



2019 Alberta labour force profiles

Women

Labour and Immigration, Government of Alberta

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For more information regarding this content visit: <https://www.alberta.ca/labour-market-information.aspx>

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Overview

The 2019 Alberta Labour Force Profile for Women provides statistics and trends in the labour market for Alberta women. Topics include employment, unemployment, labour force participation, industry, occupation, education, wages and demographics. Statistics are provided for Alberta, the other nine provinces and at the national level excluding the territories. All statistics provided are 12-month averages for the year. All statistics are from Statistics Canada's Labour Force Survey.

All data and definitions are from the [Labour Force Survey](#), Statistics Canada.

Employment Rate:

The number of persons employed expressed as a percentage of the population 15 years of age and over.

Industry:

The general nature of the business carried out by the establishment for whom the respondent works (main job only).

Based on the North American Industry Classification System (NAICS). For more information:

<https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1181553>

Labour Force:

The labour force is the portion of the civilian, non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed. The reference week is defined as the week, usually containing the 15th day of the month, in which information is collected for the Labour Force Survey.

Occupation:

The kind of work persons 15+ years were doing during the reference week, as determined by the kind of work reported and the description of the most important duties of the job. If the individual did not have a job during the reference week, the data relates to the most recent job held within the previous year. Based on the National Occupational Classification (NOC) 2016. For more information: <https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=314243>

Participation Rate:

The total labour force expressed as a percentage of the population aged 15 years and over. This measure represents the proportion of the population that is either employed or actively seeking employment.

Working Age Population:

Persons 15 years and older. Excluded from the survey's coverage are: persons living on reserves and other Aboriginal settlements in the provinces, full-time members of the Canadian Armed Forces, the institutionalized population, and households in extremely remote areas with very low population density. These groups together represent an exclusion of approximately 2% of the population aged 15 and over.

Average Hourly Wage:

Based on hourly wage before taxes and other deductions, and include tips and commissions. Only persons who are an employee are included in the average.

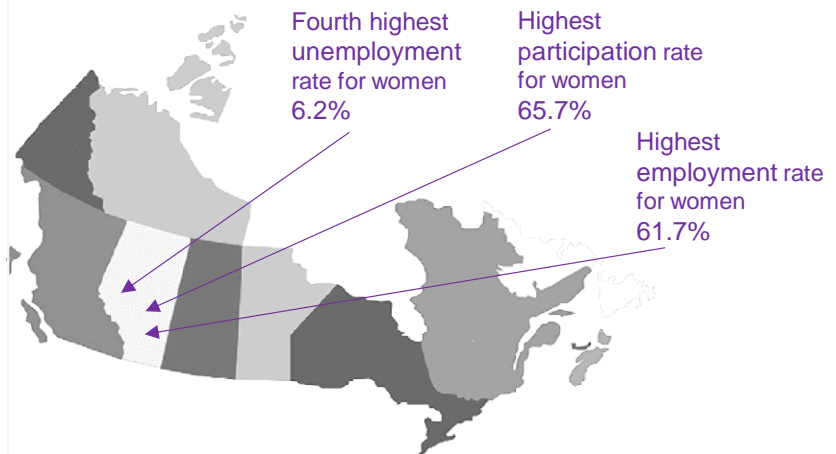
Highlights: Women in Alberta, 2019

Population Statistics

Alberta had the **2nd lowest** percentage of women in the working age population among the 10 provinces at **49.7%**

Between 2009-19 Alberta's working age women's population grew by **21.8%** or **313,100**

Labour Force Statistics



Occupation

81.6% of employees in Health occupations were women

8.7% of employees in Trades, transport and equipment operators and related occupations were women

Wages

Highest Hourly Wage in Canada



Canadian Women
\$26.02

Alberta Women
\$28.56

Education

The number of women in Alberta with university degrees increased by **81.9%** from 2009 to 2019.

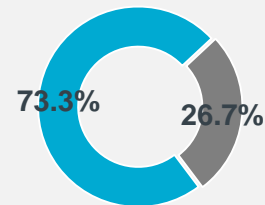
In Alberta **60.1%** of women 15 years and older have post-secondary education

