

2017 Alberta Labour Force Profiles **Women**

Alberta Women's Highlights

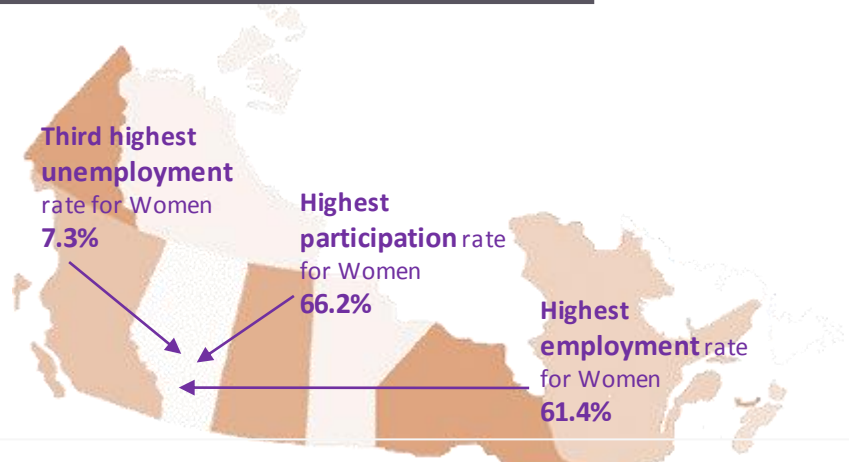
Population Statistics

lowest

percentage of women in the working age population	1.	51.6%	NS
	2.	51.3%	PEI
	9.	49.6%	SK
	10.	49.4%	AB

Between 2007-17 Alberta's working age women's population grew by **23.5%** or **322,500**

Labour Force Statistics



Occupation

80.5% of employees in **Health occupations** were women

7.1% of employees in **Trades, transport and equipment operators and related occupations** were women

Wages

Highest Hourly Wage in Canada



Canadian Women
\$24.28

Alberta Women
\$26.86

Education

The number of **women** in Alberta with university degrees **increased by 78.2%** from 2007 to 2017.

In Alberta **57.6%** of **women** 15 years and older have **post-secondary education**

Women made up **50.7%** of all employees with a **university degree**

Employment



Women made up **40.1%** of full-time employment



72.0% of women were employed full-time

Population Statistics

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).

Alberta had the lowest percentage of women in the working age population, at 49.4%, while Nova Scotia had the highest percentage at 51.6% (Table 1). The overall share for Canada is 50.7%.

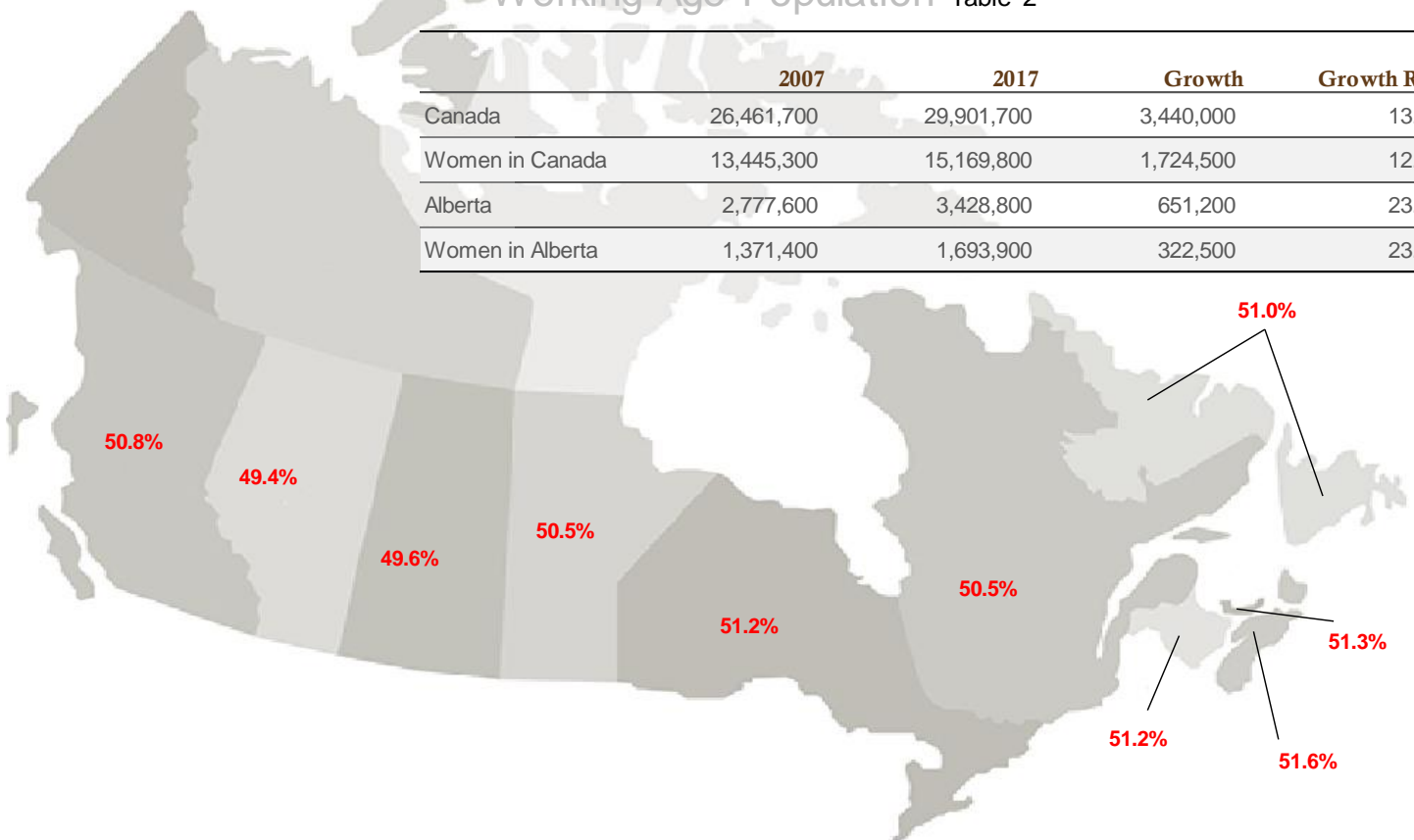
Between 2007 and 2017, the number of women in Alberta 15 years and older grew by 322,500 or 23.5% which exceeded the Canadian working age women's population growth rate by 10.7 percentage points (Table 2). Alberta's working age population grew by 651,200 over the same period.

