



2023 Alberta Labour Force Profiles: Women

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Introduction

This 2023 Alberta Labour Force Profile provides statistics and trends in the labour market for women in Alberta. Topics include population (15 years and over), labour force participation, employment, and unemployment, demographics, industry and occupation. Statistics provided are 12-month averages for the year.

Definitions:

Target Population: The non-institutionalized population 15 years of age and over. 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 less than two per cent of the Canadian population aged 15 and over.

Labour Force: Civilian, non-institutionalized persons 15 years of age and over who, during the reference week, were employed or unemployed.

Participation Rate: Number of employed and unemployed people as a percentage of the population aged 15 and older

Employment Rate: Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (for example, one defined by age, sex, marital status or province) is the number employed in that group expressed as a percentage of the population for that group.

Unemployment Rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, one defined by age, sex or marital status) is the number of unemployed persons in that group expressed as a percentage of the labour force for that same group.

Industry: General nature of the business carried out by the employer for whom the respondent works (main job only), based on the 2017 North American Industry Classification System (NAICS). If a person did not have a job during the survey reference week, the information is collected for the last job held, provided the person worked within the previous twelve months.

Occupation: The kind of work persons 15 years of age and over 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, based on the 2021 National Occupational Classification (NOC). If the individual did not have a job during the reference week, the data relate to the previous job, if that job was held in the past year.

Note on the data:

Numbers and percentages may not add up exactly to their totals due to rounding by Statistics Canada.

Data and definitions provided are from Statistics Canada's Labour Force Survey. Data collected on sex has been used as an estimate for women and men in this profile.

Highlights 2023

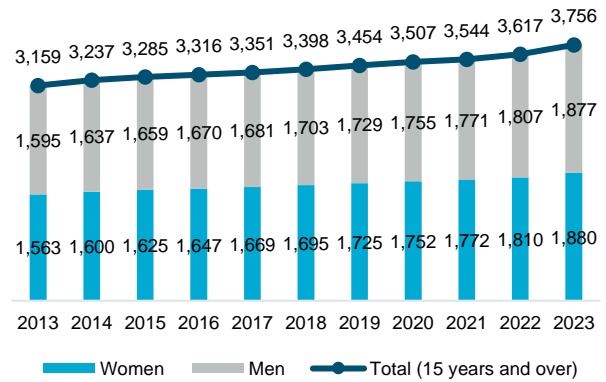
- In 2023, there were 1,879,500 women in Alberta, accounting for half of Alberta's population aged 15 years and over.
- More than 60 per cent of women in Alberta have completed a post-secondary education. The proportion of women with a university degree has been 3.7 percentage points higher than men over the past 10 years on average.
- Women comprised 46.7 per cent of the labour force and employment in the province with a participation rate of 65.0 per cent and an employment rate of 61.2 per cent.
- Women in Alberta with a higher educational attainment were more likely to participate in the labour market and be employed than those with lower educational attainment levels.
- The unemployment rate for women at 5.8 per cent was unchanged from 2022 and was 0.2 percentage points lower than the rate for men (6.0 per cent). The unemployment rate for women in Alberta has been close to or lower than the rate for men since 2015.
- Among core-aged (25 to 54 years) women, 18.7 per cent were in part-time jobs, with the top reason being caring for children. Meanwhile, 5.1 per cent of core-aged men worked in part-time jobs, with the top reason being personal preference.
- The industries where women made up the highest share of employment were: health care and social assistance (82.3 per cent); educational services (67.2 per cent); accommodation and food services (61.6 per cent); and finance, insurance, real estate, rental and leasing (56.9 per cent).
- The occupations where women made up more than 50 per cent of employment were: health (82.1 per cent); business, finance and administration (72.5 per cent); education, law and social, community and government services (66.8 per cent); sales and service (58.5 per cent); and art, culture, recreation and sport (57.5 per cent).

Population Statistics

Over the past 10 years, the number of women aged 15 years and over in Alberta has trended upward.

In 2023, there were approximately 1,880,000 women aged 15 years and over in Alberta, 69,500 (3.8 per cent) more than 2022 and 316,400 (20.2 per cent) more than 2013.

FIGURE 1. ALBERTA POPULATION BY SEX, 2013-2023
(thousands of persons)

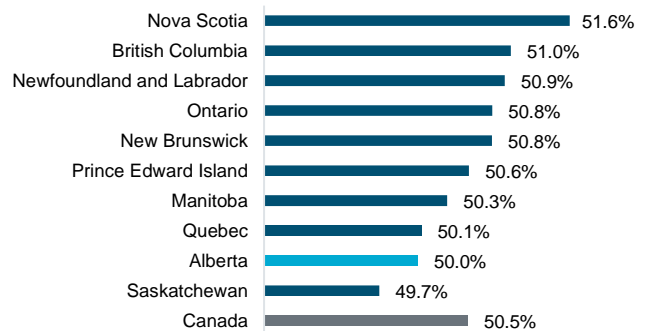


Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

Women and men in Alberta have made up an equal proportion of the population aged 15 and over at 50.0 per cent since 2020.

Women made up 50.5 per cent of Canada's population in 2023.

