



Alberta Labour Force Profiles

Women
2009

Government
of Alberta ■

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 25.3% between 1999 and 2009.
- Of Alberta's working age population, 49.1% were women in 2009, the lowest among all provinces.

2. Labour Force Statistics of Women in Alberta

- At 5.8%, women in Alberta had the third lowest unemployment rate of all Canadian women, after Saskatchewan's 4.2% and Manitoba's 5.0%.
- In 2009, women in Alberta had the highest participation rate of all women in Canada, at 68.0%, up from 65.9% in 1999.
- Alberta women had the highest employment rate, at 64.1%, of all women in Canada in 2009. This rate represented a 1.8 percentage point increase from 1999.

3. Employment of Women in Alberta by Industry

- Women accounted for 84.7% of those employed in the Health Care and Social Services industries in Alberta in 2009.
- Between 1999 and 2009, the Forestry, Fishing, Mining, and Oil and Gas Extraction industry had the highest employment growth rate for women at 120.3%.

4. Employment of Women in Alberta by Occupation

- Just over 58% of all employed women in Alberta worked in two occupational groups: Business, finance and administrative, 28.4%; and Sales and services, 30.4%.
- Women accounted for 79.8% of those employed in Health occupations, the highest proportion of women in any occupational group.
- The two occupational groups that saw a large percentage increase in the employment of women between 1999 and 2009 were Natural and applied sciences and related, up 67.6%; and Trades, transportation and equipment operators and related, up 54.7%.

5. Educational Attainment of Employed Women in Alberta

- The number of employed women in Alberta with university degrees increased by 87.9% from 1999 to 2009; while those with post-secondary certificates or diplomas increased by 33.4% 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 72.4% and 27.6% respectively between 1999 and 2009.
- In the past ten years, the largest percentage increase in full-time employment were women in the 45 to 64 years and the 65 years and over age groups: 72.4% and 155.3% respectively.

7. Average Hourly Wage of Women in Alberta by Industry

- In 2009, the average hourly wage of women in Alberta was \$5.69 lower than that of men.
- Accommodation and Food Services was the industry where the difference in average hourly wage between men and women was the least, at \$0.94; and Utilities, the most, at \$11.65.

8. Average Hourly Wage of Women in Alberta by Occupation

- Women in Management occupations had the highest average hourly wage of \$31.79 in 2009.
- The average hourly wage of women in Management occupations also had the largest increase from \$17.67 in 1999 to \$31.79 in 2009.

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

- The average hourly wage of women in Alberta, at \$21.72, was lower than for men, at \$27.41.
- Women's average wage was lower than men's across all age groups, and the wage difference increases with age.
- On average, the average hourly wage of women 15 to 24 years of age was \$2.50 lower than men in the same age group.

1. Working Age Population of Women in Alberta

For the purpose of this 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).

Figure 1 shows the number and percentage of working age women in Canada by province in 2009. Alberta had the lowest percentage of women in the working age population, at 49.1%, while Nova Scotia had the highest percentage at 51.9%. The Canadian average was 50.8%.

Figure 1

Number and Percentage of Women by Province, 2009			
	Population (15+ years)	Women (15+ years)	% of Women
Canada	27,309,200	13,862,800	50.8%
Newfoundland and Labrador	428,900	220,800	51.5%
Prince Edward Island	116,000	59,800	51.6%
Nova Scotia	772,600	400,700	51.9%
New Brunswick	621,500	318,900	51.3%
Quebec	6,437,000	3,270,700	50.8%
Ontario	10,659,600	5,440,400	51.0%
Manitoba	922,600	468,800	50.8%
Saskatchewan	779,600	395,200	50.7%
Alberta	2,864,800	1,407,500	49.1%
British Columbia	3,706,700	1,880,000	50.7%

Source: Statistics Canada, Labour Force Historical Review 2009

Between 1999 and 2009, the number of women in Alberta's WAP grew by 284,100 or 25.3% (Figure 2). Alberta's WAP grew by 27.0% over the same period.

Figure 2

Working Age Population (15+ years), 1999 and 2009				
	1999	2009	Growth	% Growth
Canadians	23,786,900	27,309,200	3,522,300	14.8%
Women in Canada	12,104,100	13,862,800	1,758,700	14.5%
Albertans	2,255,500	2,864,800	609,300	27.0%
Women in Alberta	1,123,400	1,407,500	284,100	25.3%

Source: Statistics Canada, Labour Force Historical Review 2009

2. Labour Force Statistics of Women in Alberta

Figure 3

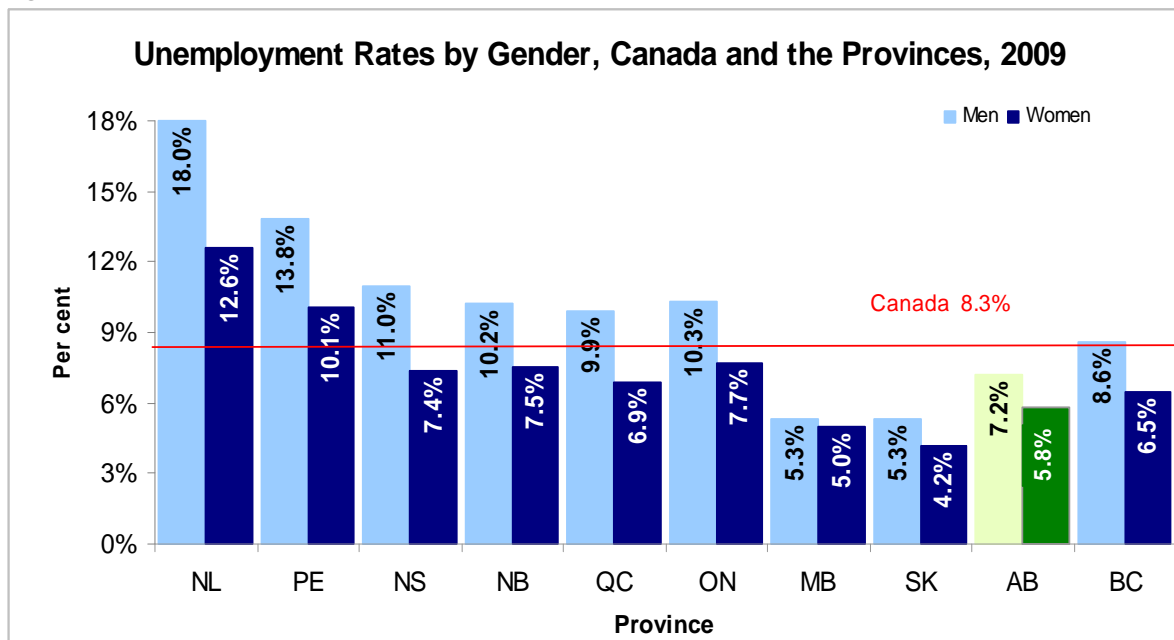
Labour Force Statistics by Gender, Alberta 2009				
	Women (15+ years)	Men (15+ years)	Albertans (15+ years)	% of Women Among Albertans (15+ years)
Working Age Population	1,407,500	1,457,200	2,864,800	49.1%
Labour Force	957,500	1,170,400	2,127,800	45.0%
Employed	902,000	1,086,100	1,988,100	45.4%
Unemployed	55,500	84,200	139,700	39.7%
Participation Rate	68.0%	80.3%	74.3%	
Employment Rate	64.1%	74.5%	69.4%	
Unemployment Rate	5.8%	7.2%	6.6%	

