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Introduction

About the Ontario Employment Report – January to December, 2023

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](#), which provides an overall assessment of the current state of the Ontario economy.

The report for the fourth quarter of 2023 provides an assessment of Ontario's labour market for the entire year, comparing annual averages, while the first through third quarter reports measure year-over-year changes in quarterly data.

Methodological note

In this report, year-over-year change represents change between 2022 and 2023. Longer-term trends are included for select labour market characteristics to provide historical context.

All estimates in the 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. All estimates in this report include the population aged 15 years and over, unless otherwise indicated.

Overview

Key labour market indicators, 2023

Employment:

- +183,200 net jobs in 2023, year-over-year
- +169,800 net full-time jobs in 2023, year-over-year

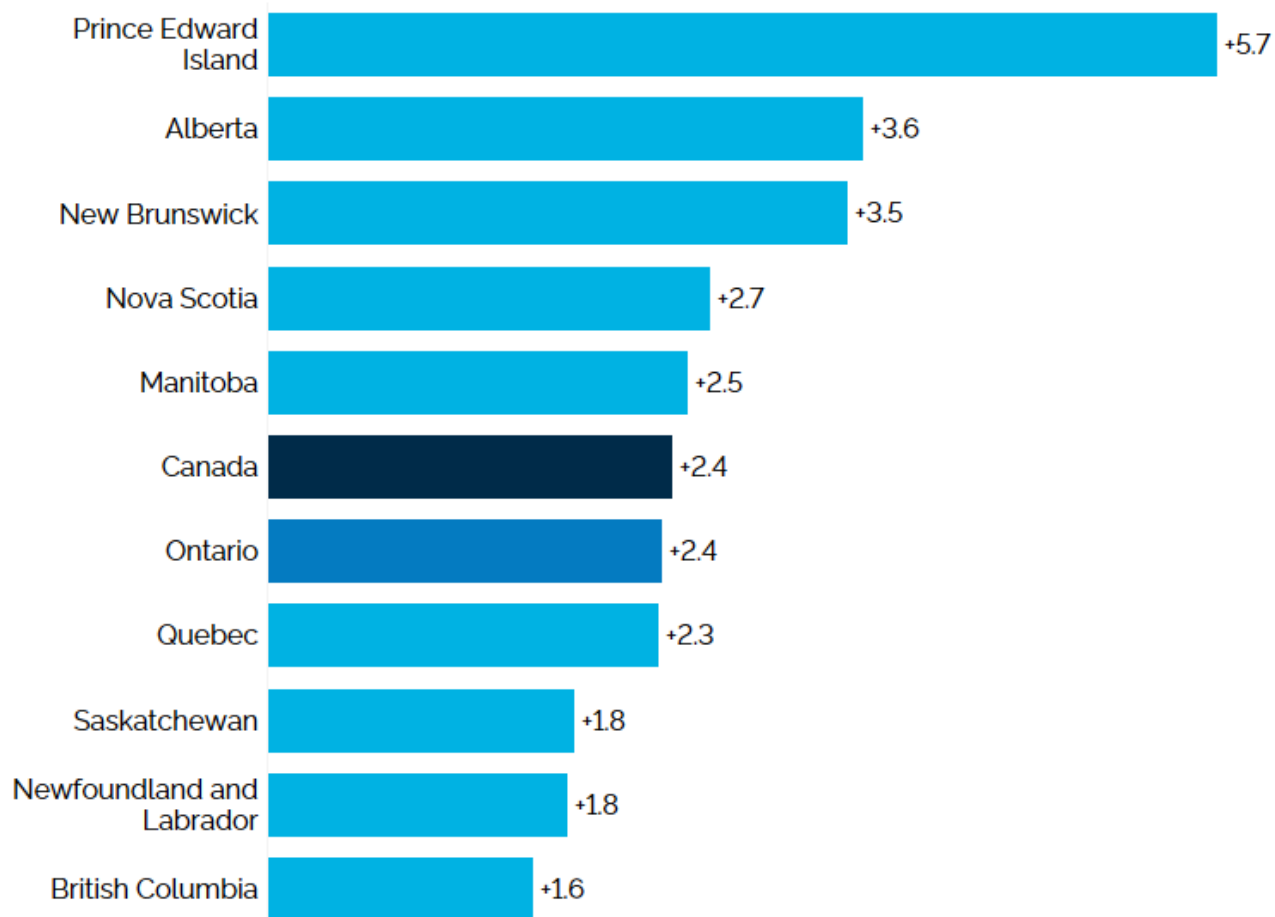
Unemployment rate:

- 5.7% in 2023

Participation rate:

- 65.5% in 2023

Employment change by province, 2023

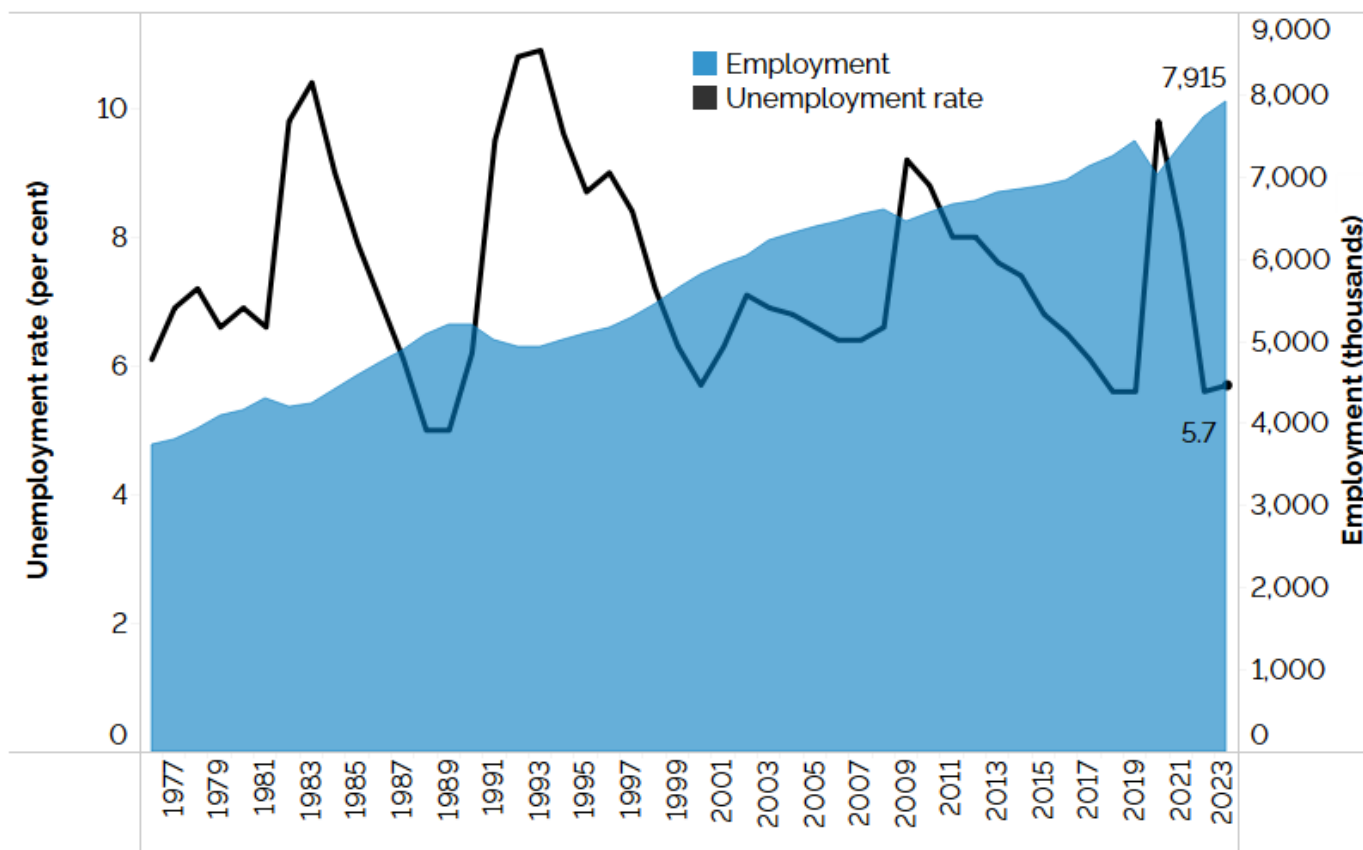


Per cent

The horizontal bar chart shows the per cent annual employment change for the ten Canadian provinces and Canada. Employment increased the most in Prince Edward Island (+5.7%), Alberta (+3.6%) and New Brunswick (+3.5%) and the least in British Columbia (+1.6%). Ontario had the fifth smallest increase in employment (+2.4%). Canada's employment also increased by 2.4%

In 2023, Ontario's employment increased by 2.4% (+183,200). This followed a notable increase in 2022 (+338,300, +5.2%) and the largest annual increase on record [\[1\]](#) in 2021 (+367,400, +5.2%). In 2023, employment increased in all provinces. Ontario had the sixth largest percentage increase in employment (+2.4%), which was the same as the national average. Prince Edward Island recorded the largest percentage increase in employment (+5.7%), while British Columbia recorded the smallest (+1.6%).

Ontario's labour market, 1976-2023



The combination line and area chart show Ontario's unemployment rate (line chart) and employment (area chart) from 1976 to 2023. Ontario's unemployment rate has fluctuated reaching highs of 10.4% in 1983, 10.9% in 1993, 9.2% in 2009 and 9.6% in 2020 and lows of 5.0% in 1988 and 1989, 5.7% in 2000 and 5.6% in 2019 and 2022. Ontario's unemployment rate increased slightly in 2023 by 0.1 percentage point. Employment in Ontario has risen steadily since 1976 with a few exceptions when employment contracted during recessions. The decrease in employment from 2019 to 2020 was sharper compared to previous recessions, but employment in 2023 is well above the 2019 level and the highest on record at 7,915,000.

In 2023, the unemployment rate in Ontario was 5.7%, above the Canadian rate (5.4%) and the fifth lowest rate among provinces. In 2023, there was a slight increase in the unemployment rate (+0.1 percentage point), after the largest annual decrease on record in 2022 (-2.5 percentage points).

In 2023, the labour force participation rate in Ontario edged up by 0.1 percentage point to 65.5%, which was just below the Canadian rate (65.6%).

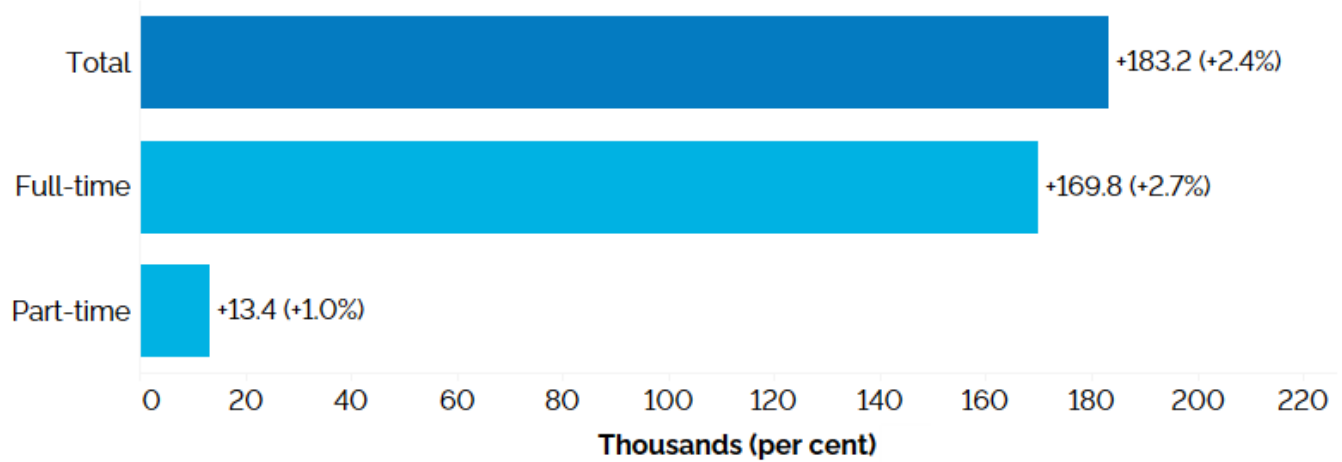
The employment rate remained steady at 61.8% in 2023, despite employment growth (+2.4%), as the population in the LFS also increased proportionally (+292,400, +2.3%). This represented the largest annual increase in the population in the LFS on record.