Number and Percentage of Women by Province, 2017 Table 1

	Population (15+ years)	Women (15+ years)	Women's Share
Canada	29,901,700	15,169,800	50.7%
Newfoundland and Labrador	445,500	227,000	51.0%
Prince Edward Island	123,700	63,500	51.3%
Nova Scotia	792,500	409,200	51.6%
New Brunswick	624,700	319,600	51.2%
Quebec	6,931,900	3,500,300	50.5%
Ontario	11,684,800	5,987,900	51.2%
Manitoba	1,013,300	512,200	50.5%
Saskatchewan	876,800	434,800	49.6%
Alberta	3,428,800	1,693,900	49.4%
British Columbia	3,979,700	2,021,300	50.8%

Working Age Population Table 2

	2007	2017	Growth	Growth Rate
Canada	26,461,700	29,901,700	3,440,000	13.0%
Women in Canada	13,445,300	15,169,800	1,724,500	12.8%
Alberta	2,777,600	3,428,800	651,200	23.4%
Women in Alberta	1,371,400	1,693,900	322,500	23.5%



Labour Force Statistics

In 2017, 45.2% of Alberta's labour force and 45.5% of employed Albertans were women (Table 3). Women also accounted for 42.3% of unemployed in Alberta. The unemployment rate of 7.3% for Alberta women was 1.0 percentage points lower than the rate for men at 8.3%.

Labour Force Statistics by Sex, Alberta, 2017 Table 3

	Women (15+ years)	Men (15+ years)	Alberta (15+ years)	Women's Share
Working Age Population	1,693,900	1,734,800	3,428,800	49.4%
Labour Force	1,121,600	1,360,100	2,481,700	45.2%
Employed	1,039,400	1,247,600	2,286,900	45.5%
Unemployed	82,300	112,500	194,700	42.3%
Participation Rate	66.2%	78.4%	72.4%	
Employment Rate	61.4%	71.9%	66.7%	
Unemployment Rate	7.3%	8.3%	7.8%	

Women in Alberta made up

45.2%

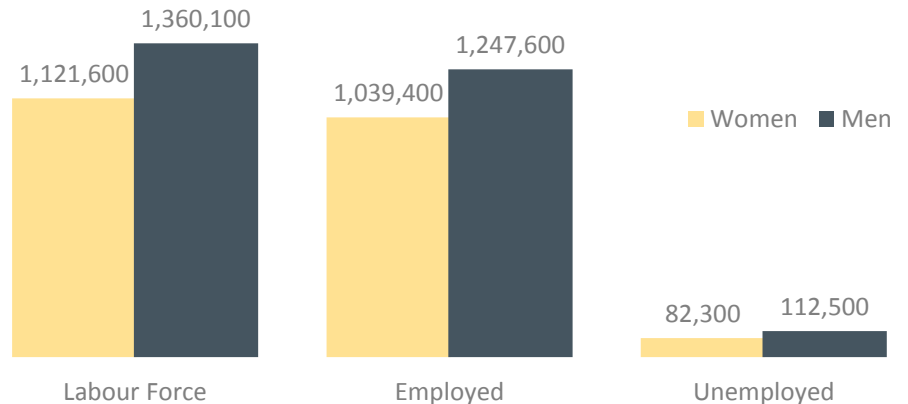
Labour force

45.5%

Employed

42.3%

Unemployed

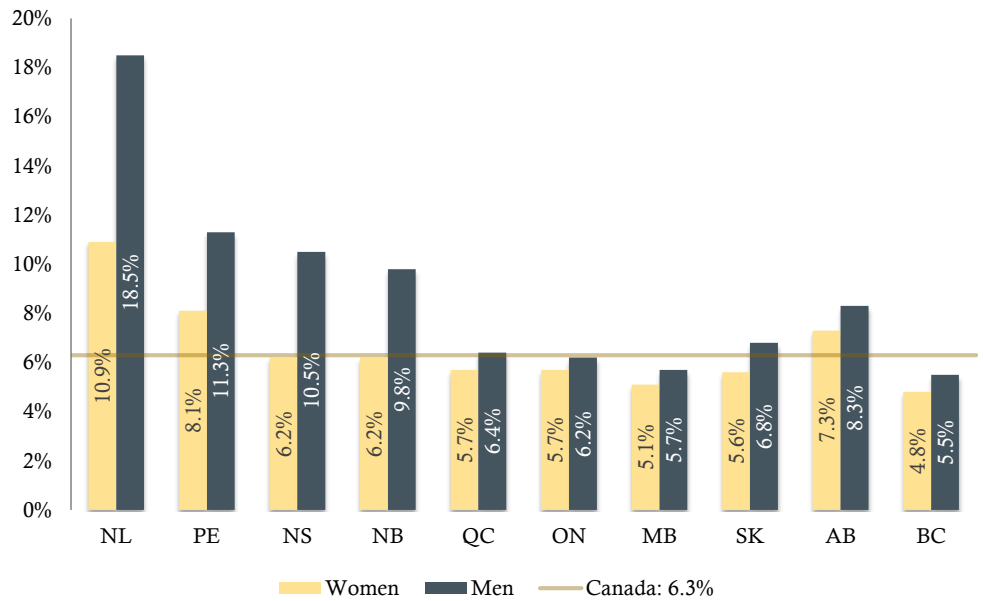


Canada's unemployment rate at 6.3% was higher than the 5.8% for Canadian women in 2017. The unemployment rate for Alberta women, at 7.3%, was higher than their Canadian counterparts. In Alberta, the unemployment rate for women was the third highest rate for women among the 10 provinces in 2017 (Figure 1).

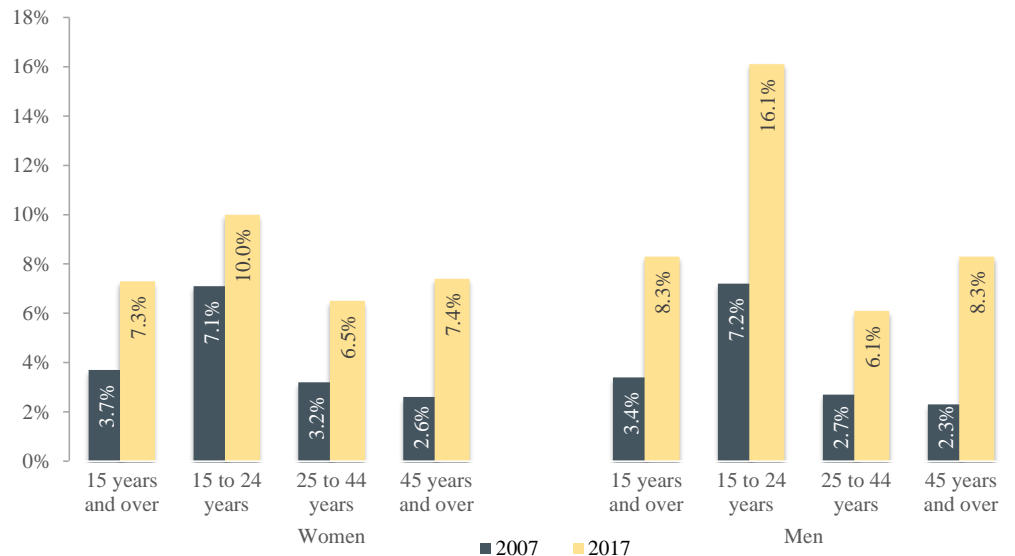
The unemployment rates increased in all four groups for both women and men between 2007 and 2017. Between 2007 and 2017, the unemployment rate for women aged 45 years and older rose 4.8 percentage points, and for men of the same age group, it increased 6.0 percentage points (Figure 2). In 2017, the unemployment rates for women and men 45 years and older were 7.4% and 8.3%, respectively.