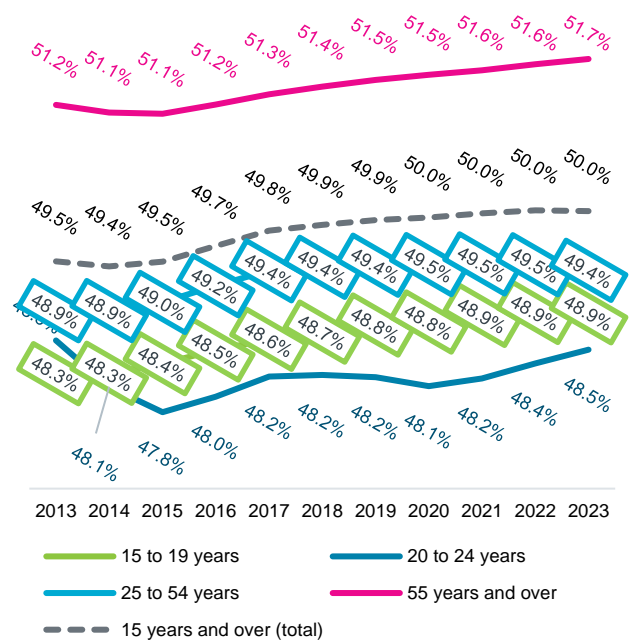
FIGURE 2. WOMEN AS A PROPORTION OF TOTAL POPULATION, BY PROVINCE, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

Women made up more than 51 per cent of all Albertans aged 55 years and over since 2013 and close to 50 per cent within other age groups.

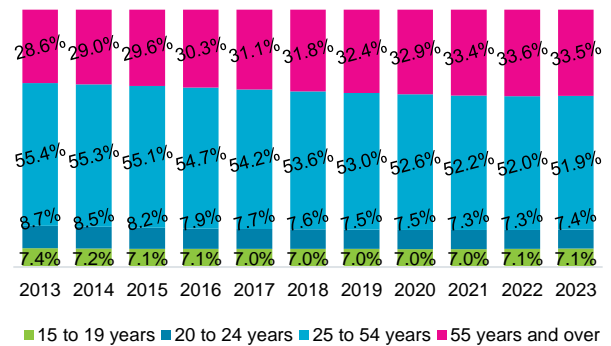
FIGURE 3. WOMEN AS A PROPORTION OF ALBERTA'S POPULATION, BY AGE GROUP, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

In 2023, women aged 55 years and over accounted for 33.5 per cent of all women in Alberta, 0.1 percentage points smaller than 2022 but 4.9 percentage points greater than 2012.

FIGURE 4. DISTRIBUTION OF WOMEN IN ALBERTA, BY AGE GROUP, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

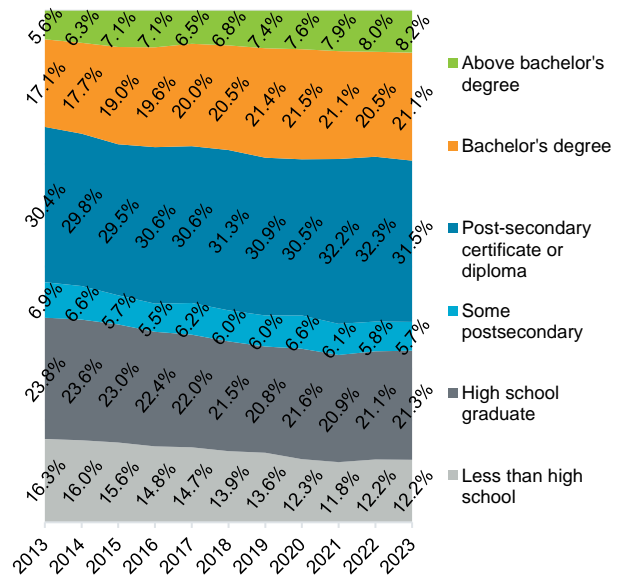
On average, 30.9 per cent of women in Alberta had a post-secondary certificate or diploma over the past 10 years.

- For men, it was 32.8 per cent.

In 2023, 29.3 per cent of women in Alberta had a university degree (bachelor's and above), up 0.8 percentage points from 2022 and 6.6 percentage points from 2013.

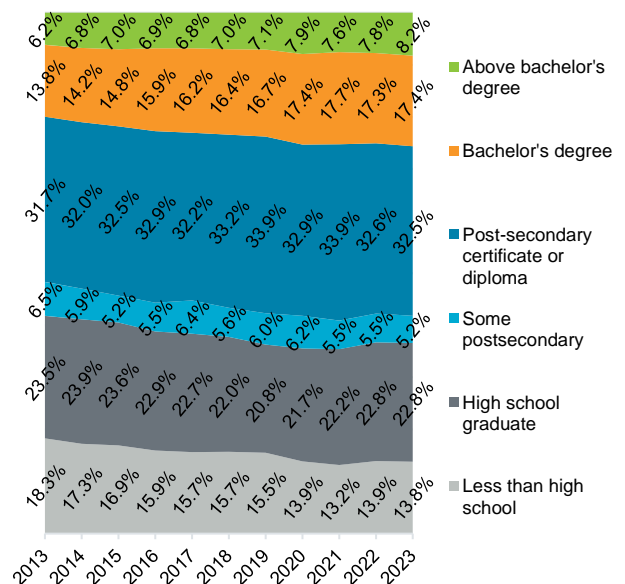
- For men, it was 25.6 per cent, up 0.6 percentage points from 2022 and 5.7 percentage points compared to 2013.
- Between 2013 and 2023, the proportion of women with a university degree has been 3.7 percentage points greater than men, on average.

FIGURE 5. DISTRIBUTION OF WOMEN BY EDUCATIONAL ATTAINMENT, ALBERTA, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

FIGURE 6. DISTRIBUTION OF MEN BY EDUCATIONAL ATTAINMENT, ALBERTA, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

Labour Force Statistics

Overview

In 2023, with a population of 1,879,500, women made up half of Alberta's total population, while they comprised 46.7 per cent of the labour force and people employed.

Women's shares in the labour force and employed workers increased by 1.4 percentage points from 2013.