Women made up **54.4%** of all Albertans with a university degree

Employment



Women made up **41.3%** of full-time employment



73.3% of employed women were employed full-time

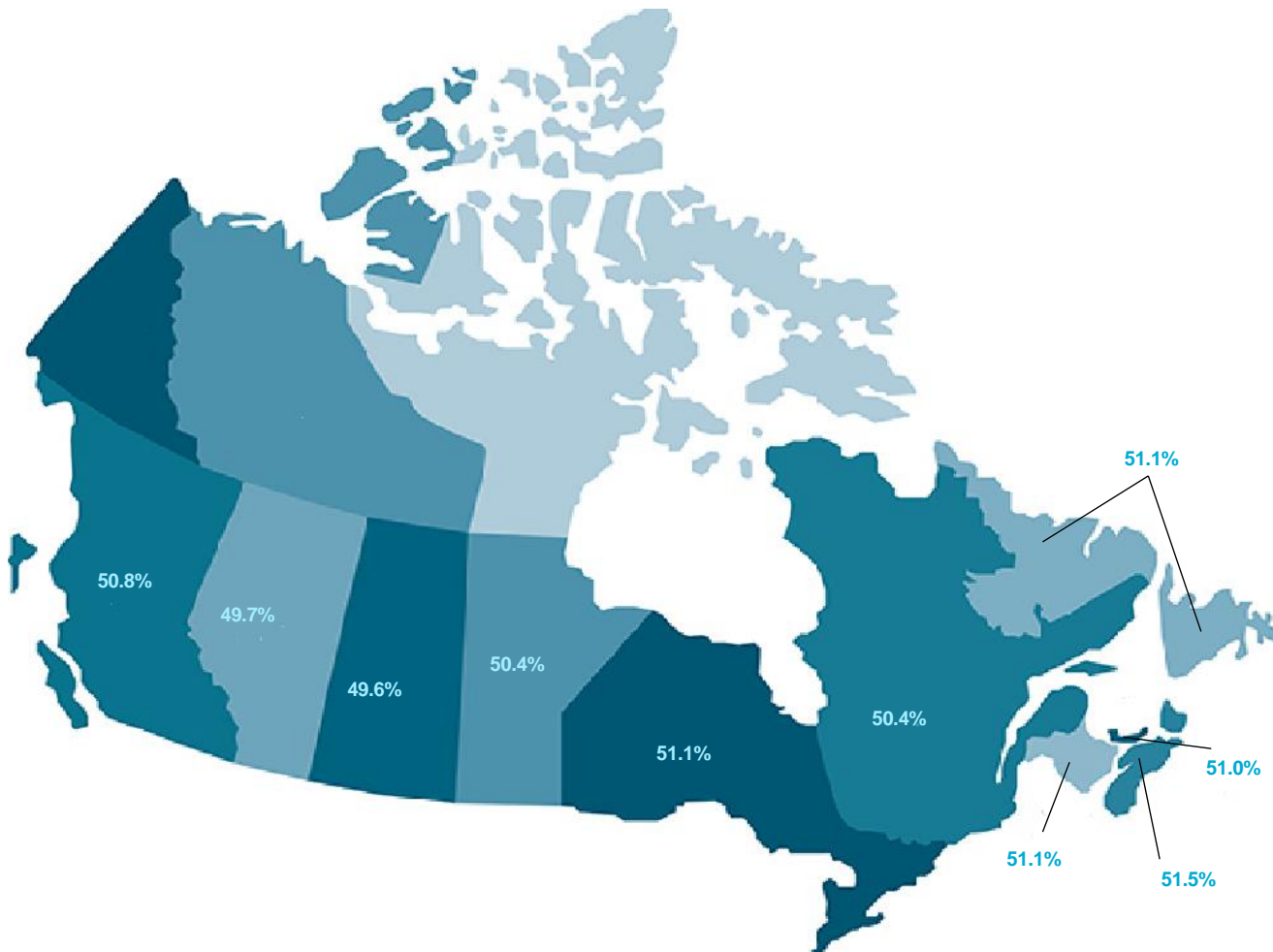
Population Statistics

In Alberta, 49.7% of the working age population (15+ years) were women. This was the second lowest percentage for the country. Nova Scotia had the highest percentage at 51.5% (Table 1). The overall share for Canada is 50.7%.

Table 1
Number and Percentage of Women by Province, 2019

	Population (15+ years)	Women (15+ years)	Women's Share
Canada	30,739,200	15,578,600	50.7%
Newfoundland and Labrador	440,600	225,000	51.1%
Prince Edward Island	128,600	65,600	51.0%
Nova Scotia	807,200	415,900	51.5%
New Brunswick	631,400	322,600	51.1%
Quebec	7,051,500	3,554,400	50.4%
Ontario	12,129,500	6,199,000	51.1%
Manitoba	1,037,500	522,900	50.4%
Saskatchewan	889,800	441,000	49.6%
Alberta	3,525,700	1,752,600	49.7%
British Columbia	4,097,300	2,079,600	50.8%

Percentage of Women in the Working Age Population by Province, 2019



Between 2009 and 2019, the number of women in Alberta, 15 years and older, grew by 313,100 or 21.8%. This exceeded the Canadian women's working age population growth rate by 9.1 percentage points (Table 2). Alberta's working age population grew by 604,900, or 20.7%, over the same period.

Table 2
Number and Growth of Working Age Population

	2009	2019	Growth	Growth Rate
Canada	27,202,500	30,739,200	3,536,700	13.0%
Women in Canada	13,823,100	15,578,600	1,755,500	12.7%
Alberta	2,920,800	3,525,700	604,900	20.7%
Women in Alberta	1,439,500	1,752,600	313,100	21.8%

Labour Force Statistics

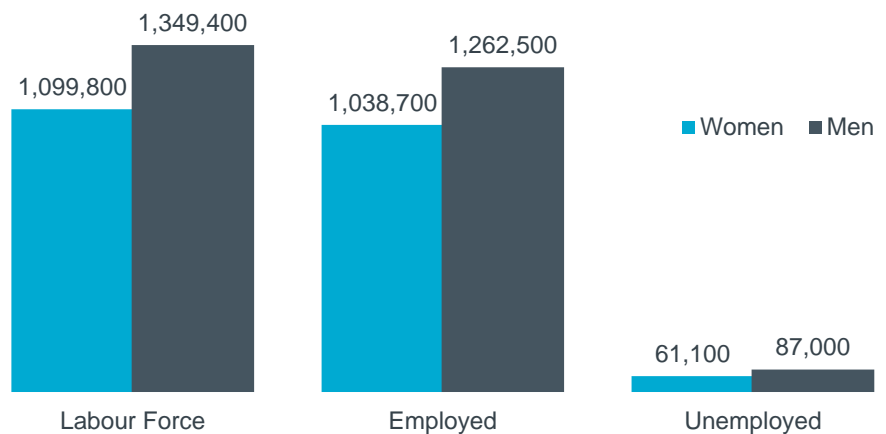
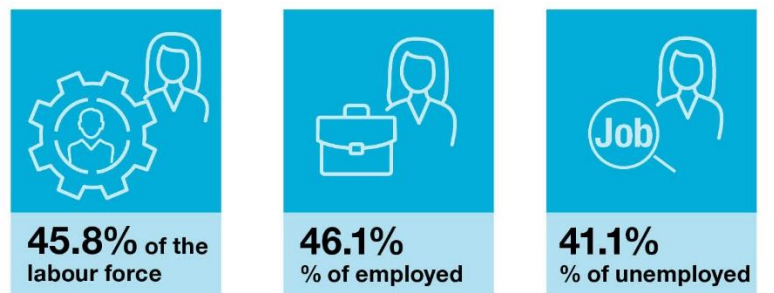
In 2019, 45.8% of Alberta's labour force and 46.1% of employed Albertans were women (Table 3). Women also accounted for 41.1% of unemployed people in Alberta. The unemployment rate for Alberta women was 6.2%. This was 1.3 percentage points lower than the rate for men, 7.5%.

Table 3
Labour Force Statistics by Sex, Alberta, 2019

	Women (15+ years)	Men (15+ years)	Alberta (15+ years)	Women's Share
Working Age Population	1,752,600	1,773,100	3,525,700	49.7%
Labour Force	1,151,900	1,364,300	2,516,200	45.8%
Employed	1,080,800	1,262,200	2,343,000	46.1%
Unemployed	71,100	102,200	173,200	41.1%
Participation Rate	65.7%	76.9%	71.4%	
Employment Rate	61.7%	71.2%	66.5%	
Unemployment Rate	6.2%	7.5%	6.9%	

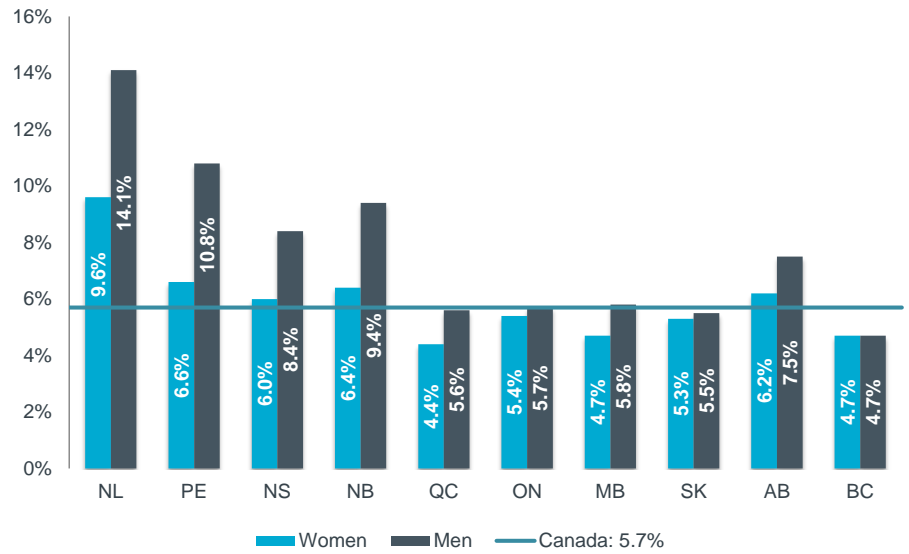


Women in Alberta made up



In 2019, Canada's unemployment rate was 5.7%, higher than the 5.3% for Canadian women. The unemployment rate for Alberta women was 6.2%, higher than for their Canadian counterparts. Alberta's unemployment rate for women was the fourth highest rate among the 10 provinces in 2019 (Figure 1).