In 2017, the greatest difference in unemployment rates between men and women occurred in the 15 to 24 years age group, where the unemployment rate for men was 6.1 percentage points higher than the rate for women.

Unemployment Rates by Sex, Canada and Provinces, 2017 Figure 1



Unemployment Rate by Sex and Age Group, Alberta, 2007 and 2017 Figure 2

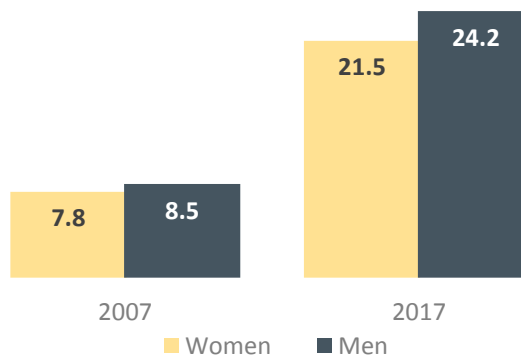


In 2017, 30.4% of unemployed women had a duration of unemployment between one to four weeks compared to 57.4% in 2007 (Figure 3). The average duration of unemployment for women in Alberta increased from 7.8 weeks in 2007 to 21.5 weeks in 2017 (Figure 4). In 2017 unemployment lasted 27 weeks or longer in 2017 for 25.0% of unemployed Alberta women.

Duration of Unemployment for Women in Alberta, 2007 and 2017 Figure 3



Duration of Unemployment in weeks in Alberta, 2007 and 2017 Figure 4



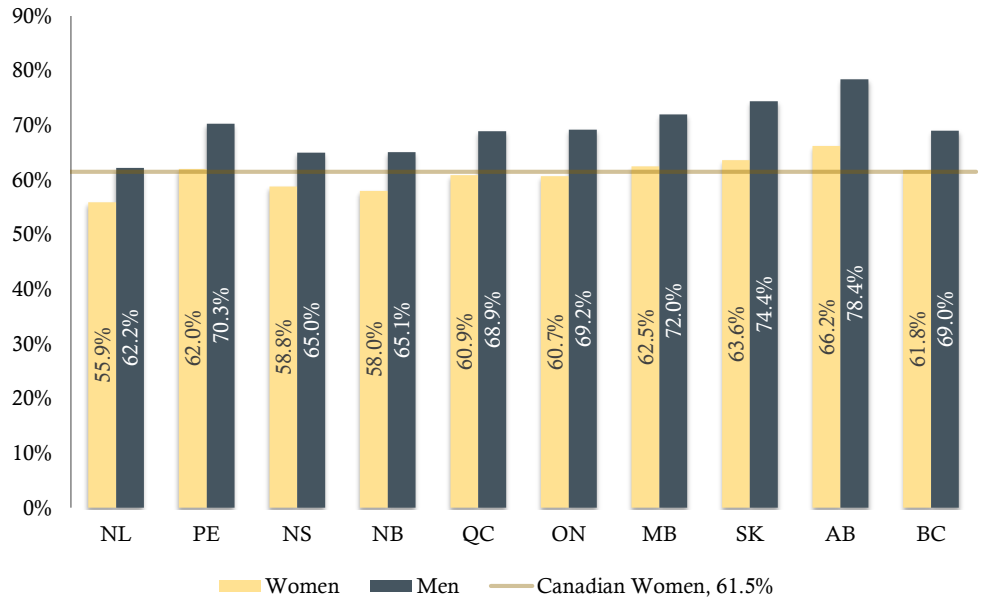
In 2017, the participation rate for Alberta women was 66.2%, the highest among women in all provinces (Figure 5). This rate was 0.4 percentage points higher than the Canadian average participation rate at 65.8%, and 4.7 percentage points higher than the Canadian average for women at 61.5%. Women's participation rates were lower than men's in all 10 provinces, and the largest difference of 12.2 percentage points occurred in Alberta.

Women in Alberta had the **highest** participation rate in the country

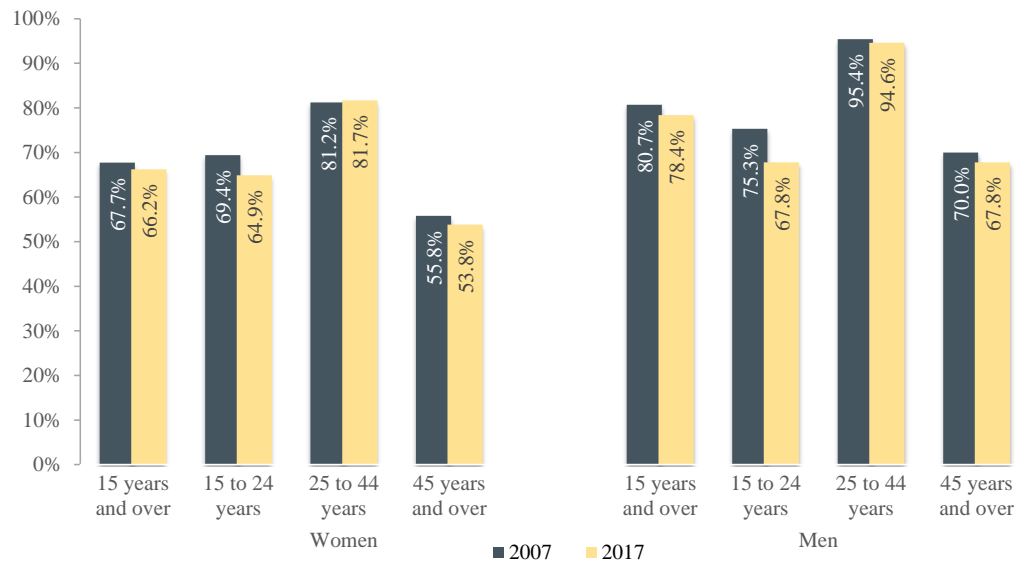
The only increase in the participation rate over the 10 years was for women aged 25 to 44, rising 0.5 percentage points (Figure 6).

Between 2007 and 2017, the participation rates for women aged 15 to 24 years fell by 4.5 percentage points. The participation rate declined 7.5 percentage points for men aged 15 to 24 years. Overall, the participation rate for women in Alberta decreased 1.5 percentage points, and for men, it decreased by 2.3 percentage point in the last 10 years.