The unemployment rate for women at 5.8 per cent was slightly lower than the rate for men (6.0 per cent) in 2023.

TABLE 1. LABOUR FORCE STATUS OF WORKING AGE ALBERTANS, BY SEX

(persons; percentage)

| | Women | Men | Women's Share | |
|----------------------------|-----------|-----------|---------------|-------|
| | 2023 | 2023 | 2023 | 2013 |
| Population (15+ years old) | 1,879,500 | 1,876,500 | 50.0% | 49.5% |
| Labour Force | 1,221,000 | 1,394,200 | 46.7% | 45.3% |
| Participation Rate | 65.0% | 74.3% | | |
| Employment | 1,150,300 | 1,310,800 | 46.7% | 45.3% |
| Employment Rate | 61.2% | 69.9% | | |
| Unemployment | 70,700 | 83,500 | 45.8% | 45.8% |
| Unemployment Rate | 5.8% | 6.0% | | |
| Not in Labour Force | 658,500 | 482,300 | 57.7% | 60.9% |

Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

Participation

In 2023, the labour force participation rate for women in Alberta declined by 0.6 percentage points from 2022 to 65.0 per cent. It was 9.3 percentage points lower than men (Figure 8).

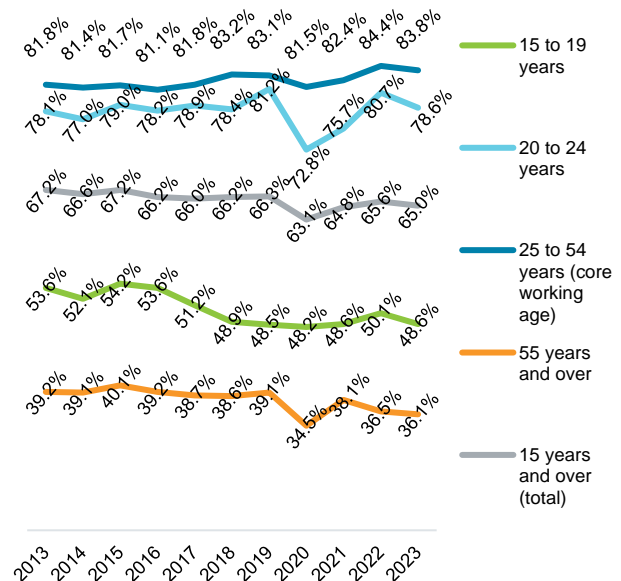
- The participation rates declined in all age groups for women, with greater declines for young women (15-24 years).
- The participation rate for men rose by 0.4 percentage points from 2022 to 74.3 per cent, due to increases in all age groups except for those aged 20 to 24.

The participation rates for both women and men were lower than 2019 (pre-COVID 19) and 2013.

The gap in the overall participation rate between women and men has narrowed from 12.2 percentage points in 2013 to 9.3 percentage points in 2023.

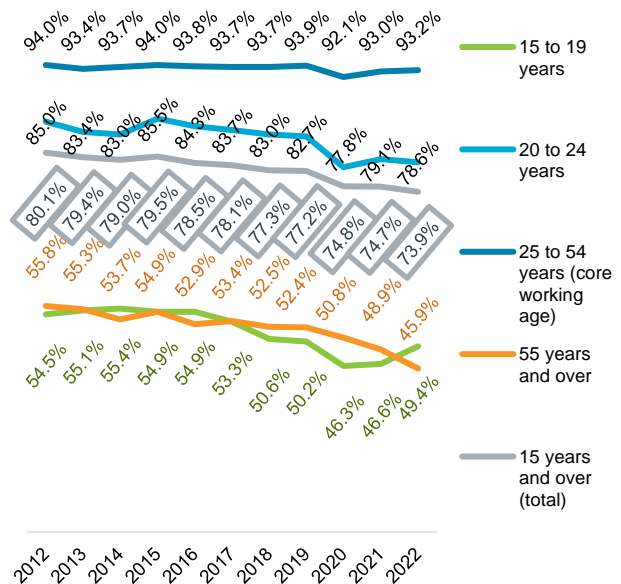
- In 2023, the participation rates for youth aged 20 to 24 years were higher among women, while rates for other age groups were higher among men.

FIGURE 7. WOMEN PARTICIPATION RATE BY AGE GROUP, ALBERTA, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

FIGURE 8. MEN PARTICIPATION RATE BY AGE GROUP, ALBERTA, 2013-2023
(percentage)

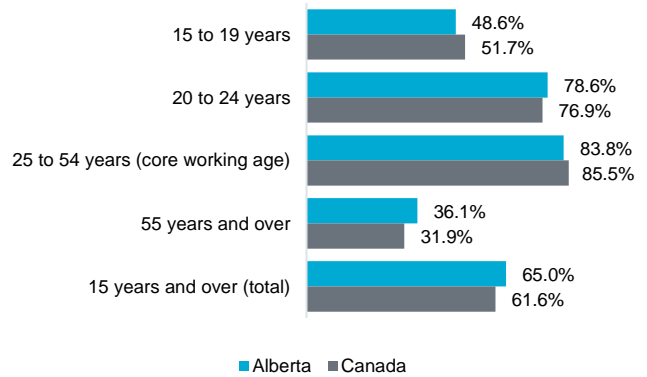


Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

In 2023, the participation rate for women at 65.0 per cent in Alberta was 3.4 percentage points higher than the national rate in Canada (61.6 per cent).