Source: Statistics Canada, Labour Force Historical Review 2009

Women made up 45.0% of Alberta's labour force and 45.4% of those employed in 2009 (Figure 3). Furthermore, women accounted for 39.7% of Alberta's unemployed. The unemployment rate of 5.8% for women was 0.8 percentage point lower than the unemployment rate for Albertans.

In 2009, Canada's average unemployment rate was 8.3% (Figure 4). The average unemployment rates for women and men in Alberta were the third lowest of all provinces, after Saskatchewan, at 4.2%, and Manitoba, at 5.0%.

Figure 4

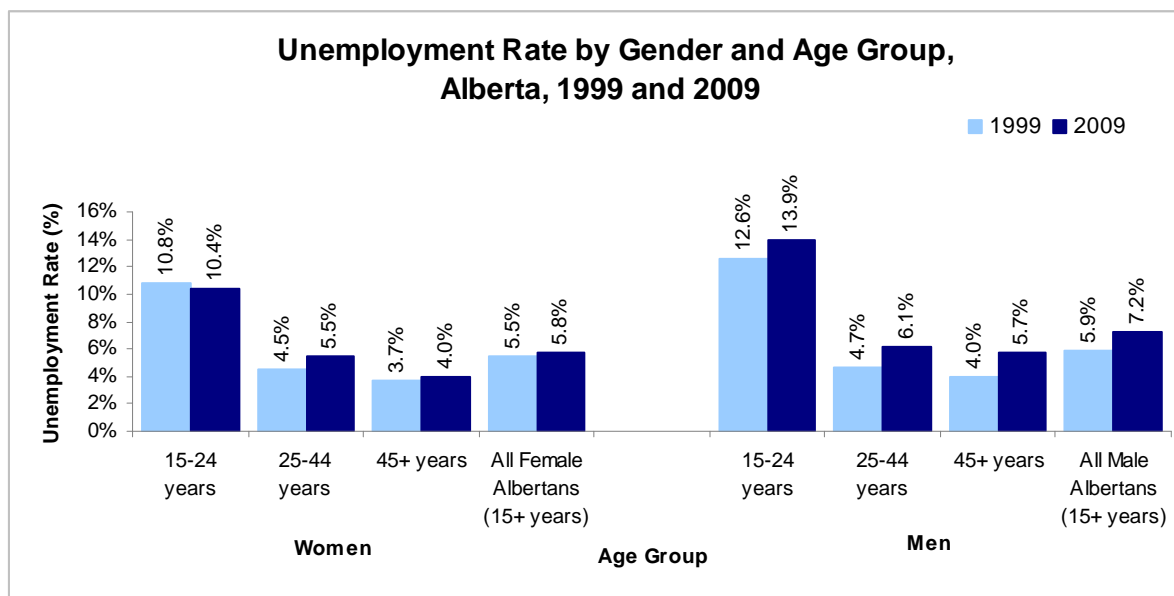


Source: Statistics Canada, Labour Force Historical Review 2009

Figure 5 displays the unemployment rate by gender and age group. Among women, the unemployment rates in all age groups rose between 1999 and 2009, except the 15 to 24 years old. The greatest increase of 1.0 percentage points was recorded for women 25 to 44 years of age.

In 2009, the unemployment rates for women were below those for men in all age groups. The largest difference was between men and women 15 to 24 years of age, where the unemployment rate for women was 3.5 percentage points lower than the men's rate.

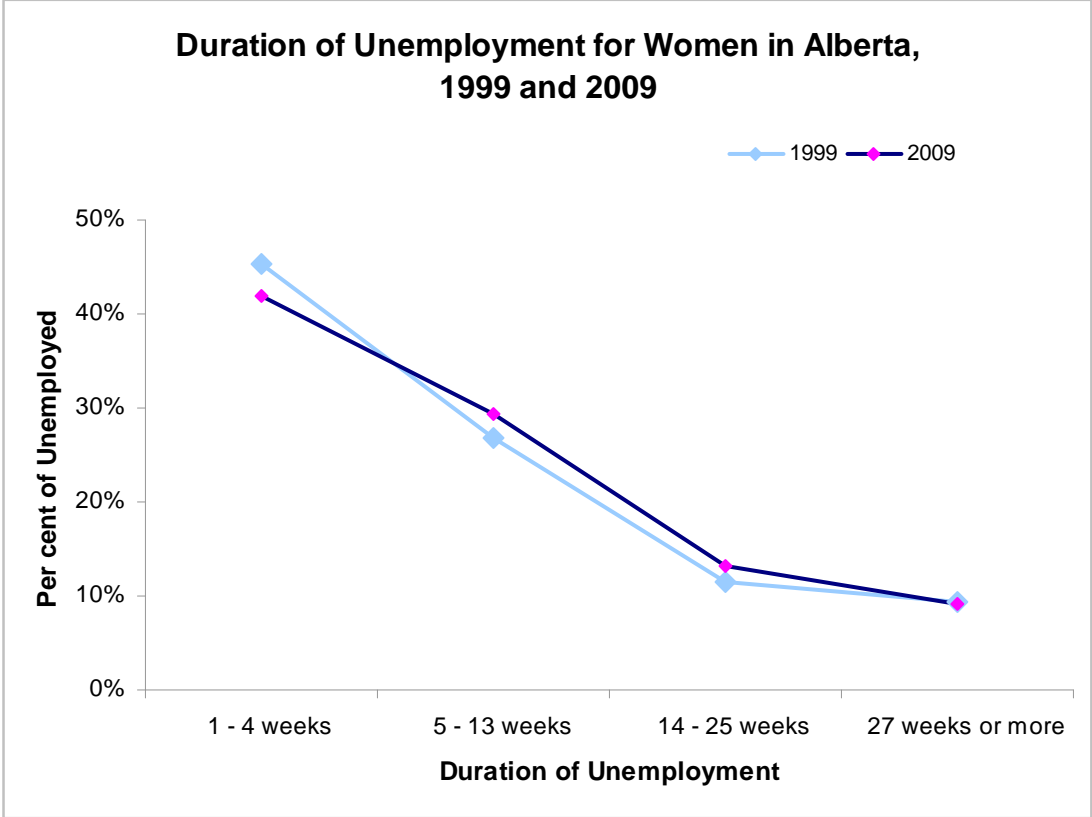
Figure 5



Source: Statistics Canada, Labour Force Historical Review 2009

The average duration of unemployment for women in Alberta decreased from 12.2 weeks in 1988 to 11.3 weeks in 2009. In 2009, 41.9% of women had unemployment duration of between one and four weeks compared to 45.3% ten years ago. Proportionately more women had five to twenty five weeks duration of unemployment in 2009 compared to 1999. The percentages of women experiencing more than twenty-seven weeks of unemployment were similar, 9.2% in 2009 versus 9.4% in 1999.