Figure 1
Unemployment Rates by Sex, Canada and Provinces, 2019

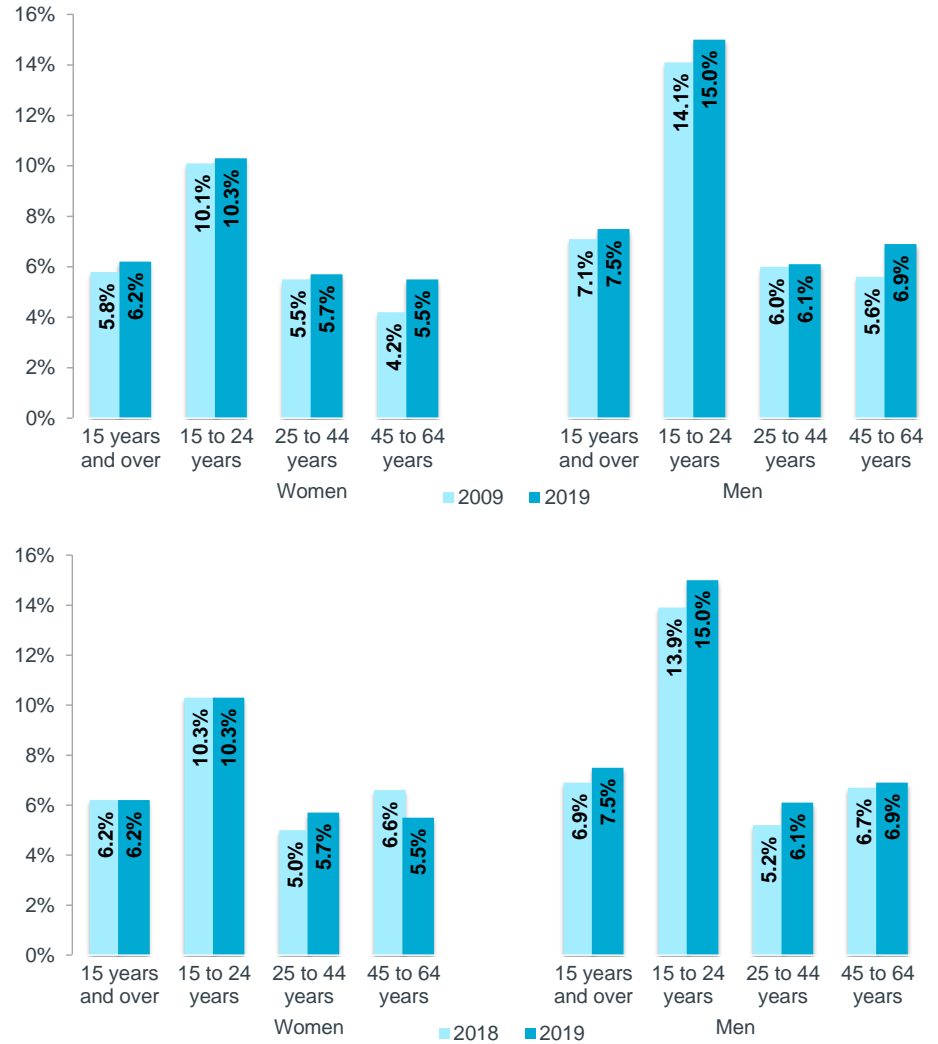


Between 2009 and 2019, the unemployment rates increased in all four age groups for both women and men. Between 2009 and 2019, the unemployment rate rose 1.3 percentage points for women aged 45 to 64 years old and for men of the same age group. (Figure 2). In 2019, the unemployment rates for women and men aged 45 to 64 years old were 5.5% and 6.9%, respectively.

In 2019, the greatest difference in unemployment rates between men and women occurred in the 15 to 24 year old age group, where the unemployment rate for men was 4.7 percentage points higher than the rate for women.

Between 2018 and 2019, the unemployment rate decreased by 1.1 percentage points for women aged 45 to 64 years old.

Figure 2
Unemployment Rate by Sex and Age Group, Alberta, 2009, 2018 and 2019



In 2019, 38.0% of unemployed women had a duration of unemployment between one to four weeks compared to 42.6% in 2009 (Figure 3). The average duration of unemployment for women in Alberta increased to 21.6 weeks in 2019 from 11 weeks in 2009 (Figure 4). In 2019, unemployment lasted 27 weeks or longer for 17.7% of unemployed Alberta women.

Figure 3
Duration of Unemployment for Women in Alberta, 2009 and 2019

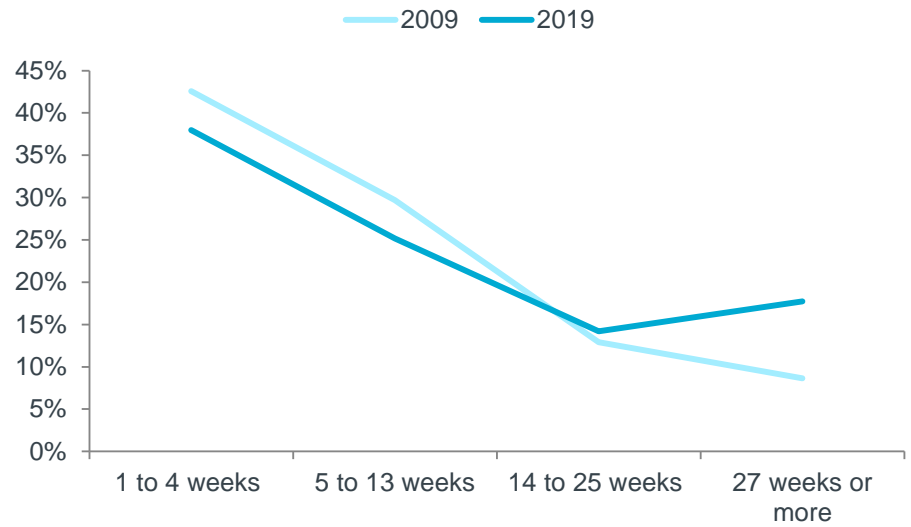
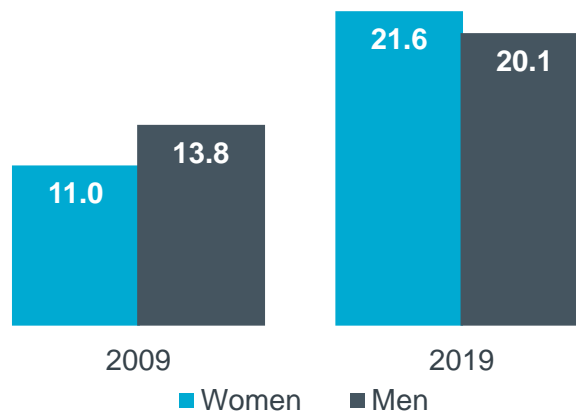
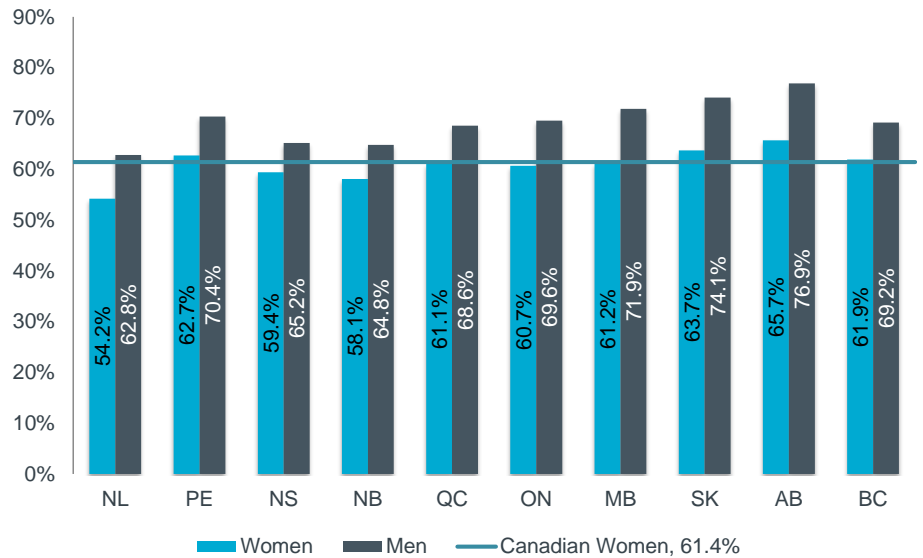