Highlights in 2023

- Employment increased among full-time workers (+2.7%) and part-time workers (+1.0%).
 - The private sector (+3.3%) and public sector (+1.6%) experienced employment growth, while self-employment declined (-0.9%).
 - Employment increased in both the services-producing (+2.3%) and goods-producing industries (+2.8%) with the largest increase in health care and social assistance, as well as accommodation and food services.
 - Among broad occupational groups, management occupations and trades, transport and equipment operators and related occupations saw the largest increases in employment.
 - Employment increased in four out of five regions, with Eastern Ontario (+3.0%) recording the highest percentage increase in employment, while employment in Northern Ontario edged down (-0.5%).
 - Employment levels increased relatively more for those with a university degree (+4.2%) and those with a postsecondary certificate or diploma (+2.6%), while employment for those without a postsecondary education credential declined.
 - Core-aged workers (+2.7%) experienced faster employment growth compared to youth and older workers.
 - Actual average weekly hours worked per worker increased and the total economy-wide weekly hours worked were at their highest level since 1976.
 - The average hourly wage of employees was \$34.63, an increase of 1.3% after accounting for inflation.
-

Type of work

Employment change by full-time, part-time status, Ontario, 2023

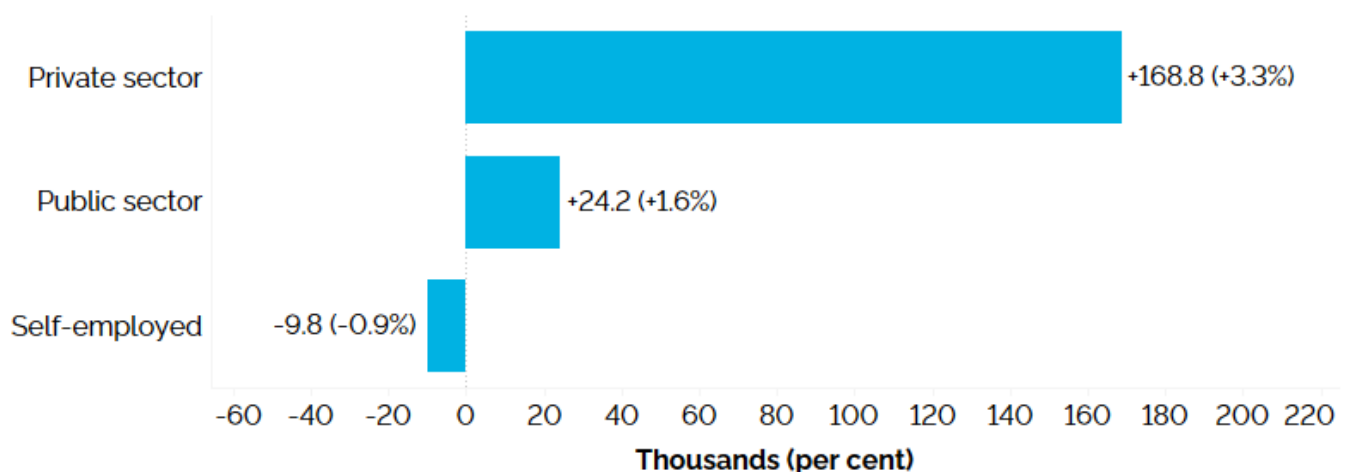


The horizontal bar chart shows Ontario's annual employment change by full-time and part-time status, measured in thousands of jobs with percentage changes in brackets. Total employment increased by 183,200 (+2.4%), with full-time employment increasing by 169,800 (+2.7%), and part-time employment increasing by 13,400 (+1.0%).

In 2023, employment in Ontario increased by 2.4%, driven by increases in both full-time (+169,800, +2.7%) and part-time positions (+13,400, +1.0%).

Part-time employees experienced disproportionate job losses during the COVID-19 pandemic. In 2023, part-time employment was still 1.0% below its 2019 level, while full-time employment was 8.3% above its 2019 level.

Employment change by employment sector, Ontario, 2023



The horizontal bar chart shows Ontario's annual employment change for the private sector, public sector and the self-employed, measured in thousands of jobs with percentage changes in brackets. Employment increased in the private sector (+168,800, +3.3%) and the public

sector (+24,200, +1.6%) and declined for the self-employed (-9,800, -0.9%).

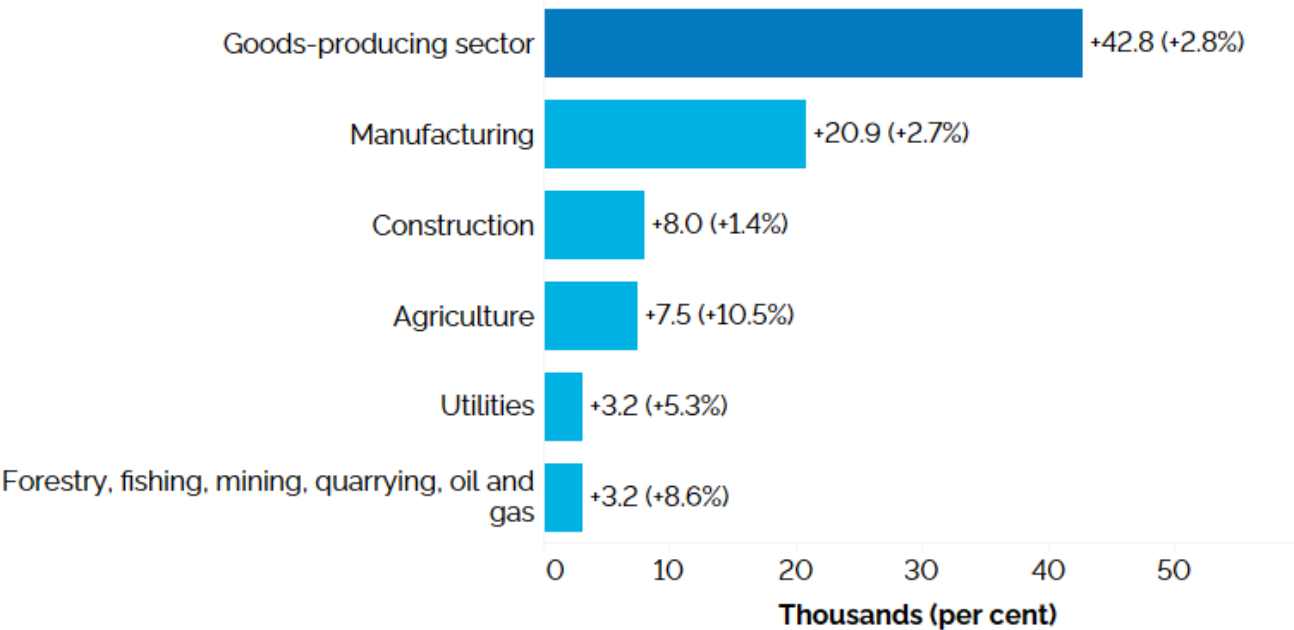
The private sector had the largest increase in employment (+168,800, +3.3%), followed by the public sector [\[2\]](#) (+24,200, +1.6%), while self-employment declined (-9,800, -0.9%).

In 2023, self-employment was still below its 2019 pre-pandemic level (-70,300, -6.1%), while both private sector and public sector employment exceeded their 2019 levels.

Industry and occupation

In 2023, employment increased in both goods-producing (+42,800, +2.8%) and services-producing (+140,400, +2.3%) industries.

Employment change by industry, goods-producing industries, Ontario, 2023

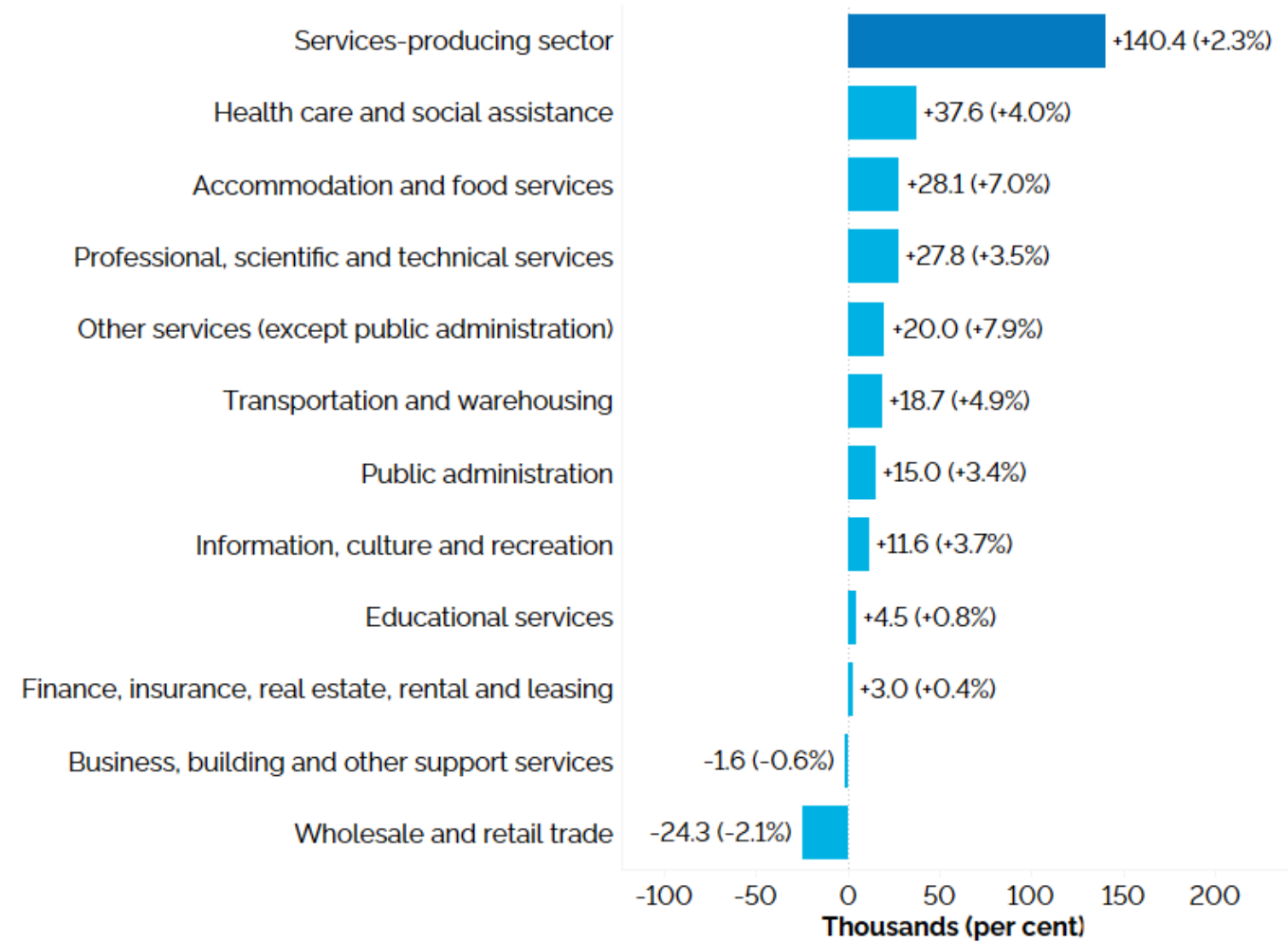


The horizontal bar chart shows Ontario's annual employment change by industry for goods-producing industries, measured in thousands of jobs with percentage changes in brackets. Employment in most goods-producing industries increased: manufacturing (+20,900, +2.7%), construction (+8,000, +1.4%), agriculture (+7,500, +10.5%), utilities (+3,200, +5.3%) and forestry, fishing, mining, quarrying, oil and gas (+3,200, +8.6%) The overall employment in

goods-producing industries increased by 42,800 (+2.8%).

Among goods-producing industries, manufacturing recorded the highest employment growth (+20,900), followed by construction (+8,000), agriculture (+7,500), utilities (+3,200) and forestry, fishing, mining, quarrying, oil and gas (+3,200).

Employment change by industry, services-producing industries, Ontario, 2023

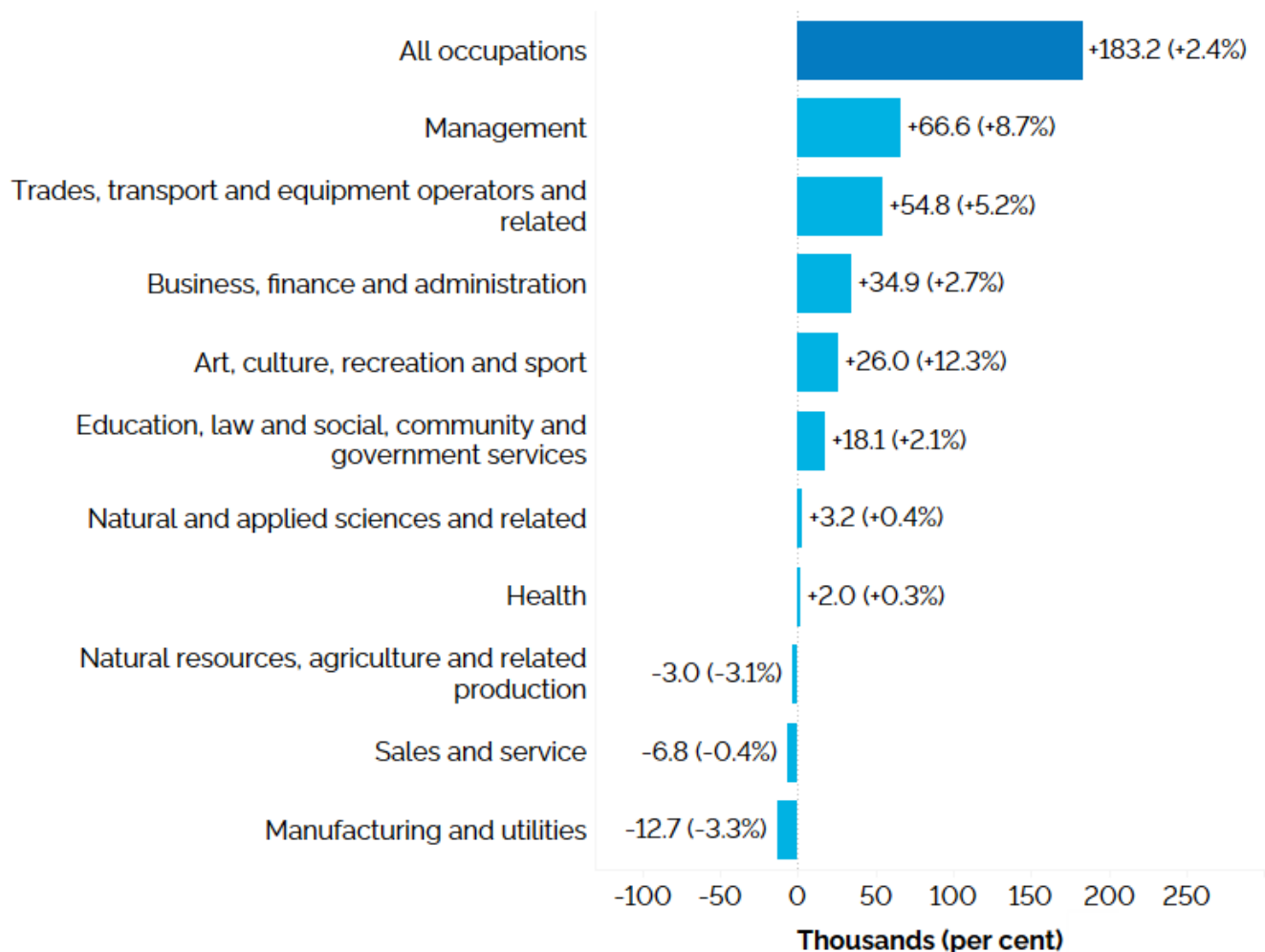


The horizontal bar chart shows Ontario’s annual employment change by industry for services-producing industries, measured in thousands of jobs with percentage changes in brackets. All except two of the services-producing industries experienced an increase in employment, with the largest increase in health care and social assistance (+37,600, +4.0%), followed by accommodation and food services (+28,100, +7.0%), professional, scientific and technical services (+27,800, +3.5%) and other services (except public administration) (+20,000, +7.9%). Business, building and other support services (-1,600, -0.6%) and wholesale and retail trade (-24,300, -2.1%) experienced declines in employment. The overall employment in services-

producing industries increased by 140,400 (+2.3%).

