



Labour Market Review December 2025

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Highlights

December 2025

Total Employment **December 2025** from November 2025 from December 2024
Calgary Economic Region
(Seasonally unadjusted 3-month-moving-average) **1,050,000** ▲200 ▲24,200

Unemployment Rates

	Dec 2025	Dec 2024
Canada	6.8%	6.7%
Alberta	6.8%	6.7%
Calgary Census Metropolitan Area*	6.8%	8.1%
Calgary Economic Region*	6.4%	7.4%

*3-month-moving-average

Average Wage Rates

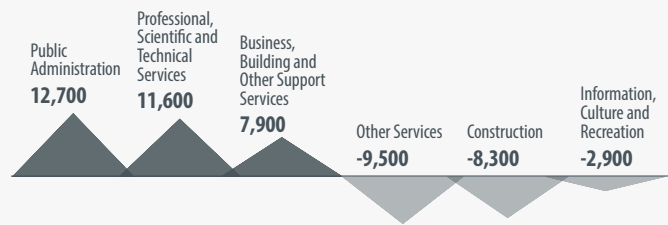
Calgary Census Metropolitan Area
December 2025, year-over-year change
Hourly ▲5.2% Weekly ▲3.7%

Employment Insurance

Calgary Census Metropolitan Area
October 2025 **21,960**
recipients

Most Job Gains and Job Losses by Industry

December 2025, year-over-year change



Calgary's unemployment rate stood at 7.4 per cent for 2025.

On a monthly basis, Calgary's three-month-moving-average unemployment rate fell from 7.4 per cent in December 2024 to 6.4 per cent in December 2025, showing some improvement.

Looking at the entire past year, however, Calgary's economy continued to struggle with absorbing the increasing number of job seekers in 2025. As a result, the region's unemployment rate showed no change from the previous year's 7.4 per cent. The Calgary Economic Region (CER) reported an unemployment rate of 7.4 per cent in 2025, which is noticeably higher than the 6.1 per cent and 6.0 per cent recorded in 2022 and 2023.

A large influx of immigrants has boosted competition in the labour market, while employers remain relatively cautious about expanding payrolls due to ongoing economic uncertainty. As a result, even though employment increased by a solid 3.7 per cent in 2025 (although slower than the 4.8 per cent recorded in 2024), it only marginally outpaced labour force growth of 3.6 per cent (compared to 6.5 per cent in 2024), limiting progress in reducing unemployment.

The Calgary region added 37,200 in 2025, primarily concentrated in the services-producing sector.

The CER added 37,200 jobs in 2025, mainly within the services-producing sector (40,900). Within this sector, job gains were led by Professional, Scientific, and Technical Services (+9,900), Retail Trade (+9,000), and Public Administration (+8,500). Conversely, the goods sector experienced job losses (-3,700), with the trade-exposed manufacturing industry losing 4,600 positions and the oil and gas sector shedding about 2,100 jobs.

Calgary's youth unemployment rose in 2025.

Youth unemployment in Calgary has stayed high in recent years, caused by economic pressures, stronger competition from older workers, and longer job-search times. The region also struggles to keep up with the increasing number of young people entering the labour market. These factors led to the youth unemployment rate in the Calgary Economic Region climbing to 17.0 per cent in 2025, up from 15.4 per cent in 2024.

Strike activity increased in 2025 as labour unrest escalated alongside workforce reductions.

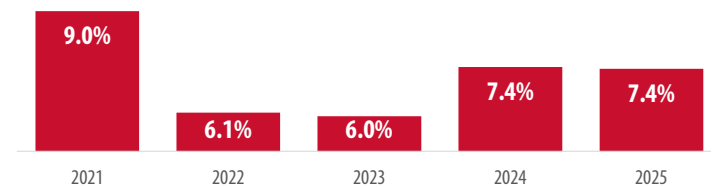
The past year saw a noticeable rise in labour unrest across Canada, with strike threats and stalled negotiations becoming far more common. Sluggish wage growth and growing mistrust between unions and the federal and provincial governments created a tense environment for workers and employers alike. Statistics Canada reports that person-days lost to labour disputes have been increasing steadily since the onset of the pandemic, particularly in Education, Health and Social Services, and Public Administration.

The most significant labour dispute in 2025 was Alberta's teachers' strike, which began on October 6 and lasted several weeks. Approximately 51,000 teachers walked off the job over pay, class sizes, and chronic underfunding. The strike ended on October 29 with the passage of the Back-to-School Act, marking an important moment in the broader rise in labour tensions across the province and the country due to the scale and the use of legislative intervention to resolve the issue.

Other sectors also faced disruptions. Negotiations between Canada Post and the Canadian Union of Postal Workers stalled, escalating tensions. Air Canada's flight attendants staged a brief strike, which was later resolved; however, the subsequent wage agreement was rejected and subsequently settled through mediation.

These disputes, led by the high-profile teachers' strike, demonstrate how severely labour relations deteriorated in 2025 and how labour unrest remained an emerging yet underreported trend.

