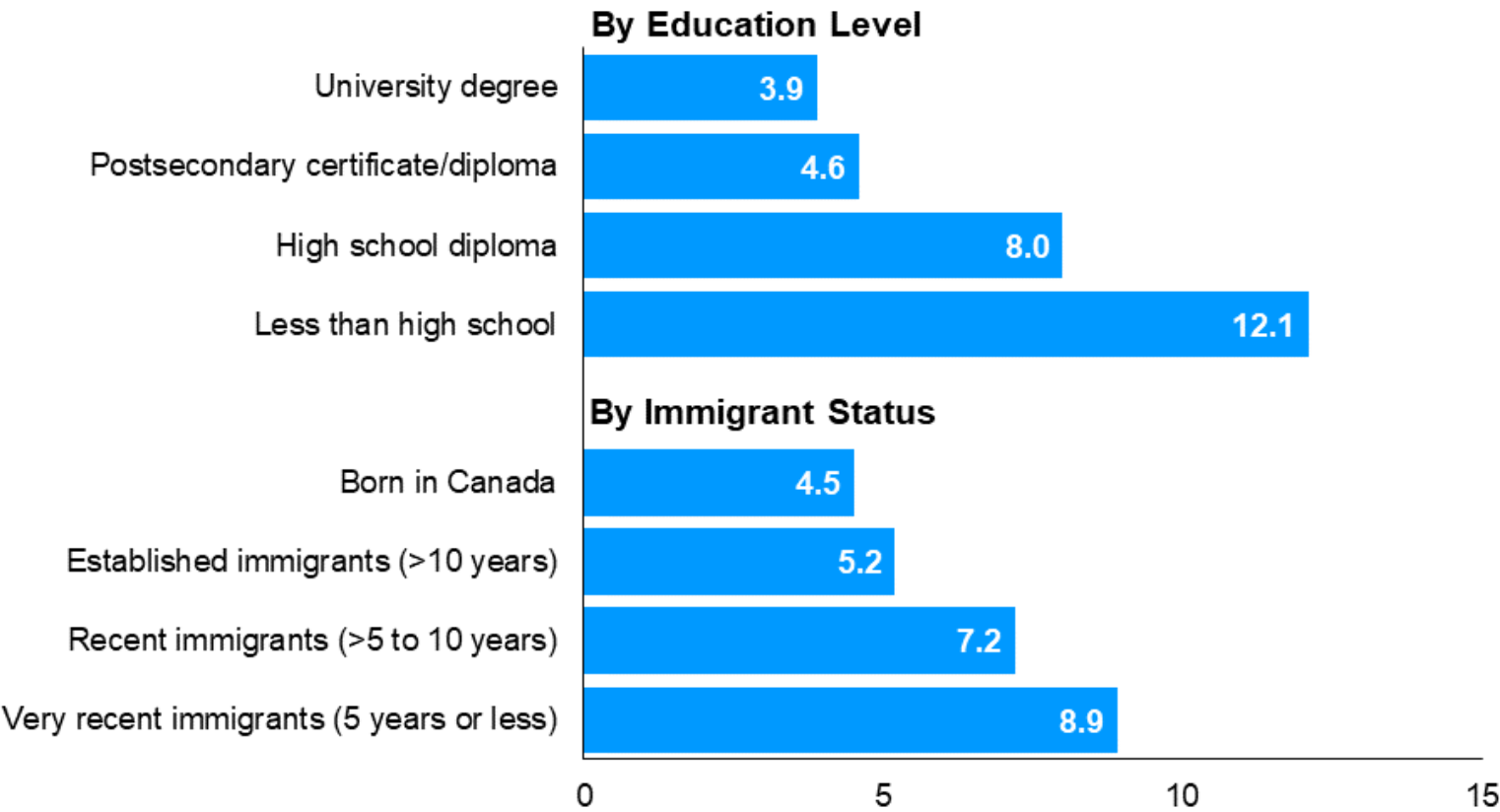
Those born in Canada had the highest employment rate (85.0%), while recent immigrants had the lowest employment rate (77.1%).

Year-over-year, the employment rate increased for all groups by immigrant status, led by very recent immigrants (+7.6 percentage points).

Unemployment rates by education level and immigrant status (core-aged population)

Unemployment Rate in 2022Q1
Per cent

Population aged 25-54



Note: Rate by immigrant status is based on a three-month moving average for March 2022.
Education level refers to the highest level of schooling completed.

