



Alberta Labour Force Profiles

Women
2011

Alberta

Highlights

For the purpose of this profile, the population is defined as women 15+ years.

1. Working Age Population of Women in Alberta

- The number of women in Alberta's working age population grew by 25.5% between 2001 and 2011.
- Of Alberta's working age population, 49.0% were women in 2011, the lowest among the provinces.

2. Labour Force Statistics of Women in Alberta

- At 5.3%, women in Alberta tied with women in Manitoba to have the second lowest unemployment rate of all women in Canada, after Saskatchewan's 5.1%.
- In 2011, women in Alberta had the highest participation rate of all women in Canada, at 67.3%.
- Alberta women had the highest employment rate, at 63.7%, of all women in Canada in 2011.

3. Employment of Women in Alberta by Industry

- Women accounted for 84.4% of those employed in Health Care and Social Assistance in Alberta in 2011.
- Between 2001 and 2011, the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest employment growth rate for Alberta women at 70.4%.

4. Employment of Women in Alberta by Occupation

- Just over 52.0% of all employed women in Alberta worked in three occupational groups: Sales and services, 29.4%; Social sciences, education, government service and religion, 11.8%; and Health, 11.0%.
- Women accounted for 71.8% of those employed in Business, finance and administrative occupations.
- The two occupational groups that saw the largest percentage increase in women's employment in Alberta between 2001 and 2011 were Health, up 52.4%; and Trades, transport and equipment operators and related, up 50.5%.

5. Educational Attainment of Employed Women in Alberta

- The number of employed women in Alberta with university degrees increased by 71.2% from 2001 to 2011, while those with post-secondary certificates or diplomas increased by 27.4% for the same period.

6. Full-time/Part-time Employment of Women in Alberta

- The number of women employed full-time and part-time rose 29.7% and 21.7% respectively between 2001 and 2011.
- Over this ten-year period, the largest percentage increases in full-time employment were women in the 45 to 64 years and the 65 years and over age groups: 57.2% and 276.7% respectively.

7. Average Hourly Wage of Women in Canada

- Alberta women received the highest average hourly wage of \$22.56 in Canada.
- In 2011, the average hourly wage for women in Alberta was \$1.27 higher per hour than the overall average hourly wage for women in Canada of \$21.29.

8. Average Hourly Wage of Women in Alberta by Industry

- In 2011, the average hourly wage of women in Alberta was \$5.48 lower than that of men.
- The difference in the average hourly wage between men and women was the smallest in Agriculture, at \$0.81, and the highest in Professional Scientific & Technical Services, at \$10.58.

9. Average Hourly Wage of Women in Alberta by Occupation

- Women in Management occupations had the highest average hourly wage of \$33.64 in 2011.
- The average hourly wage of women in Management occupations had the largest increase between 2001 and 2011, from \$12.86 in 2001 to \$33.64 in 2011.

10. Average Hourly Wage of Women in Alberta by Age Group

- The \$22.56 average hourly wage for women in Alberta was lower than the \$28.04 for men by \$5.48.
- Women's average wage was lower than men's across all age groups, and the wage difference increases with age.
- On average, women 25 to 54 years of age had the highest average hourly wage of the three women age groups, at \$24.35.

1. Working Age Population of Women in Alberta

For the purpose of this labour force profile, working age population (or WAP) refers to people who are 15 years and older (please refer to the [Appendix](#) for definitions of labour force terms).

Alberta had the lowest percentage of women in the working age population, at 49.0%, while Nova Scotia had the highest percentage at 52.3%. (Figure 1) The overall Canadian average was 50.7%.

Figure 1

Number and Percentage of Women by Province, 2011			
	Population (15+ years)	Women (15+ years)	% Women
Canada	27,987,300	14,198,500	50.7%
Newfoundland and Labrador	428,800	220,100	51.3%
Prince Edward Island	119,200	61,100	51.3%
Nova Scotia	779,100	407,400	52.3%
New Brunswick	619,400	319,600	51.6%
Quebec	6,575,800	3,326,900	50.6%
Ontario	10,926,300	5,583,700	51.1%
Manitoba	953,300	482,900	50.7%
Saskatchewan	800,000	403,500	50.4%
Alberta	3,006,600	1,474,300	49.0%
British Columbia	3,778,800	1,919,000	50.8%

Source: Statistics Canada, Labour Force Historical Review 2011

Between 2001 and 2011, the number of women in Alberta's working age population grew by 300,000 or 25.5% which exceeded the Canadian working age women's population growth rate by 11.1 percentage points. (Figure 2) Alberta's working age population grew by 641,700 over the same period.

Figure 2

Working Age Population (15+ years), 2001 and 2011

	2001	2011	Growth	% Growth
Canadians	24,439,000	27,987,300	3,548,300	14.5%
Women in Canada	12,415,900	14,198,500	1,782,600	14.4%
Albertans	2,364,900	3,006,600	641,700	27.1%
Women in Alberta	1,174,300	1,474,300	300,000	25.5%

Source: Statistics Canada, Labour Force Historical Review 2011

i. Labour Force Statistics of Women in Alberta

In 2011, 44.8% of Alberta's labour force and 44.9% of employed Albertans were women. (Figure 3) Women also accounted for 43.1% of Alberta's unemployed. The unemployment rate of 5.3% for Alberta women was 0.3 percentage points lower than the unemployment rate for men and 0.2 percentage points lower than the provincial average unemployment rate of 5.5% for all Albertans.

Figure 3

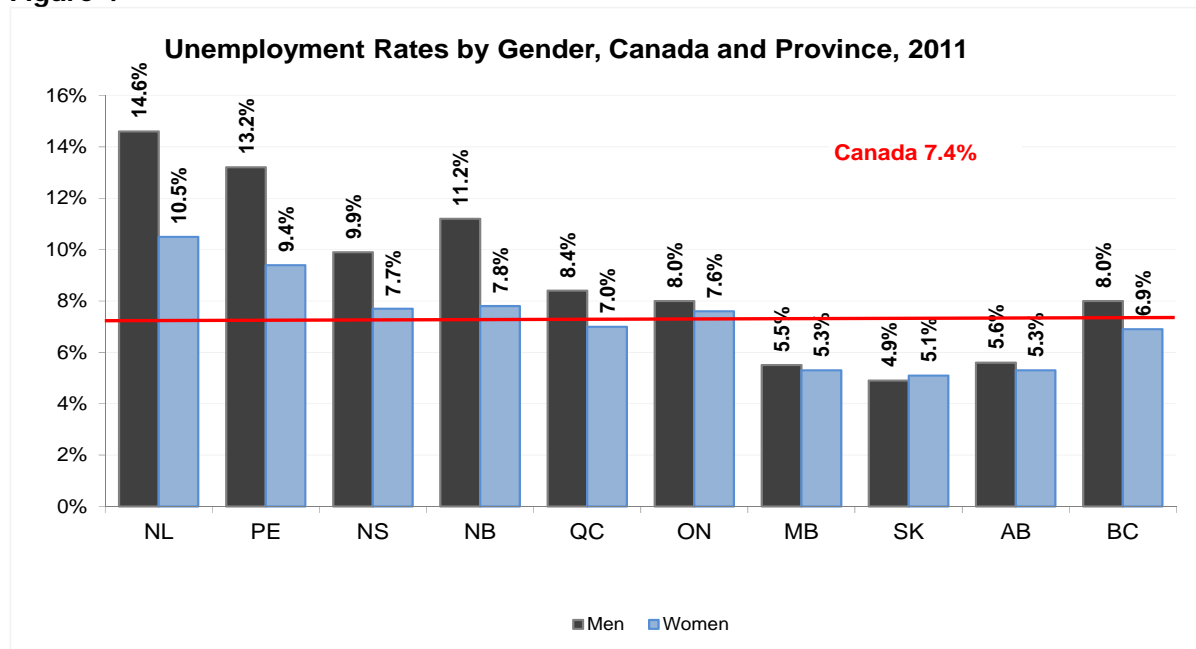
Labour Force Statistics by Gender, Alberta, 2011