Most services-producing industries experienced employment growth in 2023. Health care and social assistance industries (+37,600) had the greatest net employment growth, followed by accomodation and food services (+28,100) and professional, scientific and technical services (+27,800). Wholesale and retail trade (-24,300) and business, building and other support services (-1,600) were the only services-producing industries that experienced declines in employment.

Employment change by occupational group, Ontario, 2023 ^[3]



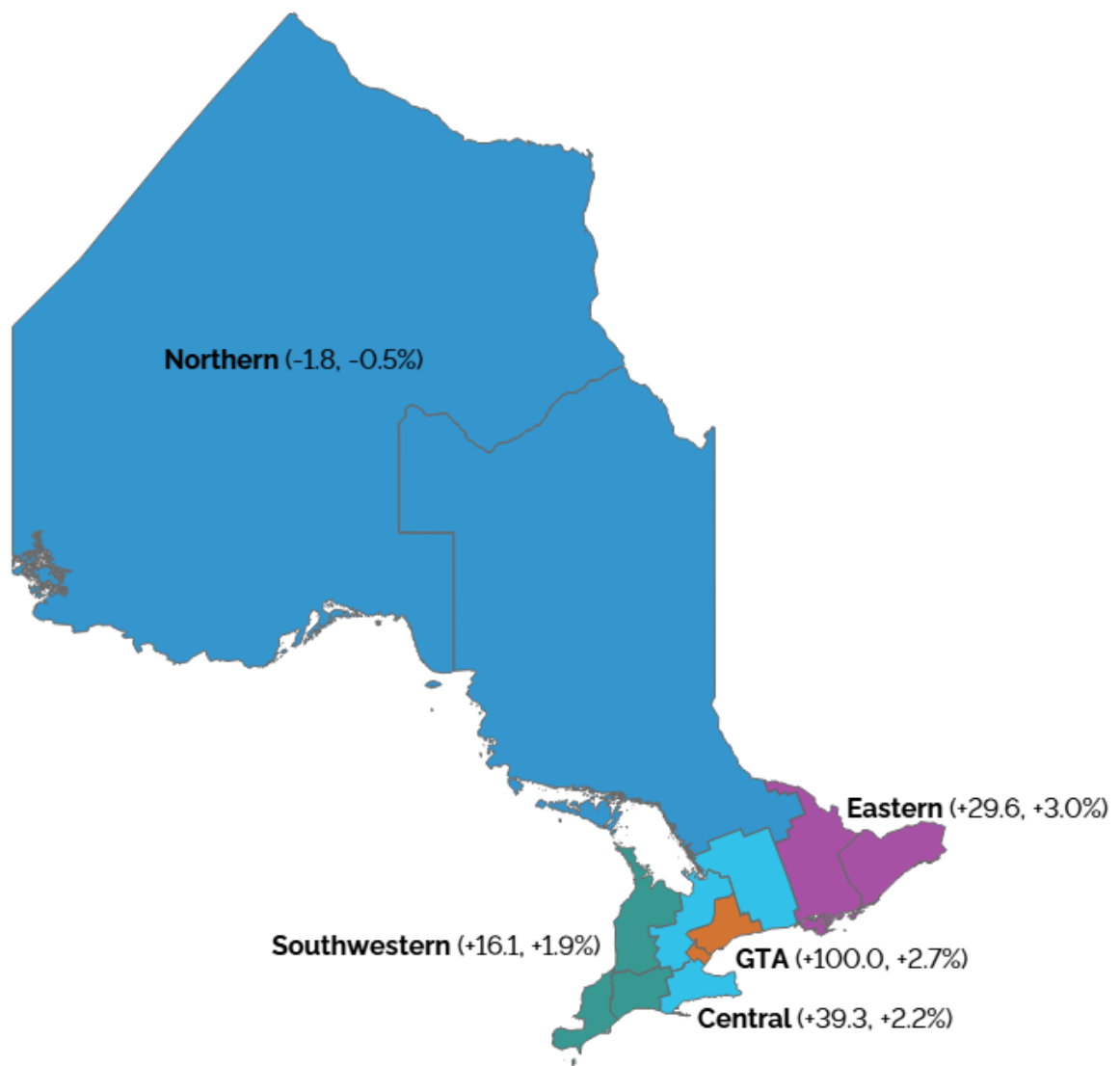
The horizontal bar chart shows Ontario's annual employment change by broad occupational group, measured in thousands of jobs with percentage changes in brackets. Employment increased in seven of ten broad occupational groups. Management occupations experienced the largest employment increase (+66,600, +8.7%), followed by trades, transport and equipment operators and related occupations (+54,800, +5.2%), business, finance and administration occupations (+34,900, +2.7%), occupations in art, culture, recreation and sport

(+26,000, +12.3%), and occupations in education, law and social, community and government services (+18,100, +2.1%). Three broad occupational groups experienced a decline in employment, led by occupations in manufacturing and utilities (-12,700, -3.3%).

Among broad occupational groups, management occupations (+66,600) saw the largest increase in employment followed by trades, transport and equipment operators and related occupations (+54,800) and business, finance and administration occupations (+34,900). Occupations in three broad occupational groups experienced a decline in employment, led by occupations in manufacturing and utilities (-12,700).

Regions

Employment change by region, Ontario, 2023



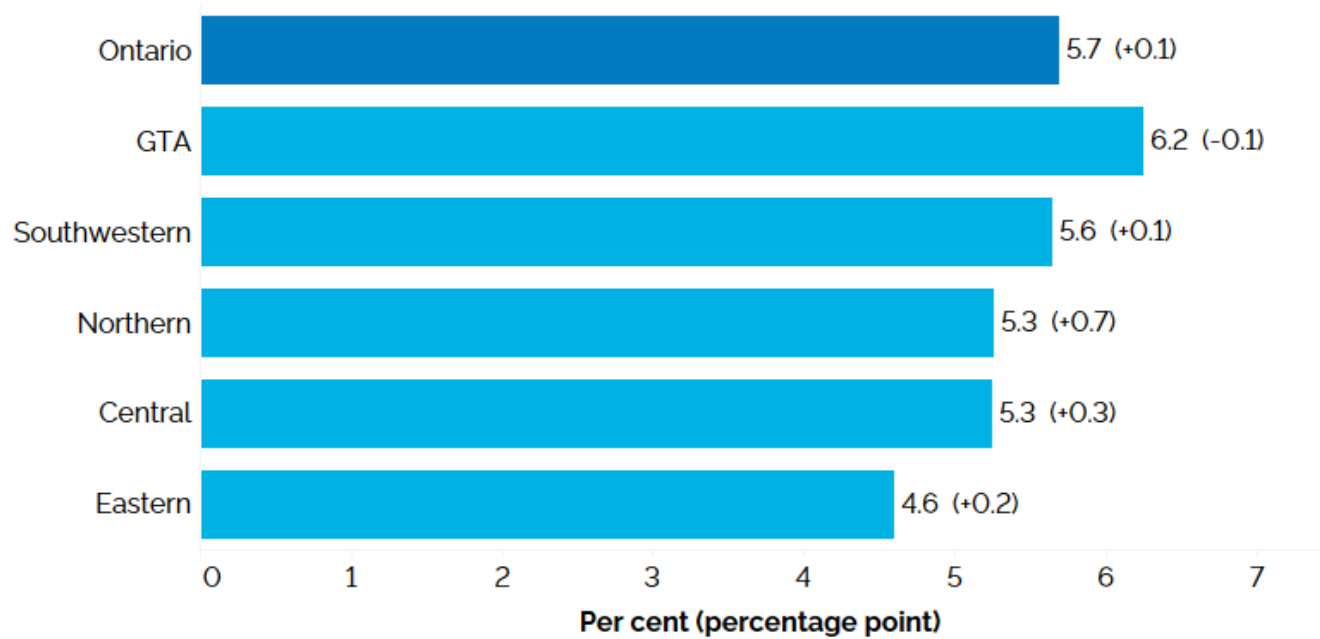
The map shows Ontario's five regions: Northern Ontario, Eastern Ontario, Southwestern Ontario, Central Ontario and the Greater Toronto Area, which are based on Ministry of Finance's groupings of Statistics Canada's economic regions. The numbers in brackets show employment changes in thousands and per cent.

The map shows Ontario's five regions: Northern Ontario, Eastern Ontario, Southwestern Ontario, Central Ontario and the Greater Toronto Area, which are based on Ministry of Finance's groupings of Statistics Canada's economic regions. The map shows changes in employment measured in thousands and percentages in each region. Employment increased in all Ontario regions in 2023, except in Northern Ontario (-1,800, -0.5%). Employment increased the most in the GTA (+100,000, +2.7%), followed by Central Ontario (+39,300, +2.2%), Eastern Ontario (+29,600, +3.0%) and Southwestern Ontario (+16,100, +1.9%).

In 2023, all Ontario regions experienced employment growth, except for Northern Ontario (-0.5%). The Greater Toronto Area (GTA) experienced the largest employment increase (+100,000); however, Eastern Ontario experienced the greatest percentage increase in

employment (+3.0%), followed by the GTA (+2.7%) and Central Ontario (+2.2%).

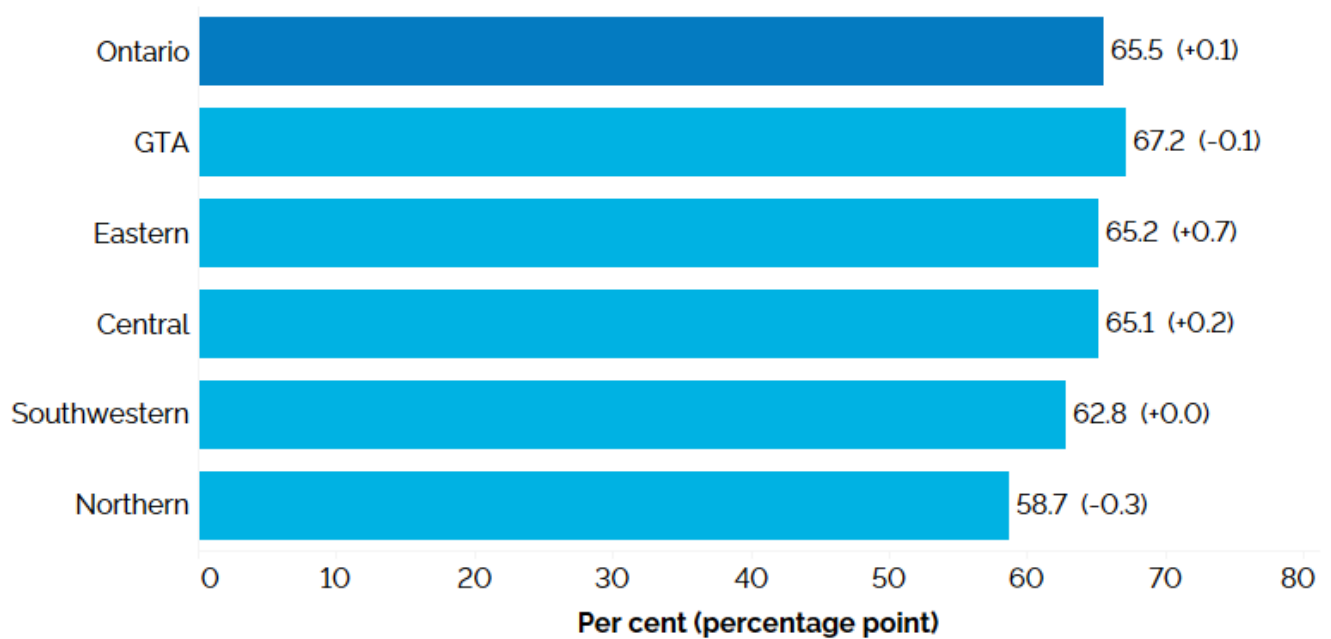
Unemployment rate by region, Ontario, 2023



The horizontal bar chart shows unemployment rates by Ontario region in 2023, measured in per cent with annual percentage point changes in brackets. The Greater Toronto Area had the highest unemployment rate at 6.2% (-0.1 percentage point), followed by Southwestern Ontario (5.6%, +0.1 percentage point), Northern Ontario (5.3%, +0.7 percentage point), Central Ontario (5.3%, +0.3 percentage point) and Eastern Ontario (4.6%, +0.2 percentage point). Ontario’s unemployment rate in 2023 was 5.7% (+0.1 percentage point).

In 2023, the unemployment rate increased in every region, except in the GTA (-0.1 percentage point). The GTA had the highest unemployment rate (6.2%) while Eastern Ontario had the lowest unemployment rate (4.6%).