Figure 4
Duration of Unemployment in weeks in Alberta, 2009 and 2019



In 2019, the participation rate for Alberta women was 65.7%, the highest among women in all provinces (Figure 5). This rate was equivalent to the Canadian average participation rate of 65.7%, and 4.3 percentage points higher than the Canadian average for women of 61.4%. Women's participation rates were lower than men's in all 10 provinces. The largest difference - 11.2 percentage points – occurred in Alberta.

Figure 5
Participation Rate by Sex, Canada and Provinces, 2019

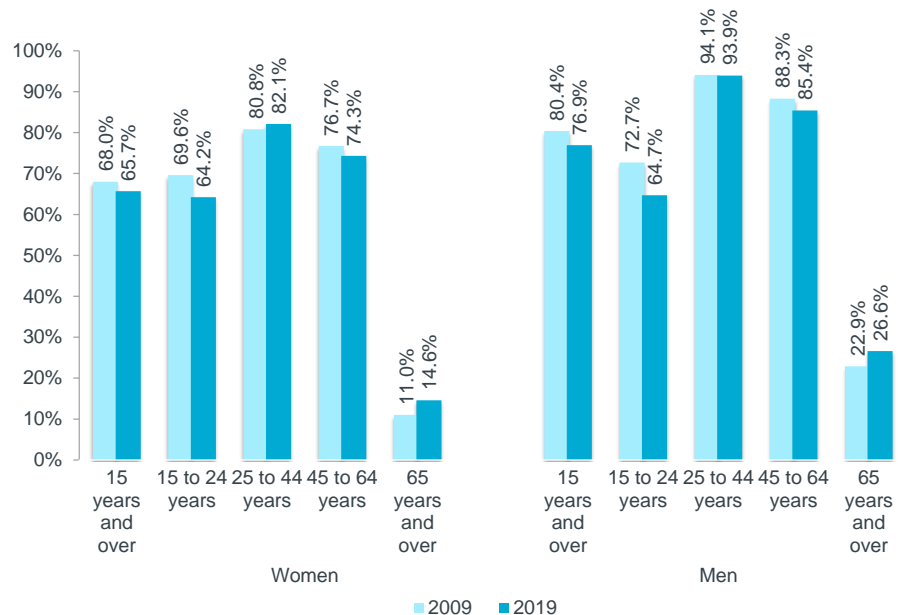


The participation rate over the past 10 years increased for:

- women aged 25 to 44, rising 1.3 percentage points; and
- women aged 65 years and over, rising 3.6 percentage points (Figure 6).

Between 2009 and 2019, the participation rate for women aged 15 to 24 years fell by 5.4 percentage points. Overall, in the last 10 years, the participation rate for women in Alberta decreased 2.3 percentage points, and for men, it decreased by 3.5 percentage points.

Figure 6
Participation Rate by Sex and Age Group, Alberta, 2009 and 2019



The employment rate for women in Alberta was 61.7%, the highest among women in the 10 provinces (Figure 7). This rate was 0.3 percentage points lower than the Canadian employment rate of 62.0%, and 3.5 percentage points above the national average for women at 58.2%.

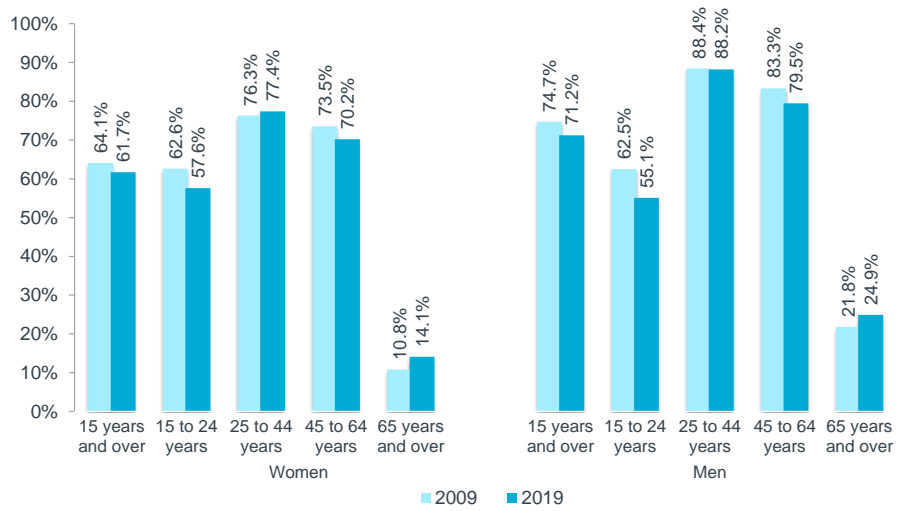
Figure 7
Employment Rate by Sex, Canada and Provinces, 2019



Women aged 15 and older saw a 2.4 percentage point decrease in their employment rate, while men had a 3.5 percentage point decrease over the 10-year period (Figure 8).

Employment rates for women were below the rates for men across all four age groups in 2019, except for 15-24 year olds, where women's employment rate was 2.5 percentage points higher than men's. Both men and women in the 25 to 44-year-old age group had the highest employment rates of all groups for their sex in 2009 and 2019. The biggest difference in employment rates between men and women occurred in the 25 to 44 and 65 and over age groups, where the men's rate was 10.8 percentage points higher than women's in 2019.