	Women (15 + years)	Men (15+ years)	Albertans (15+ years)	% Women
Working Age Population	1,474,300	1,532,300	3,006,600	49.0%
Labour Force	991,700	1,223,400	2,215,200	44.8%
Employed	939,500	1,154,600	2,094,100	44.9%
Unemployed	52,200	68,800	121,000	43.1%
Participation Rate	67.3%	79.8%	73.7%	
Employment Rate	63.7%	75.4%	69.7%	
Unemployment Rate	5.3%	5.6%	5.5%	

Source: Statistics Canada, Labour Force Historical Review 2011

Canada's unemployment rate was 7.4%, and was 7.0% for Canadian women in 2011. The unemployment rate for Alberta's women, at 5.3%, was lower than the Canadian average. Alberta and Manitoba's women unemployment rate was the second lowest of the ten provinces in 2011, after Saskatchewan's, at 5.1%. (Figure 4)

Figure 4



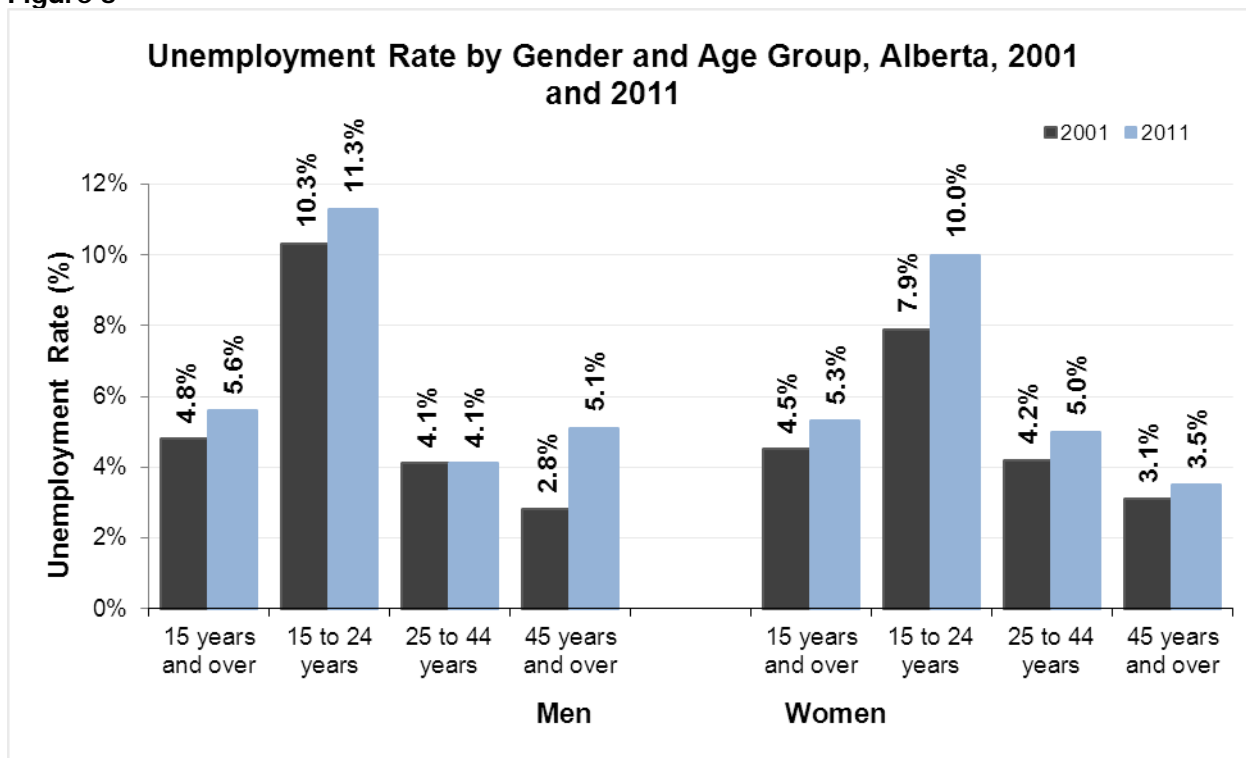
Source: Statistics Canada, Labour Force Historical Review 2011

The unemployment rates rose in all age groups except for men 25 to 44 years of age, whose unemployment rate was unchanged between 2001 and 2011. (Figure 5)

Between 2001 and 2011, women aged 45 years and older had the smallest increase in unemployment rate of 0.4 percentage points, while men of this age group had the largest increase of 2.3 percentage points. For those aged 15 to 24 years of age, women's unemployment rate rose by 2.1 percentage points, and men's rose by 1.0 percentage point.

In 2011, the unemployment rate for women aged 25 to 44 years was 0.9 percentage points higher than for men. The greatest difference in unemployment rates between men and women occurred in the 45 years and over age group, where the unemployment rate for men was 1.6 percentage points higher than the women's rate.

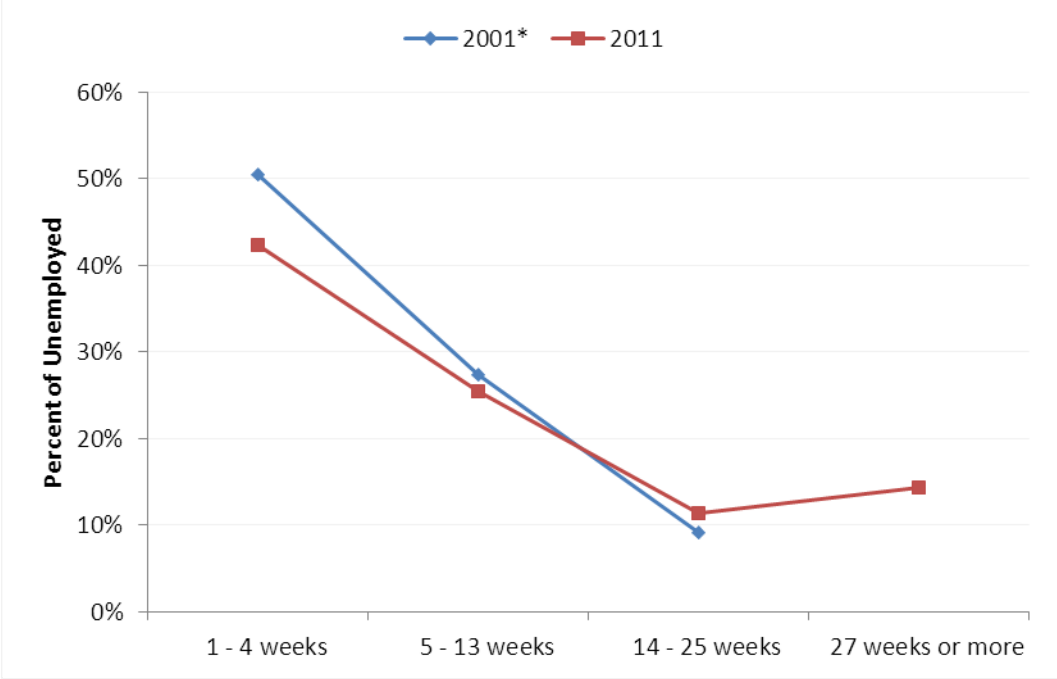
Figure 5



Source: Statistics Canada, Labour Force Historical Review 2011

In 2011, 42.2% of women had unemployment duration of between one and four weeks compared to 50.4% in 2001. The average duration of unemployment for women in Alberta increased from 8.1 weeks in 2001 to 14.8 weeks in 2011. (Figure 6) Just over fourteen percent of unemployment lasted 27 weeks or longer in 2011 for Alberta's women.