Participation rate by region, Ontario, 2023

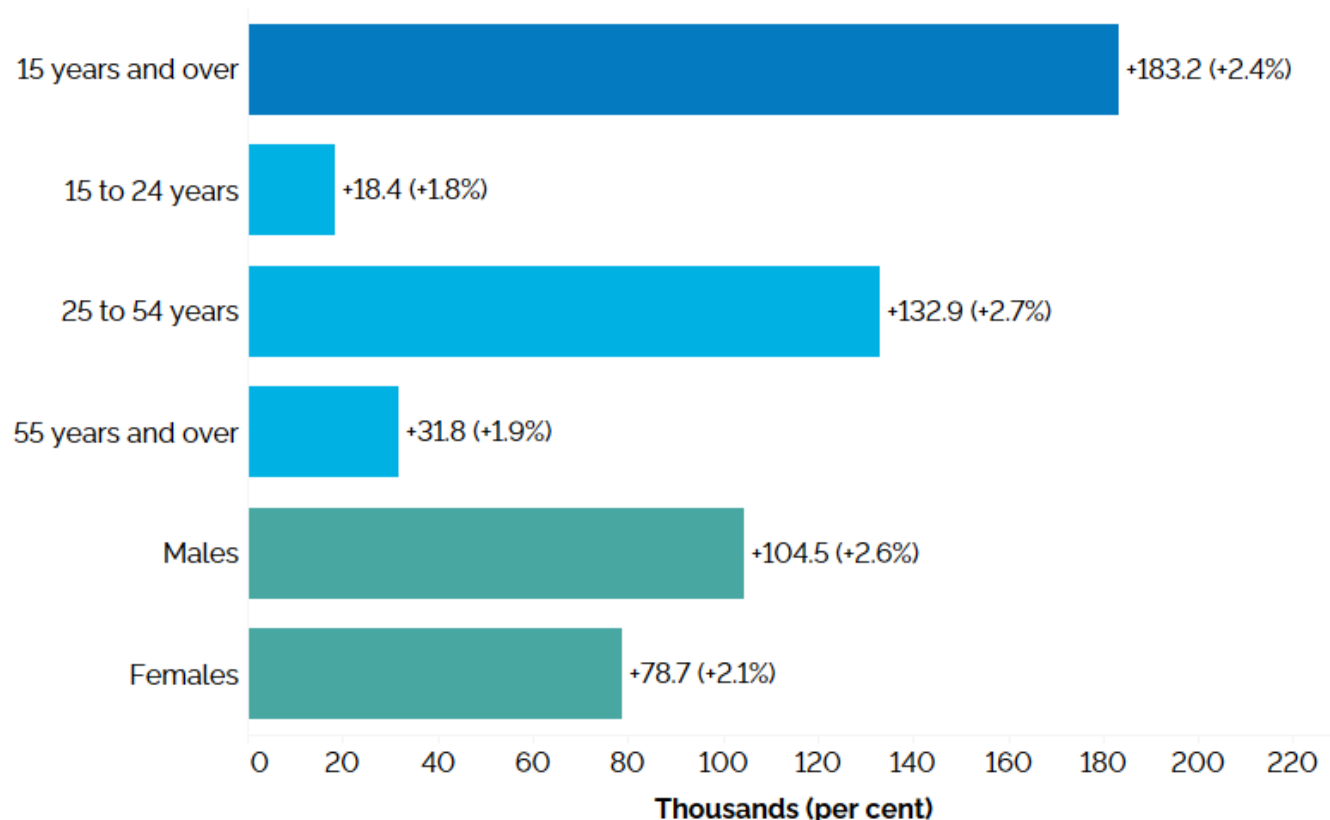


The horizontal bar chart shows participation rates by Ontario region in 2023, measured in per cent with annual percentage point changes in brackets. The Greater Toronto Area had the highest participation rate at 67.2% (-0.1 percentage point), followed by Eastern Ontario (65.2%, +0.7 percentage point), Central Ontario (65.1%, +0.2 percentage point), Southwestern Ontario (62.8%, +0.0 percentage point) and Northern Ontario (58.7%, -0.3 percentage point). The overall participation rate for Ontario was 65.5% (+0.1 percentage point).

In 2023, the participation rate increased in two out of Ontario's five regions. The GTA had the highest participation rate (67.2%), while Northern Ontario had the lowest participation rate (58.7%).

Demographic groups

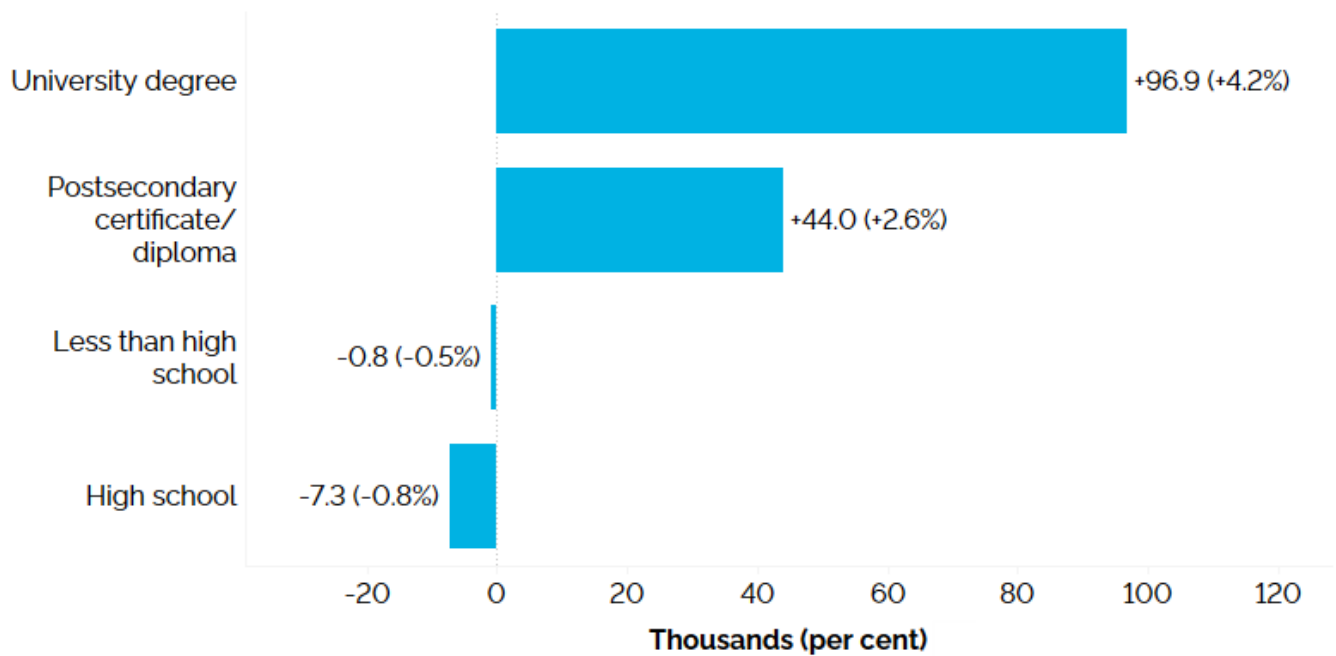
Employment change by age group and gender, Ontario, 2023



The horizontal bar chart shows Ontario's annual employment change for three age groups, as well as by gender, compared to the overall population, measured in thousands of jobs with percentage changes in brackets. Employment increased among workers in all age groups. Ontarians aged 25 to 54 years had the greatest number of job gains (+132,900, +2.7%). Employment increased for Ontarians aged 15 to 24 years (18,400, +1.8%) and for Ontarians aged 55 years and over (+31,800, +1.9%). Total employment (for population aged 15 and over) increased by 183,200 (+2.4%). Male employment increased by 104,500 (+2.6%) and female employment increased by 78,700 (+2.1%).

In 2023, employment increased for all age groups and for both females and males. Males experienced greater employment gains (+104,500, +2.6%) than females (+78,700, +2.1%). Employment levels increased the most for core-aged workers aged 25 to 54 years (+132,900), while youth aged 15 to 24 years and older adults aged 55 years and over registered similar percentage increases in employment (+1.8% and +1.9%, respectively).

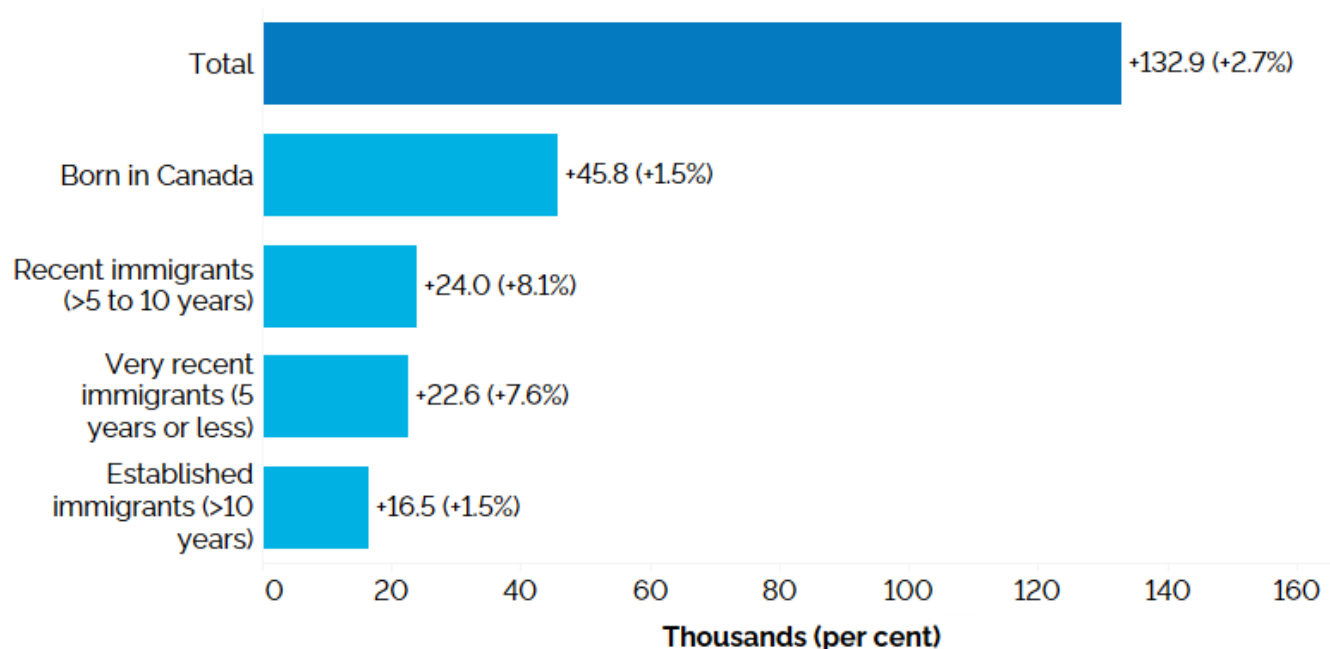
Employment change by education level, core-aged workers, Ontario, 2023



The horizontal bar chart shows Ontario's annual employment change by education level for the core-aged population (25 to 54 years old) in 2023, measured in thousands of jobs with percentage changes in brackets. Employment increased among workers with a postsecondary credential. Those with a university degree had the greatest number of job gains (+96,900, +4.2%), followed by those with a postsecondary certificate/diploma (+44,000, +2.6%). High school graduates (-7,300, -0.8%) and those without a high school diploma (-800, -0.5%) experienced a decrease in employment.

Among the core-aged population, employment increased for those with a postsecondary credential, driven by university graduates (+96,900 +4.2%) and those with a postsecondary certificate or diploma (+44,000, +2.6%). Those with a high school credential experienced the greatest decline in employment (-7,300, -0.8%). [\[4\]](#)

Employment change by immigrant status, core-aged workers, Ontario, 2023

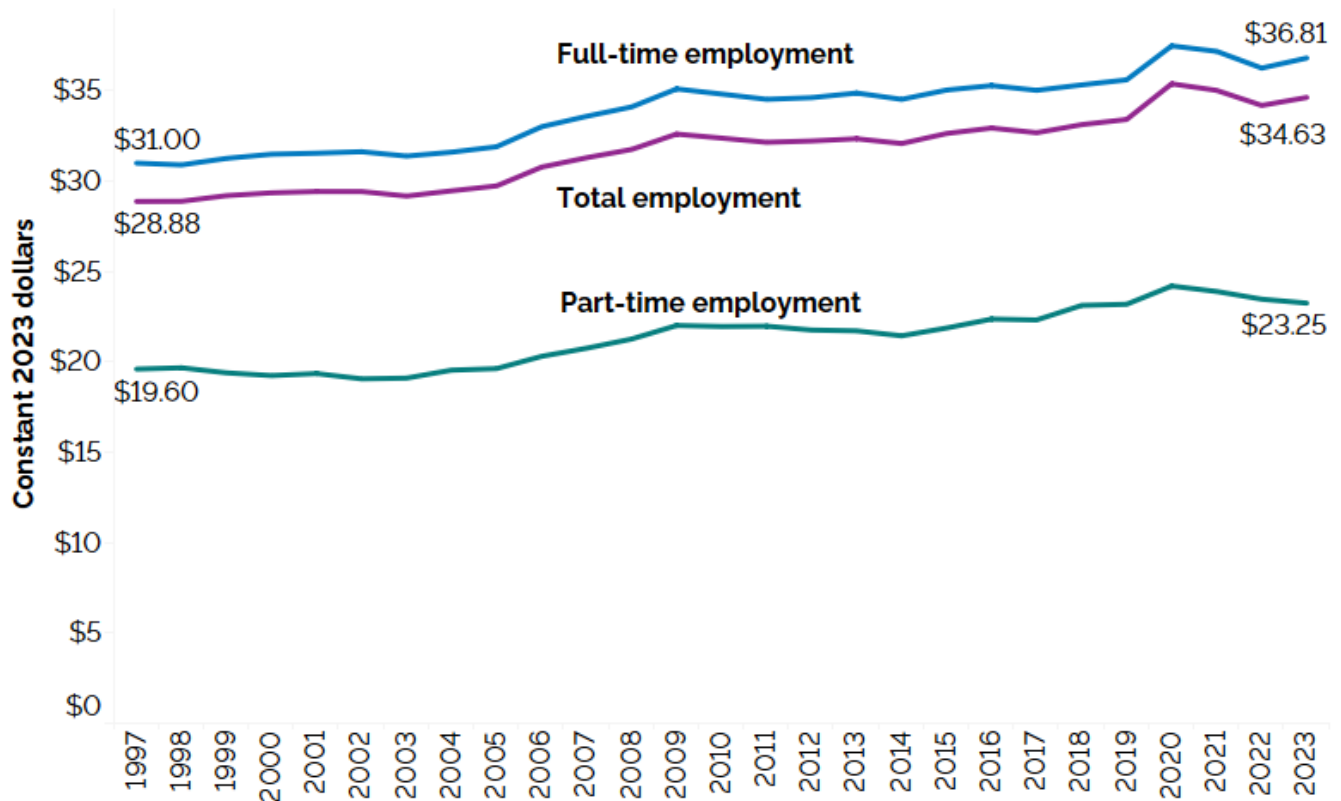


The horizontal bar chart shows Ontario's annual employment change by immigrant status for the core-aged population (25 to 54 years old) in 2023, measured in thousands of jobs with percentage changes in brackets. All groups by immigrant status experienced employment gains. Those born in Canada had the largest employment increase (+45,800, +1.5%), followed by recent immigrants who landed more than 5 to 10 years earlier (+24,000, +8.1%), very recent immigrants who landed 5 years or less (+22,600, +7.6%) and established immigrants who landed more than 10 years earlier (+16,500, +1.5%).