Figure 8
Employment Rate by Sex and Age Group, Alberta, 2009 and 2019



Employment

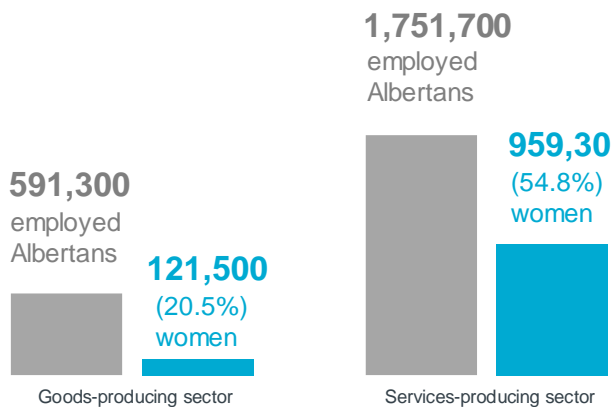
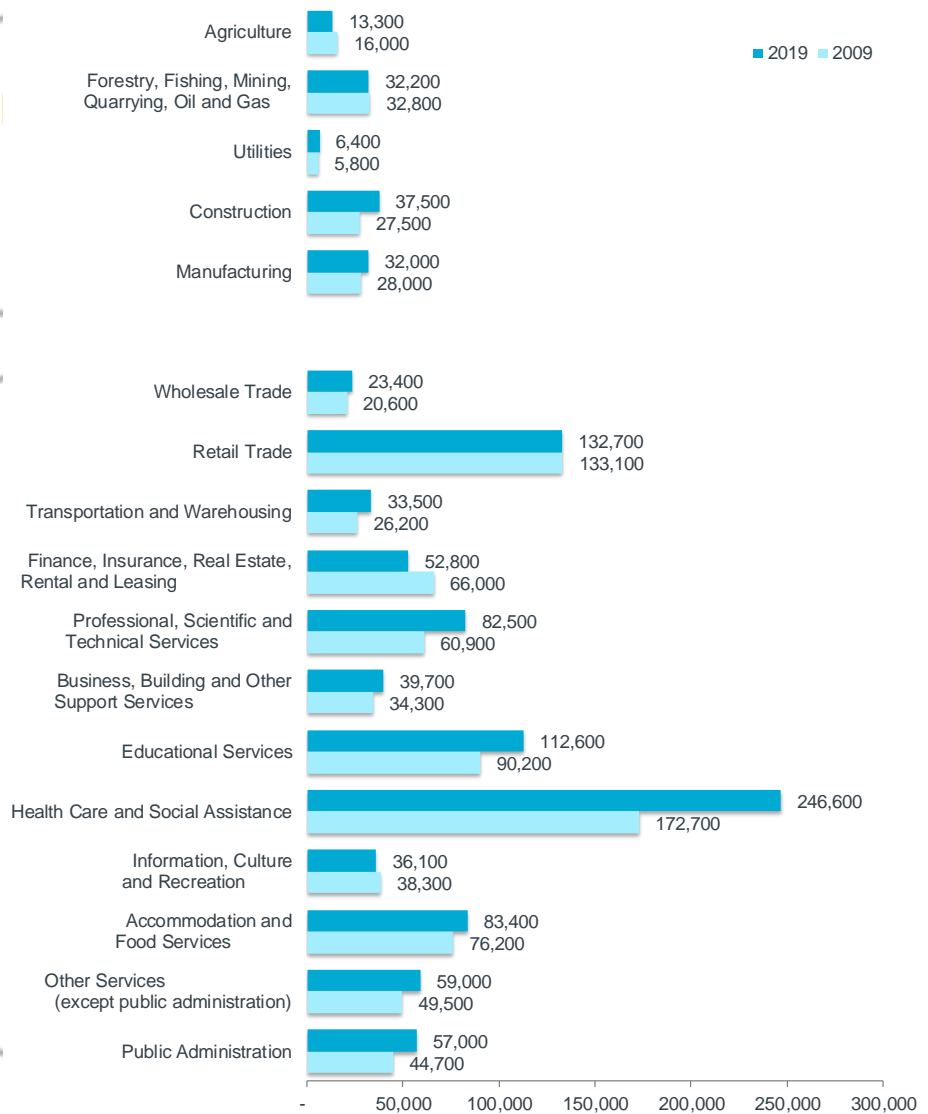
The industry in Alberta that employed the most women in 2019 was Health Care and Social Assistance (Figure 9).

In 2019, 246,600 women were employed in that industry, representing 22.8% of all employed women in Alberta.

Retail Trade had the second largest proportion of employed women in Alberta, with 12.3% of all women employed. The industry that had the least number of women employed was Utilities, at 6,400 or 0.6% of all employed women in 2019.

Between 2009 and 2019, the largest growth rate in employment for women was in Health Care and Social Assistance, at 42.8%. Over this 10-year period, two industries had declines in women's employment of over 10%: Finance, Insurance, Real Estate, Rental and Leasing, down by 20.0%; and Agriculture, down by 16.9%.

Figure 9
Women, Employment by Industry, Alberta, 2009 and 2019



From 2009 to 2019, the number of women employed rose across all occupations except those in Management occupations, which decreased 8.6% (Table 4).

The occupation group with the largest rate of growth in employment for Alberta women between 2009 and 2019 was Health occupations, up 60.7%.

Table 4
Women, Employment by Occupation, Alberta, 2009 and 2019

Occupation	2009	2019	% Growth
Management occupations	69,800	63,800	-8.6%
Business, finance and administration occupations	241,700	267,800	10.8%
Natural and applied sciences and related occupations	34,000	49,000	44.1%
Health occupations	89,900	144,500	60.7%
Occupations in education, law and social, community and government services	135,800	164,700	21.3%
Occupations in art, culture, recreation and sport	22,600	31,800	40.7%
Sales and service occupations	281,300	296,800	5.5%
Trades, transport and equipment operators and related occupations	24,000	34,500	43.8%
Natural resources, agriculture and related production occupations	10,100	14,300	41.6%
Occupations in manufacturing and utilities	13,600	13,600	0.0%
Total	922,900	1,080,800	17.1%