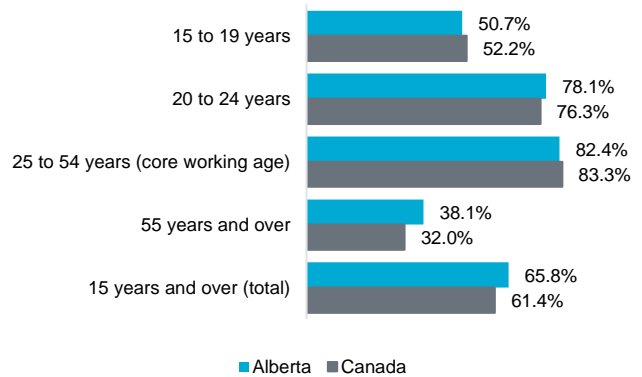
- The 10-year average for Alberta was 65.8 per cent (Figure 10), 4.4 percentage points higher than the average for Canada (61.4 per cent).
- Despite the overall participation rate for women in Alberta being higher than the rate at national level, the participation rate for core-aged women in Alberta has been lower than the national rate.

FIGURE 9. WOMEN PARTICIPATION RATE BY AGE GROUP, ALBERTA VS. CANADA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

FIGURE 10. WOMEN PARTICIPATION RATE BY AGE GROUP, ALBERTA VS. CANADA, 2013-2023 AVERAGE
(percentage)



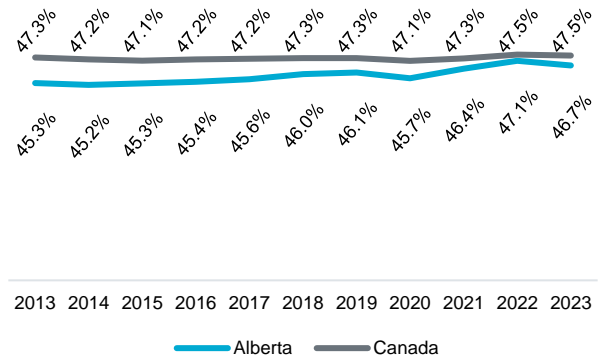
Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

In 2023, women made up 47.5 per cent of Alberta's labour force, up 1.3 percentage points from 2013 but down 0.4 percentage points from 2022.

- Women in the core working age made up 31.3 per cent of the labour force in Alberta in 2023 (Figure 12), which was slightly higher than the percentage across Canada (30.9 per cent).

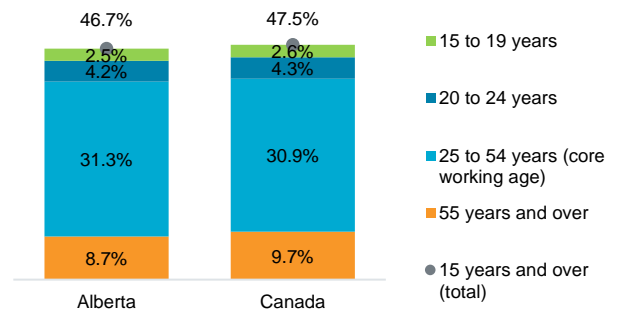
The gap in women's share of the labour force between Alberta and Canada has gradually narrowed over the past 10 years.

FIGURE 11. WOMEN AS A PROPORTION OF TOTAL LABOUR FORCE, ALBERTA VS. CANADA, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

FIGURE 12. WOMEN AS A PROPORTION OF TOTAL LABOUR FORCE BY AGE GROUP, ALBERTA VS. CANADA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

In 2023, a higher educational attainment was likely to be associated with a higher participation rate for women in Alberta, while this same association did not hold true for men.

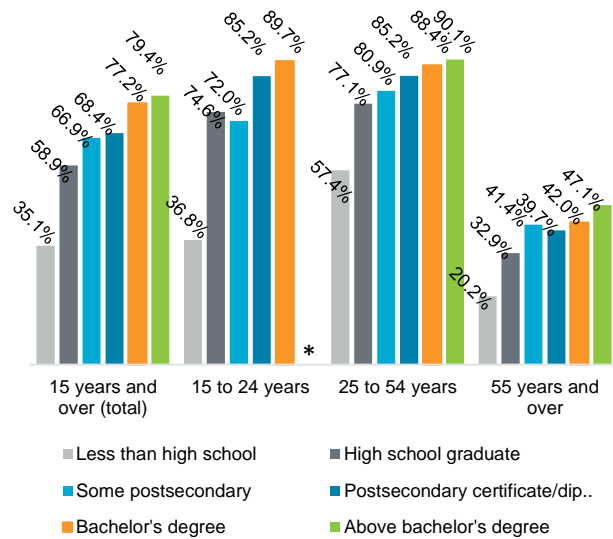
- The participation rate for men who were high school graduates (76.5 per cent) was 7.0 percentage points higher than those with some postsecondary education. It was close to the rate for people with an educational attainment above a bachelor's degree (76.8 per cent).
- The highest participation rate for men was among people with a bachelor's degree (82.2 per cent).

Women's participation rates for all educational attainment groups were lower relative to men, except for women whose highest educational attainment was above bachelor's degree (2.6 percentage points higher).

- The greatest gaps were among people with less than high school education and those who were high school graduates (16.1 and 17.7 percentage points, respectively).

For youth aged 15 to 24 years, the participation rates were higher among women, except for those with high school or less education and people with an above bachelor's degree (no data available).