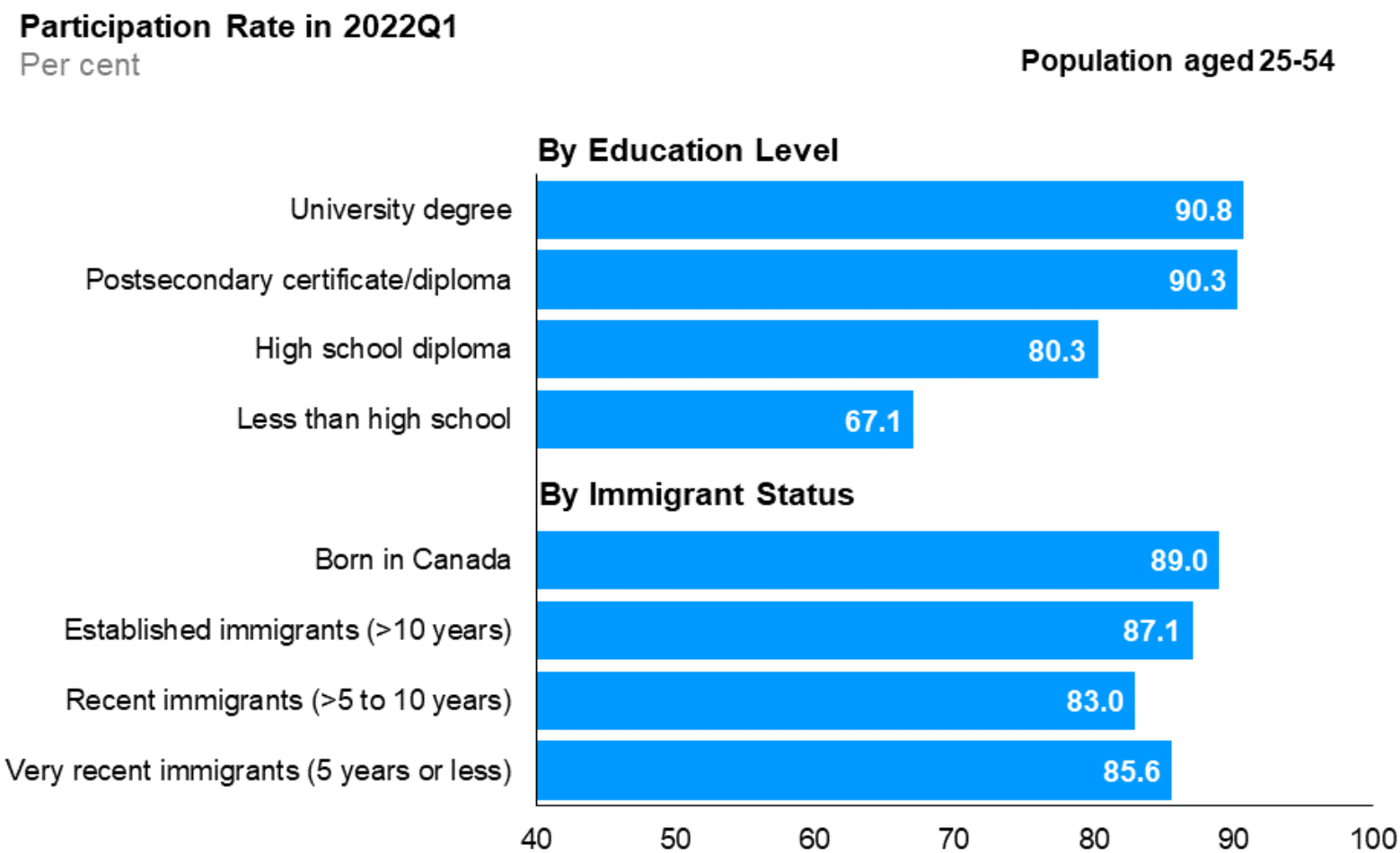
The horizontal bar chart shows unemployment rates by education level and immigrant status for the core-aged population (25 to 54 years), in the first quarter of 2022. By education level, those with less than high school education had the highest unemployment rate (12.1%), followed by those with high school education (8.0%), those with a postsecondary certificate or diploma (4.6%) and university degree holders (3.9%). By immigrant status, very recent immigrants with 5 years or less since landing had the

highest unemployment rate (8.9%), followed by recent immigrants with more than 5 to 10 years since landing (7.2%), established immigrants with more than 10 years since landing (5.2%), and those born in Canada (4.5%). Rate by immigrant status is based on a three-month moving average for March 2022. Education level refers to the highest level of schooling completed.

In the first quarter of 2022, those with a university degree had the lowest unemployment rate (3.9%) while those with less than a high school diploma had the highest unemployment rate (12.1%). Year-over-year, the unemployment rate of core-aged people decreased for all education levels led by those with a postsecondary certificate or diploma (-3.7 percentage points).

Year-over-year, the unemployment rate also decreased for all groups by immigrant status. In the first quarter of 2022, those born in Canada had the lowest unemployment rate (4.5%), while very recent immigrants had the highest unemployment rate (8.9%).

Participation rates by education level and immigrant status (core-aged population)



Note: Rate by immigrant status is based on a three-month moving average for March 2022.
Education level refers to the highest level of schooling completed.

The horizontal bar chart shows labour force participation rates by education level and immigrant status for the core-aged population (25 to 54 years), in the first quarter of 2022. By education level, university degree holders had the highest participation rate (90.8%), followed by postsecondary certificate or diploma holders (90.3%), high school graduates (80.3%), and those with less than high school education (67.1%). By immigrant status, those born in Canada had the highest participation rate (89.0%), followed

by established immigrants with more than 10 years since landing (87.1%), very recent immigrants with 5 years or less since landing (85.6%), and recent immigrants with more than 5 to 10 years since landing (83.0%). Rate by immigrant status is based on a three-month moving average for March 2022. Education level refers to the highest level of schooling completed.