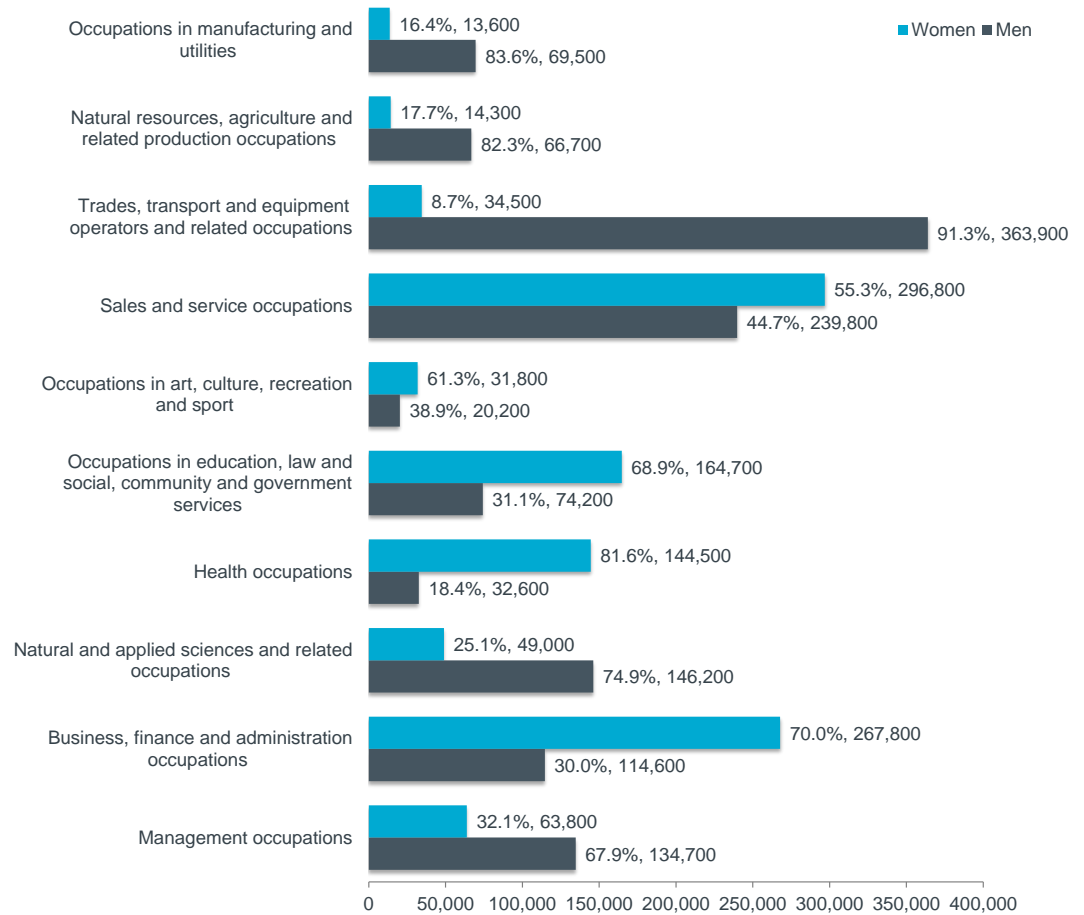
The three occupations where women were the largest majority of people employed were:

- Health occupations, in which 81.6% were women;
- Business, finance and administrative occupations, in which 70.0% were women; and
- Occupations in education, law and social, community and government services, in which 68.9% were women (Figure 10).

The two occupations with the smallest proportion of women employed were

- Trades, transport and equipment operators and related occupations, in which 8.7% were women; and
- Occupations in manufacturing and utilities, in which 16.4% were women.

Figure 10
Employment by Occupation and Sex, Alberta, 2019



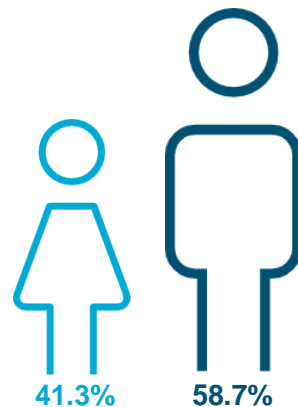
The number of women in Alberta employed full-time increased by 18.7% and those employed part-time grew 12.9% between 2009 and 2019 (Table 5). In 2009, 72.3% of all employed women worked full-time, and in 2019, it was 73.3%.

In 2019, more women were employed full-time than part-time in all age groups except those aged 15 to 24. The growth rate in full-time employment in the 10-year period was highest for women 65 years and older, at 122.7%, followed by those 25 to 44 years old, at 30.5%. Women 65 years and older also had the highest growth rate in part-time employment, at 83.9%, followed by the 25 to 44 year olds, at 20.2%.

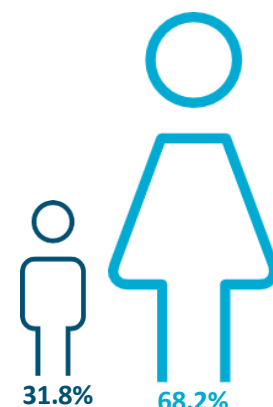
In 2019, women made up 41.3% of all full-time employment in Alberta and 68.2% of part-time employment. Men made up 58.7% of all full-time employment in Alberta and 31.8% of part-time employment.

Table 5
Alberta Women Full-Time and Part-Time Employment by Age Group, 2009 and 2019

	2009		2019		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	922,900		1,080,800		17.1%
Full-Time	667,700	72.3%	792,700	73.3%	18.7%
Part-Time	255,200	27.7%	288,200	26.7%	12.9%
15-24 years	159,300	17.3%	142,600	13.2%	-10.5%
Full-Time	85,900	9.3%	71,100	6.6%	-17.2%
Part-Time	73,400	8.0%	71,500	6.6%	-2.6%
25-44 years	405,800	44.0%	520,200	48.1%	28.2%
Full-Time	315,900	34.2%	412,100	38.1%	30.5%
Part-Time	89,900	9.7%	108,100	10.0%	20.2%
45-64 years	336,900	36.5%	375,900	34.8%	11.6%
Full-Time	256,300	27.8%	287,900	26.6%	12.3%
Part-Time	80,600	8.7%	88,000	8.1%	9.2%
65+ years	21,000	2.3%	42,100	3.9%	100.5%
Full-Time	9,700	1.1%	21,600	2.0%	122.7%
Part-Time	11,200	1.2%	20,600	1.9%	83.9%