In 2023, both landed immigrants and those born in Canada experienced an increase in employment, with recent immigrants recording the greatest percentage increase in employment (+8.1%), followed by very recent immigrants (+7.6%), those born in Canada (+1.5%), and established immigrants (+1.5%).

Wages

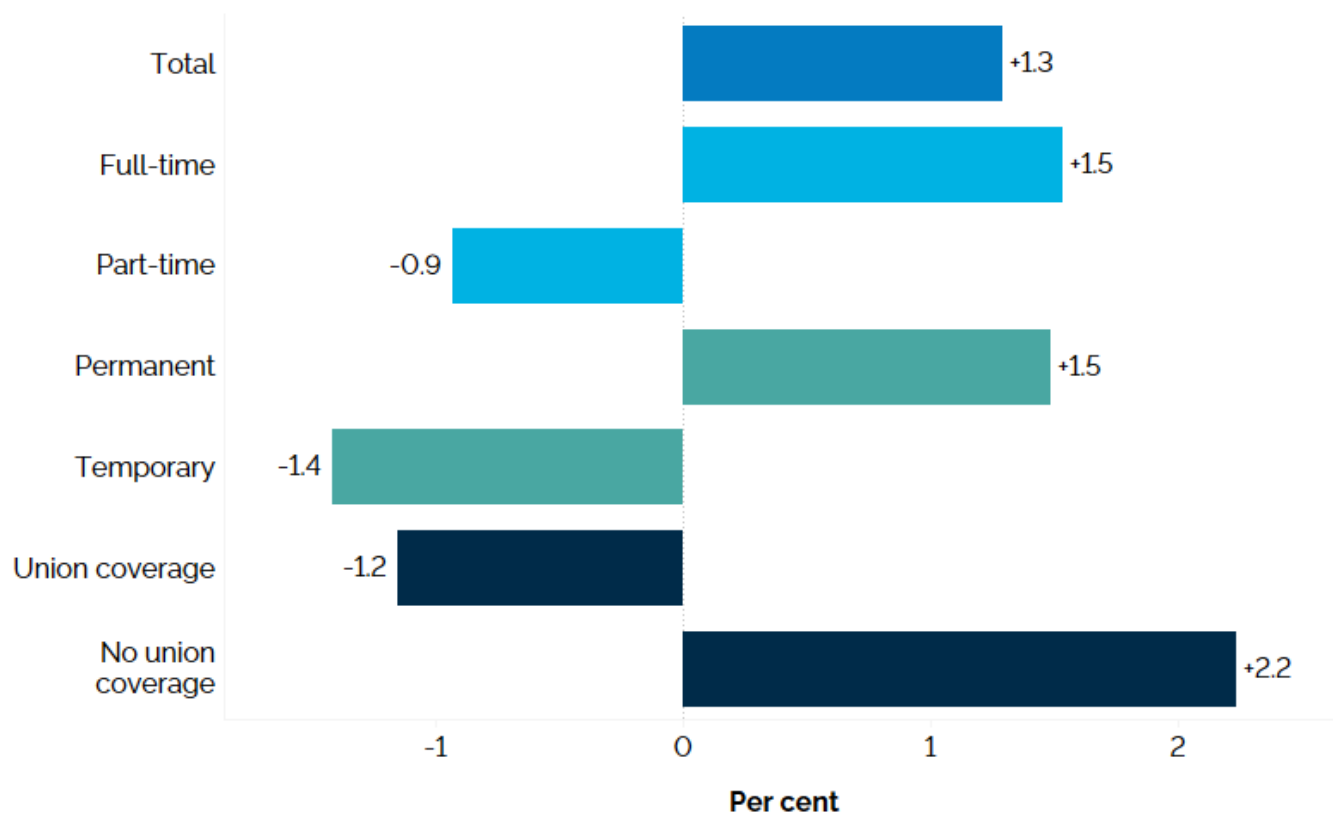
Average hourly wages by employment status, Ontario, 1997-2023^[5]



The line chart shows average hourly wages for all employees, full-time and part-time employees expressed in real 2023 dollars from 1997 to 2023. Real average hourly wages of all employees increased from \$28.88 in 1997 to \$34.63 in 2023; those of full-time employees increased from \$31.00 in 1997 to \$36.81 in 2023 and those of part-time employees increased from \$19.60 in 1997 to \$23.25 in 2023.

Over the last two and a half decades, the average hourly wage increased in real terms ^[6] (i.e., after accounting for inflation) from \$28.88 in 1997 to \$34.63 in 2023, with the growth rate averaging 0.7% per year. Both full-time and part-time wages increased over this period. In 2023, the average hourly wage of full-time employees was \$36.81, and the average hourly wage of part-time employees was \$23.25.

Real hourly wage change by type of work, Ontario, 2023

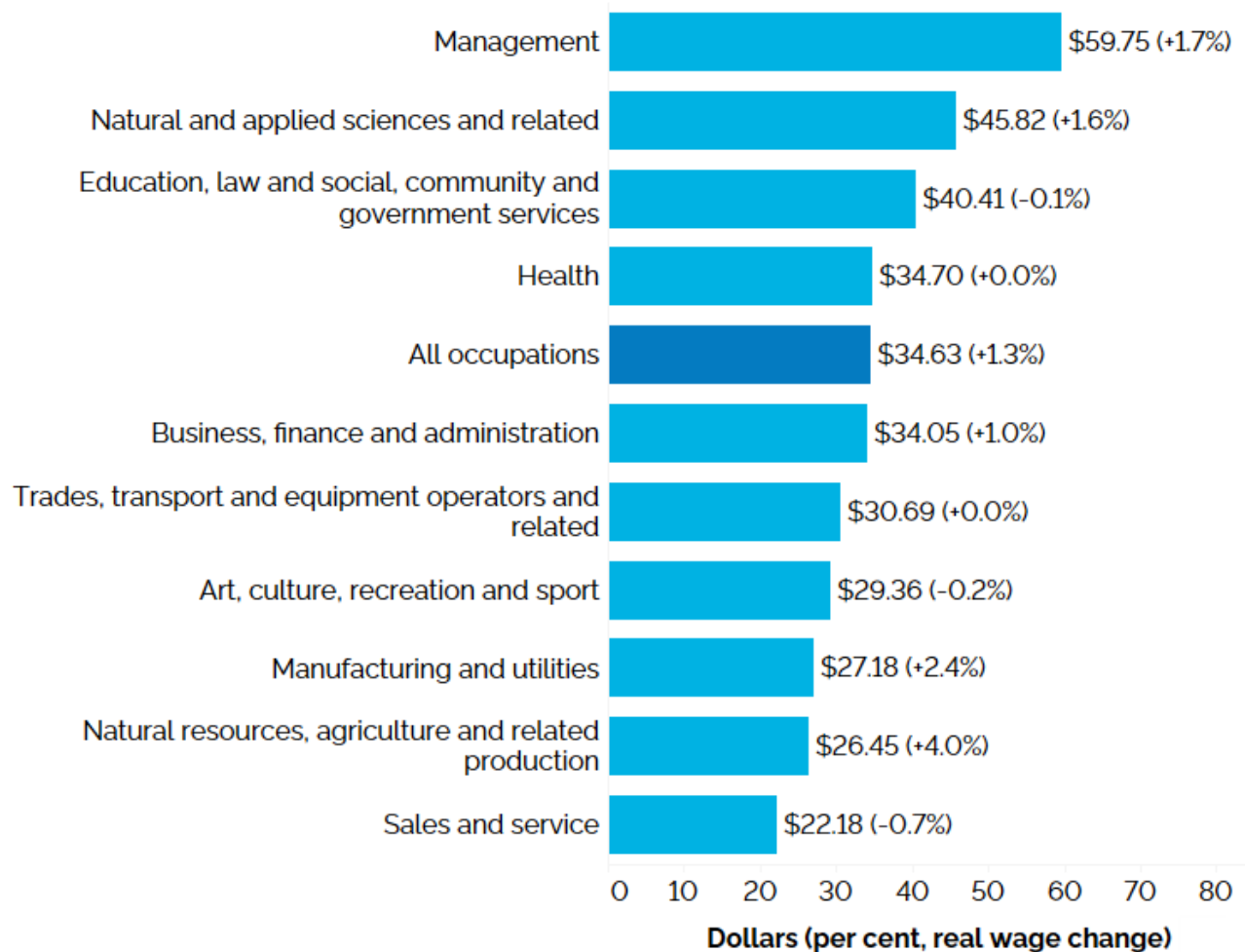


The horizontal bar chart shows the annual change in Ontario's real hourly wages by type of work in 2023, measured in per cent. The average hourly wage increased by 1.3%. Real hourly wages increased for full-time employees (+1.5%) and decreased for part-time employees (-0.9%); increased for permanent employees (+1.5%) and decreased for temporary employees (-1.4%); decreased for employees with union coverage (-1.2%) and increased for those without union coverage (+2.2%).

In 2023, the average hourly wage of Ontario employees was \$34.63 per hour, an increase of 5.1% or 1.3% in real terms (after accounting for inflation of 3.8%) [\[7\]](#) since 2022.

Real average wages increased by 1.5% for full-time employees and decreased by 0.9% for part-time employees in 2023. Real hourly wages of permanent workers increased by 1.5%, while those of temporary workers decreased by 1.4%. Real hourly wages of unionized employees decreased by 1.2%, while those of non-unionized employees increased by 2.2%.

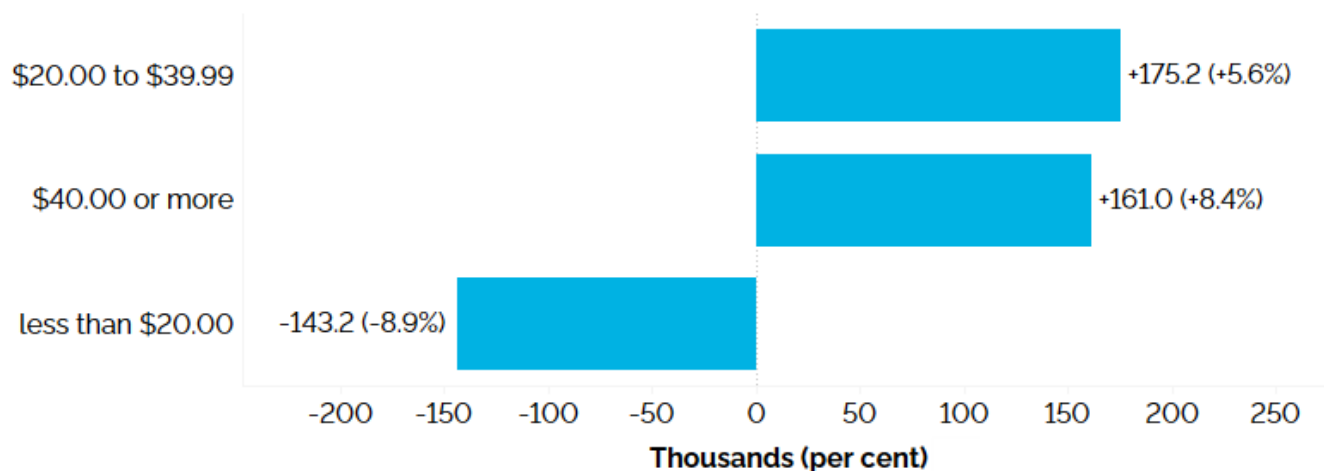
Average hourly wage by occupational group, Ontario, 2023



The horizontal bar chart shows average hourly wage rates in 2023, measured in dollars with per cent growth in real wages in brackets, by occupational group. In 2023, the average hourly wage rate for Ontario was \$34.63 (+1.3%). The highest average hourly wage rate was for management occupations at \$59.75 (+1.7%); followed by natural and applied sciences and related occupations at \$45.82 (+1.6%); and occupations in education, law and social, community and government services at \$40.41 (-0.1%). The lowest average hourly wage rate was for sales and service occupations at \$22.18 (-0.7%).

In 2023, employees in management occupations had the highest average hourly wage (\$59.75), followed by natural and applied sciences and related occupations (\$45.82) and occupations in education, law and social, community and government services (\$40.41). Employees in sales and service occupations had the lowest average hourly wage (\$22.18).