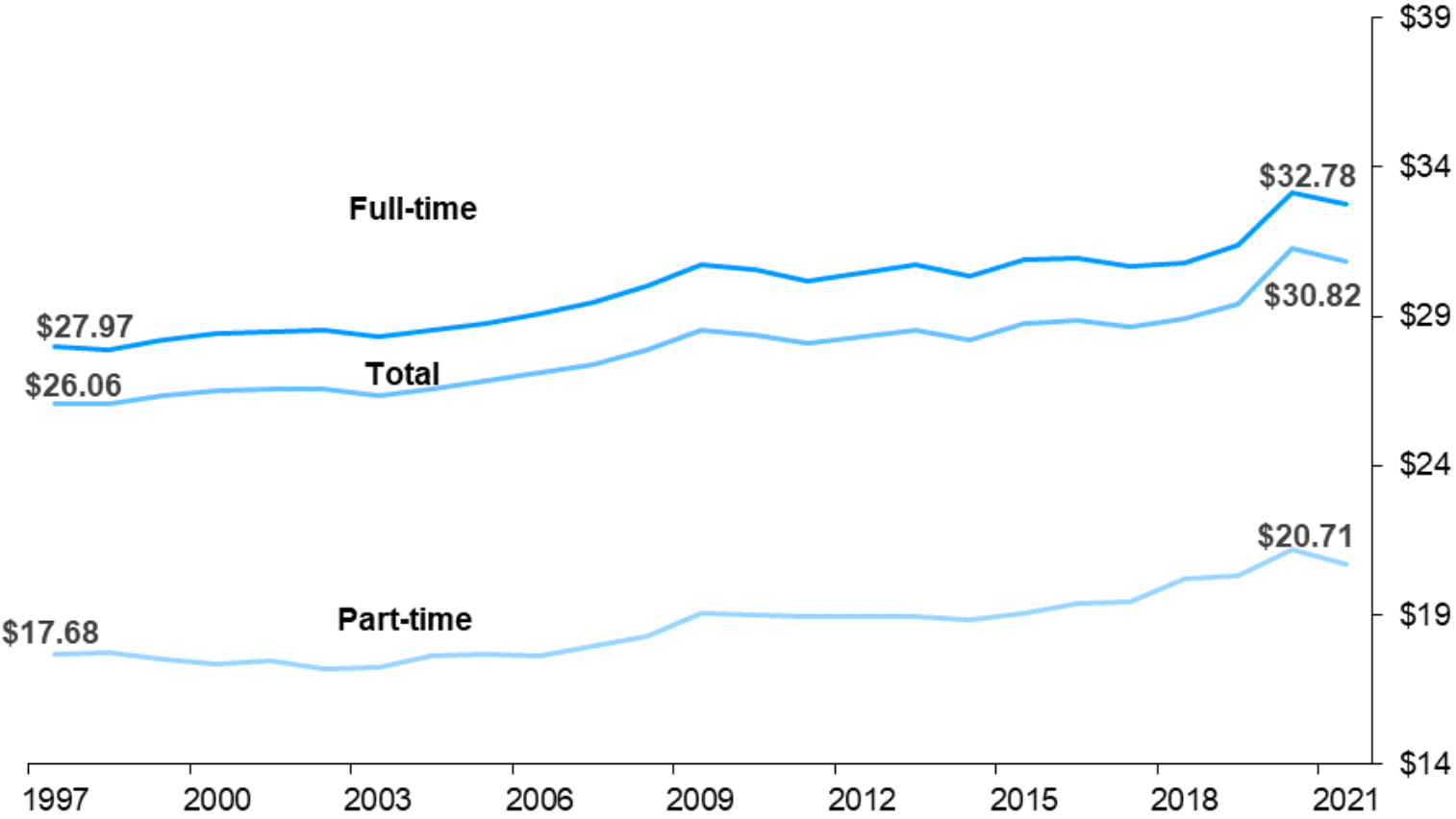
In the first quarter of 2022, those with a university degree continued to have the highest participation rate (90.8%), while those with less than a high school diploma had the lowest participation rate (67.1%). Year-over-year, the participation rate increased for all groups except those with university attainment (-1.2 percentage points).

In the first quarter of 2022, recent immigrants had the lowest participation rate compared to very recent immigrants, established immigrants and those born in Canada. Year-over-year, the participation rate increased for all groups by immigrant status.

Wages quarterly details

Average hourly wages by employment status, 1997-2021

Average Hourly Wages, 1997-2021
Constant 2021 dollars



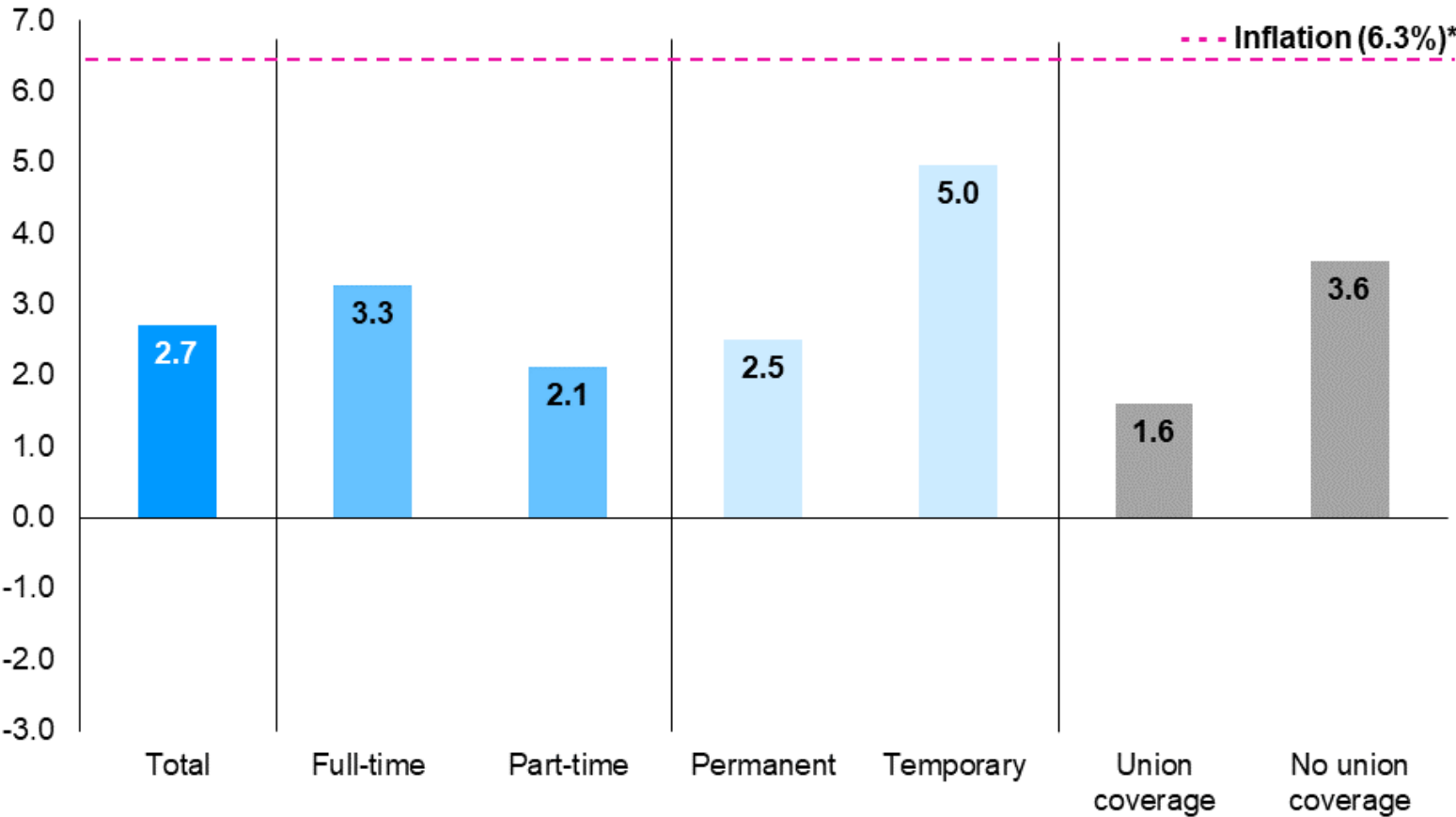
The line chart shows average hourly wages for all employees, full-time and part-time employees expressed in real 2021 dollars from 1997 to 2021. Real average hourly wages of all employees increased from \$26.06 in 1997 to \$30.82 in 2021; those of full-time employees increased from \$27.97 in 1997 to \$32.78 in 2021 and those of part-time employees increased from \$17.68 in 1997 to \$20.71 in 2021.