Figure 6
Duration of Unemployment for Women in Alberta, 2001 and 2011

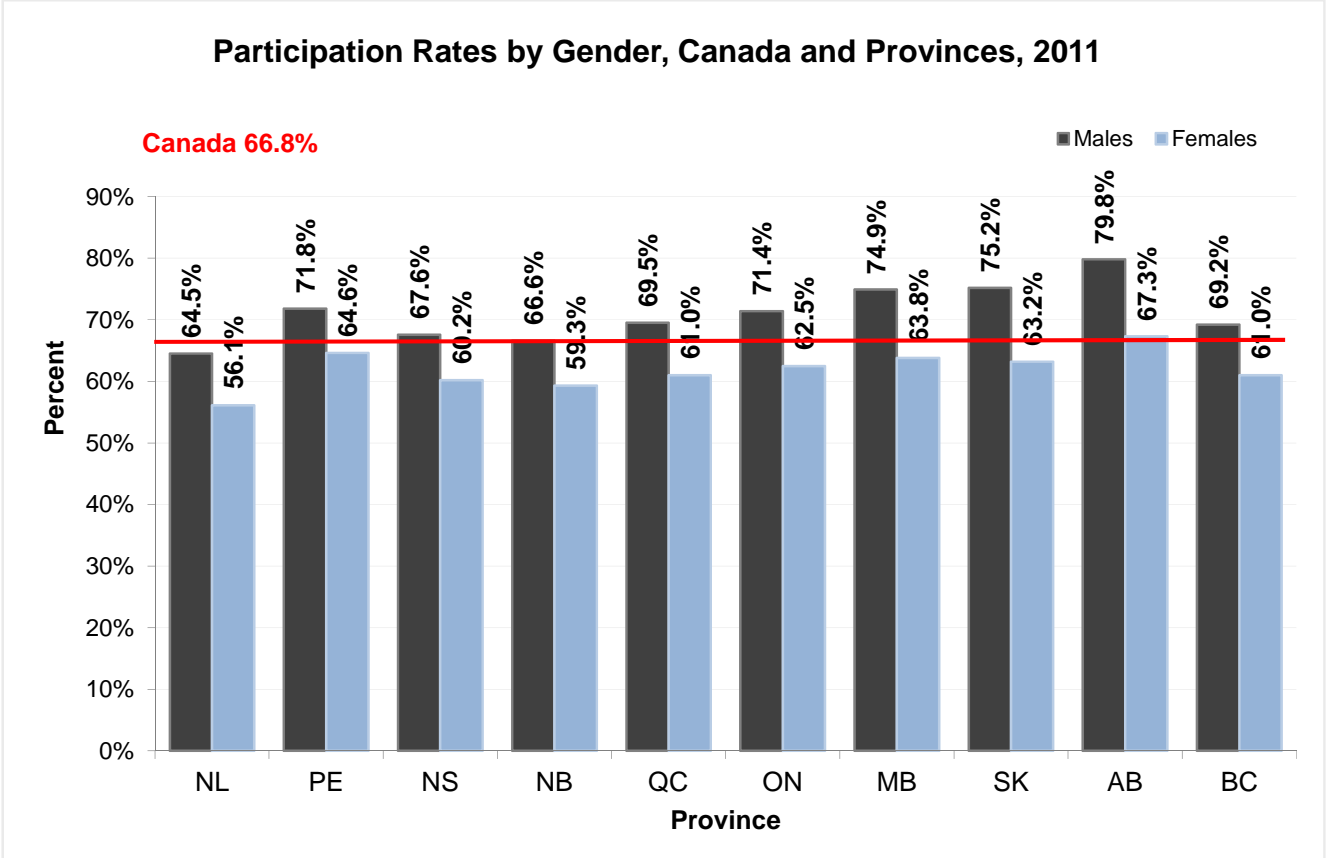


*Insufficient data for the "27 weeks or more" in 2001

Source: Statistics Canada, Labour Force Historical Review, 2011

In 2011, Alberta's women participation rate was 67.3%, the highest among women in all provinces. (Figure 7) This rate was 0.5 percentage points higher than the Canadian average participation rate of 66.8%, and 5.0 percentage points higher than Canadian female average participation rate of 62.3%. Women's participation rates were lower than men's in all ten provinces, and the largest difference of 12.5 percentage points occurred in Alberta.