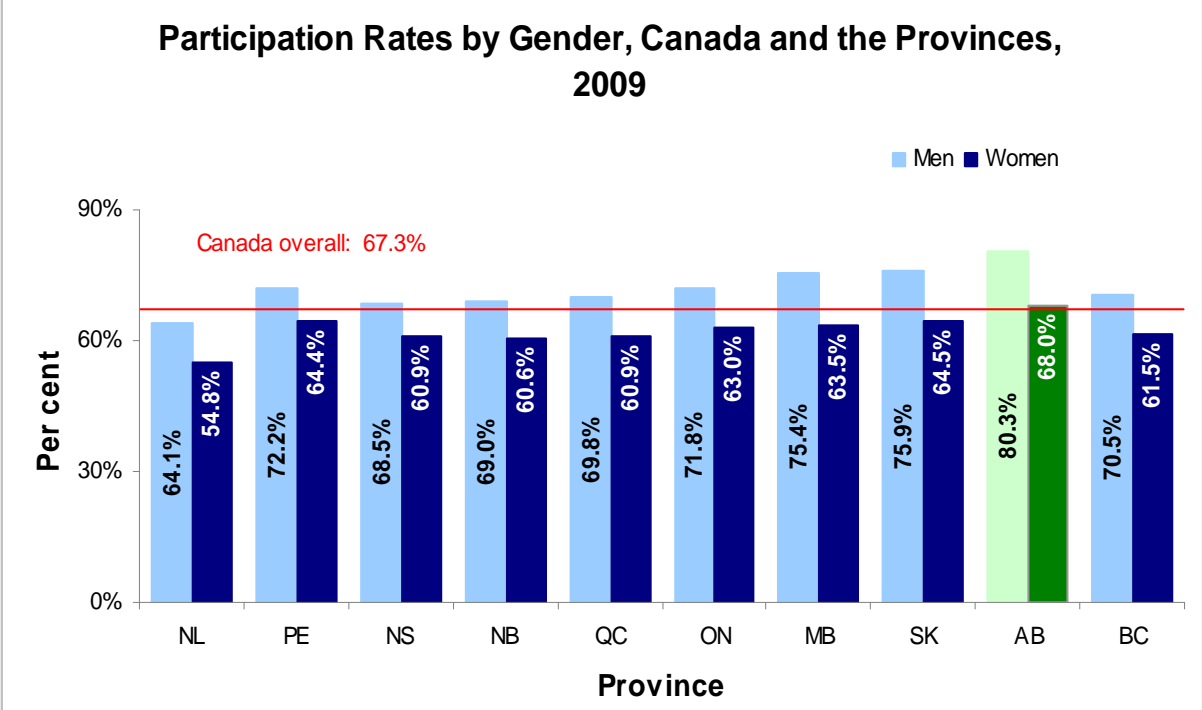
Figure 6



Source: Statistics Canada, Labour Force Historical Review 2009

In 2009, the participation rate of women in Alberta was 68.0%, the highest among all provinces. This rate was 5.4 percentage points higher than the Canadian female average participation rate of 62.6%. The participation rates of women were lower than that of men in all provinces, with the largest difference of 12.3 percentage points occurring in Alberta.

Figure 7



Source: Statistics Canada, Labour Force Historical Review 2009

Figure 8 displays the participation rates by gender and age group in Alberta between 1999 and 2009. The greatest increase in the participation rate for both women and men was for those aged 45 years and over, rising 9.2 and 6.4 percentage points respectively.

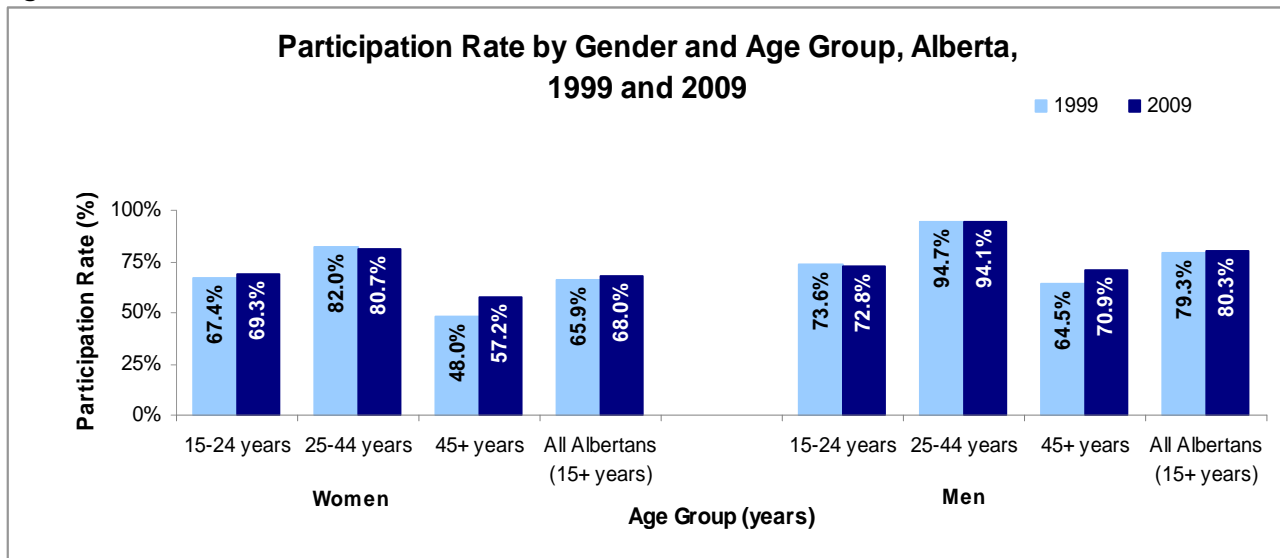
Between 1999 and 2009, the participation rates declined for men and women between the age of 25 and 44 years, by 0.6 and 1.3 percentage points respectively. However, the participation rates rose for both men and women 45 years of age and over.