Over the last two decades, the average hourly wage increased in real terms^[5] (i.e., after accounting for inflation) from \$26.06 in 1997 to \$30.82 in 2021, with the growth rate averaging 0.7% per year. Over this period, both part-time and full-time workers experienced similar average annual growth in real wages (+0.7%).

Hourly wage growth by type of work

Hourly Wage Growth 2022Q1 over 2021Q1

Per cent



Note: Nominal wage growth, not adjusted for inflation. Self-employment is excluded.
*Measured as an increase in the all-items Consumer Price Index for Ontario between January and March of 2021 and January and March of 2022.

The vertical bar chart shows a year-over-year (between the first quarters of 2021 and 2022) per cent change in Ontario’s nominal hourly wages by type of work. The average hourly wage increased by 2.7%. Hourly wages increased for full-time workers (+3.3%) and for part-time employees (+2.1%). The average hourly wage increased for permanent employees (+2.5%) and temporary employees (+5.0%). Average

hourly wages increased for employees with union coverage (+1.6%) and those without union coverage (+3.6%). Inflation during the same period was 6.3%.

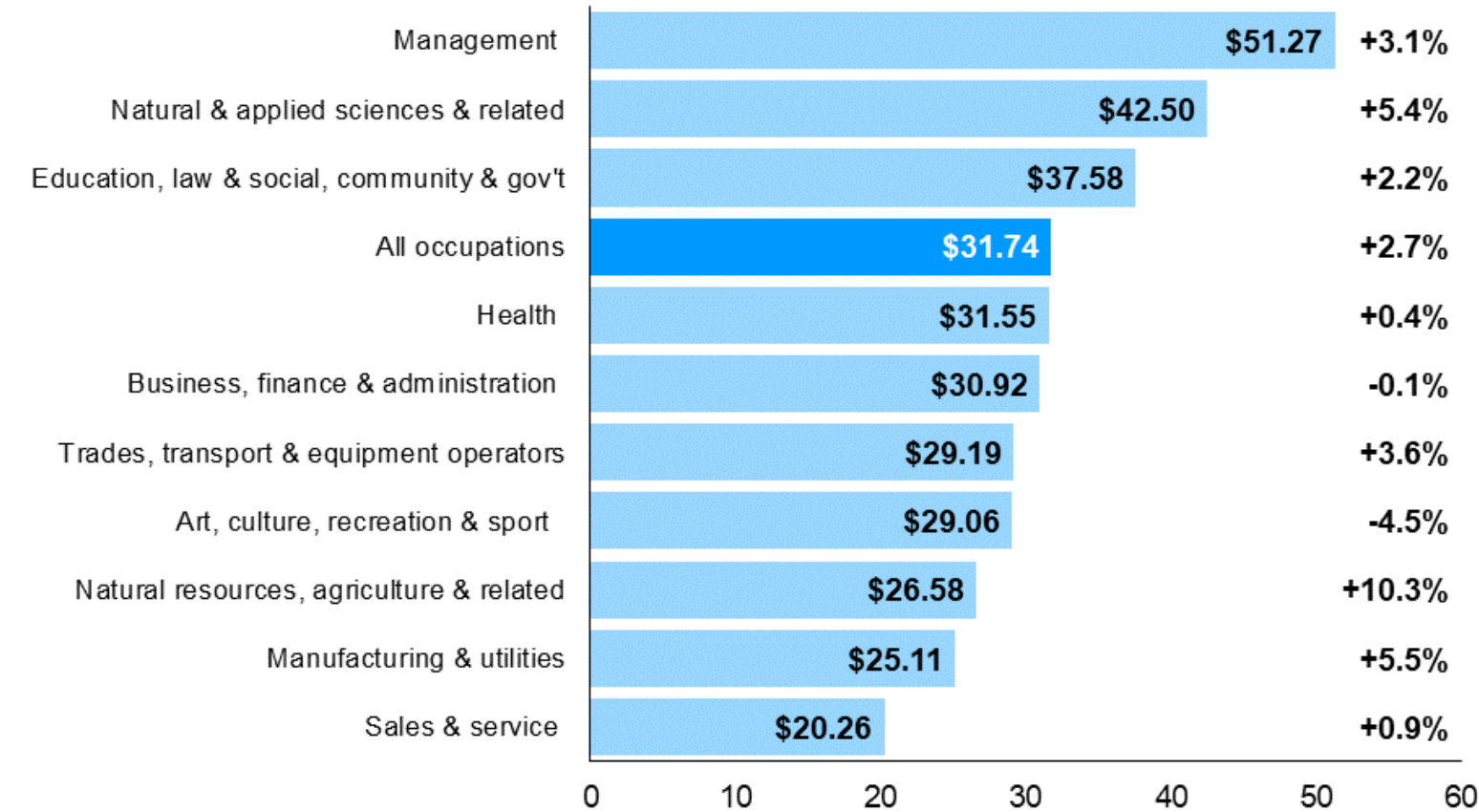
In the first quarter of 2022, the average hourly wage of Ontario employees was \$31.74, an increase of 2.7% from the first quarter of 2021.^[6]

The average hourly wage for part-time positions increased by 2.1%, while the average hourly wage for full-time workers increased by 3.3%.