Figure 7

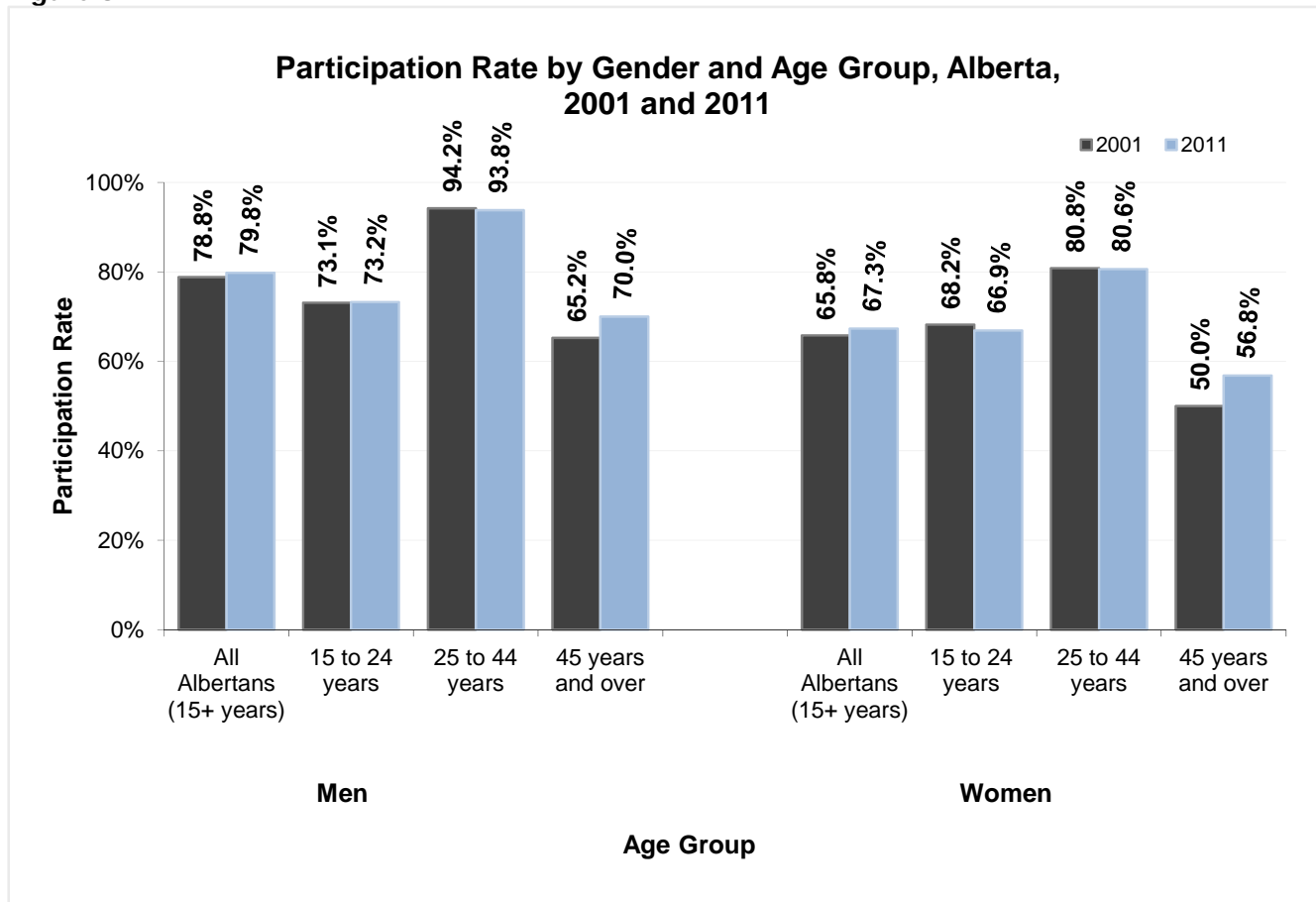


Source: Statistics Canada, Labour Force Historical Review 2011

The largest increase in the participation rate for both men and women was for those aged 45 years and over, rising 4.8 and 6.8 percentage points respectively. (Figure 8)

Between 2001 and 2011, the participation rates fell for women aged 15 to 24 years by 1.3 percentage points but rose slightly, 0.1 percentage points for men in the same age group. Overall, the participation rate for women in Alberta increased 1.5 percentage points, and for men, it increased by 1.0 percentage point over ten years.

Figure 8

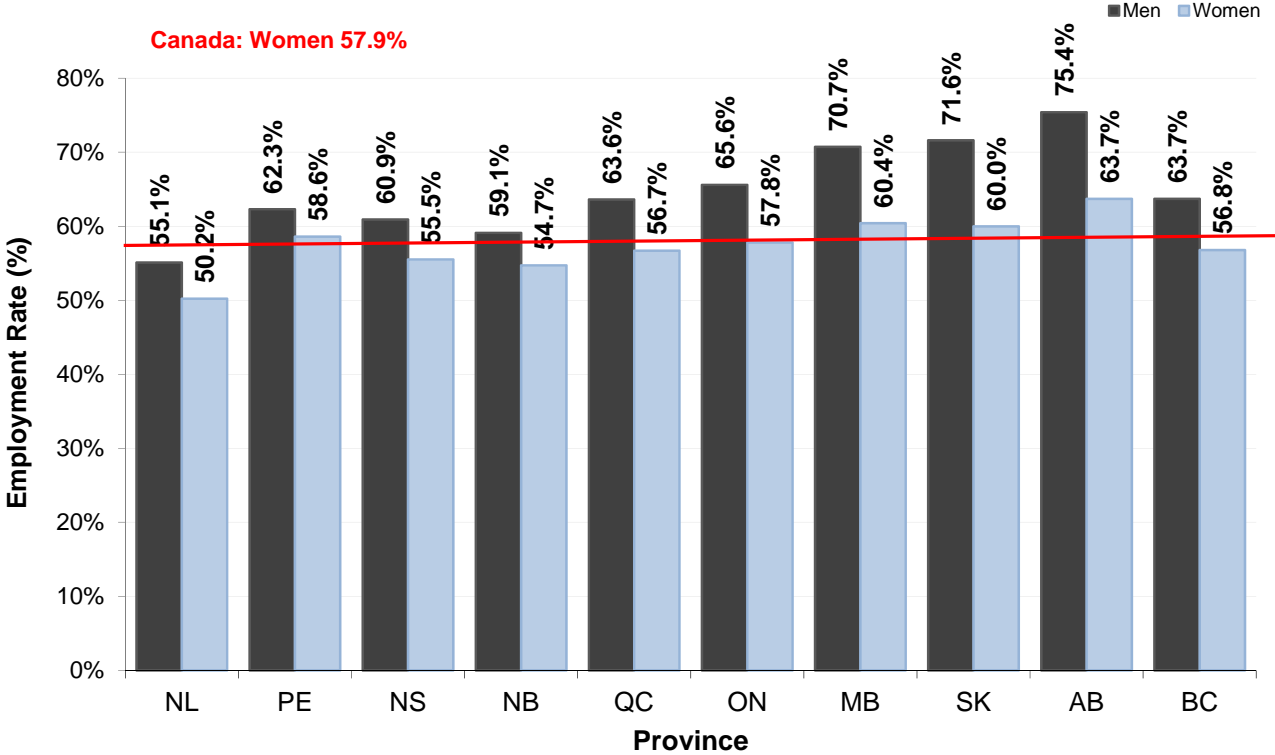


Source: Statistics Canada, Labour Force Historical Review 2011

The employment rate for women in Alberta was 63.7%, the highest of all women in the ten provinces. (Figure 9) This rate was 1.9 percentage points higher than the Canadian employment rate of 61.8%, and 5.8 percentage points above the Canada’s women employment rate of 57.9%.

Figure 9

Employment Rate by Gender, Canada and Province, 2011



Source: Statistics Canada, Labour Force Historical Review 2011

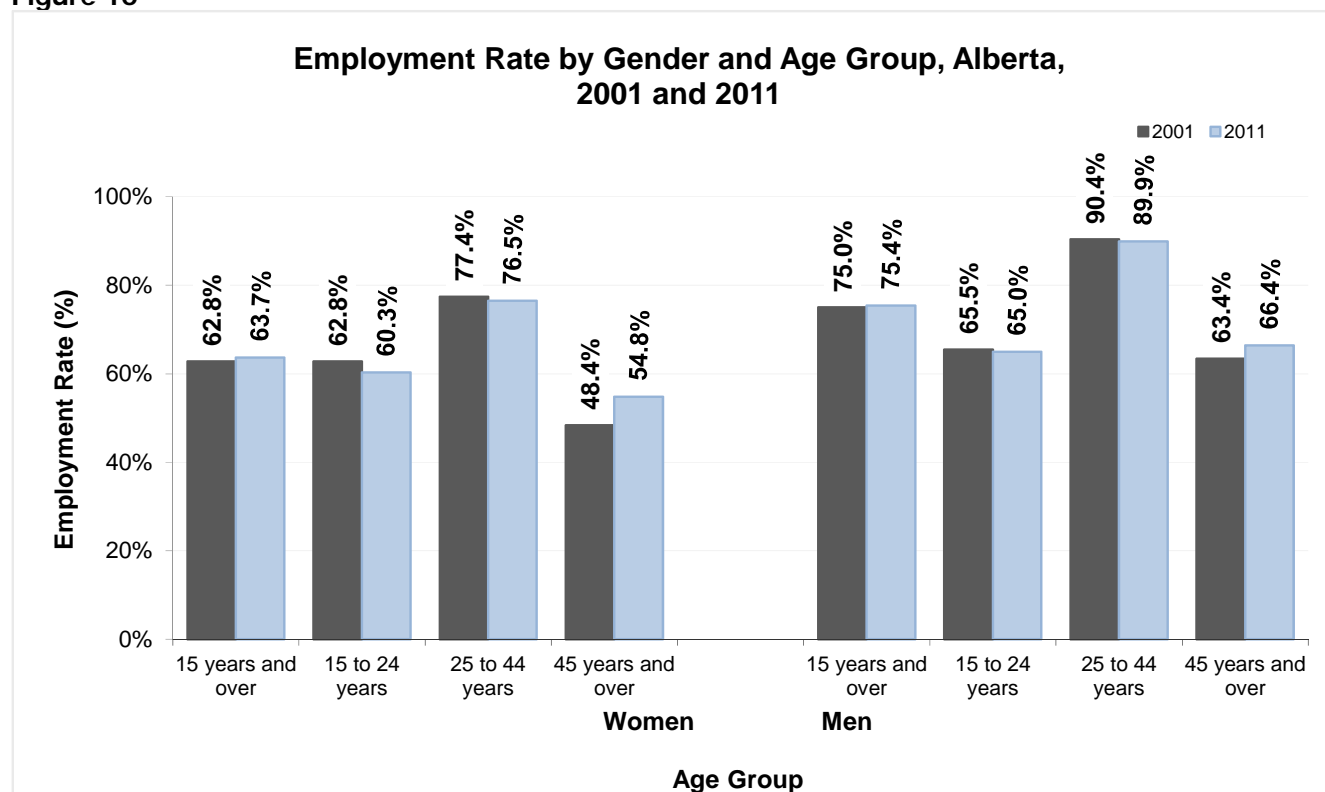
Women aged 15 and older saw a 0.9 percentage point increase in their employment rate, and men had a 0.4 percentage point increase over the ten-year period. (Figure 10)