Calgary Economic Region: Annual Unemployment Rate (2021-2025)



Calgary Economic Region: Jobs Added in 2025 by Industry (thousands of people)

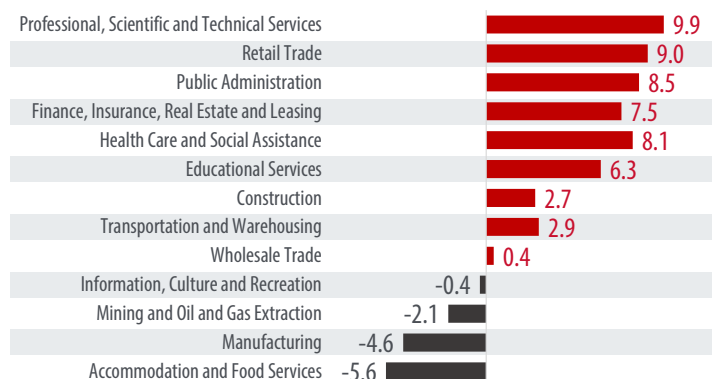


Table 1. Labour Force Statistics
(Seasonally unadjusted 3-month-moving-average)

CALGARY ECONOMIC REGION	Description	Nov-25	Dec-25	Dec-24	Annual Change
	Working Age Population ('000)	1,639.0	1,643.6	1,581.0	62.6
Labour Force ('000)	1,128.9	1,122.3	1,107.2	15.1	
Labour Force Participation Rate (%)	68.9	68.3	70.0	(1.7)	
Employment ('000)	1,049.8	1,050.0	1,025.8	24.2	
Employment Rate (%)	64.1	63.9	64.9	(1.0)	
Unemployment ('000)	79.1	72.3	81.4	(9.1)	
Unemployment Rate (%)	7.0	6.4	7.4	(1.0)	

ALBERTA	Description	Nov-25	Dec-25	Dec-24	Annual Change
	Working Age Population ('000)	4,085.2	4,093.1	3,980.5	112.6
Labour Force ('000)	2,813.5	2,812.0	2,728.3	83.7	
Labour Force Participation Rate (%)	68.9	68.7	68.5	0.2	
Employment ('000)	2,622.1	2,632.2	2,545.6	86.6	
Employment Rate (%)	64.2	64.3	64.0	0.3	
Unemployment ('000)	191.4	179.8	182.7	(2.9)	
Unemployment Rate (%)	6.8	6.4	6.7	(0.3)	

Sources: Statistics Canada, Corporate Economics, January 9, 2026

Table 2. Calgary CMA Wage by Industry

Industry	Total employees*** ('000 people)			Average weekly earning (\$)			Total weekly wage bill (\$million)			Total hours worked (hours)		
	Dec-25	Dec-24	Change (y/y)	Dec-25	Dec-24	Change (y/y)	Dec-25	Dec-24	Change (y/y)	Dec-25	Dec-24	Change (y/y)
Mining, Quarrying, and Oil and Gas Extraction	43.2	45.7	(2.5)	2,860.9	2,770.1	90.8	123.6	126.6	(3.0)	40.0	40.9	(0.9)
Utilities	10.8	11.4	(0.6)	2,548.4	2,272.9	275.5	27.5	25.9	1.6	39.5	38.9	0.6
Construction	67.7	69.0	(1.3)	1,586.1	1,587.8	(1.7)	107.4	109.6	(2.2)	40.0	41.2	(1.3)
Manufacturing	52.6	48.2	4.4	1,519.3	1,384.1	135.2	79.9	66.7	13.2	38.1	39.1	(1.0)
Wholesale Trade	36.5	34.9	1.6	1,923.4	1,538.7	384.7	70.2	53.7	16.5	40.0	38.5	1.5
Retail Trade	92.5	93.1	(0.6)	780.6	899.6	(119.0)	72.2	83.8	(11.5)	31.7	35.4	(3.7)
Transportation and Warehousing	58.4	47.9	10.5	1,486.9	1,519.3	(32.4)	86.8	72.8	14.1	34.4	38.1	(3.7)
Information and Cultural Industries	16.1	13.8	2.3	1,609.8	1,522.7	87.1	25.9	21.0	4.9	37.8	36.7	1.1
Finance and Insurance	36.3	30.7	5.6	2,036.5	1,485.3	551.2	73.9	45.6	28.3	38.9	37.1	1.8
Real Estate Rental and Leasing	16.6	13.6	3.0	1,628.8	1,376.4	252.4	27.0	18.7	8.3	37.6	37.8	(0.2)
Professional Scientific and Technical Services	99.9	108.1	(8.2)	1,927.5	1,997.9	(70.4)	192.6	216.0	(23.4)	38.5	38.8	(0.3)
Administrative and Support	32.1	22.1	10.0	972.0	1,141.7	(169.7)	31.2	25.2	6.0	34.2	40.5	(6.3)
Educational Services	58.3	58.6	(0.3)	1,458.0	1,357.0	101.0	85.0	79.5	5.5	33.4	35.2	(1.8)
Health Care and Social Assistance	115.0	112.5	2.5	1,267.9	1,264.1	3.8	145.8	142.2	3.6	36.1	34.9	1.2
Arts Entertainment and Recreation	18.4	20.1	(1.7)	611.0	765.9	(154.9)	11.2	15.4	(4.2)	27.9	28.8	(0.9)
Accommodation and Food Services	51.9	52.0	(0.1)	636.4	612.2	24.2	33.0	31.8	1.2	31.5	28.9	2.6
Other Services (except Public Admin)	19.2	26.5	(7.3)	1,322.7	1,041.8	280.9	25.4	27.6	(2.2)	35.8	36.3	(0.5)
Public Administration	41.5	27.1	14.4	1,960.2	1,702.4	257.8	81.3	46.1	35.2	38.3	37.4	0.9
All Industries	869.2	837.5	31.7	1,498.8	1,445.8	53.0	1,302.8	1,210.9	91.9	36.9	37.5	(0.5)

*** Excluding self-employed *Note: Lack of data for Agriculture and Management of Companies and Enterprises*
Sources: Statistics Canada, Corporate Economics, January 9, 2026

Next update: February 6, 2026

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