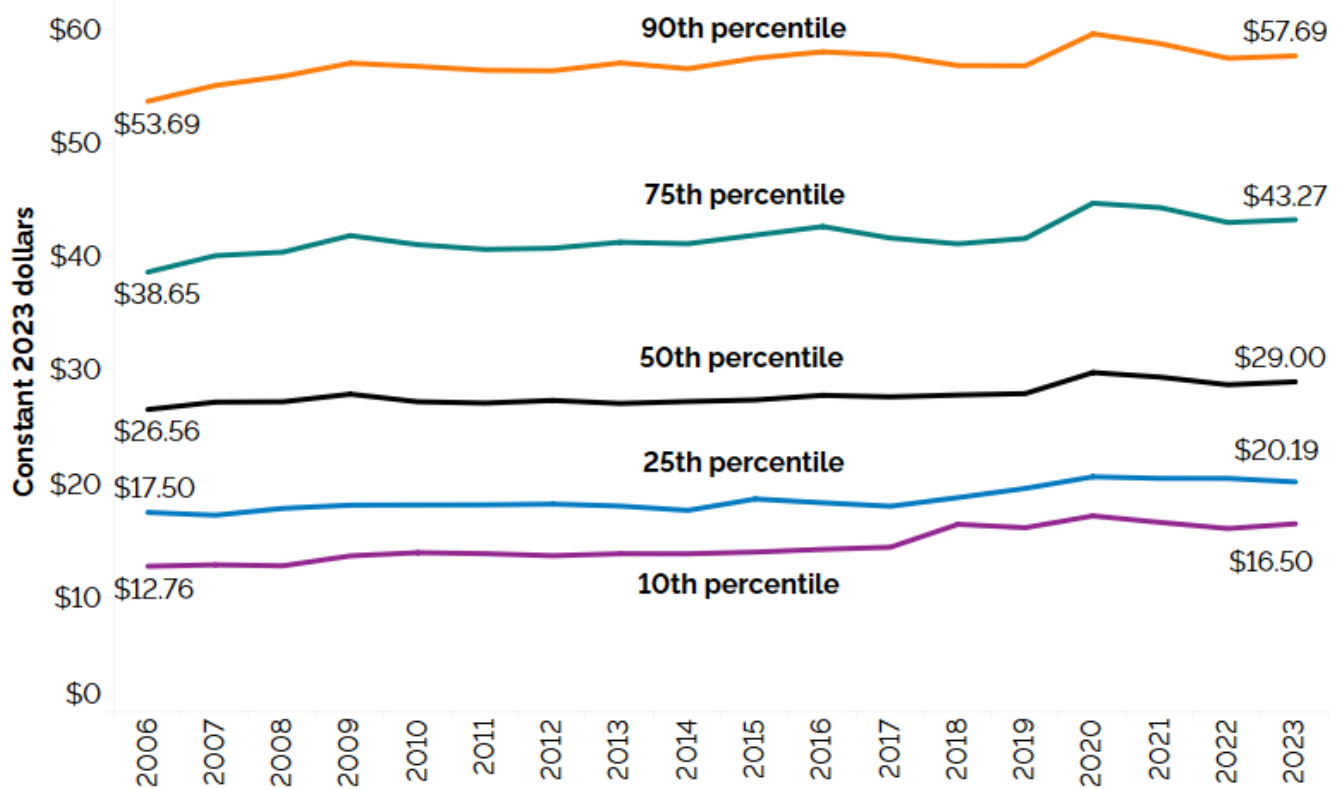
Employment change by real hourly wage (constant 2023 dollars), Ontario, 2023



The horizontal bar chart shows Ontario's annual employment change by hourly wage in 2023, measured in thousands with percentage changes in brackets. Employment increased the most for those earning hourly wages between \$20.00 and \$39.99 (+175,200, +5.6%), followed by those earning at least \$40 per hour (+161,000, +8.4%), and declined among those earning less than \$20 per hour (-143,200, -8.9%).

In 2023, employment of workers earning less than \$20.00 per hour (measured in constant 2023 dollars) decreased by 8.9%, while employment of those earning between \$20.00 and \$39.99 per hour increased by 5.6% and employment of those earning \$40.00 or more increased by 8.4%^[8]. During the onset of the pandemic, there was a significant shift in the composition of employment by wage level due to the disproportionate impact on lower-wage occupations during the initial shutdowns. Some of the real wage rate movements in recent years can in part be explained by compositional employment changes and tight labour markets.

Hourly wages by percentiles of earners (constant 2023 dollars), Ontario, 2006-2023 ^[9]

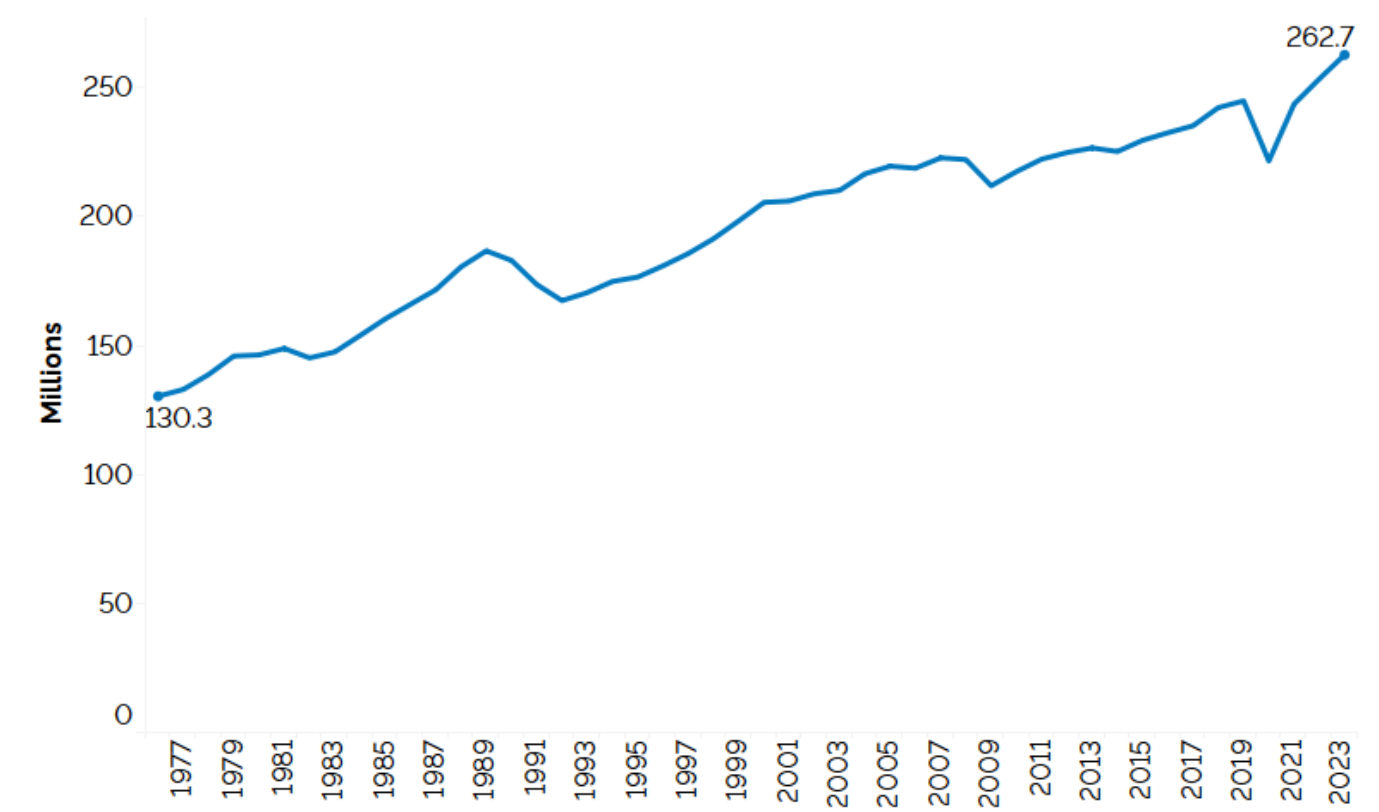


The line chart shows hourly wages of the 10th percentile of earners, 25th percentile, 50th percentile (the median), 75th percentile and the 90th percentile from 2006 to 2023, measured in constant 2023 dollars. The real hourly wages of the 10th percentile of earners increased from \$12.76 in 2006 to \$16.50 in 2023. The real hourly wages of the 25th percentile of earners increased from \$17.50 in 2006 to \$20.19 in 2023. The median real hourly wages increased from \$26.56 in 2006 to \$29.00 in 2023. The real hourly wages of the 75th percentile of earners increased from \$38.65 in 2006 to \$43.27 in 2023. The real hourly wages of the 90th percentile of earners increased from \$53.69 in 2006 to \$57.69 in 2023.

In 2023, the median hourly wage was \$29.00, while 25% of employees earned an hourly wage of \$43.27 or higher and 25% of employees earned an hourly wage of \$20.19 or less. The top 10% of employees earned an hourly wage of at least \$57.69, 3.5 times higher than the hourly wage earned by the bottom 10% of employees (\$16.50). The ratio of the hourly wage earned by the 90th percentile (top 10%) to that earned by the 10th percentile (bottom 10%) declined from 4.2 in 2006 to 3.5 in 2023. This suggests a decline in hourly wage inequality and was likely in part caused by increases in minimum wages.

Hours Worked

Total weekly hours worked, Ontario, 1976-2023

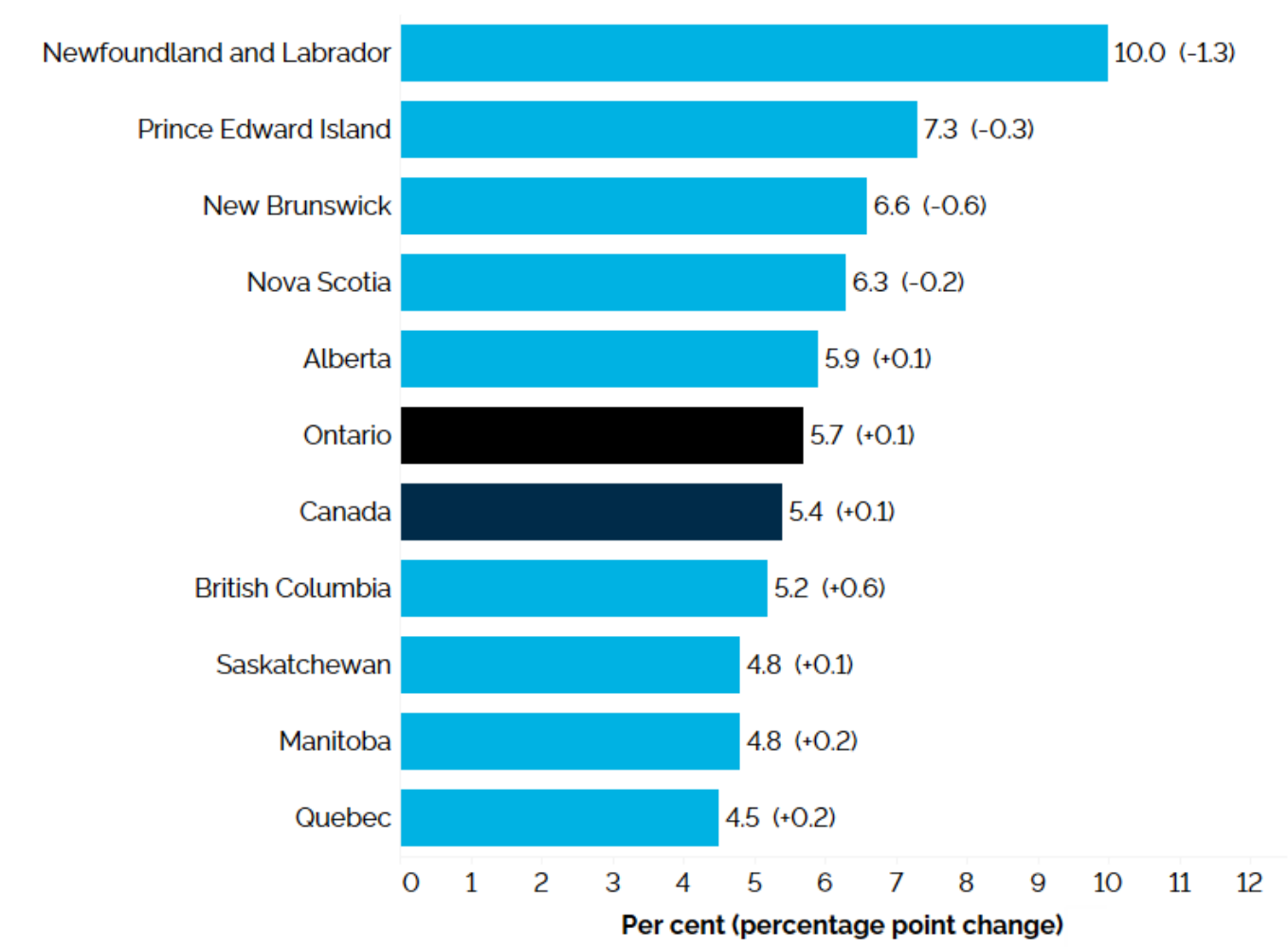


The line chart shows Ontario’s total weekly hours worked from 1976 through 2023, measured in millions of hours. Ontario’s total weekly hours have risen steadily since 1976 with a few exceptions before the 2000s and when hours worked declined in 2008, 2009, 2014 and 2020. The decrease in total weekly hours worked from 2019 to 2020 was sharper compared to previous declines. Total weekly hours increased from 130.3 million weekly hours in 1976 to 262.7 million hours in 2023, above the 2020 level of 221.5 million weekly hours.

In 2023, total weekly hours worked [\[10\]](#) increased by 3.7% and were 7.3% higher compared to 2019. The increase in total hours worked in 2023 corresponds to the increase in employment (+2.3%) and the increase in the average hours worked by all workers (+1.2%). In 2023, the average actual hours worked by all workers in all jobs increased to 33.2 (+0.4 hours, +1.2%), and the average actual hours worked by those working in the reference week increased to 36.2 (+0.1 hours, +0.3%).