The employment rates for women were lower than that for men across all age groups in both years. Men and women in the 25 to 44 age group had the highest employment rates of all groups in 2001 and 2011. This age group also had the largest difference in employment rates, 13.4 percentage points, between men and women in 2011.

The employment rates decreased in 2011 compared to 2001 for men and women aged 15 to 24 years by 0.5 and 2.5 percentage points respectively, and for the 25 to 44 year old group, by 0.5 and 0.9 percentage points respectively.

Across all age groups and gender, women 45 years and older had the largest overall increase in employment rate of 6.4 percentage points between 2001 and 2011.

Figure 10



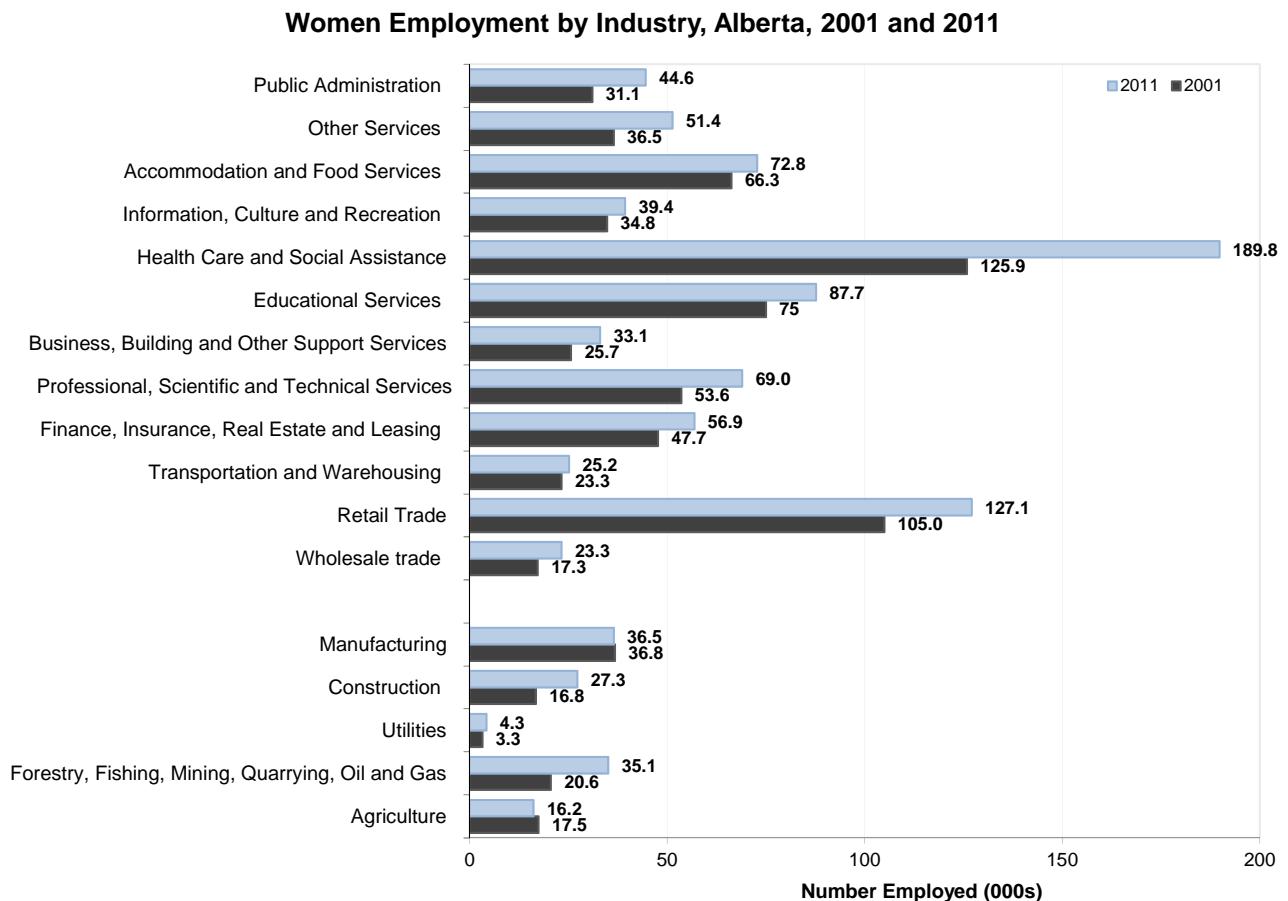
Source: Statistics Canada, Labour Force Historical Review 2011

3. Employment of Women in Alberta by Industry

The industry with the highest women employment in Alberta in 2011 was Health Care and Social Assistance. (Figure 11) In 2011, 189,800 women were employed in that industry, representing 20.2% of all employed women in Alberta. Retail Trade had the second largest proportion of women employment in Alberta, at 127,100, or 13.5% of all women employed. The industry that had the least number of women employed was Utilities, at 4,300 or 0.5% of all employed women in 2011.

Between 2001 and 2011, employment grew more than 50% for women in the following three industries: Forestry, Fishing, Mining, Quarrying, Oil and Gas, up by 70.4%; followed by Construction, with 62.5% increase; and Health Care and Social Assistance, increased by 50.8%. Women's employment declined in Agriculture by 7.4%, and Manufacturing by 0.8% over the ten year period.

Figure 11



Source: Statistics Canada, Labour Force Historical Review 2011

4. Employment of Women in Alberta by Occupation

Over the ten-year period, the number of women employed rose across all occupations except those unique to primary industry¹ and unique to processing, manufacturing and utilities. (Figure 12) Women's employment fell 1.5% and 1.8% respectively in these two occupations.

The occupations with the largest percentage gains in employment for Alberta women between 2001 and 2011 were Health occupations, up 52.4%; Trades, transport and equipment operators and related occupations, up 50.5%; and Natural and applied sciences and related occupations, up 45.2%.