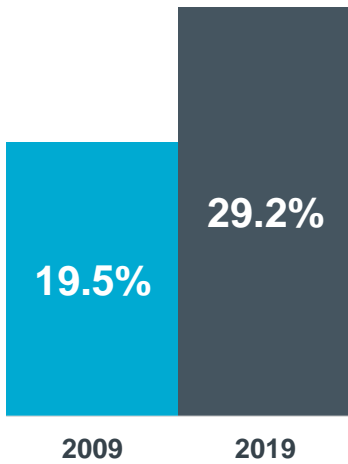


Proportion of Full-time employment



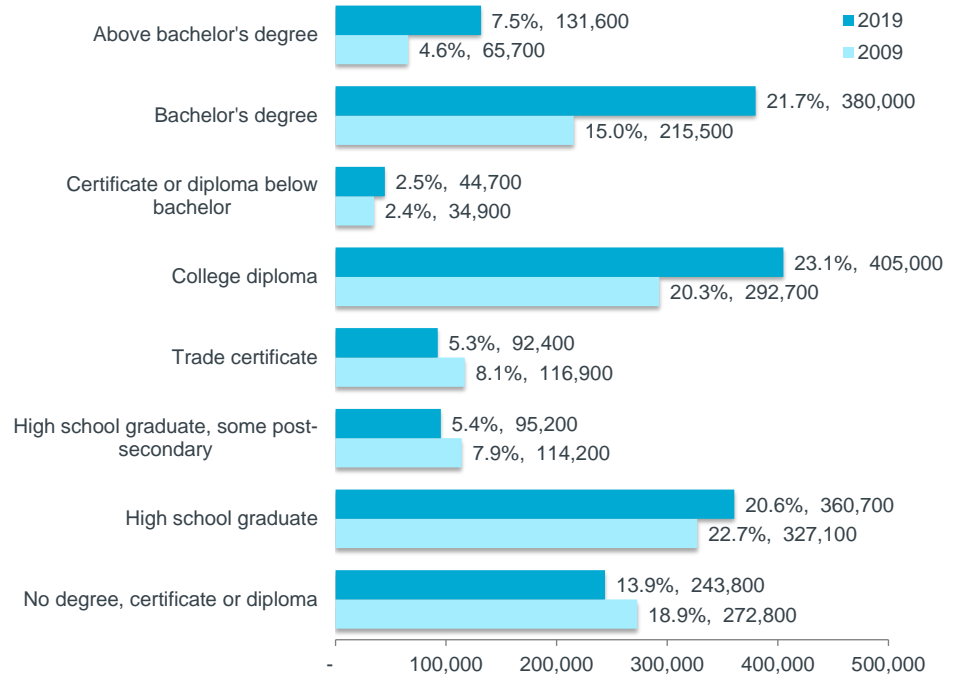
Proportion of Part-time employment

Education



The proportion of women in 2019 that have attained a university education increased to 29.2% from 19.5% in 2009. At the same time, there were fewer women in 2019 that had no degree, certificate or diploma (Figure 11). Between 2009 and 2019, the number of women with no degree, certificate or diploma decreased by 10.6% while the number of women with university degrees rose 81.9%.

Figure 11
Highest Level of Educational Attainment of Women 15 years and older, 2009 and 2019

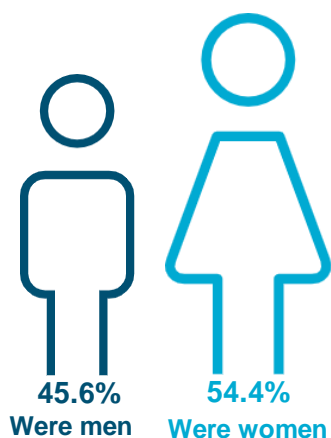


Among employed Albertans who have attained a post-secondary certificate or diploma, 44.0% were women (Table 6). The proportion of employed women who attained a university degree was 35.3% compared to 26.8% for men. The proportion of employed women who had a high school diploma as their highest level of attainment was 19.2% compared to 21.2% for men. Among employed men, 10.2% had no degree, certificate or diploma; for women, it was 6.4%.

Table 6
Educational Attainment of Employed Albertans by Sex (15+ years), 2019

	Alberta	Men		Women	
		Employed	%	Employed	%
No degree, certificate or diploma	8.5%	128,800	10.2%	69,300	6.4%
High school graduate	20.3%	268,200	21.2%	207,700	19.2%
High school graduate, some post-secondary	5.3%	64,600	5.1%	58,700	5.4%
Trade certificate	12.6%	235,100	18.6%	60,300	5.6%
College diploma	20.5%	205,600	16.3%	274,700	25.4%
Certificate or diploma below bachelors	2.2%	22,500	1.8%	29,200	2.7%
Bachelor's degree	22.1%	238,400	18.9%	279,900	25.9%
Above bachelor's degree	8.5%	99,100	7.9%	101,200	9.4%
Total	100.0%	1,262,200	100.0%	1,080,800	100.0%

Among those 15 years and older with a university degree



Wages



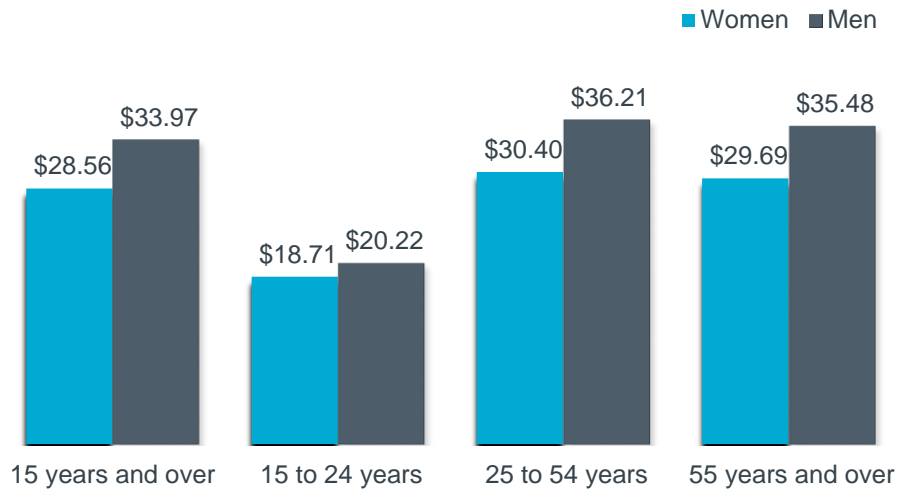
In 2019, the average hourly wage for women in Alberta was \$28.56, \$2.54 higher than the national average hourly rate for women of \$26.02 (Table 7).

Table 7
Average Hourly Wage in 2019, Canada and Provinces

Region	Women	Men
Canada	\$26.02	\$29.61
Newfoundland and Labrador	\$24.37	\$28.36
Prince Edward Island	\$22.85	\$22.62
Nova Scotia	\$22.52	\$24.98
New Brunswick	\$22.46	\$24.50
Quebec	\$25.19	\$28.06
Ontario	\$26.70	\$29.96
Manitoba	\$23.80	\$26.59
Saskatchewan	\$25.60	\$29.51
Alberta	\$28.56	\$33.97
British Columbia	\$25.40	\$29.89

Men and women between the ages of 15 and 24 had the lowest average hourly wage among the four age groups in 2019 (Figure 12). This age group also had the smallest difference in average hourly wages between men and women, of \$1.51. The wage difference between Alberta women and men aged 25 to 54 years was \$5.81; it was \$5.79 between women and men 55 years of age and older.