Participation Rate by Sex, Canada and Provinces, 2017 Figure 5



Participation Rate by Sex and Age Group, Alberta, 2007 and 2017 Figure 6



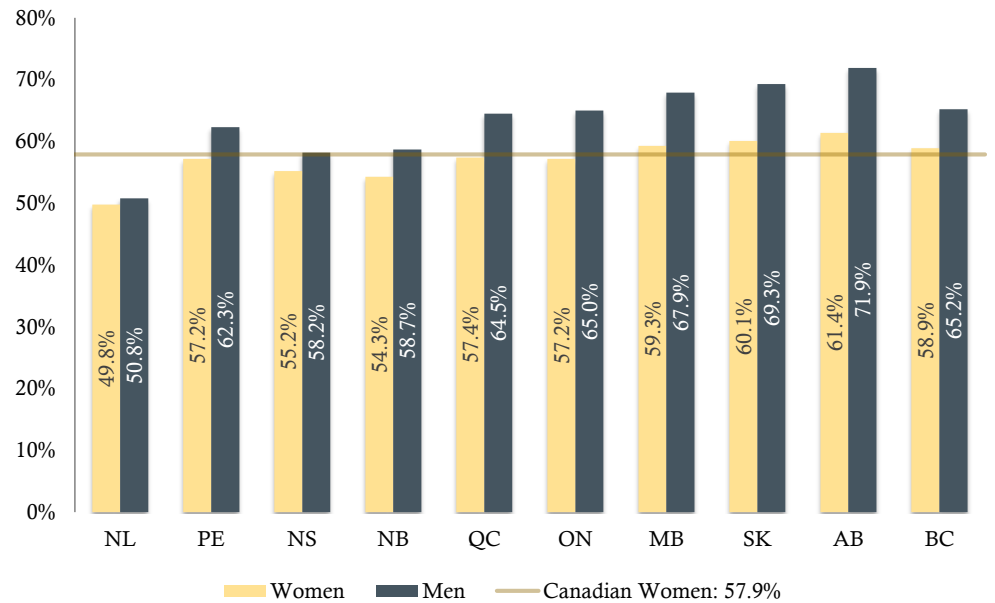
The employment rate for women in Alberta was 61.4%, the highest of all women in the 10 provinces (Figure 7). This rate was 0.2 percentage points lower than the Canadian employment rate of 61.6%, and 3.5 percentage points above the national average for women at 57.9%.

Women in Alberta had the **highest** employment rate in the country

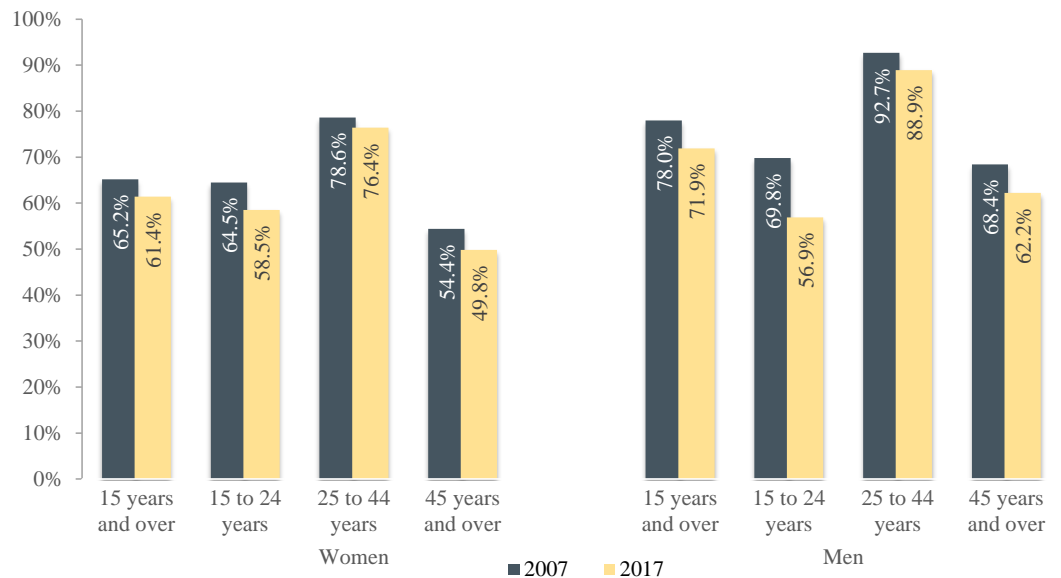
Women aged 15 and older saw a 3.8 percentage point decrease in their employment rate, while men had a 6.1 percentage point decrease over the 10 year period (Figure 8).

Employment rates for women were below the rates for men across three of the four age groups in 2017; women aged 15 to 24 had a higher employment rate than their male counterparts. Both men and women in the 25 to 44 year old group had the highest employment rates of all groups in 2007 and 2017. The biggest difference in employment rate between men and women occurred 25 to 44 age group, where men's rate was 12.5 percentage points higher than women's in 2017.

Employment Rate by Sex, Canada and Provinces, 2017 Figure 7



Employment Rate by Sex and Age Group, Alberta, 2007 and 2017 Figure 8

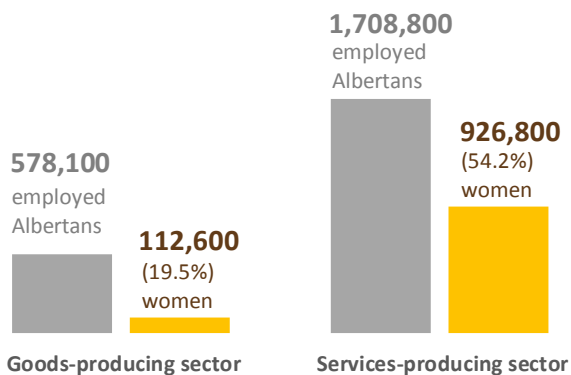
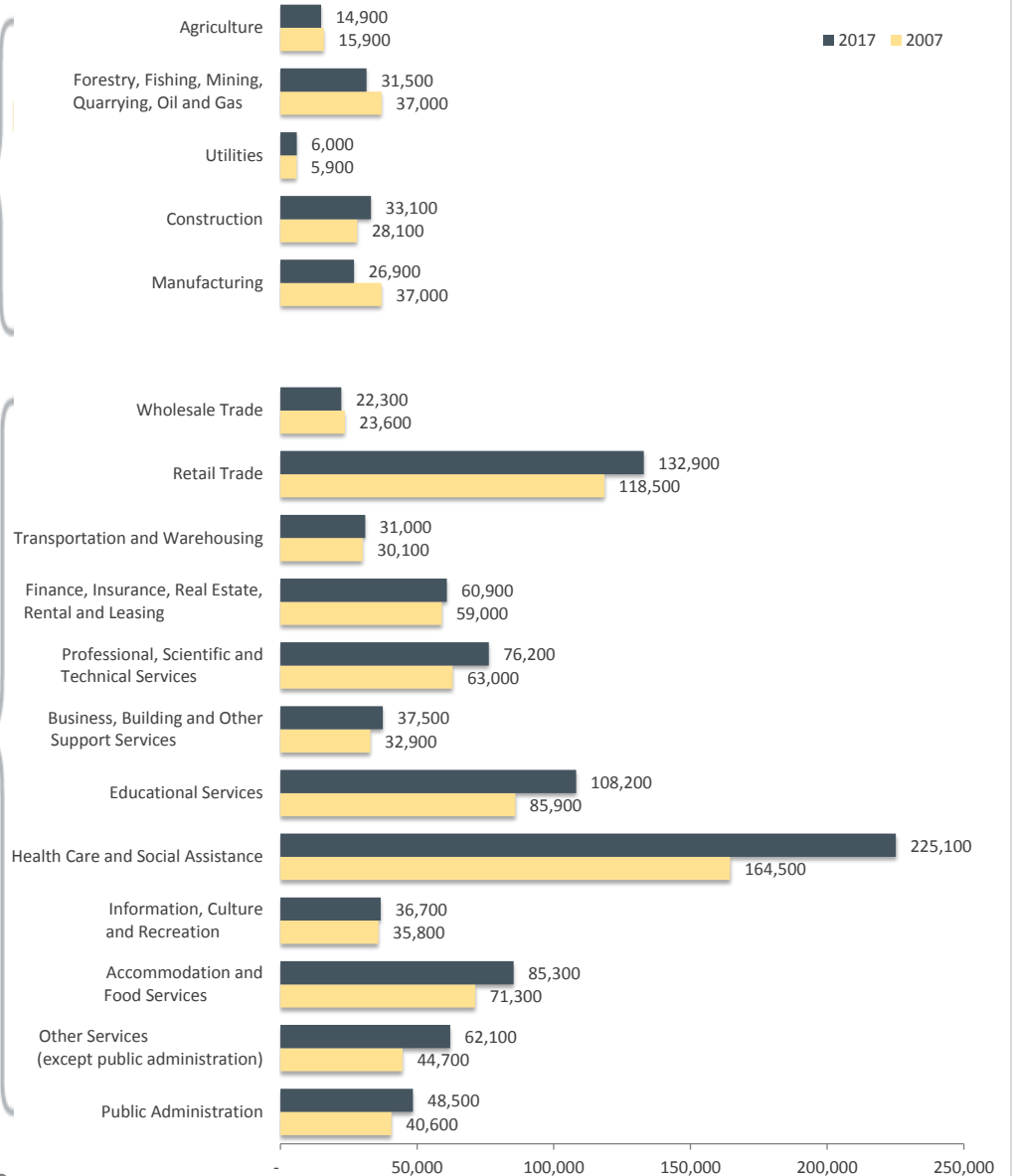