In 2011, 29.4% of all employed woman in Alberta worked in Sales and service occupations. Another 28.8% were employed in Business, finance and administrative occupations. Of the ten occupations, just 1.7% of women were employed in Occupations unique to processing, manufacturing and utilities.

Two occupations which had a predominance of women employed were: Health occupations where 82.7% were women, and Business, finance and administrative occupations in which 71.8% were women. The two occupations with the smallest proportion of women employed were Trades, transport and equipment operators and related occupations, in which 7.3% were women, and those unique to primary industry, in which 17.1% were women.

Figure 12

Women Employment by Occupation in Alberta, 2001 and 2011				
	2001	2011	% Growth	
Management occupations	50,200	51,100	1.8%	
Natural and applied sciences and related occupations	24,100	35,000	45.2%	
Health occupations	67,700	103,200	52.4%	
Occupations in social science, education, government service and religion	85,100	110,900	30.3%	
Occupations in art, culture, recreation and sport	22,100	29,400	33.0%	
Sales and service occupations	226,400	276,000	21.9%	
Trades, transport and equipment operators and related occupations	18,800	28,300	50.5%	
Occupations unique to primary industry	19,500	19,200	-1.5%	
Occupations unique to processing, manufacturing and utilities	16,400	16,100	-1.8%	
Business, finance and administrative occupations	206,900	270,200	30.6%	

Source: Statistics Canada, Labour Force Historical Review 2011

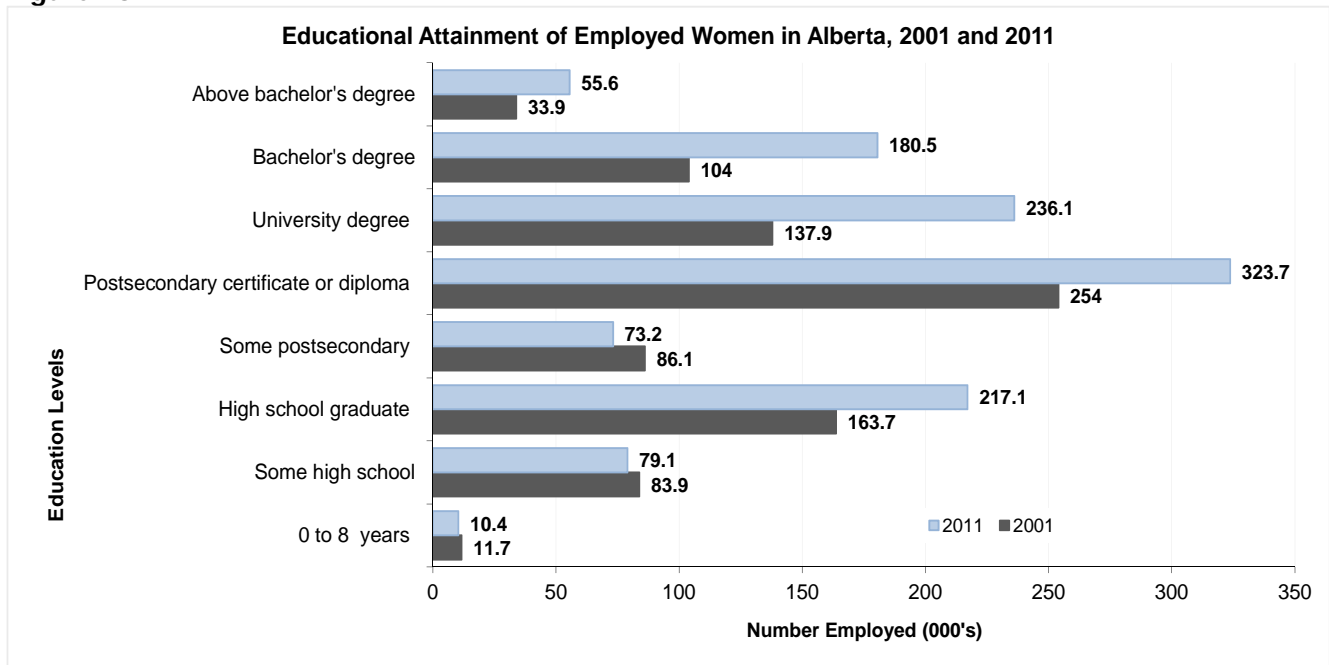
¹ Includes occupations such as farmers; agricultural services contractors; landscaping and grounds maintenance labourers, contractors, managers; silviculture and forestry workers, underground mine service and support workers; oil and gas well drilling workers and services operators, and servicing and related workers; aquaculture and marine harvest labourers; mine labourers, etc.

5. Educational Attainment of Employed Women in Alberta

More employed women in 2011 had attained higher levels of education beyond the secondary level than employed women in 2001. (Figure 13) At the same time, there were fewer employed women who had not completed high school in 2011 compared to 2001.

Between 2001 and 2011, the number of employed women without high school graduation decreased by 6.4% and the number of employed women with University degrees rose by 71.2%.

Figure 13



Source: Statistics Canada, Labour Force Historical Review 2011

Of employed Albertans who had attained postsecondary certificates or diplomas, or university degrees, 46.3% were women. (Figure 14) The proportion of employed women who had a university degree was 25.1% compared to 21.1% for men.

The proportion of employed women who graduated from high school was 23.1% compared to men at 23.4%. Of employed men, 13.1% had not completed high school; for women, it was 9.5%.

Figure 14

Educational Attainment of Employed Albertans by Gender (15+ years), 2011					
	Albertans	Men		Women	
		Number	%	Number	%
0 to 8 years	1.6%	22,300	1.9%	10,400	1.1%
Some high school	10.0%	129,700	11.2%	79,100	8.4%
High school graduate	23.3%	270,700	23.4%	217,100	23.1%
Some postsecondary	7.4%	81,800	7.1%	73,200	7.8%
Postsecondary certificate or diploma	34.9%	406,900	35.2%	323,700	34.5%
University degree	22.9%	243,200	21.1%	236,100	25.1%
Total	100.0%	1,154,600	100.0%	939,500	100.0%

Source: Statistics Canada, Labour Force Historical Review 2011

6. Full-time/Part-time Employment of Women in Alberta

The number of Alberta women employed full-time increased by 29.7%, while part-time employment grew by 21.7% between 2001 and 2011. (Figure 15) In 2001, 71.9% of all employed women worked full-time, and in 2011, it was 73.2%.

More women were employed full-time than part-time in 2011 across all age groups, except for those 65 years and over. The percentage growth in full-time employment was highest for women 65 years and older, at 276.7%, followed by those 45 to 64 years old, at 57.2%. The 65 years and older also had the highest growth in part-time employment, followed by the 45 to 64 year olds.

Women 45 to 64 years of age had the second fastest growth in part time employment, of 44.2% between 2001 and 2011. They also had the largest increase in full-time and part-time employment numbers of 98,100 and 24,600 respectively. The growth in part time employment was 2.9% for women aged 25 to 44 years, and 12.4% for the 15 to 24 year olds.