The change in youth participation rates over the ten year period differed by gender. Participation rates for women 15 to 24 years of age rose by 1.9 percentage points; and men in the same age group recorded a decrease of 0.8 percentage points.

Men and women between the age of 25 and 44 years had the highest participation rates despite declining participation rates between 1999 and 2009.

In 2009, of the 101,100 women aged 25 to 44 years who were not in the labour force, 2.7% wanted work but did not look for work because of personal and family responsibilities¹.

Figure 8



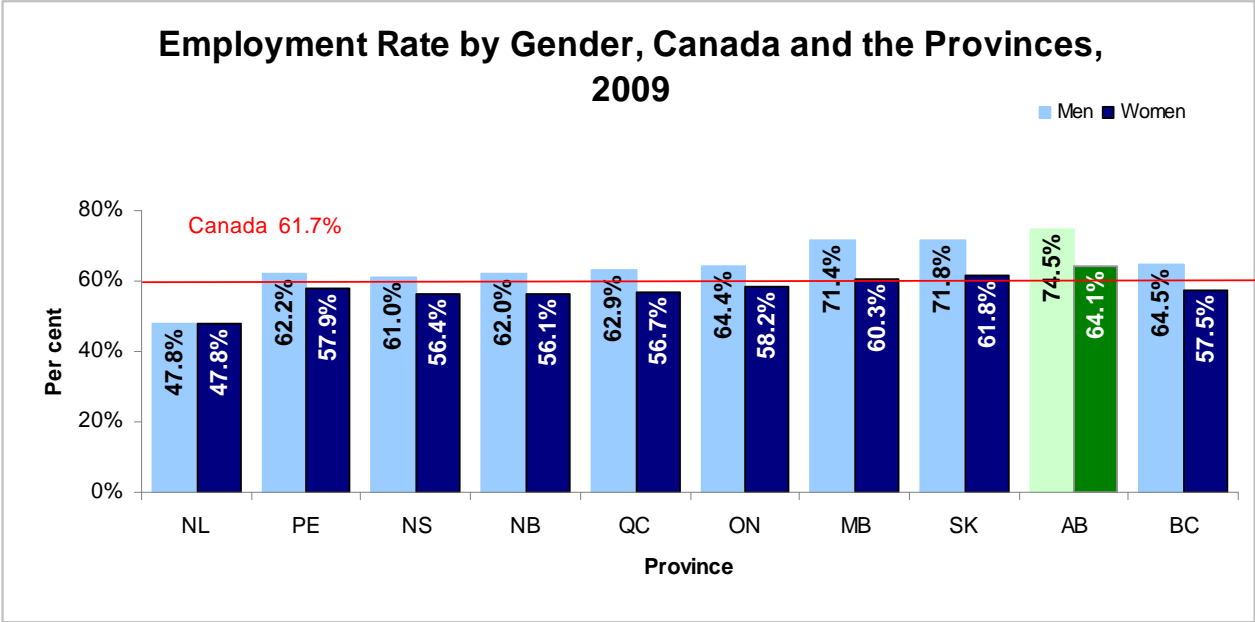
Source: Statistics Canada, Labour Force Historical Review 2009

¹ Personal or family reasons are reasons such as pregnancy, or caring for children or the elderly.

Figure 9 shows the differences in employment rate by gender in Canada and by province in 2009. Women’s employment rates were lower than men’s in all provinces except in Newfoundland and Labrador, where they were the same.

The employment rate for women in Alberta was 64.1%, the highest of all the provinces. This rate was 5.8 percentage points above the rate of 58.3% for Canadian women.

Figure 9

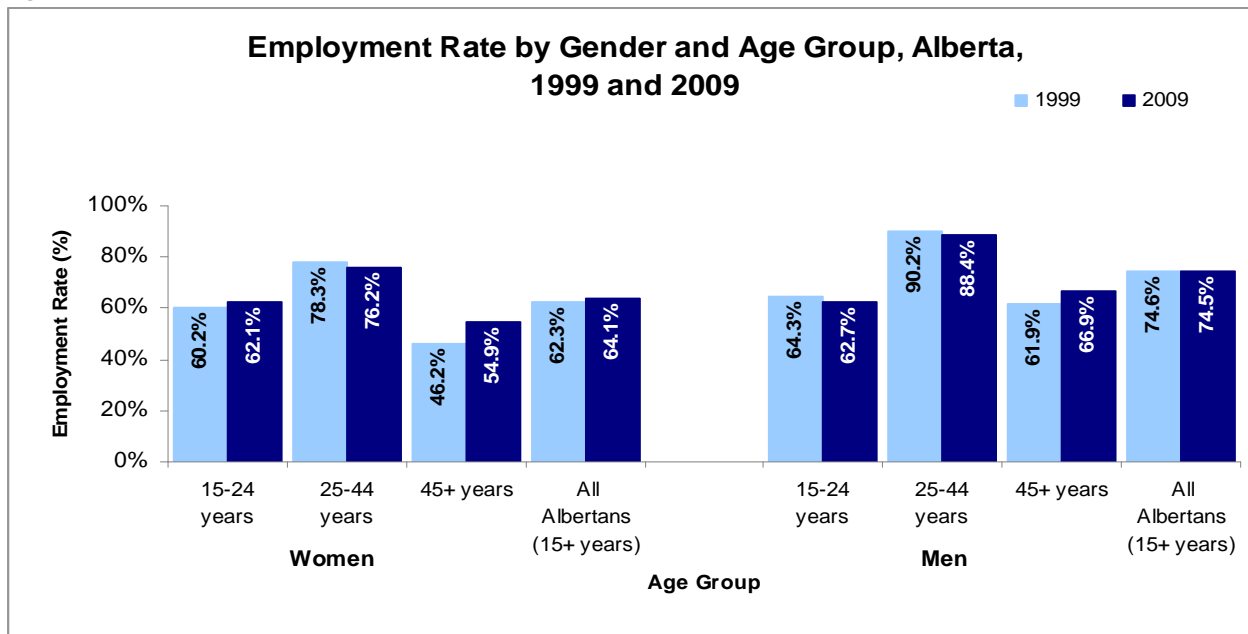


Source: Statistics Canada, Labour Force Historical Review 2009

Figure 10 below shows Alberta's employment rate by gender and age group in 1999 and 2009. The employment rates for both men and women were the highest for the 25 to 44 years of age in 1999 and in 2009.