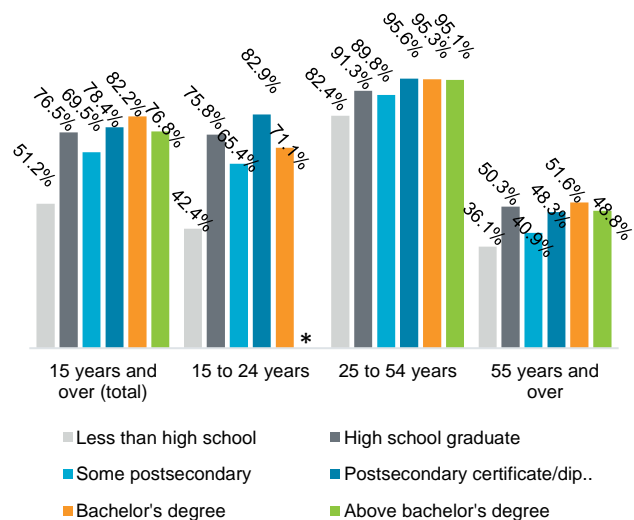
FIGURE 13. WOMEN PARTICIPATION RATE BY AGE GROUP AND EDUCATIONAL ATTAINMENT, ALBERTA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

Note: * suppressed to meet the confidentiality requirements of the Statistics Act

FIGURE 14. MEN PARTICIPATION RATE BY AGE GROUP AND EDUCATIONAL ATTAINMENT, ALBERTA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

Note: * suppressed to meet the confidentiality requirements of the Statistics Act

Employment

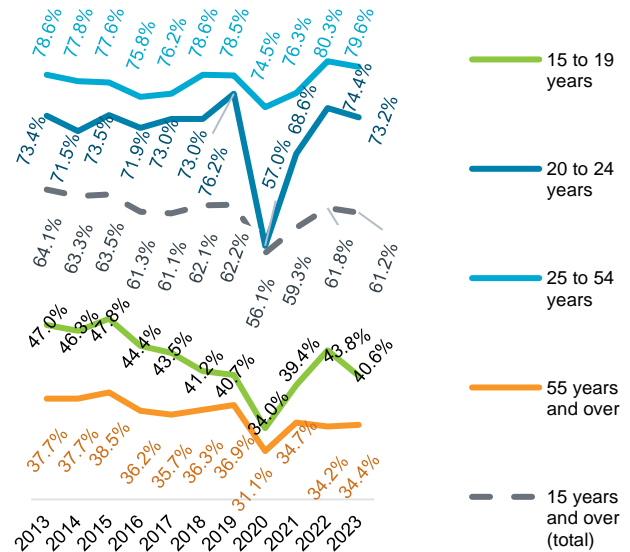
In 2023, the employment rate for women in Alberta declined by 0.6 percentage points from 2022 to 61.2 per cent, a relatively lower rate over the 10-year period.

- This employment rate for women was 8.7 percentage points lower than the rate for men (Figure 16).

The gap in the overall employment rate between women and men has been gradually decreasing over the past 10 years. The largest gap was 12 percentage points observed in 2014.

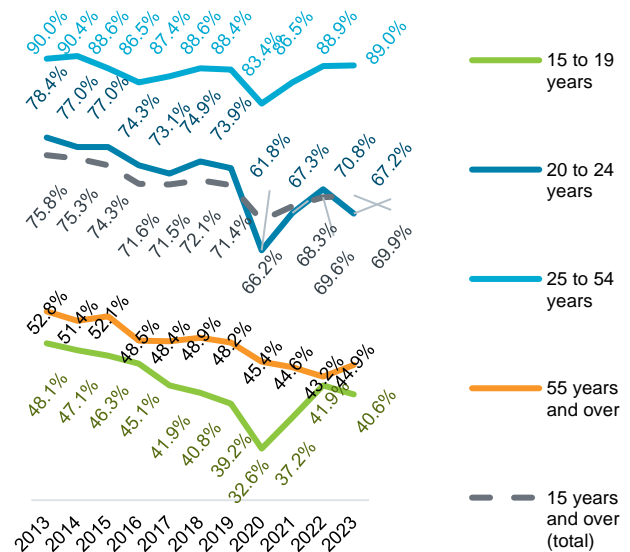
- The lower rate for women compared to men in 2023 was due to the lower rates among core-aged and older workers. There was no difference among those aged 15 to 19. For women aged 20 to 24, the rate was six percentage points higher than that for men.

FIGURE 15. WOMEN EMPLOYMENT RATE BY AGE GROUP, ALBERTA, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

FIGURE 16. MEN EMPLOYMENT RATE BY AGE GROUP, ALBERTA, 2013-2023
(percentage)



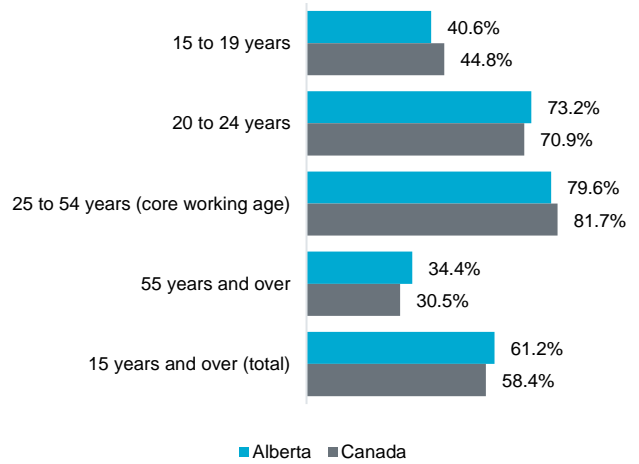
Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

The employment rate for women in Alberta at 61.2 per cent was 2.8 percentage points higher than the national rate (58.4 per cent).

- The 10-year average employment rate for women in Alberta was 61.5 per cent (Figure 18), 3.9 percentage points higher than the national average (57.5 per cent).