Figure 15

Alberta Women Full-Time and Part-Time Employment by Age Group, 2001 and 2011					
	2001		2011		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	737,200		939,500		27.4%
Full-Time	530,200	71.9%	687,700	73.2%	29.7%
Part-Time	207,000	28.1%	251,900	26.8%	21.7%
15-24 years	136,000	18.4%	148,400	15.8%	9.1%
Full-Time	75,700	10.3%	80,700	8.6%	6.6%
Part-Time	60,300	8.2%	67,700	7.2%	12.3%
25-44 years	367,200	49.8%	415,700	44.2%	13.2%
Full-Time	280,200	38.0%	326,100	34.7%	16.4%
Part-Time	87,100	11.8%	89,600	9.5%	2.9%
45-64 years	227,000	30.8%	349,800	37.2%	54.1%
Full-Time	171,400	23.3%	269,500	28.7%	57.2%
Part-Time	55,700	7.6%	80,300	8.5%	44.2%
65+ years	7,000	0.9%	25,600	2.7%	265.7%
Full-Time	3,000	0.4%	11,300	1.2%	276.7%
Part-Time	4,000	0.5%	14,300	1.5%	257.5%

Source: Statistics Canada, Labour Force Historical Review 2011

7. Average Hourly Wage² of Women in Canada

Of employed women in Canada, Alberta women had the highest average hourly wage, at \$22.56, in 2011. (Figure 16) Alberta's women's average hourly wage was \$1.27 higher than the Canadian average hourly rate of \$21.29 for employed women.

Figure 16

Average Hourly Wage of Employed Women in 2011, Canada and Provinces	
	Average Hourly Wage
Canada	\$21.29
Newfoundland and Labrador	\$19.96
Prince Edward Island	\$18.98
Nova Scotia	\$18.96
New Brunswick	\$18.28
Quebec	\$20.11
Ontario	\$22.21
Manitoba	\$19.80
Saskatchewan	\$21.48
Alberta	\$22.56
British Columbia	\$21.14

Source: Statistics Canada, Labour Force Historical Review 2011

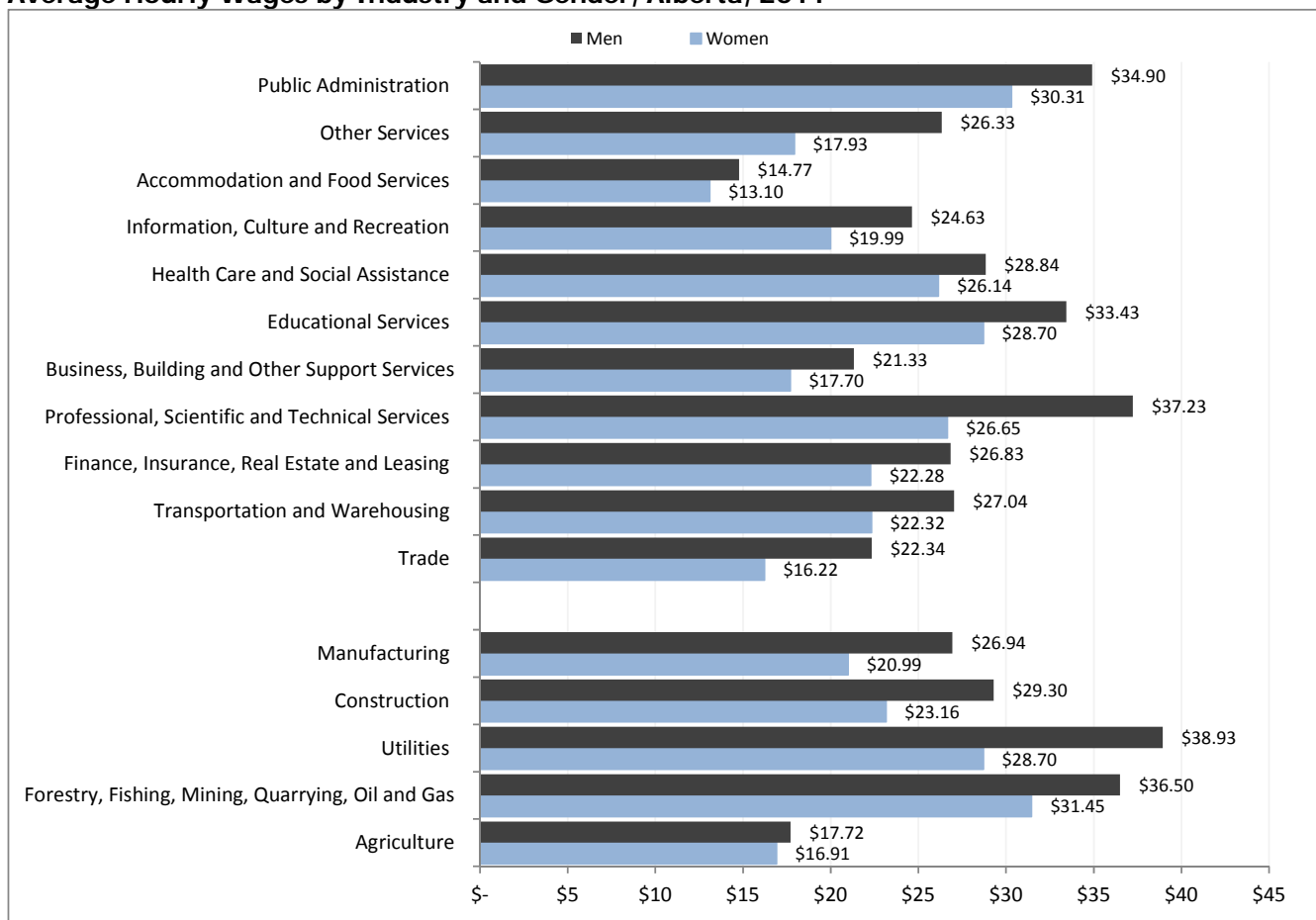
² Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week.

8. Average Hourly Wage of Women in Alberta by Industry

In 2011, the average hourly wage of all Albertans was \$25.47. For Alberta women and men, the average hourly wages were \$22.56 and \$28.04 respectively that year. (Figure 17)

Women employed in the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest average hourly wage, at \$31.45 in 2011. Both men and women employed in the Accommodation and Food Services industries had the lowest average hourly wages, at \$14.77 and \$13.10, respectively. The greatest difference between men and women's average hourly wages was in the Professional, Scientific & Technical Services industry where women received, on average \$10.58 per hour less than men. The smallest difference between men's and women's average hourly wages occurred in the Agriculture industry where women received, on average, \$0.81 per hour less than men.