Consumer Price Index inflation over the first quarter of 2022 compared to the first quarter of 2021 was 6.3%.^[7]

Average hourly wage rate and wage growth by occupational group

Average Hourly Wage in 2022Q1
Year-over-year per cent growth (to the right)



Note: Nominal wage growth, not adjusted for inflation. Self-employment is excluded.

The horizontal bar chart shows average hourly wage rates in the first quarter of 2022 and year-over-year (between the first quarters of 2021 and 2022) per cent change in average hourly wage rate, by occupational group. In the first quarter of 2022, the average hourly wage rate for Ontario was \$31.74 (+2.7%). The highest average hourly wage rate was for management occupations at \$51.27 (+3.1%); followed by natural and applied sciences and related occupations at \$42.50 (+5.4%); occupations in

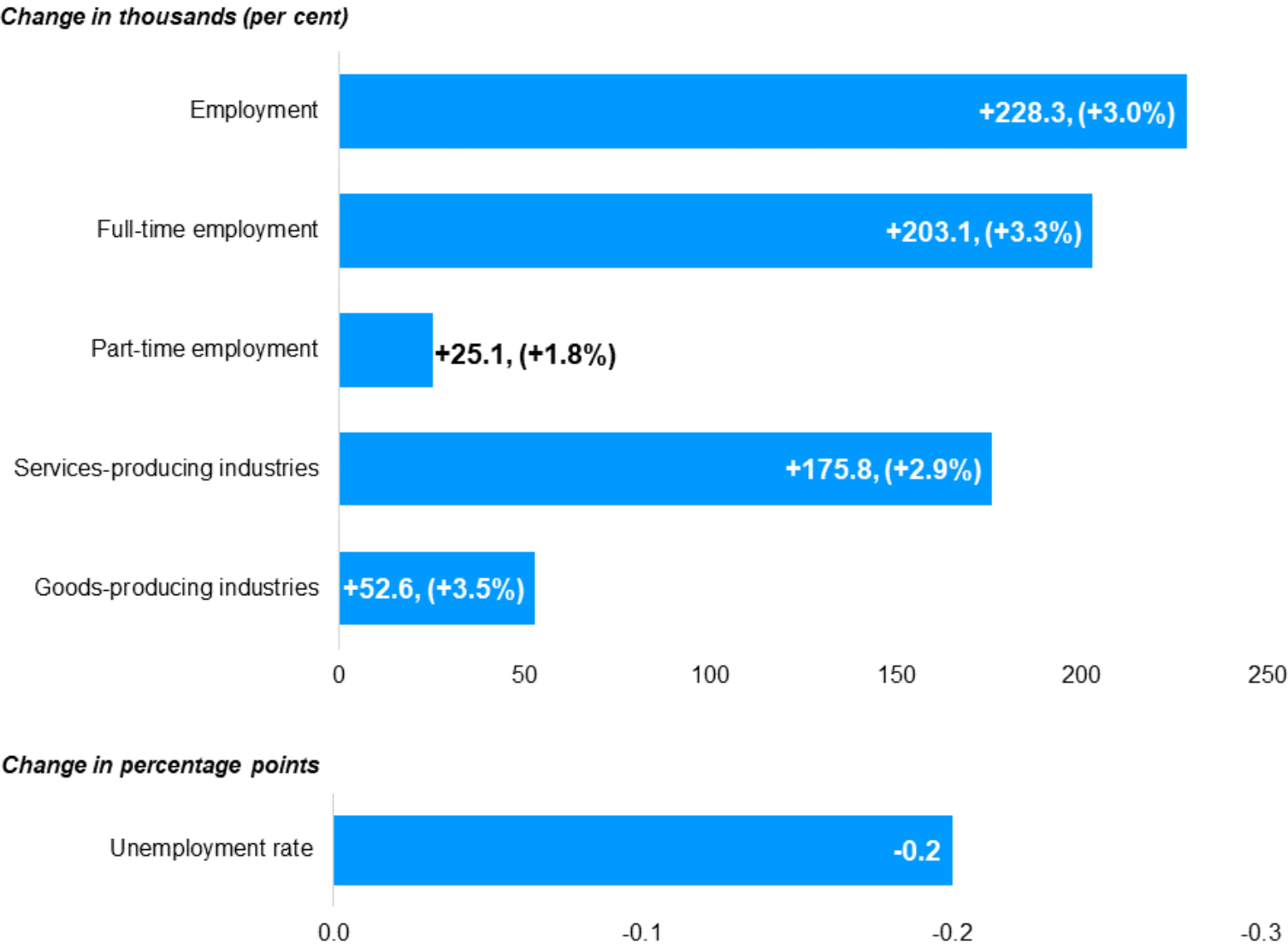
education, law and social, community and government services at \$37.58 (+2.2%), health occupations at \$31.55 (+0.4%); business, finance and administration occupations at \$30.92 (-0.1%), occupations in trades, transport and equipment operators at \$29.19 (+3.6%); occupations in art, culture recreation and sport at \$29.06 (-4.5%); occupations in natural resources, agriculture and related occupation at \$26.58 (+10.3%); occupations in manufacturing and utilities at \$25.11 (+5.5%) and sales and service occupations at \$20.26 (+0.9 %).

Year-over-year, eight broad occupational groups experienced growth in average hourly wages - natural resources, agriculture and related production occupations (+10.3%), occupations in manufacturing and utilities (+5.5%) and natural and applied sciences and related occupations (+5.4%). Two broad occupational groups experienced a decrease in average hourly wages - occupations in art, culture, recreation and sport (-4.5%) and business, finance and administration occupations (-0.1%).