Women's employment rates increased on average by 1.8 percentage points in the last 10 years. Despite this increase, the employment rate for women was lower than that for men across all age groups. The greatest difference occurred in the 25 to 44 years old age group where the rate for women was 12.2 percentage points lower than that for men in 2009. In 1999, the biggest difference between men's and women's employment rate was for the 45 years and over age group: women's employment rate was 15.7 percentage points below men's.

Figure 10



Source: Statistics Canada, Labour Force Historical Review 2009

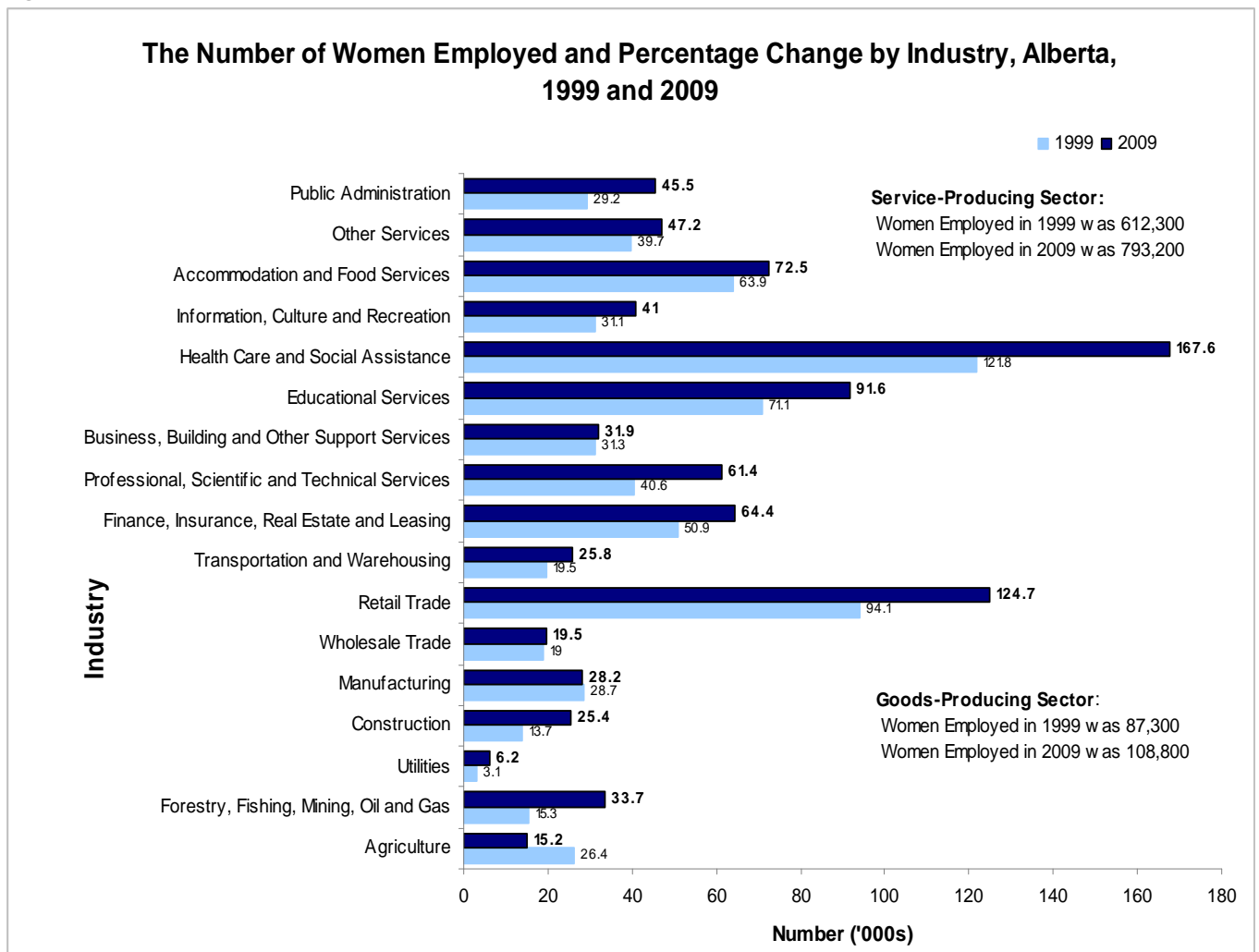
3. Employment of Women in Alberta by Industry

The distribution of women's employment by industry in Alberta for 1999 and 2009 is shown in Figure 11 below. The number of women employed in the Services-Producing sector in 2009 was 793,200, more than seven times the number in the Goods-Producing sector of 108,800.

The Health Care and Social Assistance industry employed the largest number of women in 2009, at 167,600, or 18.6% of all women employed in Alberta. This was followed by the Retail Trade industry which employed 124,700, or 13.8% of all employed women in Alberta. The industry employing the least number of women in Alberta in 2009 was Utilities, at 6,200.

More women than men were employed in the following industries: Health Care and Social Assistance; Educational Services; Accommodation and Food Services; Finance, Insurance, Real Estate and Leasing; Retail Trade; Information, Culture and Recreation; Business, Building and Other Support Services; and Public Administration.

Figure 11



Source: Statistics Canada, Labour Force Historical Review 2009

4. Employment of Women in Alberta by Occupation

Figure 12 shows the number of women employed in various occupations in Alberta in 1999 and 2009. Over the ten-year period, the number of women employed increased across all occupations except in occupations Unique to primary industry².

The occupation with the largest percentage gain in employment for Alberta women over the past ten years was Natural and applied sciences and related, up 67.6%; followed by Trades, transport and equipment operators and related, up 54.7%; and Social science, education, government service and religion, up 48.8%. The number of women employed in Occupations unique to primary industry declined by 24.3%, from 25,100 in 1999 to 19,000 in 2009.

In 2009, women comprised 79.8% of all the people employed in Health occupations. This was the highest proportion across all occupations. Business, finance and administrative occupations were second, at 72.7%. The occupation with the smallest proportion of women employed was Trades, transport and equipment operators, at 6.9%.

The proportion of women employed in the Natural and applied sciences occupation rose from 19.0% in 1999 to 21.2% in 2009; and in Social science, education, government service and religion occupation, from 66.0% in 1999 to 70.9% in 2009.