Figure 17
Average Hourly Wages by Industry and Gender, Alberta, 2011



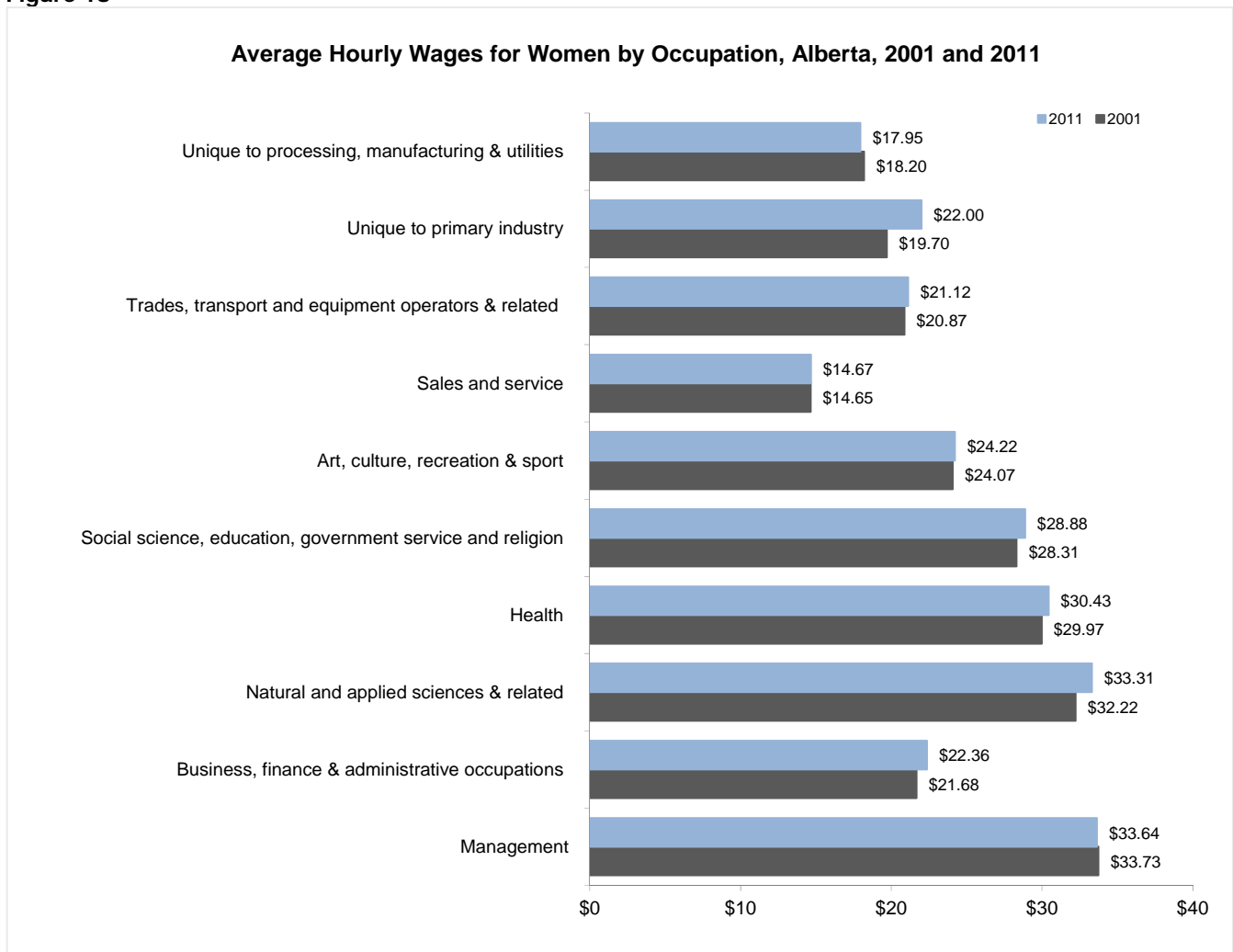
Source: Statistics Canada, Labour Force Historical Review 2011

9. Average Hourly Wage of Women in Alberta by Occupation

Figure 18 shows that the average hourly wages for women rose in many occupations over the ten years. The three occupations with the largest increase in average hourly wage were: Occupations unique to primary industry, up \$2.30; Natural and applied sciences and related occupations, up \$1.09; and Business, finance and administrative occupations, up \$0.68. The occupation with the smallest increase in the average hourly wage for women over the ten years was Sales and service occupations which rose \$0.02.

Women in Management occupations received the highest average hourly wage in 2011, at \$33.64, while those employed in the Sales and service occupations received the lowest, at \$14.67.

Figure 18



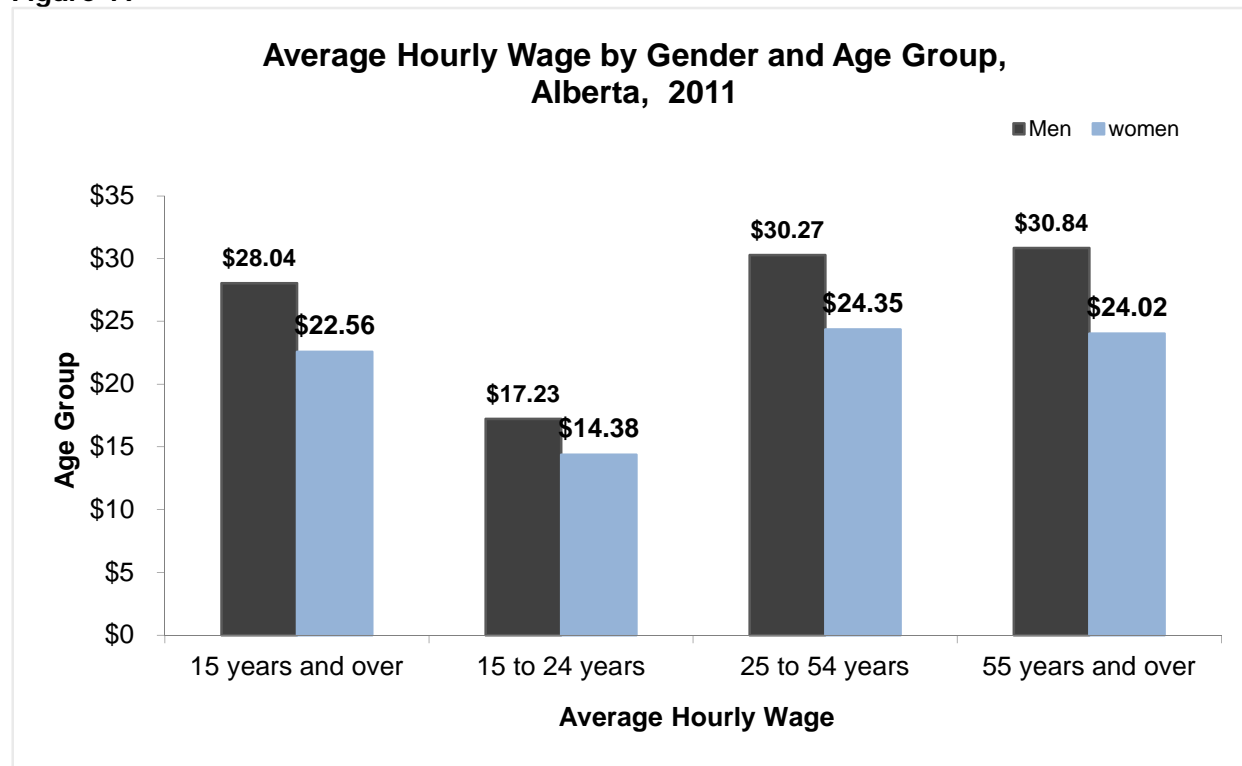
Source: Statistics Canada, Labour Force Historical Review 2011

10. Average Hourly Wage of Women in Alberta by Age Group

Young men and women between the age of 15 and 24 had the lowest average hourly wage of the four age groups in 2011. (Figure 19) This age group also had the smallest difference in average hourly wages between men and women, of \$2.85. For Albertan women and men aged 25 to 54 years, the wage difference was \$5.92, and \$6.82 for workers 55 years of age and older.

Women aged 25 to 54 years had the highest average hourly wage, at \$24.35. The average hourly wage in 2011 for Alberta women and men was \$22.56 and \$28.04 respectively.

Figure 19



Source: Statistics Canada, Labour Force Historical Review 2011

11. Appendix

All of the following definitions are from the Guide to 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).

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.

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 said population that is either employed or actively seeking employment.

Women: For the purpose of this report, women refer to females 15+ years.

Working Age Population: Those persons 15+ years except persons living on Indian reserves, inmates of institutions, and regular members of the Canadian Armed Forces.