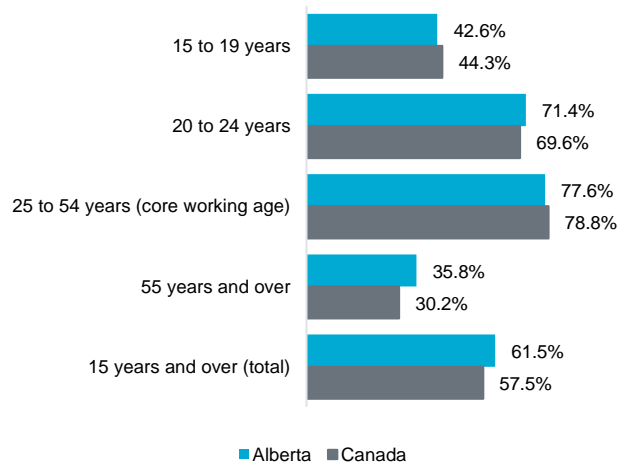
Both the 2023 and the 10-year average employment rates for women aged 20 to 24 and aged 55 and over were higher in Alberta than in Canada.

FIGURE 17. WOMEN EMPLOYMENT RATE BY AGE GROUP, ALBERTA VS. CANADA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

FIGURE 18. WOMEN EMPLOYMENT RATE BY AGE GROUP, ALBERTA VS. CANADA, 2013-2023 AVERAGE
(percentage)



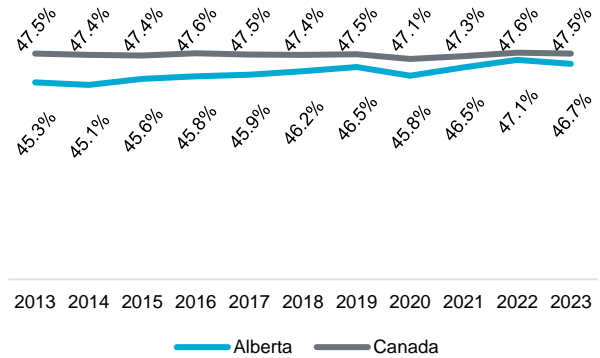
Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

In 2023, women made up 46.7 per cent of workers employed in Alberta, up 1.4 percentage points from 2013 but slightly down from 2022. Nationally, the proportion was slightly higher at 47.5 per cent.

- Women of core working age made up 31.6 per cent of total employment, (Figure 20), which was slightly higher than the percentage at national level (31.2 per cent).

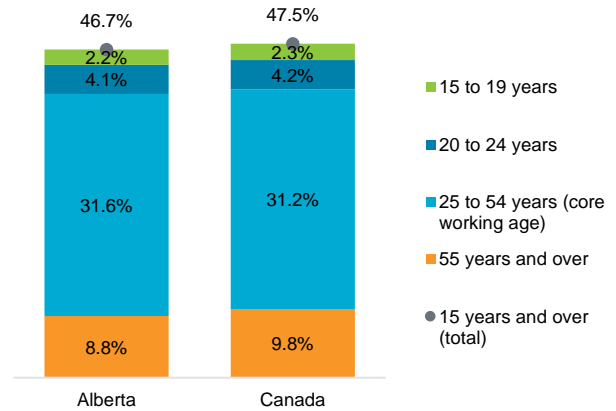
The gap in women’s share of the employment between Alberta and Canada has gradually converged over the past 10 years.

FIGURE 19. WOMEN AS A PROPORTION OF TOTAL EMPLOYMENT, ALBERTA VS. CANADA, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

FIGURE 20. WOMEN AS A PROPORTION OF TOTAL EMPLOYMENT BY AGE GROUP, ALBERTA VS. CANADA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

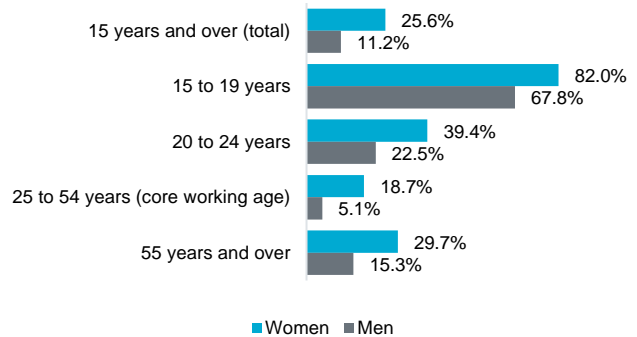
In 2023, 25.6 per cent of women in Alberta worked in part-time jobs, 14.4 percentage points larger than the share of men working part-time.

- The gap in part-time employment between men and women was largest among 20 to 24 years olds (16.9 percentage points) and smallest in the core working age group (13.6 percentage points).

The primary reasons for women working part-time include (Figure 22):

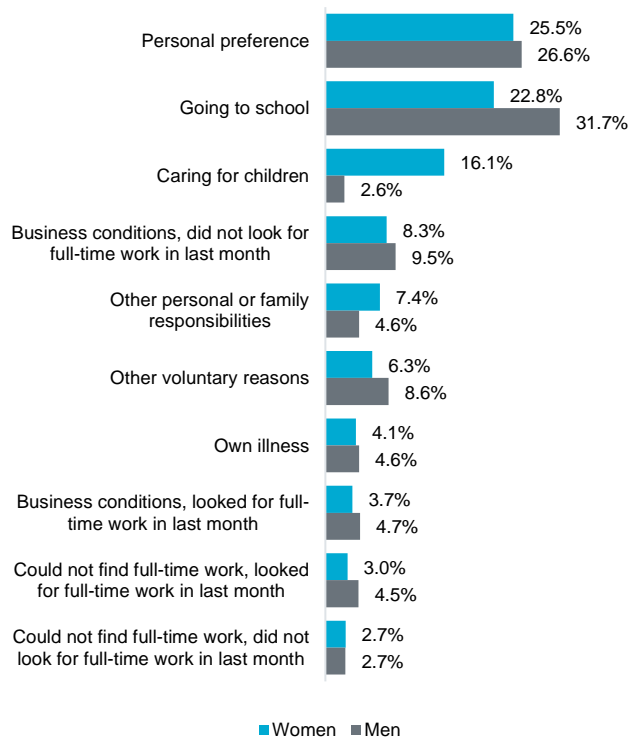
- personal preference (25.5 per cent), more than half of the workers responding were 55 years old or over;
 - This is the reason for 26.6 per cent of men working part-time.
- going to school (22.8 per cent), primarily driven by youth aged 15 to 24 years; and
 - This is the reason for 31.7 per cent of men working part-time.
- caring for children (16.1 per cent), primarily driven by core-aged women.
 - Only 2.6 per cent of men working part-time have responded caring for children as the reason.