Employment of Women in Alberta

The industry in Alberta that employed the most women in 2017 was Health Care and Social Assistance (Figure 9). In 2017, 225,100 women were employed in that industry, representing 21.7% of all employed women in Alberta. Retail Trade had the second largest proportion of employed women in Alberta, 12.8% of all women employed. The industry that had the least number of women employed was Utilities, at 6,000 or 0.6% of all employed women in 2017.

Between 2007 and 2017, employment grew by over 35.0% for women in the following two industries: Other Services, up by 38.9%; followed by Health Care and Social Assistance, up by 36.8%. Over this 10 year period, two industries had declines in employment of women over 10%: Manufacturing, down by 27.3%; and Forestry, Fishing, Mining, Quarrying, Oil and Gas, by 14.9%.

Women, Employment by Industry, Alberta, 2007 and 2017 Figure 9



Over the 10 year period, the number of women employed rose across all occupations except those in manufacturing and utilities, which decreased 32.4% (Table 4).

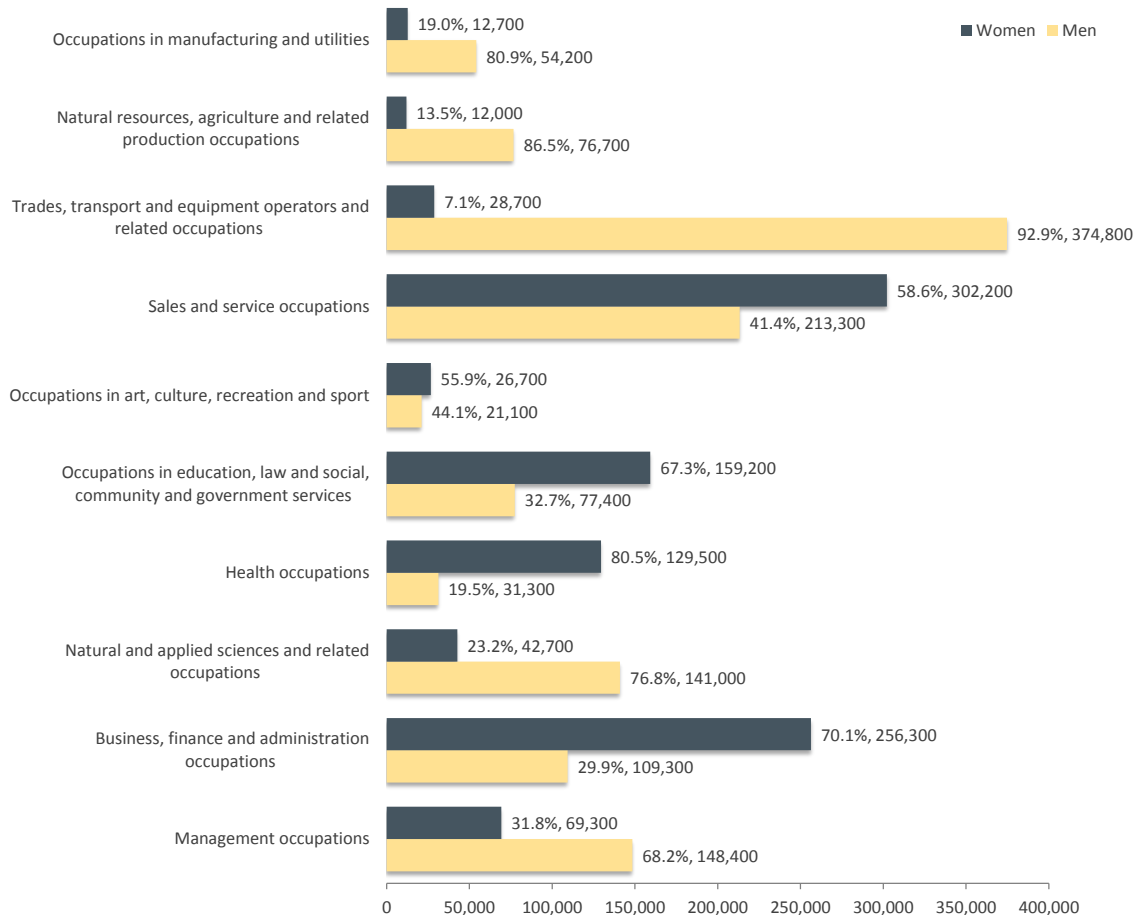
The occupation with the largest rate of growth in employment for Alberta women between 2007 and 2017 was: Health occupations, up 48.9%.

Three occupations which had a predominance of women employed were: Health occupations in which 80.5% were women, Business, finance and administrative occupations in which 70.1% were women, and Occupations in education, law and social, community and government services, 67.3% 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 7.1% were women, and Natural resources, agriculture and related production occupations, in which 13.5% were women.