Unemployment

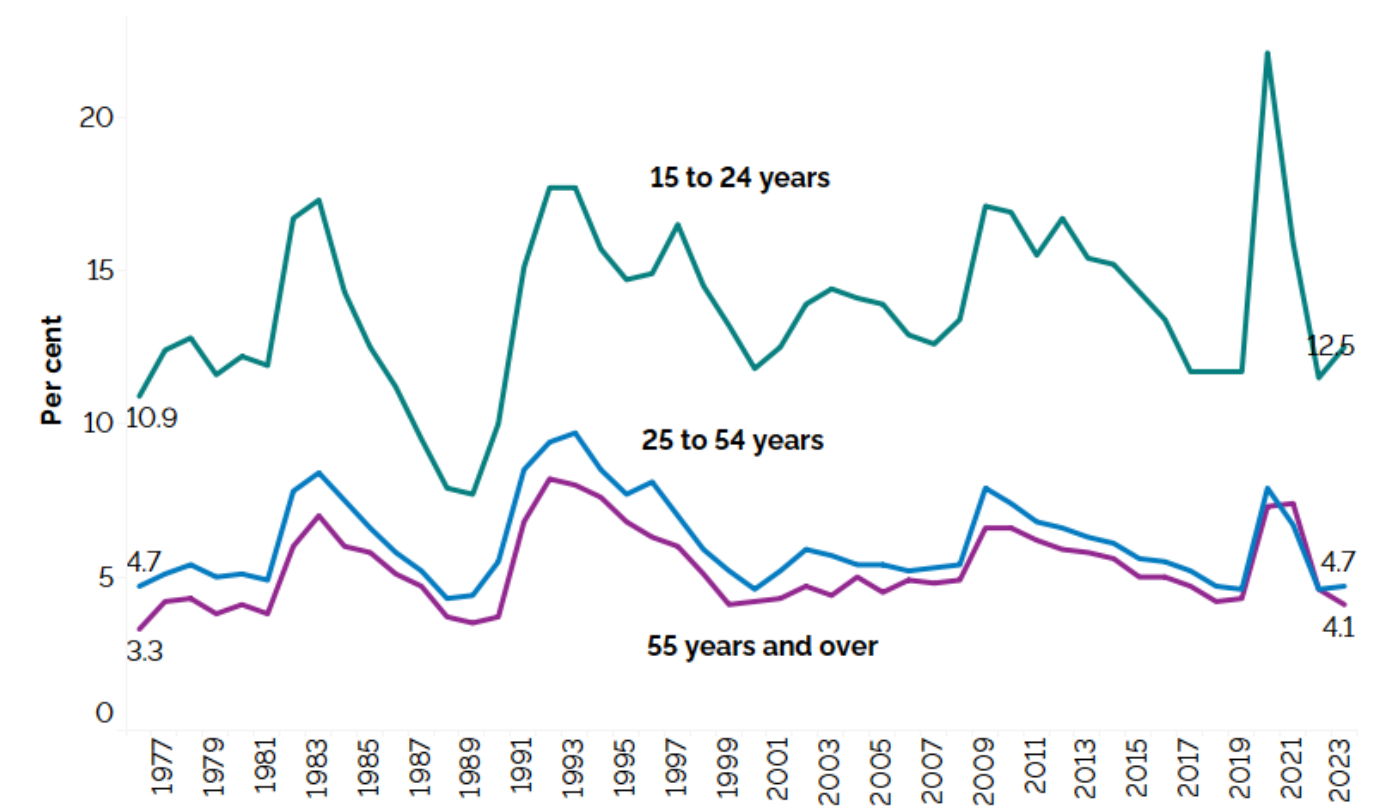
Unemployment rate and change from previous year by province, 2023



The horizontal bar chart shows unemployment rate by province in 2023, measured in percent with annual percentage point changes in brackets. Newfoundland and Labrador had the highest unemployment rate at 10.0% (-1.3 percentage points), followed by Prince Edward Island at 7.3% (-0.3 percentage point), and New Brunswick at 6.6% (-0.6 percentage point). Quebec had the lowest unemployment rate at 4.5% (+0.2 percentage point) and Ontario had the fifth lowest unemployment rate at 5.7% (+0.1 percentage point), above the national rate of 5.4% (+0.1 percentage point).

In 2023, four provinces experienced a decline in their unemployment rate, and six provinces experienced an increase. Ontario’s unemployment rate edged up to 5.7%, 0.1 percentage point higher compared to 2022. Ontario had the fifth lowest unemployment rate among the ten provinces and was 0.3 percentage point above the Canadian rate of 5.4%. Quebec had the lowest unemployment rate (4.5%), and Newfoundland and Labrador had the highest (10.0%).

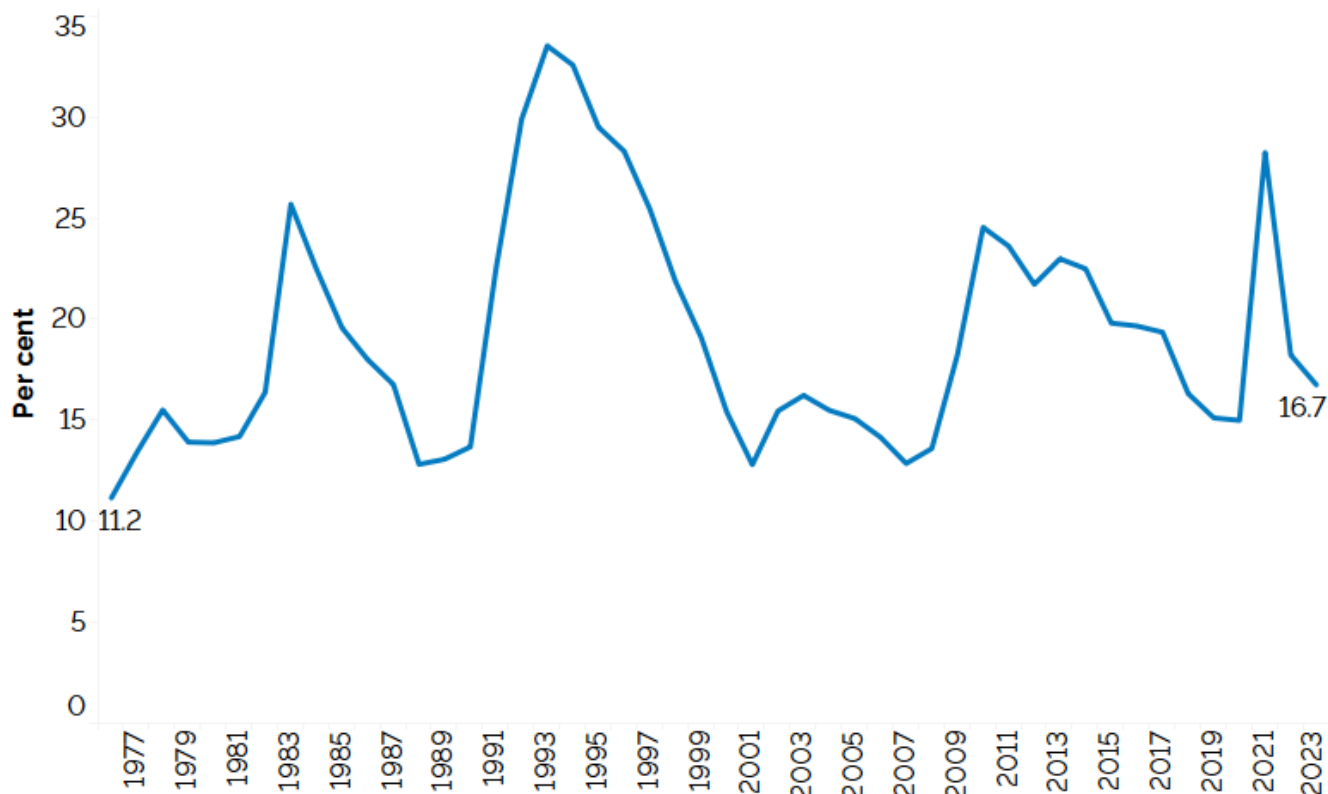
Unemployment rate by age group, Ontario, 1976-2023



The line chart shows unemployment rates for three groups: youth (15 to 24 years), core-aged (25 to 54 years) and older population (55 years and older) from 1976 to 2023. Compared to 2022, the unemployment rate increased for youth reaching 12.5% in 2023 and for the core-aged population reaching 4.7% in 2023 and declined for the older population reaching 4.1% in 2023. The unemployment rate of youth has historically been higher than those of the core-aged and older population. The unemployment rate increased dramatically in 2020 for all three age groups.

In 2023, the unemployment rate increased for youth aged 15 to 24 years (+1.0 percentage point), edged up for the core-aged population aged 25 to 54 years (+0.1 percentage point) and decreased for the older population aged 55 years and over (-0.5 percentage point). Youth had the highest unemployment rate (12.5%), followed by the core-aged population (4.7%) and older population (4.1%).

Share of long-term unemployment, Ontario, 1976-2023



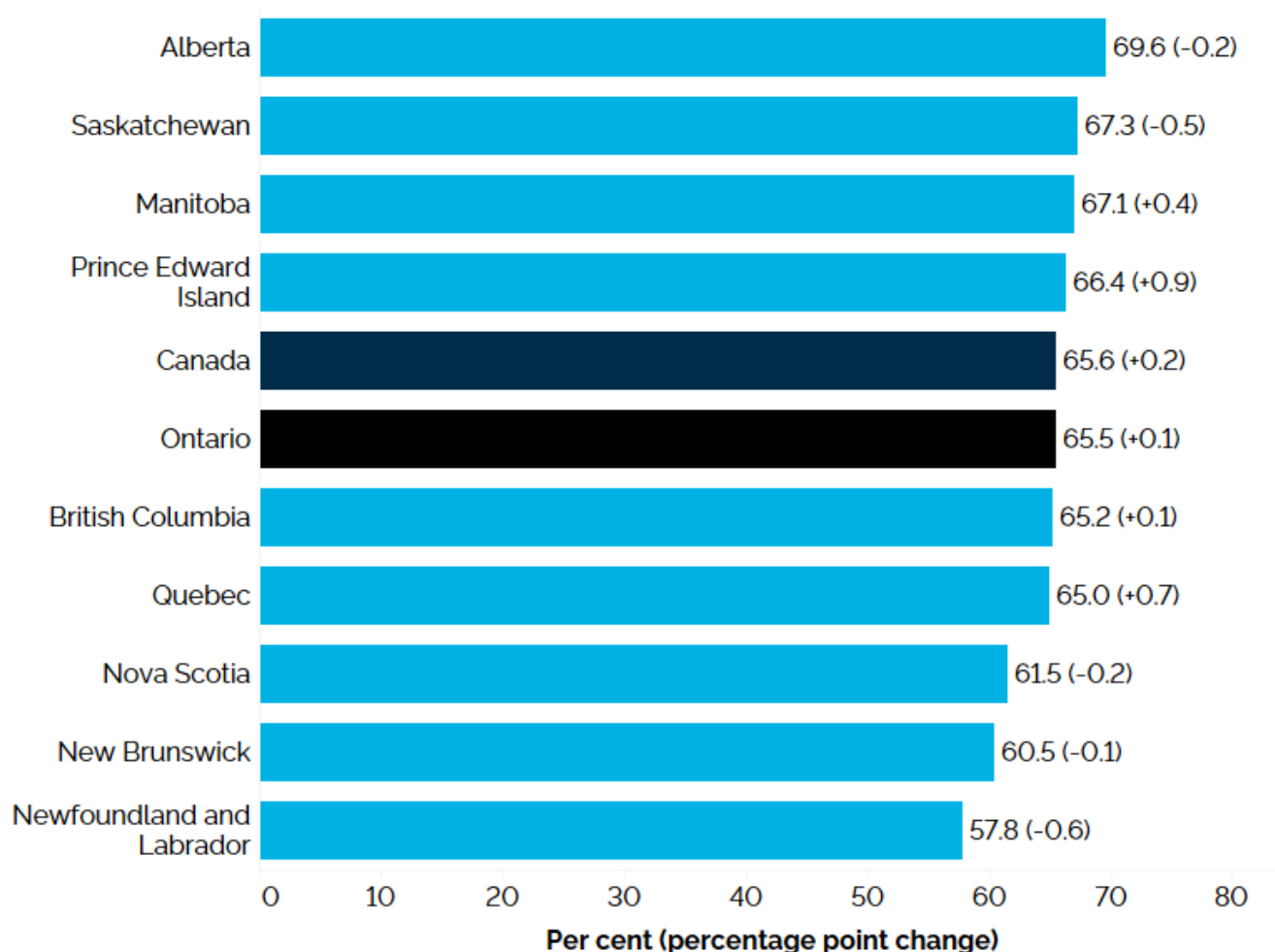
The line chart shows the share of those unemployed for long term as a share of total unemployment from 1976 to 2023, measured in per cent. The share fluctuated over this time period. It was 11.2% in 1976, reached a high of 28.2% in 2021 and declined to 16.7% in 2023.

In 2023, long-term unemployment (unemployed for 27 weeks or more) as a share of total unemployment declined from a recent high of 28.2% in 2021 and 18.2% in 2022 to 16.7% in 2023.

The average duration of unemployment in 2023 was 17.6 weeks, 2.1 weeks lower than the average in 2022 (19.7 weeks).