FIGURE 21. PART-TIME EMPLOYMENT PERCENTAGE, WOMEN VS. MEN, ALBERTA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

FIGURE 22. DISTRIBUTION OF PART-TIME EMPLOYMENT BY REASON, WOMEN VS. MEN, ALBERTA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0029-01](#)

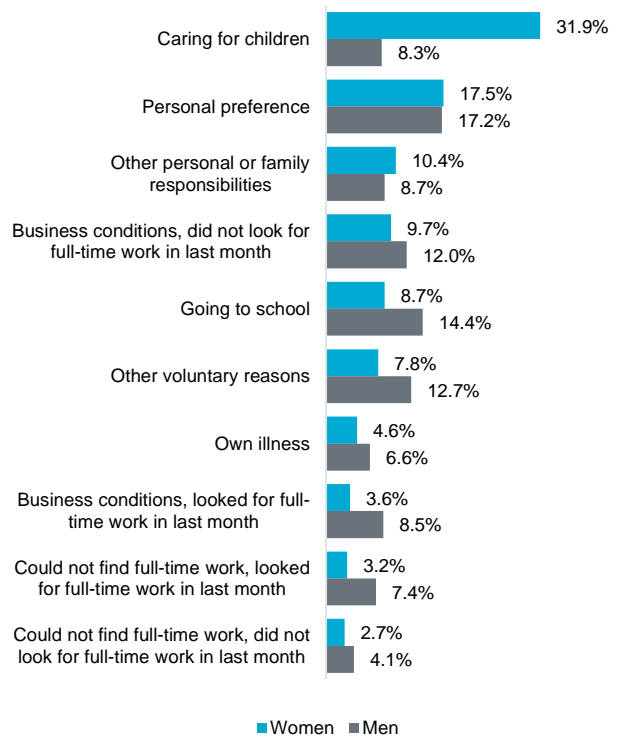
Among core-aged women, 18.7 per cent were in part-time employment. Their top reasons for working part-time include:

- caring for children (31.9 per cent);
- personal preference (17.5 per cent); or
- other personal or family responsibilities (10.4 per cent).

For core working aged men, only 5.1 per cent were in part-time employment with top reasons being:

- personal preference (17.2 per cent);
- going to school (14.4 per cent); and
- other voluntary reasons.

FIGURE 23. DISTRIBUTION OF PART-TIME EMPLOYMENT BY REASON, CORE WORKING AGED WOMEN VS. MEN, ALBERTA, 2023
(percentage)



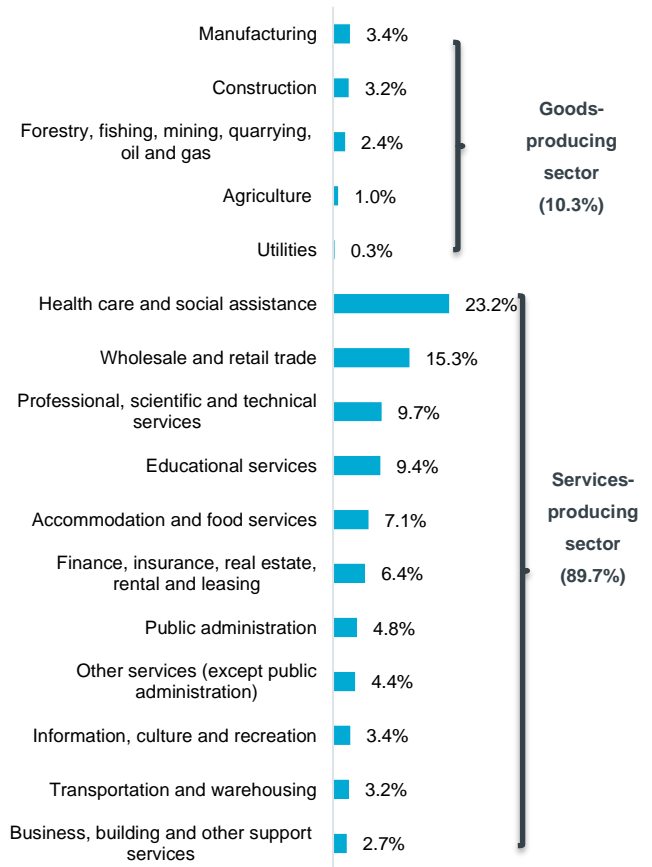
Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0029-01](#)

In 2023, 89.7 per cent of women in Alberta were employed by the services-producing sector and 10.3 per cent were employed by the good-producing sector.

At the industry level, more than 50 per cent of employed women were in:

- health care and social assistance (23.2 per cent);
- wholesale and retail trade (15.3 per cent);
- professional, scientific and technical services (9.7 per cent); or
- educational services (9.4 per cent).