Women, Employment by Occupation, Alberta, 2007 and 2017 Table 4

Occupation	2007	2017	% Growth
Management occupations	63,000	69,300	10.0%
Business, finance and administration occupations	248,100	256,300	3.3%
Natural and applied sciences and related occupations	34,600	42,700	23.4%
Health occupations	87,000	129,500	48.9%
Occupations in education, law and social, community and government services	120,700	159,200	31.9%
Occupations in art, culture, recreation and sport	26,500	26,700	0.8%
Sales and service occupations	258,300	302,200	17.0%
Trades, transport and equipment operators and related occupations	27,500	28,700	4.4%
Natural resources, agriculture and related production occupations	9,200	12,000	30.4%
Occupations in manufacturing and utilities	18,800	12,700	-32.4%
Total	893,700	1,039,400	16.3%

Employment by Occupation and Sex, Alberta, 2017 Figure 10



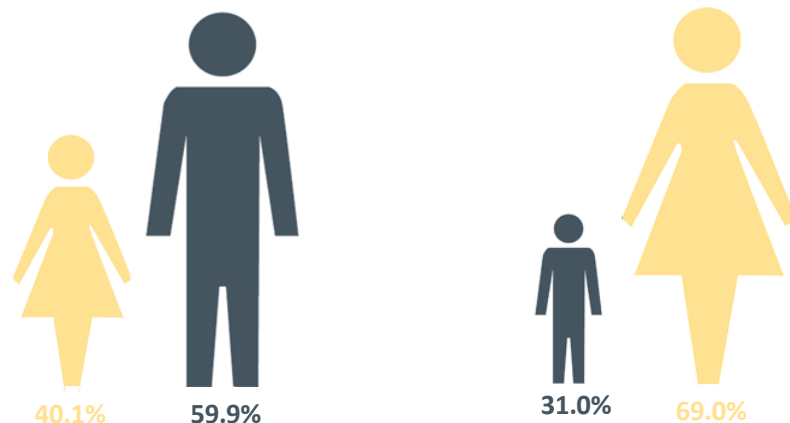
The number of women in Alberta employed full-time increased by 11.3% and those employed part-time grew 31.3% between 2007 and 2017 (Table 5). In 2007, 75.2% of all employed women worked full-time, and in 2017, it was 72.0%.

In 2017, more women were employed full-time than part-time in age groups 25 to 44 and 45 to 64 years. The growth rate in full-time employment in the 10 year period was highest for women 65 years and older, at 139.1%, followed by those 25 to 44 years old, at 23.1%. Women 65 years and older also had the highest growth rate in part-time employment, at 88.9%, followed by the 25 to 44 year olds, at 35.6%.

In 2017, **women** made up **40.1%** of all full-time employment in Alberta and **69.0%** of part-time; where **men** made up **59.9%** of all full-time employment in Alberta and **31.0%** of part-time.

Alberta Women Full-Time and Part-Time Employment by Age Group, 2007 and 2017 Table 5

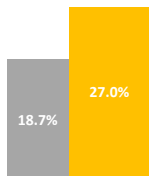
	2007		2017		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	893,700		1,039,400		16.3%
Full-Time	672,300	75.2%	748,600	72.0%	11.3%
Part-Time	221,400	24.8%	290,700	28.0%	31.3%
15-24 years	161,500	18.1%	144,500	13.9%	-10.5%
Full-Time	98,300	11.0%	69,800	6.7%	-29.0%
Part-Time	63,200	7.1%	74,700	7.2%	18.2%
25-44 years	398,400	44.6%	500,600	48.2%	25.7%
Full-Time	316,600	35.4%	389,700	37.5%	23.1%
Part-Time	81,800	9.2%	110,900	10.7%	35.6%
45-64 years	317,500	35.5%	360,300	34.7%	13.5%
Full-Time	251,000	28.1%	273,800	26.3%	9.1%
Part-Time	66,500	7.4%	86,500	8.3%	30.1%
65+ years	16,300	1.8%	34,000	3.3%	108.6%
Full-Time	6,400	0.7%	15,300	1.5%	139.1%
Part-Time	9,900	1.1%	18,700	1.8%	88.9%



Proportion of Full-time employment

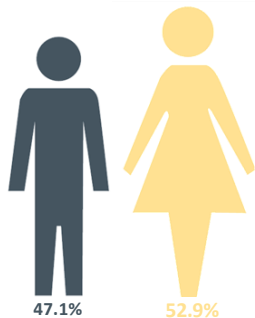
Proportion of Part-time employment

Educational Attainment



The proportion of women in **2017** that have attained a University education increased to **27.0%** from **18.7%** in **2007**. At the same time, there were fewer women in 2017 that had no degree, certificate or diploma (Figure 11).

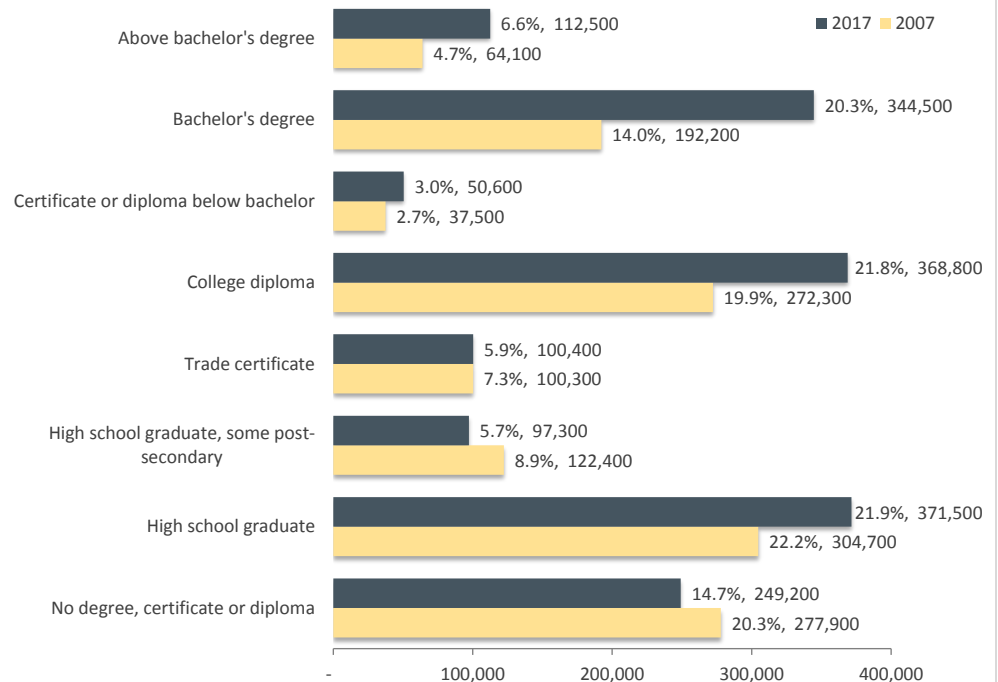
Between 2007 and 2017, the number of women with no degree, certificate or diploma decreased by 10.3% while the number of employed women with university degrees rose 78.2%.



15 years and older with a University degree

Among employed Albertans who have attained a post-secondary certificate or diploma, 44.6% were women (Table 6). The proportion of employed women who attained a university degree was 32.5% compared to 26.3% for men. The proportion of employed women who had a high school diploma as their highest level of attainment was 20.8% compared to men at 22.5%. Among employed men, 10.8% had no degree, certificate or diploma; for women, it was 7.3%.