Appendix I

Net employment between February 2020 and March 2022

Below are highlights (seasonally adjusted) of recent trends in Ontario’s labour market between February 2020 and March 2022.



Note: Figures are seasonally adjusted.

The horizontal bar chart shows seasonally adjusted changes in employment and unemployment rate between February 2020 and March 2022. Employment increased (+228,300 or +3.0%), including increases in full-time employment (+203,100 or +3.3%) and part-time employment (+25,100 or +1.8%), services-producing industries employment (+175,800, +2.9%), as well as goods-producing industries

employment (+52,600, +3.5%). Unemployment rate decreased by 0.2 percentage point. Figures are seasonally adjusted.

Appendix II

Overview of annual employment ten-year review

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Total Labour Force (000)	7,238.7	7,325.1	7,345.3	7,343.0	7,408.9	7,506.5	7,608.9	7,816.3	7,766.0	8,006.8
Participation Rate (%)	66.0	66.1	65.7	65.1	64.9	64.7	64.3	64.9	63.6	64.9
Male Participation Rate (%)	70.7	70.5	70.2	70.0	69.6	69.3	68.8	69.5	68.4	69.7
Female Participation Rate (%)	61.5	61.9	61.3	60.5	60.4	60.2	60.1	60.4	58.9	60.2
Total Employment (000)	6,666.7	6,768.1	6,809.1	6,845.4	6,921.4	7,052.5	7,173.3	7,376.9	7,021.6	7,366.4

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Full-time (000)	5,389.0	5,449.1	5,486.6	5,557.4	5,610.5	5,713.2	5,845.7	6,000.3	5,797.4	6,070.8
Part-time (000)	1,277.7	1,318.9	1,322.5	1,288.0	1,310.9	1,339.3	1,327.6	1,376.6	1,224.3	1,295.6
Employment-Population Ratio (%)	60.8	61.1	60.9	60.7	60.6	60.8	60.6	61.2	57.5	59.7
Male Employment (000)	3,470.1	3,508.9	3,549.1	3,583.9	3,622.6	3,692.1	3,760.6	3,874.7	3,722.1	3,885.7
Female Employment (000)	3,196.6	3,259.1	3,260.1	3,261.4	3,298.8	3,360.4	3,412.7	3,502.2	3,299.6	3,480.8
Part-Time (% of total)	19.2	19.5	19.4	18.8	18.9	19.0	18.5	18.7	17.4	17.6
Goods-Producing Sector Employment (000)	1,406.8	1,381.0	1,366.4	1,393.8	1,425.1	1,439.4	1,463.9	1,467.3	1,410.7	1,466.6

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Services-Producing Sector Employment (000)	5,259.9	5,387.1	5,442.7	5,451.6	5,496.3	5,613.1	5,709.5	5,909.7	5,610.9	5,899.9
Private Sector Employment (000)	4,347.1	4,405.3	4,473.5	4,505.5	4,544.1	4,640.1	4,716.7	4,830.6	4,542.0	4,807.7
Public Sector Employment (000)	1,289.5	1,310.0	1,298.1	1,281.2	1,293.7	1,318.8	1,359.7	1,375.4	1,358.8	1,456.9
Self-Employment (%of total)	15.4	15.6	15.2	15.5	15.7	15.5	15.3	15.9	16.0	15.0
Total Unemployment (000)	572.0	557.1	536.1	497.6	487.5	454.0	435.5	439.4	744.4	640.4
Unemployment Rate (%)	7.9	7.6	7.3	6.8	6.6	6.0	5.7	5.6	9.6	8.0

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Male Unemployment Rate (%)	8 . 2	8 . 0	7 . 5	7 . 0	6 . 8	6 . 3	5 . 7	5 . 8	9 . 2	8 . 0
Female Unemployment Rate (%)	7 . 5	7 . 2	7 . 1	6 . 5	6 . 3	5 . 8	5 . 7	5 . 5	10 . 0	8 . 0
Long-Term (27 wks+) (% of total) *****	22 . 8	23 . 1	22 . 9	20 . 0	20 . 0	19 . 5	16 . 9	15 . 0	14 . 7	28 . 3
Average Unemployment in Weeks	22 . 3	21 . 9	22 . 5	20 . 0	20 . 0	19 . 3	17 . 2	15 . 8	15 . 3	23 . 2
Youth Unemployment Rate (%)	16 . 6	15 . 9	15 . 2	14 . 3	13 . 7	12 . 2	11 . 8	12 . 0	22 . 0	15 . 7
25-54 y.o. Unemployment rate (%)	6 . 5	6 . 3	6 . 0	5 . 6	5 . 5	5 . 1	4 . 8	4 . 6	7 . 7	6 . 6

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
55+ y.o. Unemployment rate (%)	5 . 9	5 . 6	5 . 5	5 . 0	5 . 0	4 . 6	4 . 3	4 . 2	7 . 0	7 . 2
Average Weekly Wage Rate (\$)	883 . 62	896 . 44	907 . 05	938 . 01	958 . 16	965 . 71	998 . 41	1033 . 38	1113 . 99	1133 . 90
Average Hourly Wage Rate (\$)	24 . 10	24 . 50	24 . 81	25 . 58	26 . 13	26 . 38	27 . 28	28 . 26	30 . 24	30 . 82

Employment by region (000)

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Greater Toronto Area	3 , 099 . 6	3 , 214 . 9	3 , 202 . 7	3 , 264 . 8	3 , 303 . 9	3 , 363 . 5	3 , 432 . 8	3 , 548 . 3	3 , 381 . 8	3 , 551 . 4
Central	1537 . 2	1542 . 4	1577 . 6	1582 . 3	1589 . 7	1653 . 6	1659 . 8	1696 . 3	1616 . 5	1686 . 2
Southwest	768 . 0	764 . 0	771 . 5	769 . 7	779 . 9	785 . 8	808 . 4	810 . 6	771 . 4	832 . 7
East	904 . 1	890 . 7	899 . 4	881 . 5	898 . 2	898 . 5	915 . 1	964 . 5	908 . 5	952 . 2
North	357 . 8	356 . 1	358 . 0	347 . 1	349 . 7	351 . 0	357 . 3	357 . 2	343 . 3	343 . 9