Participation rates

Participation rate and change from previous year by province, 2023

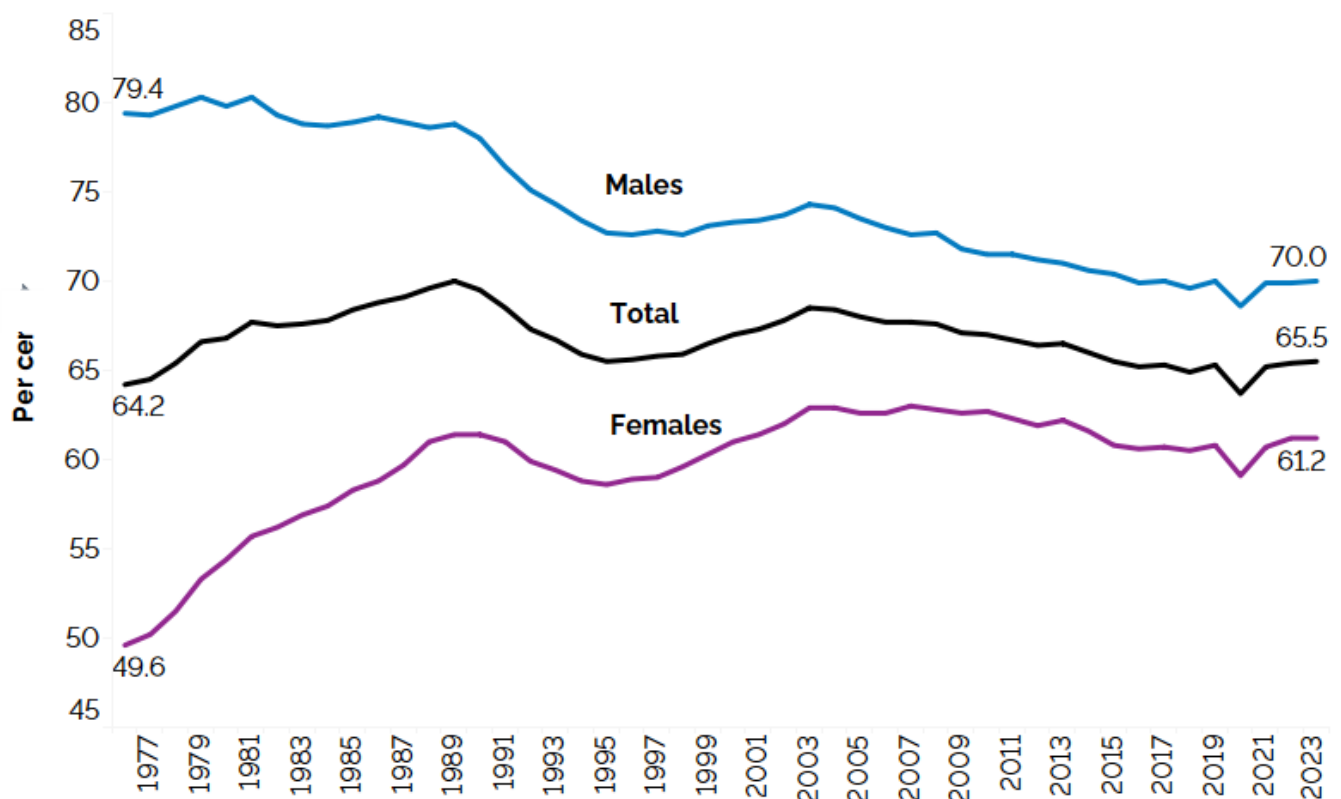


The horizontal bar chart shows the participation rate by province in 2023, measured in per cent with percentage point change from the previous year in brackets. Alberta had the highest participation rate at 69.6% (-0.2 percentage point), followed by Saskatchewan at 67.3% (-0.5 percentage point), and Manitoba at 67.1% (+0.4 percentage point). Newfoundland and Labrador had the lowest participation rate at 57.8% (-0.6 percentage point). Ontario had the fifth highest participation rate at 65.5% (+0.1 percentage point), slightly below the national rate of 65.6% (+0.2 percentage point).

In 2023, Ontario's participation rate for people aged 15 years and over was 65.5%, an increase of 0.1 percentage point compared to 2022. The participation rate in Ontario was slightly below the Canadian average (65.6%) and ranked fifth out of the ten provinces. Ontario was one of the five provinces that had seen an increase in its participation rate in 2023, while the other provinces experienced a decline.

While Ontario's participation rate has been on the decline since 2003, in part due to an aging population, recent increases have brought the rate back to the highest it has been since 2015. In 2023, there were 171,600 people who wanted work but were not part of the labour force, which is 5.1% more than in 2022, while the total labour force grew by 2.5%.

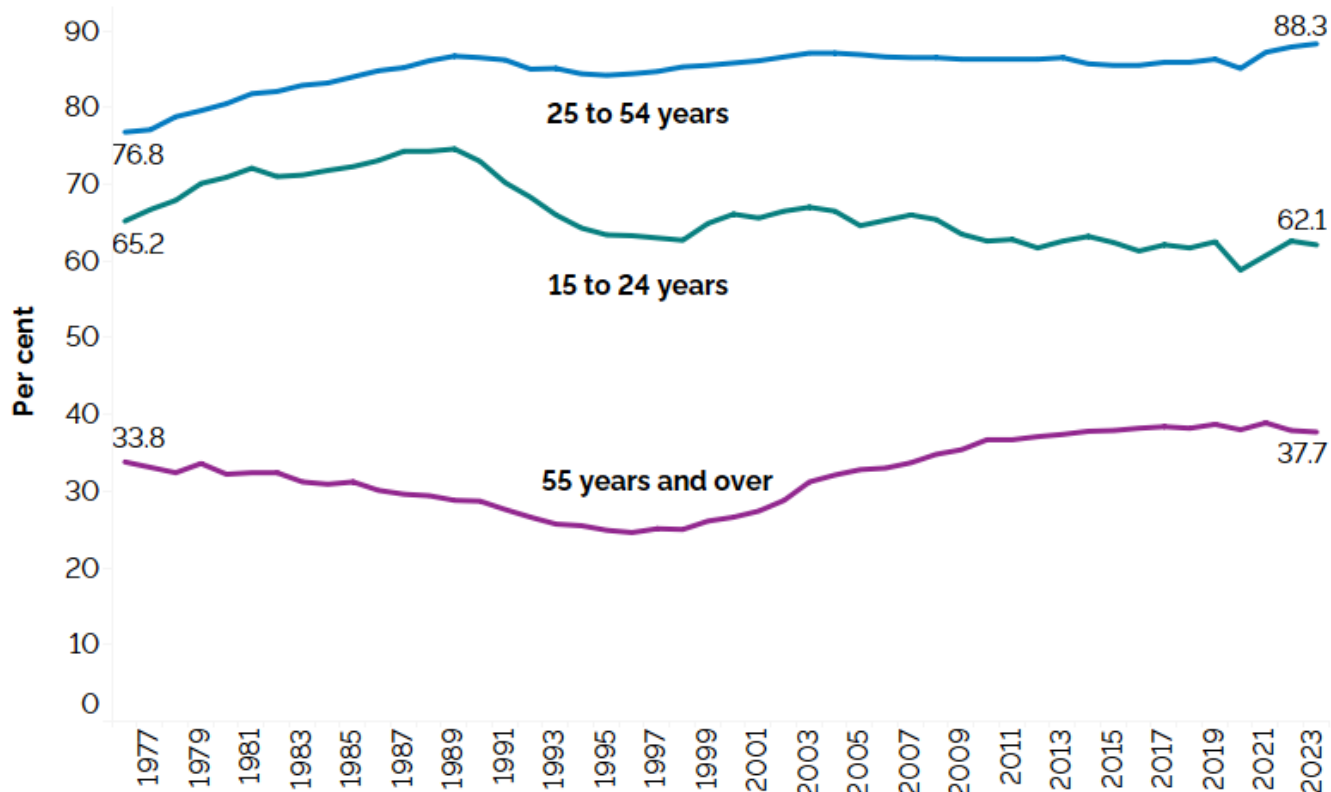
Participation rate by gender, Ontario, 1976-2023



The line chart shows participation rates for the total population, males, and females from 1976 to 2023, measured in per cent. The participation rate of males has historically been higher than that of females. The participation rate of males declined from 79.4% in 1976 to 70.0% in 2023, slightly higher than in 2022. The participation rate of the total population increased from 64.2% in 1976 to 65.5% in 2023, slightly above the 2022 rate. The participation rate of females increased from 49.6% in 1976 to 61.2% in 2023, the same rate as in 2022. The participation rates by gender declined in 2020 and then rebounded.

In 2023, the participation rate of males edged up by 0.1 percentage point to 70.0% and was the same as the pre-pandemic rate in 2019. The participation rate of females stayed the same as in the previous year at 61.2% and was above the pre-pandemic rate of 60.8% in 2019.

Participation rate by age group, Ontario, 1976-2023



The line chart shows the participation rate for the three age groups: youth (15 to 24 years), core-aged people (25 to 54 years) and the older population (55 years and older) from 1976 to 2023, measured in per cent. The participation rate of the core-aged population increased from 76.8% in 1976 to 88.3% in 2023. The participation rate of youth decreased from 65.2% in 1976 to 62.1% with fluctuations in-between. The participation rate of the older population increased from 33.8% in 1976 to 37.7% in 2023. The participation rates dipped in 2020 and rebounded in later years.

In 2023, the participation rate of the core-aged population increased by 0.4 percentage point to 88.3%, the highest it has been since 1976. The participation rate of youth decreased by 0.5 percentage point to 62.1% and was 0.4 percentage point below the pre-pandemic rate in 2019. The participation rate of the older population declined by 0.2 percentage point to 37.7% and was 1.0 percentage point below the pre-pandemic rate in 2019.

Appendix

10-year overview of annual employment

[illegible]

-	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Female Participation Rate (%)	61.6	60.8	60.6	60.7	60.5	60.8	59.1	60.7	61.2	61.2
Total Employment (000)	6,840.0	6,887.0	6,956.4	7,117.3	7,245.9	7,429.2	7,025.9	7,393.3	7,731.6	7,914.8
Full-time (000)	5,497.5	5,580.0	5,630.5	5,740.5	5,883.4	6,042.3	5,801.0	6,088.9	6,372.4	6,542.2
Part-time (000)	1,342.6	1,307.0	1,325.9	1,376.8	1,362.5	1,386.9	1,224.9	1,304.4	1,359.2	1,372.6
Employment-Population Ratio (%)	61.1	61.1	60.9	61.3	61.3	61.6	57.5	59.9	61.8	61.8
Male Employment (000)	3,566.0	3,603.7	3,641.9	3,730.4	3,808.7	3,901.7	3,717.3	3,891.6	4,060.1	4,164.6
Female Employment (000)	3,274.0	3,283.3	3,314.5	3,386.9	3,437.2	3,527.5	3,308.5	3,501.7	3,671.5	3,750.2
Part-Time (% of total)	19.6	19.0	19.1	19.3	18.8	18.7	17.4	17.6	17.6	17.3
Goods-Producing Sector Employment (000)	1,393.8	1,406.7	1,440.2	1,457.5	1,476.8	1,474.6	1,415.5	1,466.2	1,543.5	1,586.3

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-	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
25-54 y.o. Unemployment rate (%)	6 . 1	5 . 6	5 . 5	5 . 2	4 . 7	4 . 6	7 . 9	6 . 7	4 . 6	4 . 7
55+ y.o. Unemployment rate (%)	5 . 6	5 . 0	5 . 0	4 . 7	4 . 2	4 . 3	7 . 3	7 . 4	4 . 6	4 . 1
Average Weekly Wage Rate (\$)	931 . 3 1	959 . 8 1	985 . 7 6	993 . 1 3	1 , 030 . 52	1 , 058 . 44	1 , 136 . 25	1 , 161 . 63	1 , 216 . 43	1 , 278 . 16
Average Hourly Wage Rate (\$)	25 . 45	26 . 20	26 . 92	27 . 16	28 . 18	28 . 95	30 . 86	31 . 60	32 . 94	34 . 63

Employment by region (000)

-	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Greater Toronto Area	3 , 221 . 8	3 , 281 . 6	3 , 320 . 9	3 , 392 . 6	3 , 471 . 5	3 , 576 . 0	3 , 387 . 5	3 , 568 . 5	3 , 728 . 7	3 , 828 . 7
Central	1 , 583 . 5	1 , 594 . 9	1 , 598 . 6	1 , 670 . 4	1 , 676 . 2	1 , 708 . 6	1 , 615 . 1	1 , 692 . 6	1 , 779 . 9	1 , 819 . 2
Southwest	776 . 2	775 . 6	784 . 6	793 . 8	817 . 0	817 . 4	770 . 6	833 . 1	864 . 5	880 . 6
East	900 . 9	885 . 7	902 . 5	906 . 8	922 . 0	967 . 8	909 . 9	954 . 4	1 , 000 . 2	1 , 029 . 8
North	357 . 8	349 . 0	349 . 7	353 . 7	359 . 2	359 . 3	342 . 8	344 . 7	358 . 2	356 . 4

Unemployment rate by region (%)

-	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Greater Toronto Area	8.1	7.1	6.9	6.5	6.0	5.9	11.0	9.2	6.3	6.2
Central	6.3	5.8	5.9	5.3	5.3	5.2	9.1	7.5	5.0	5.3
Southwest	6.9	7.0	6.1	5.7	5.3	5.4	9.2	7.5	5.5	5.6
East	7.2	6.7	6.4	5.9	4.8	5.0	7.7	6.5	4.4	4.6
North	6.8	7.2	7.4	6.6	6.1	6.0	7.9	6.8	4.6	5.3

Total employment by CMA (000)

Greater Toronto Area

-	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Toronto	3,061.9	3,130.4	3,155.7	3,235.3	3,301.4	3,412.1	3,227.0	3,409.2	3,569.4	3,674.5
Oshawa	198.2	192.6	209.9	206.4	215.5	214.4	205.4	211.2	226.6	224.3

Central Ontario

-	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Belleville	35.2	32.3	33.4	41.1	41.9	51.8	49.6	50.0	57.4	58.9

Southwestern Ontario

-	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
London	239.6	249.0	245.2	247.4	257.3	256.1	257.9	281.8	295.4	306.8
Windsor	155.9	157.6	164.0	163.4	166.5	171.6	152.1	168.3	174.7	189.1

Northern Ontario

-	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Greater Sudbury	83.5	82.9	82.7	82.3	83.3	87.3	81.0	82.1	85.4	86.9
Thunder Bay	61.4	59.7	60.3	62.1	64.4	63.2	59.1	61.1	61.9	64.0

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

Footnotes

- [1] ^ Since 1976, as this is the earliest year of the Labour Force Survey data available on statcan.gc.ca. The historic increase in 2021 follows the largest annual decline on record (-403,300, -5.4%) in 2020.
- [2] ^ Public sector includes the federal, provincial, territorial and local general governments, health and social service institutions, universities, colleges, vocational and trade institutions, school boards, and government business enterprises.
- [3] ^ Occupation estimates are based on the 2021 National Occupational Classification. Management occupations are classified under the management occupational category and the remaining categories exclude management occupations.
- [4] ^ This could be mostly due to aging, i.e., these people are getting older and some are moving out of the 25 to 54 years age group.
- [5] ^ Starting in 2006, enhancements to the Labour Force Survey processing system have introduced a level shift in average and median wages. Caution should be used when comparing estimates before and after 2006.
- [6] ^ Real wages are based on nominal wages deflated by the Ontario Consumer Price Index (CPI) for all items. Self-employment is excluded.
- [7] ^ Real wages are based on nominal wages deflated by the Ontario Consumer Price Index (CPI) for all items. Self-employment is excluded.
- [8] ^ Comparisons are based on constant 2023 dollars.
- [9] ^ Based on analysis of Labour Force Survey Public Microdata Files.
- [10] ^ This is a 12-month average of the total number of hours actually worked by all employed persons in all jobs in the Labour Force Survey reference weeks.