Figure 12
Average Hourly Wage by Sex and Age Group, Alberta, 2019

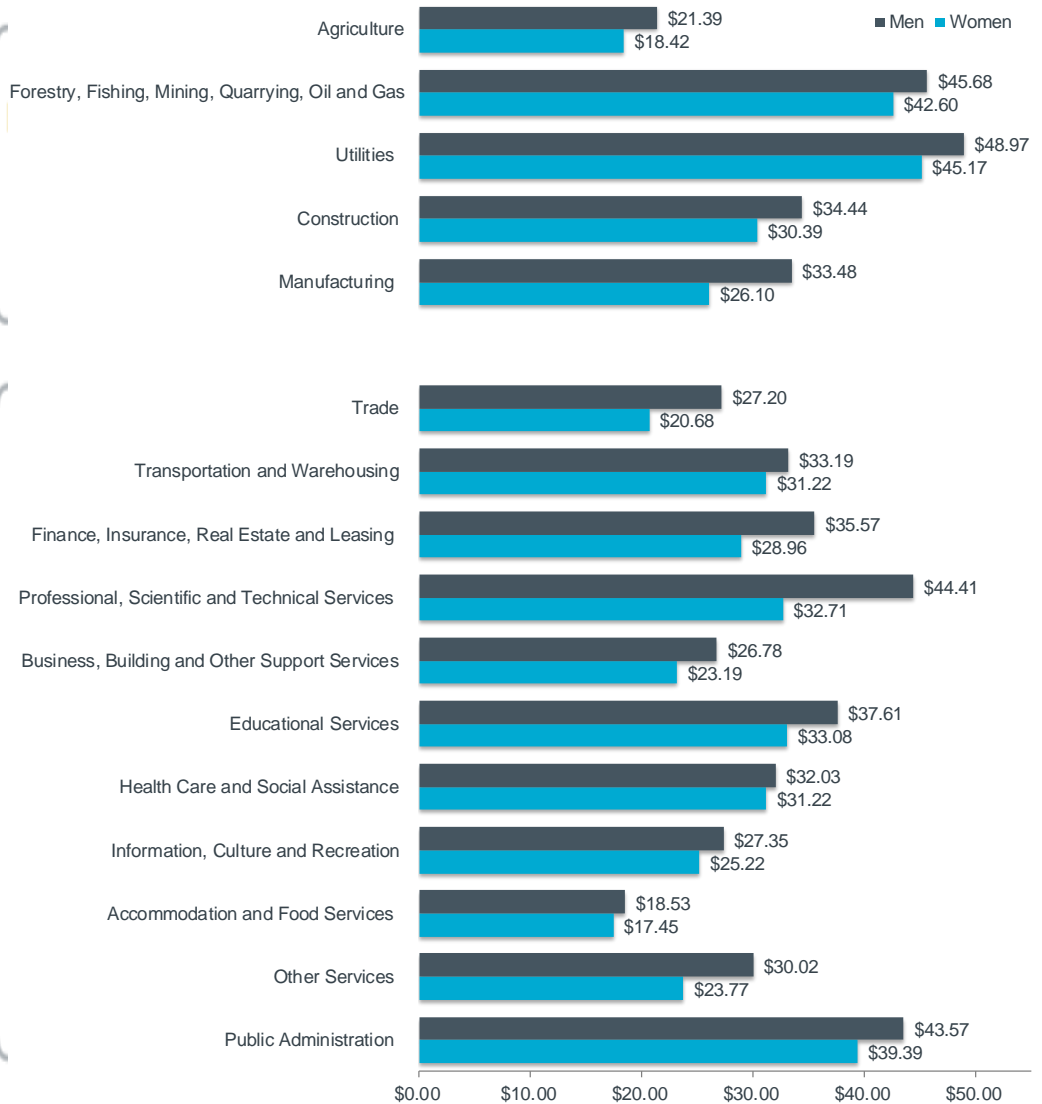


Average Hourly Wage
In Alberta

In 2019, the average hourly wage for Alberta was \$31.39. The average hourly wage for Alberta women and men was \$28.56 and \$33.97, respectively.

Women employed in the Utilities industry had the highest average hourly wage, at \$45.17 in 2019 (Figure 13). Both women and men employed in the Accommodation and Food Services industry had the lowest average hourly wages, at \$17.45 and \$18.53, respectively. The greatest difference in average hourly wages between men and women was in the Professional, Scientific and Technical Services industry, where women received, on average \$11.70 per hour less than men. The smallest difference between men's and women's average hourly wages occurred in the Health Care industry, where women received, on average, \$0.81 per hour less than men.

Figure 13
Average

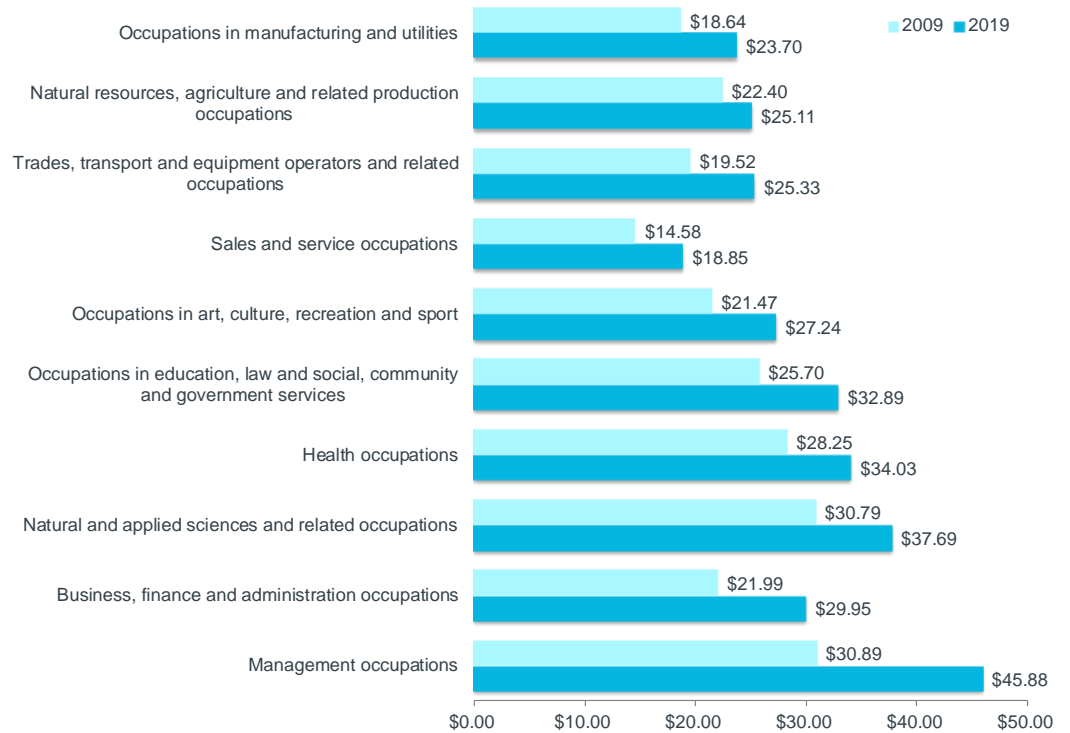


Hourly Wages by Industry and Sex, Alberta, 2019

Figure 14 shows that the average hourly wages for women increased in all 10 occupations from 2009 to 2019. The three occupation groups with the largest increase in average hourly wage over the 10-year period were: Management, up \$14.99; Business, finance and administration occupations, up 7.96; and Occupations in education, law and social, community and government services, up \$7.19.

The occupations with the smallest increase in the average hourly wage for women over the 10 years were: Natural resources, agriculture and related production occupations, which increased by \$2.71. Women in Management occupations received the highest average hourly wage of all women in 2019, at \$45.88, while those employed in the Sales and service occupations received the lowest, at \$18.85.

Figure 14
Average Hourly Wages for Women by Occupation, Alberta, 2009 and 2019



Women had a lower average wage compared to men in eight out of 10 occupations, the exceptions being Health occupations and Occupations in art, culture, recreation and sport. The largest difference was in Occupations in manufacturing and utilities where women on average earned \$9.95 less an hour (Figure 15).

Figure 15
Average Hourly Wages by Occupation, Alberta, 2018