Unemployment rate by region (%)

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Greater Toronto Area	8 . 8	8 . 2	8 . 0	7 . 1	7 . 0	6 . 5	6 . 2	6 . 0	10 . 7	9 . 0
Central	7 . 1	6 . 9	6 . 2	5 . 9	5 . 9	5 . 4	5 . 3	5 . 2	8 . 8	7 . 4
Southwest	7 . 9	7 . 7	7 . 0	6 . 9	6 . 1	5 . 6	5 . 3	5 . 5	9 . 0	7 . 3
East	6 . 6	6 . 6	7 . 0	6 . 6	6 . 4	5 . 9	5 . 0	4 . 9	7 . 7	6 . 5
North	7 . 2	7 . 5	6 . 6	7 . 2	7 . 2	6 . 5	6 . 0	6 . 1	7 . 8	6 . 8

Total employment by CMA (000)

Greater Toronto Area

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Toronto	2 , 942 . 9	3 , 061 . 1	3 , 043 . 4	3 , 114 . 1	3 , 140 . 1	3 , 206 . 7	3 , 262 . 4	3 , 385 . 7	3 , 221 . 8	3 , 393 . 4
Oshawa	188 . 3	191 . 5	197 . 3	191 . 4	208 . 3	204 . 6	214 . 6	213 . 0	205 . 5	209 . 6

Central Ontario

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Hamilton	373.7	369.9	376.9	377.4	377.3	408.3	403.0	411.2	384.9	408.2
Kitchener-Cambridge-Waterloo	279.0	284.4	288.9	288.1	291.7	301.6	309.4	322.7	306.2	321.4
St. Catharines-Niagara	200.0	192.2	194.3	204.4	204.9	200.8	205.7	204.3	190.6	198.7
Peterborough	58.1	54.2	59.1	59.8	58.6	61.3	64.6	62.0	53.6	63.1
Brantford	67.1	68.3	68.1	69.0	70.0	71.9	69.6	78.1	71.9	74.1
Guelph	83.6	78.7	80.5	89.3	90.1	90.5	88.2	91.1	85.1	92.3
Barrie	101.3	107.8	109.3	105.7	101.8	113.0	112.2	116.9	117.6	114.5

Eastern Ontario

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Ottawa	540.4	524.7	532.4	528.6	542.5	547.9	558.4	588.0	557.1	588.7
Kingston	79.2	80.2	78.5	79.5	80.3	84.0	82.9	83.7	80.0	81.1

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Belleville	52.9	39.5	34.4	31.9	33.7	40.0	41.3	51.7	49.3	50.0

Southwestern Ontario

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
London	240.0	236.2	238.0	247.5	242.8	244.3	254.0	253.8	257.2	282.7
Windsor	152.1	154.4	154.8	156.5	162.5	161.2	164.1	170.9	152.2	168.5

Northern Ontario

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Sudbury	81.7	84.0	83.4	82.1	82.8	81.7	83.0	86.9	81.1	82.0
Thunder Bay	61.5	62.5	61.3	59.3	60.0	61.5	64.3	62.7	59.0	61.1

Overview of quarterly employment year-over-year

	2020q2 XXXX	2021q2 XXXX	2020q3 XXXX	2021q3 XXXX	2020q4 XXXX	2021q4 XXXX	2021q1 XXXX	2022q1 XXXX
Total Labour Force (000)	7,469.6	7,992.8	7,951.7	8,145.4	7,913.7	8,071.5	7,817.6	8,023.4

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Participation Rate (%)	61.2	64.9	65.0	65.9	64.5	65.1	63.6	64.4
Male Participation Rate (%)	66.3	69.9	70.2	70.9	69.1	69.7	68.4	69.1
Female Participation Rate (%)	56.3	60.1	60.0	61.2	60.1	60.7	59.0	59.9
Total Employment (000)	6,533.5	7,273.4	7,070.2	7,485.0	7,236.4	7,601.7	7,105.6	7,523.9
- Full-time (000)	5,526.0	6,030.8	5,860.4	6,193.0	5,904.2	6,175.8	5,883.9	6,135.8
- Part-time (000)	1,007.4	1,242.6	1,209.7	1,292.1	1,332.2	1,426.0	1,221.8	1,388.1
Employment-Population Ratio (%)	53.6	59.0	57.8	60.6	59.0	61.3	57.8	60.4
Male Employment (000)	3,504.2	3,850.5	3,768.7	3,958.1	3,812.8	3,992.1	3,742.0	3,964.2
Female Employment (000)	3,029.3	3,422.9	3,301.4	3,526.9	3,423.5	3,609.7	3,363.6	3,559.7
Part Time (% of total)	15.4	17.1	17.1	17.3	18.4	18.8	17.2	18.4
Goods-Producing Sector Employment (000)	1,296.7	1,462.8	1,451.0	1,497.5	1,476.9	1,482.0	1,423.9	1,466.2

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Services-Producing Sector Employment (000)	5,236.8	5,810.5	5,619.1	5,987.6	5,759.5	6,119.8	5,681.7	6,057.6
Private Sector Employment (000)	4,085.5	4,698.9	4,659.8	4,939.6	4,735.8	4,995.4	4,596.9	4,919.0
Public Sector Employment	1,316.4	1,440.9	1,312.7	1,434.6	1,399.9	1,517.3	1,434.8	1,511.9
Self-Employment (% of total)	17.3	15.6	15.5	14.8	15.2	14.3	15.1	14.5
Total Unemployment (000)	936.1	719.4	881.5	660.4	677.3	469.8	712.0	499.5
Unemployment Rate (%)	12.5	9.0	11.1	8.1	8.6	5.8	9.1	6.2
Male Unemployment Rate (%)	11.8	8.9	10.6	7.9	8.3	5.9	9.3	6.2
Female Unemployment Rate (%)	13.4	9.1	11.7	8.3	8.8	5.7	8.9	6.3
Long-Term (27 wks+) (% of total)	6.8	29.6	12.5	25.9	29.2	28.7	29.1	19.2
Average Unemployment in Weeks	11.8	23.2	15.6	24.0	20.1	24.5	21.8	21.5
Youth Unemployment Rate (%)	29.6	20.4	26.1	14.1	19.3	9.4	19.1	12.9