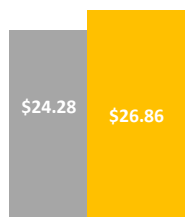
Highest Level of Educational Attainment of Women 15 years and older, 2007 and 2017 **Figure 11**



Educational Attainment of Employed Albertans by Sex (15+ years), 2017 **Table 6**

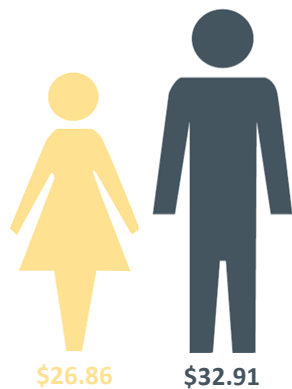
	Alberta	Men		Women	
		Number	%	Number	%
No degree, certificate or diploma	9.2%	135,300	10.8%	75,900	7.3%
High school graduate	21.7%	280,300	22.5%	216,700	20.8%
High school graduate, some post-secondary	5.6%	68,500	5.5%	59,800	5.8%
Trade certificate	13.3%	239,100	19.2%	65,500	6.3%
College diploma	18.4%	172,400	13.8%	249,200	24.0%
Certificate or diploma below bachelors	2.5%	23,100	1.9%	35,100	3.4%
Bachelor's degree	21.1%	230,100	18.4%	253,200	24.4%
Above bachelor's degree	8.0%	98,200	7.9%	84,300	8.1%
Total	100.0%	1,247,600	100.0%	1,039,400	100.0%

Women and Wages



In 2017, the average hourly wage for **women in Alberta** at **\$26.86** was \$2.58 higher than **national women's** average hourly rate of **\$24.28** (Table 7).

Women in Alberta had the **highest** average hourly wage in the country



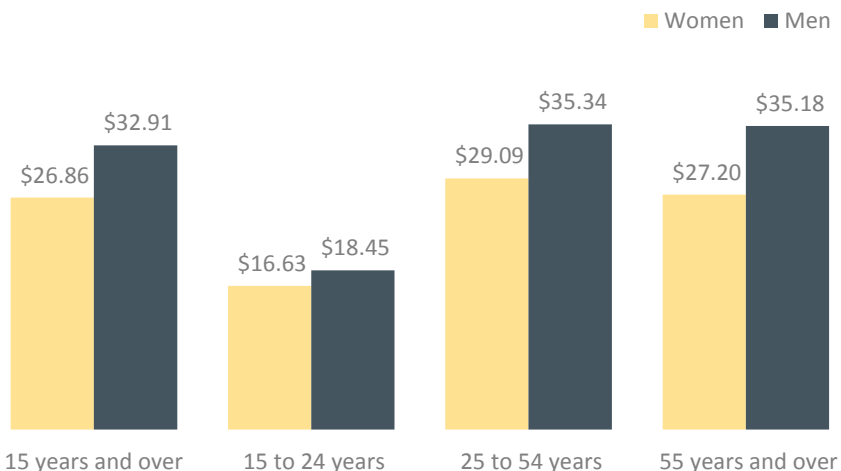
Average Hourly Wage In Alberta

Young men and women between the age of 15 and 24 had the lowest average hourly wage among the four age groups in 2017 (Figure 12). This age group also had the smallest difference in average hourly wages between men and women, of \$1.82. The wage difference between Alberta women and men aged 25 to 54 years was \$6.25; and was \$7.98 for those 55 years of age and older.

Average Hourly Wage in 2017, Canada and Provinces Table 7

Region	Women	Men
Canada	\$24.28	\$28.00
Newfoundland and Labrador	\$23.27	\$26.68
Prince Edward Island	\$21.96	\$21.54
Nova Scotia	\$22.17	\$24.64
New Brunswick	\$21.54	\$23.26
Quebec	\$23.58	\$26.25
Ontario	\$24.64	\$28.20
Manitoba	\$22.72	\$25.56
Saskatchewan	\$24.57	\$28.97
Alberta	\$26.86	\$32.91
British Columbia	\$23.52	\$27.94

Average Hourly Wage by Sex and Age Group, Alberta, 2016 Figure 12



In 2017, the average hourly wage for Alberta was \$30.01. The average hourly wage for Alberta women and men were \$26.86 and \$32.91, respectively, that year. Women employed in the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest average hourly wage, at \$40.45 in 2017 (Figure 13). Both women and men employed in the Accommodation and Food Services industries had the lowest average hourly wages, at \$15.39 and \$17.39, respectively. The greatest difference in average hourly wages between men and women was in the Utilities Industry where women received, on average \$12.28 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, \$1.35 per hour less than men.