Figure 12

Women Employed by Occupation Alberta, 1999 and 2009			
	1999	2009	% Growth
Management occupations	54,300	57,100	5.2%
Business, finance and administrative occupations	195,500	256,100	31.0%
Natural and applied sciences and related occupations	20,700	34,700	67.6%
Health occupations	59,500	86,800	45.9%
Occupations in social science, education, government service and religion	73,900	110,000	48.8%
Occupations in art, culture, recreation and sport	17,900	25,300	41.3%
Sales and services occupations	223,000	274,200	23.0%
Trades, transport and equipment operators and related occupations	16,100	24,900	54.7%
Occupations unique to primary industry	25,100	19,000	-24.3%
Occupations unique to processing, manufacturing and utilities	13,600	14,000	2.9%

Source: Statistics Canada, Labour Force Historical Review 2009

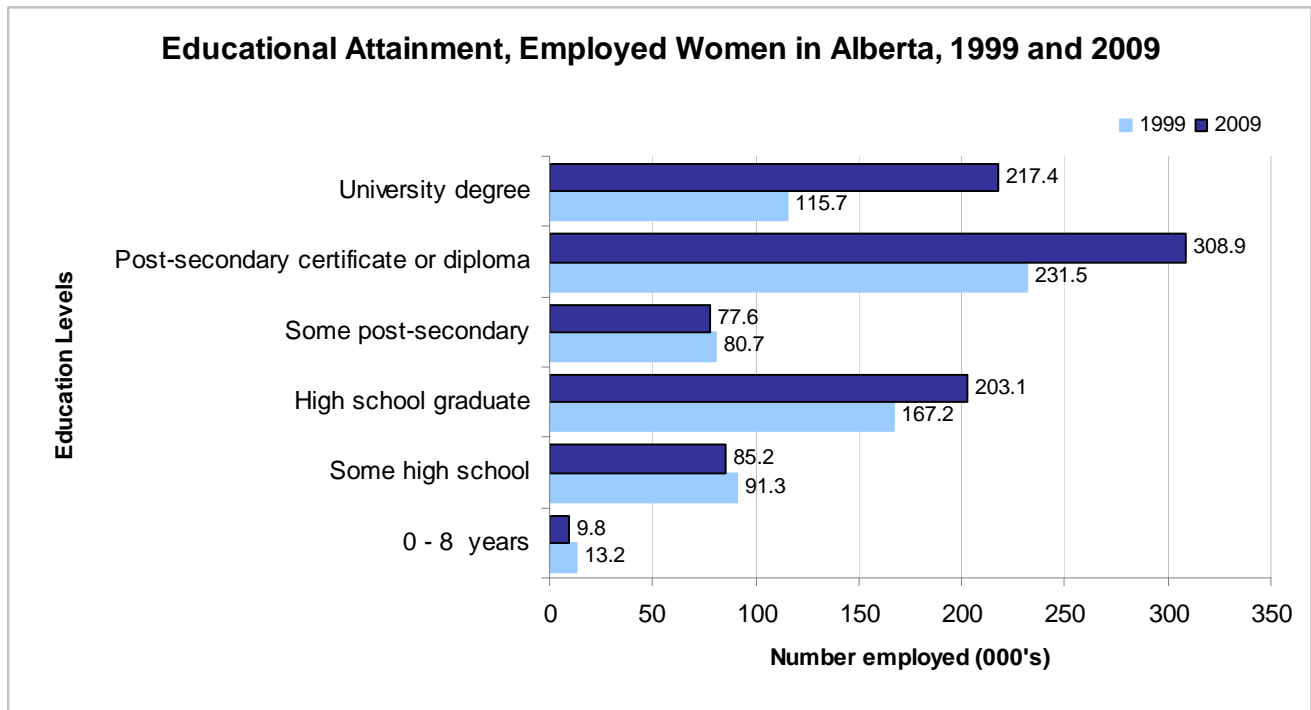
² Includes occupations such as farmers; agricultural services contractors; landscaping and grounds maintenance labour, contractors, managers; silviculture and forestry workers, underground mine service and support workers; oil and gas well drilling workers and services operators, and servicing and related workers; aquaculture and marine harvest labours; mine labourers etc.

5. Educational Attainment of Employed Women in Alberta

Figure 13 shows the number of employed women in Alberta by level of education in 1999 and 2009. More employed women in 2009 had attained higher levels of education than those employed in 1999.

The proportion of employed women without high school graduation decreased while the proportion with a university degree increased. The proportion that did not complete post-secondary education fell from 50.4% to 41.7%, and the proportion with a university degree rose from 16.5% to 24.1%.

Figure 13



Source: Statistics Canada, Labour Force Historical Review 2009

Figure 14 displays the highest level of educational attainment for employed Albertans (15+ years) by gender in 2009. More than half of employed Albertans had attained a post-secondary certificate, diploma or a university degree. Of these, 46.1% were women.

The proportion of employed women who had a university degree was 24.1%, compared to 21.1% for men. The number of employed women with university degrees increased from 115,700 in 1999 to 217,400 in 2009. For men, the number increased from 140,800 in 1999 to 229,700 in 2009.

The proportion of employed men or women who graduated from high school was the same, at 22.5%. Of employed men, 13.4% had below high school education, compared to 10.5% of women.

Figure 14

Educational Attainment of Employed Albertans by Gender (15+ years), 2009					
	Albertans	Men		Women	
		Number	%	Number	%
0 - 8 years	1.5%	20,800	1.9%	9,800	1.1%
Some high school	10.6%	125,100	11.5%	85,200	9.4%
High school graduate	22.5%	244,300	22.5%	203,100	22.5%
Some post-secondary	7.9%	79,400	7.3%	77,600	8.6%
Post-secondary certificate or diploma	35.0%	386,900	35.6%	308,900	34.2%
University degree	22.5%	229,700	21.1%	217,400	24.1%
Total	100.0%	1,086,100	100.0%	902,000	100.0%

Source: Statistics Canada, Labour Force Historical Review 2009

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

Figure 15 shows the number of women who were employed full-time and part-time by various age groups, and the per cent change between 1999 and 2009. Full-time employment for women grew by 34.3% and part-time employment by 16.6% between 1999 and 2009.

More women were employed full-time than part-time in 2009 across all age groups except for the 65 years and over age group. However, the per cent growth in full-time employment was highest among women age 65 and over, at 155.3%, followed by those 45 to 64 years of age, at 72.4%. Employment growth in part-time employment was also highest among women 65 years and older, at 103.6%, but declined for women aged 25 to 44 years by 8.7% between 1999 and 2009.

The age group with the largest increase in employment number between 1999 and 2009 was the 45 to 64 years of age, whose full-time employment increased by 105,200 and part-time employment by 28,900. The number of women 65 years and over, and in full-time employment, more than doubled from 3,800 in 1999 to 9,700 in 2009.