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
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25-54 y.o Unemployment Rate (%)	10.1	6.9	8.5	6.8	6.9	5.0	7.7	5.1
55+ y.o Unemployment Rate (%)	9.1	7.7	7.7	7.7	6.6	6.0	7.5	5.5
Average Weekly Wage Rate (\$)	1,157.31	1,134.02	1,122.04	1,128.59	1,109.06	1,137.66	1,135.33	1,168.67
Average Hourly Wage Rate (\$)	31.18	30.83	30.33	30.55	30.21	31.01	30.89	31.74

Employment by Region (000)

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Greater Toronto Area (GTA) *****	3117.1	3457.8	3405.9	3633.2	3504.0	3723.7	3390.9	3653.6
Central	1503.0	1689.4	1626.2	1706.1	1667.6	1711.7	1637.5	1713.2
Southwestern	717.7	826.5	774.7	837.8	795.2	864.2	802.4	846.1
Eastern	866.2	957.2	913.7	960.9	924.1	952.8	937.9	956.6
Northern	329.4	342.4	349.6	347.0	345.5	349.3	336.9	354.4

Unemployment Rate by Region (%)

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Greater Toronto Area (GTA) *****	13.7	10.0	13.1	9.3	10.1	6.6	10.1	7.0
Central	12.1	7.9	9.6	7.1	7.4	5.4	9.0	5.4
Southwestern	12.4	8.6	9.1	7.5	7.5	5.2	7.8	5.9
Eastern	10.0	8.3	8.8	6.5	6.3	4.2	7.0	5.3
Northern	10.3	7.3	8.0	6.7	6.7	5.1	8.0	5.5

Total Employment by CMA (000)

Greater Toronto Area

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Toronto	2954.3	3303.6	3233.7	3476.2	3347.4	3557.3	3236.4	3489.4
Oshawa	195.0	204.6	208.2	210.2	210.4	220.8	203.0	220.9

Central Ontario

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Hamilton	357.9	402.8	379.1	412.3	397.4	416.9	400.7	409.5
Kitchener	283.9	319.1	302.1	322.1	313.2	334.3	310.2	324.2
St. Catharines-Niagara	174.3	190.0	196.8	213.2	198.6	210.2	181.6	217.9
Peterborough	51.3	65.9	53.1	64.7	55.5	63.3	58.6	64.8
Brantford	68.2	73.6	74.1	74.9	74.7	74.0	73.9	73.5
Guelph	80.6	90.2	87.2	95.2	86.5	96.6	87.0	96.8
Barrie	113.9	113.0	121.8	120.5	112.2	117.3	107.1	111.1

Eastern Ontario

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Ottawa (Ontario part)	532.9	601.5	563.0	591.9	561.1	579.6	581.7	585.1
Kingston	75.2	79.2	80.8	80.7	83.4	81.5	82.8	81.6

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Belleville	43.9	43.2	46.8	50.5	53.1	53.9	52.6	51.8

Southwestern Ontario

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
London	237.7	281.7	261.7	284.9	264.2	291.1	273.0	292.7
Windsor	139.5	164.5	156.6	166.0	152.8	184.3	159.4	175.1

Northern Ontario

	2020q2 *****	2021q2 *****	2020q3 *****	2021q3 *****	2020q4 *****	2021q4 *****	2021q1 *****	2022q1 *****
Sudbury	76.6	82.1	81.6	81.9	81.9	84.9	79.0	85.4
Thunder Bay	54.7	61.3	59.9	62.2	60.5	63.1	57.8	63.1

Overview of monthly* labour force characteristics

	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Employment	7,494.6	7,096.1	6,405.2	6,372.0	6,737.0	6,884.1	6,998.9	7,171.9	7,199.2	7,225.2	7,230.0

	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
Unemployment rate	5 . 5	7 . 5	11 . 1	13 . 2	12 . 0	11 . 3	10 . 6	9 . 7	9 . 8	9 . 3	
Participation rate	65 . 2	62 . 9	59 . 1	60 . 2	62 . 7	63 . 5	64 . 0	64 . 9	65 . 1	65 . 0	

*Seasonally adjusted

Note: All estimates in this appendix are based on Statistics Canada’s Labour Force Survey.

Footnotes

- [1] ^ Estimates of employment changes and rate calculations are based on unrounded quarterly estimates and may differ slightly from estimates based on published quarterly data due to rounding.
- [2] ^ The Roadmap to Reopen is the Province’s three-step plan to safely and gradually lift public health measures based on ongoing progress of provincewide vaccination rates and improvements of key public health and health care indicators. Ontario entered into Step 1 of the Roadmap to Reopen on June 11, 2021.
- [3] ^ The public sector includes employees in federal, provincial, territorial, municipal and Aboriginal public administrations, as well as in Crown corporations, liquor control boards and other government institutions such as schools (including universities), hospitals and public libraries.
- [4] ^ This economic region closely matches the GTA, the main exception being that it excludes the city of Burlington.

- [5] ^ Real wages are based on nominal wages deflated by the Consumer Price Index (CPI) for all items. Self-employment is excluded.
- [6] ^ Year-over-year comparison (between first quarters of 2021 and 2022) is in nominal dollars.
- [7] ^ Measured as an increase in the all-items Consumer Price Index for Ontario between January and March of 2021 and January and March of 2022.

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