Average Hourly Wages by Industry and Sex, Alberta, 2017 Figure 13

Goods-producing sector

Services-producing sector

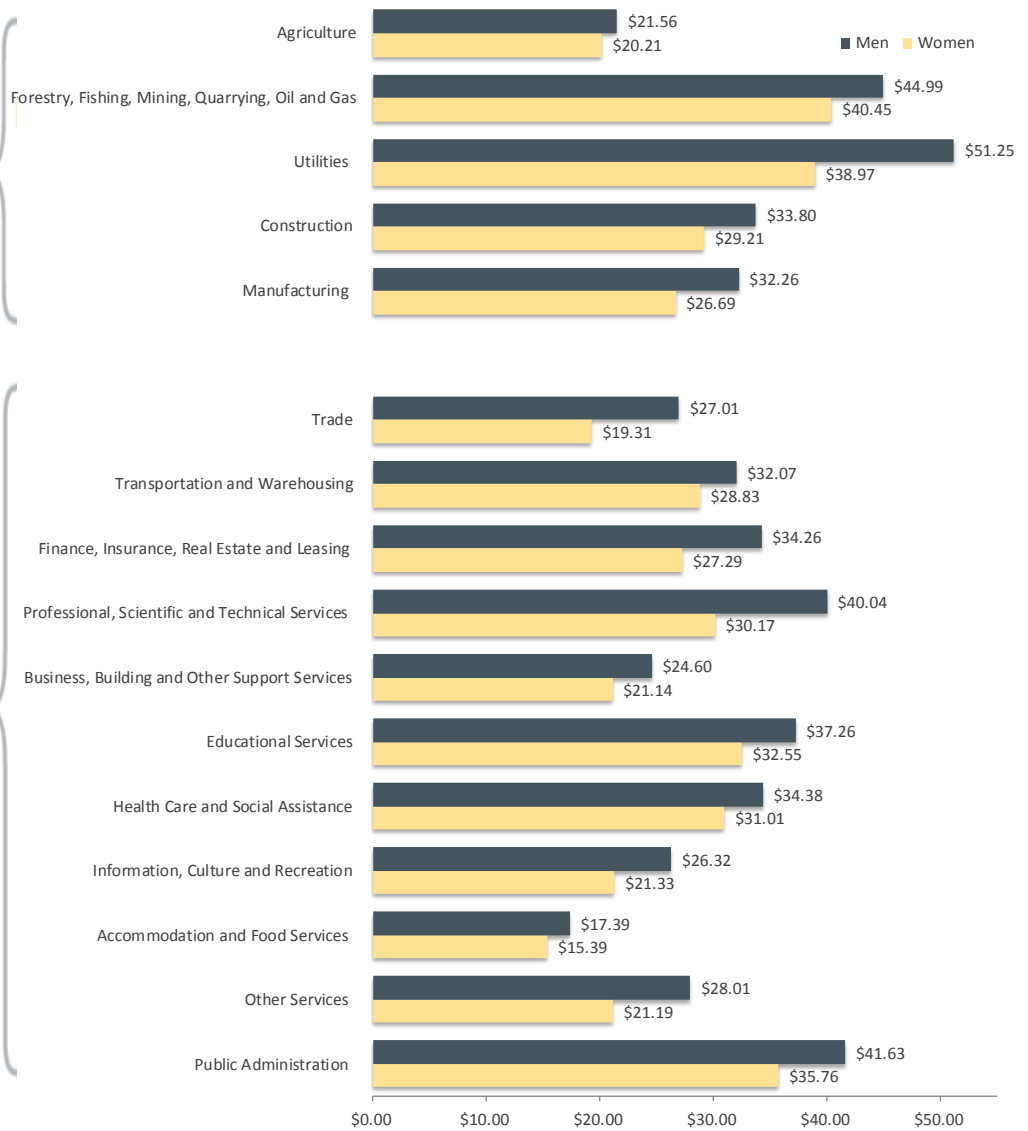
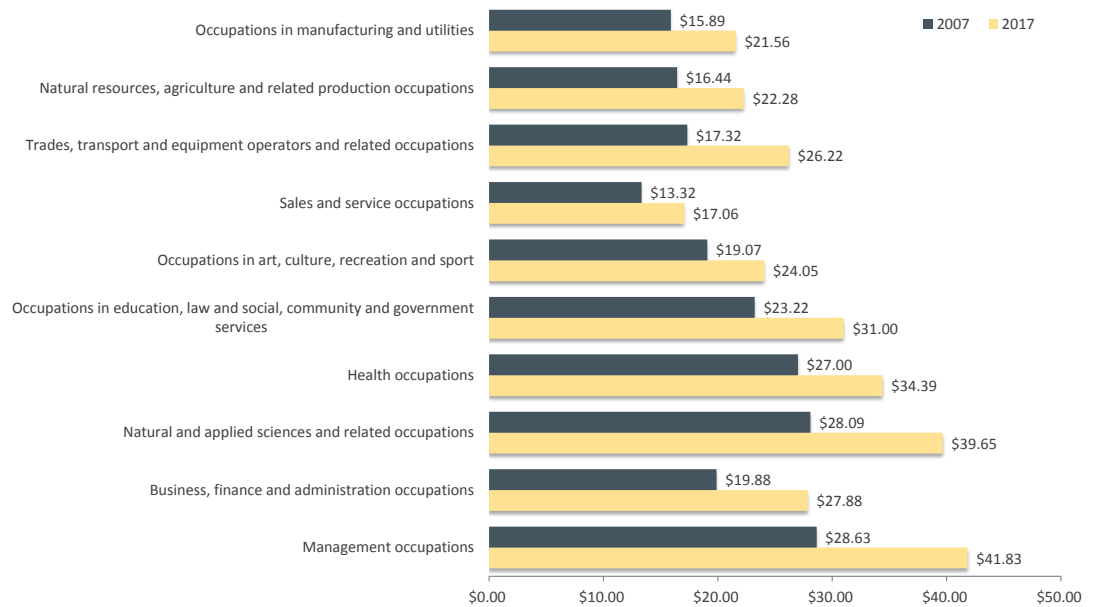


Figure 14 shows that the average hourly wages for women were higher in all 10 occupations over the 10 year period. The three occupations with the largest increase in average hourly wage between 2007 and 2017 were: Management, up \$13.20; Natural and applied sciences and related occupations, up \$11.56; and Trades, transport and equipment operators and related occupations, up \$8.90. The occupation with the smallest increase in the average hourly wage for women over the 10 years was Sales and service occupations which increased by \$3.74.

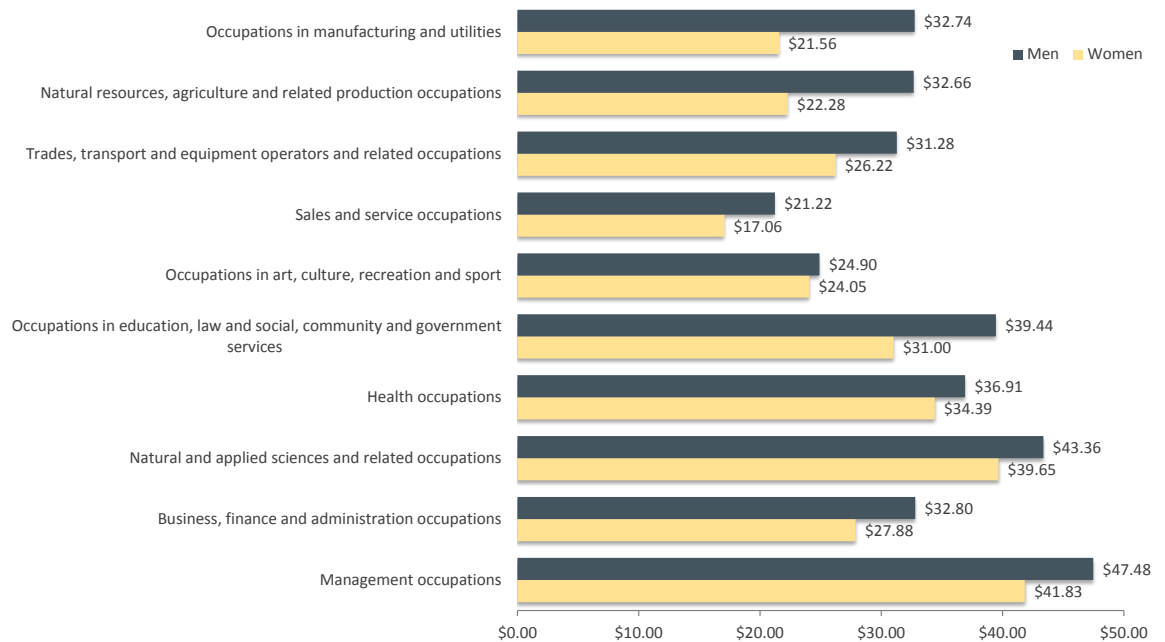
Women in Management occupations received the highest average hourly wage in 2017, at \$41.83, while those employed in the Sales and service occupations received the lowest, at \$17.06.

Women had a lower average wage compared to men in all 10 occupations. The largest difference was in Occupations in manufacturing and utilities where women on average earned \$11.18 less an hour (Figure 15).

Average Hourly Wages for Women by Occupation, Alberta, 2007 and 2017 Figure 14



Average Hourly Wages by Occupation, Alberta, 2017 Figure 15



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.

Call us or visit our website for more information or to find the following publications:

- Annual Alberta Labour Market Review
- Monthly Alberta Labour Force Statistics Highlights and Packages
- Alberta's Occupational Demand and Supply Outlook
- Alberta Labour Force Profiles
- Alberta Industry Profiles

www.work.alberta.ca/labour.html

(See Labour Market Information)

In Edmonton: 780.422.4266

Long distance: 1.800.661.3753

Working Age Population:

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

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.