Figure 15

Number of Women Employed Full-time and Part-time by Age Group, Alberta, 1999 and 2009					
	1999		2009		% Growth in the Number Employed
	Employed	% of All Women (15+ years)	Employed	% of All Women (15+ years)	
15+ years	699,600		901,900		28.9%
Full-Time	485,900	69.5%	652,700	72.4%	34.3%
Part-Time	213,700	30.5%	249,200	27.6%	16.6%
15-24 years	124,000	17.7%	151,700	16.8%	22.3%
Full-Time	64,100	9.2%	82,500	9.1%	28.7%
Part-Time	59,900	8.6%	69,200	7.7%	15.5%
25-44 years	369,900	52.9%	398,700	44.2%	7.8%
Full-Time	272,500	39.0%	309,800	34.3%	13.7%
Part-Time	97,400	13.9%	88,900	9.9%	-8.7%
45-64 years	196,400	28.1%	330,500	36.6%	68.3%
Full-Time	145,400	20.8%	250,600	27.8%	72.4%
Part-Time	51,000	7.3%	79,900	8.9%	56.7%
65+ years	9,300	1.3%	20,900	2.3%	124.7%
Full Time	3,800	0.5%	9,700	1.1%	155.3%
Part-Time	5,500	0.8%	11,200	1.2%	103.6%

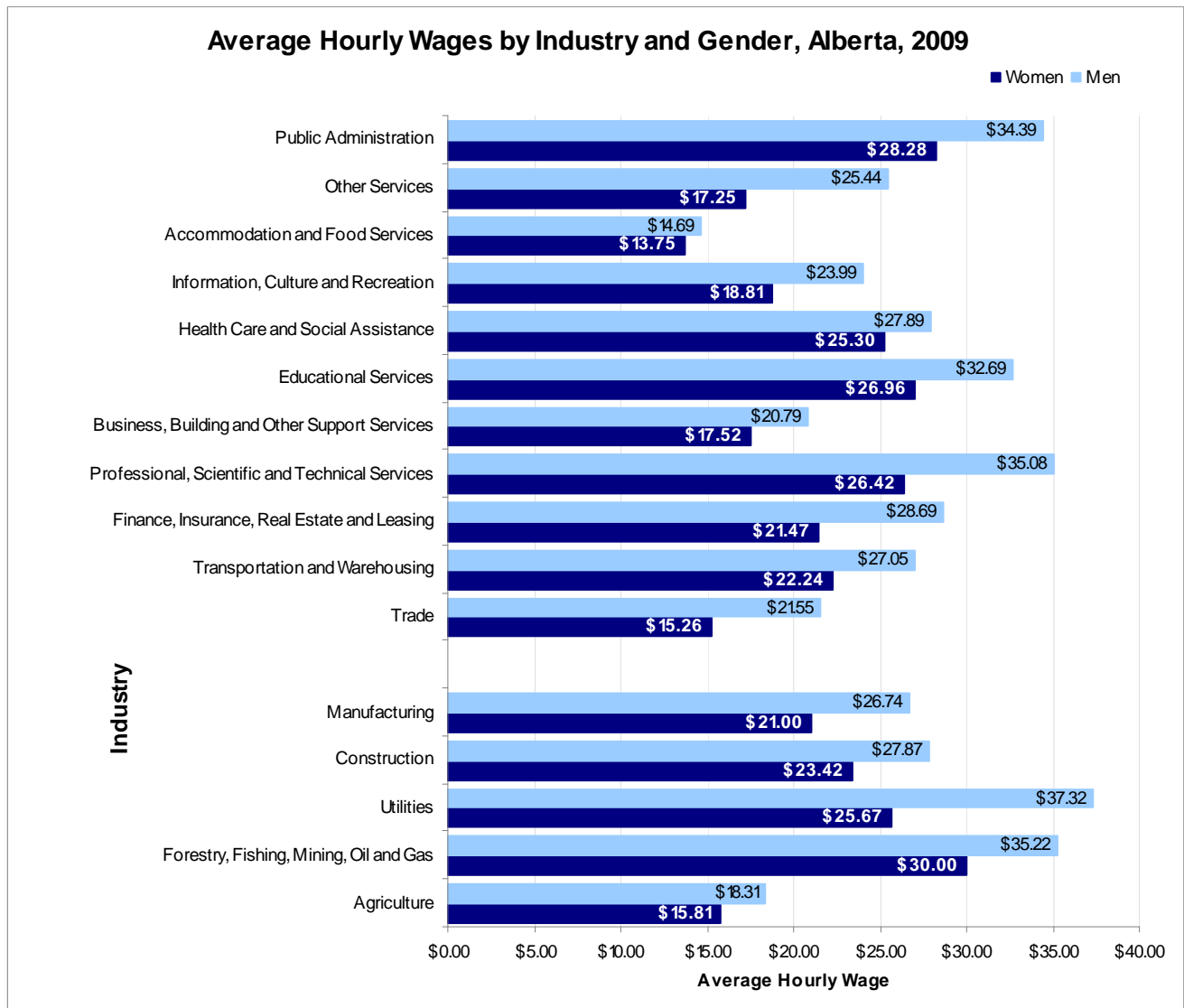
Source: Statistics Canada, Labour Force Historical Review 2009

7. Average Hourly Wage³ of Women in Alberta by Industry

Figure 16 shows average hourly wages men and women received in Alberta by industry in 2009. The average hourly wage of all Albertans was \$24.70. The average hourly wage women received was \$21.70. The average hourly wage for men was \$5.69 more than women.

Of all the industry groups, Forestry, Fishing, Mining, and Oil and Gas had the highest average hourly wage for women, at \$30.00 in 2009. Both men and women in the Accommodation and Food Services industries had the lowest average hourly wages, at \$14.69 and \$13.75, respectively. The greatest difference between men's and women's average hourly wages occurred in the Utilities industries where women were paid, on average, \$11.65 less per hour than men.

Figure 16



Source: Statistics Canada, Labour Force Historical Review 2009

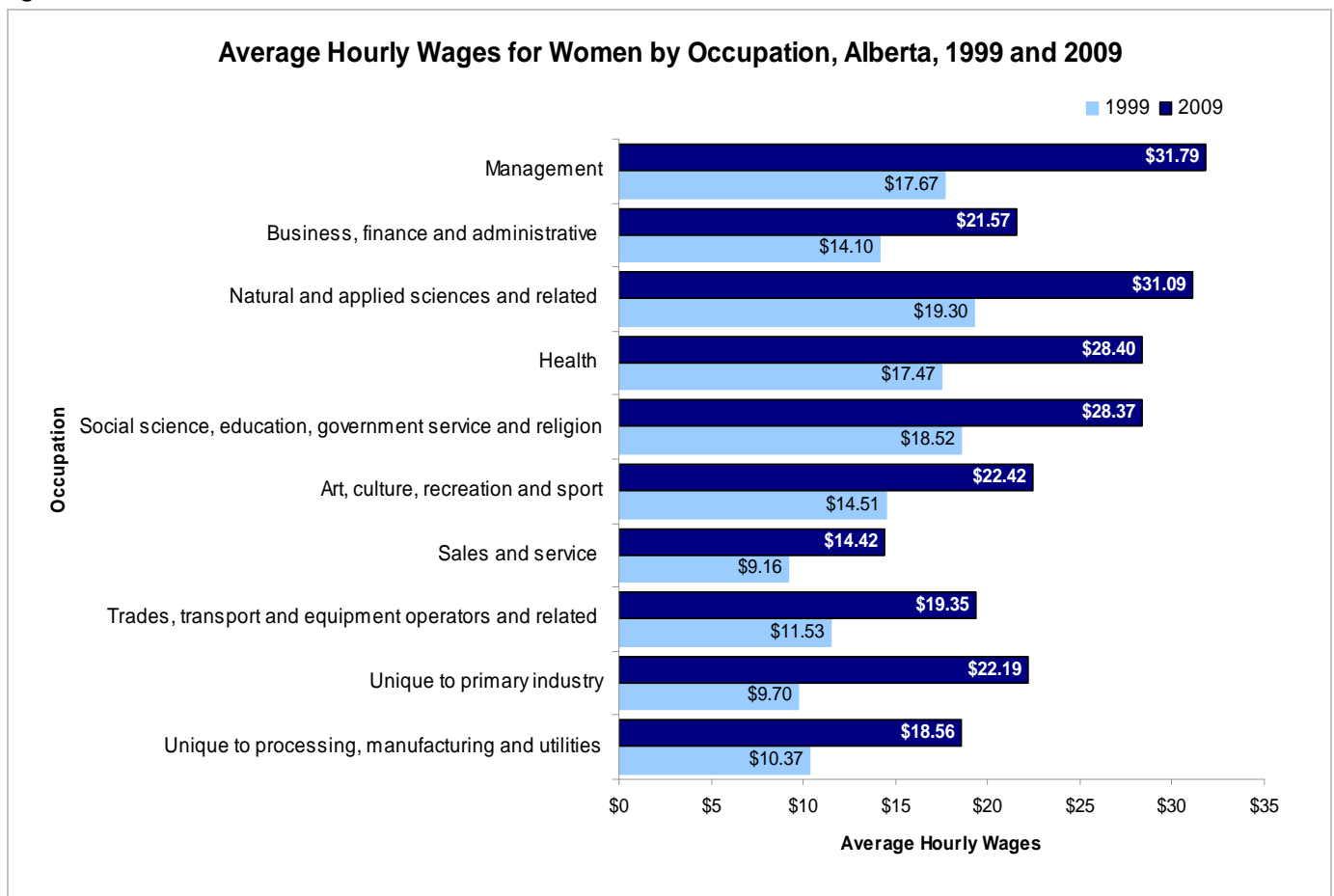
³ Weekly and hourly wage rates are calculated in conjunction with usual paid work hours per week.

8. Average Hourly Wage of Women in Alberta by Occupation

Figure 17 shows the average hourly wages women received in Alberta by occupation in 1999 and 2009. Average hourly wages for women increased across all occupations over the ten years. The three occupations with the largest average hourly wage increase were: Management, up by \$14.12; Unique to primary industries, up by \$12.49; and Natural and applied sciences, up by \$11.79. The occupation with the smallest increase in the average hourly wage for women over the ten years was Sales and service, which rose \$5.26.

Women in Management occupations received the highest average hourly wage in 2009, at \$31.79, while those employed in the Sales and service occupations received the lowest, at \$14.42.

Figure 17



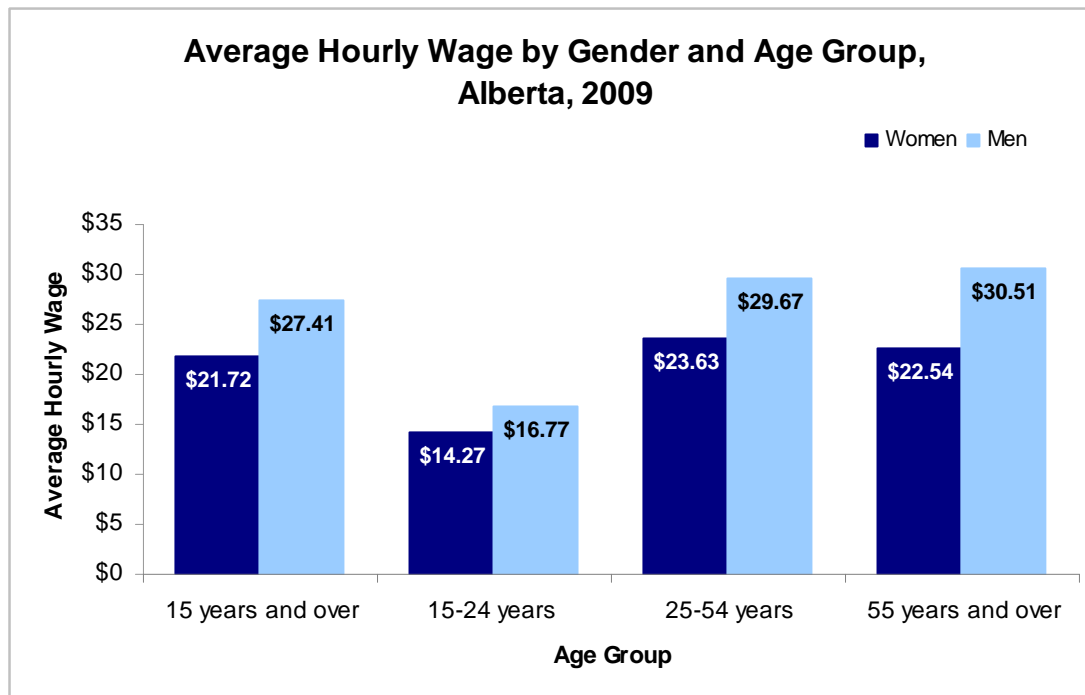
Source: Statistics Canada, Labour Force Historical Review 2009

9. Average Hourly Wages of Women in Alberta by Age Group

Figure 18 shows the average hourly wages of employed Albertans by age group. Young men and women between the ages of 15 and 24 received the lowest average hourly wages. This was also the age group with the lowest difference in average hourly wages between men and women, of \$2.50. The wage difference widens with age: a difference of \$6.04 for the 25 to 54 years of age, and \$7.97 for the 55 years of age and over.

Overall, the average hourly wage received by women rose with age until the 25-54 years age group. Women aged 25 to 54 years of age had the highest average hourly wage, at \$23.63. The average hourly wage for all Albertans was \$24.70 in 2009.

Figure 18



Source: Statistics Canada, Labour Force Historical Review 2009

Appendix

All of the following definitions are from the Guide to the Labour Force Survey, Statistics Canada – Catalogue no. 71-543-GIE.

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.