FIGURE 24. DISTRIBUTION OF WOMEN EMPLOYMENT BY INDUSTRY, ALBERTA, 2023
(percentage)



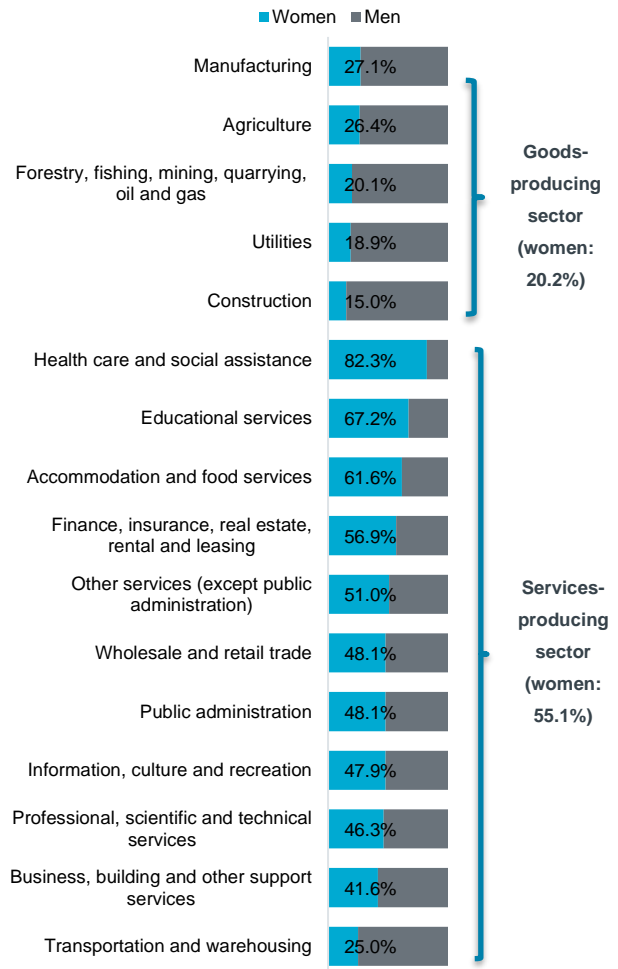
Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0023-01](#)

While women made up 55.1 per cent of employment in the services-producing sector, they made up only 20.2 per cent in the goods-producing sector.

By industry, women made up the greatest proportion of employment in:

- health care and social assistance (82.3 per cent);
- educational services (67.2 per cent);
- accommodation and food services (61.6 per cent); or
- finance, insurance, real estate, rental and leasing (56.9 per cent).

FIGURE 25. DISTRIBUTION OF EMPLOYMENT BY INDUSTRY AND SEX, ALBERTA, 2023
(percentage)

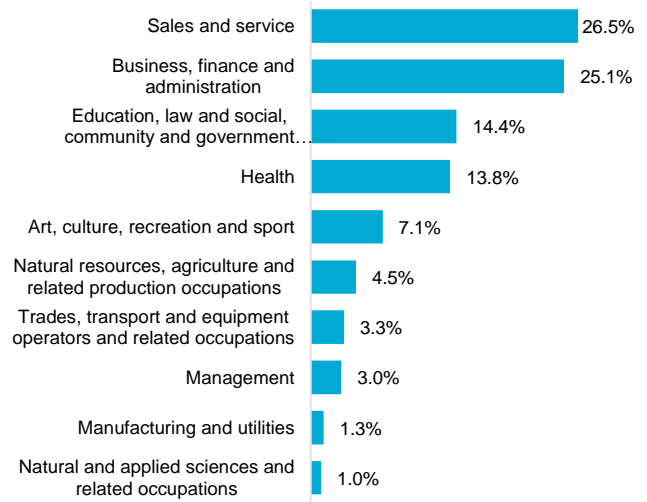


Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0023-01](#)

In 2023, 79.8 per cent of women in Alberta were employed to the following occupations:

- sales and service (26.5 per cent);
- business, finance and administration (25.1 per cent);
- education, law and social, community and government services (14.4 per cent); or
- health (13.8 per cent).

FIGURE 26. DISTRIBUTION OF WOMEN EMPLOYMENT BY OCCUPATION, ALBERTA, 2023
(percentage)

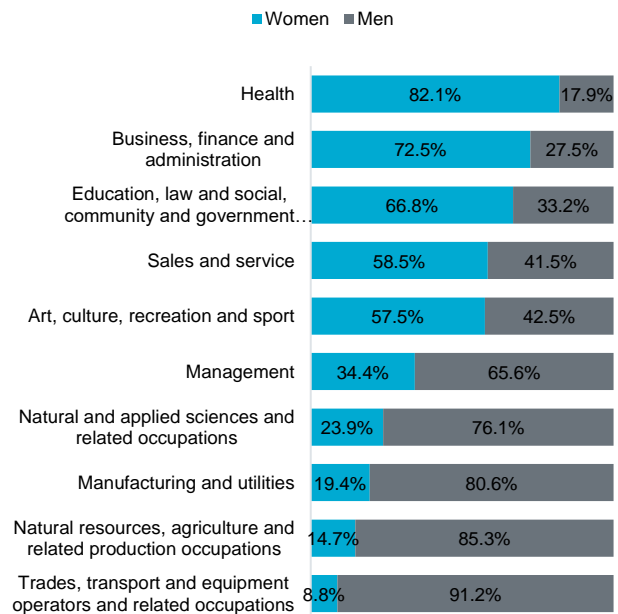


Source: Statistics Canada. Labour Force Survey. [Public Use Microdata File](#)

Occupations where women made up more than 50 per cent of employment include:

- health (82.1 per cent);
- business, finance and administration (72.5 per cent);
- education, law and social, community and government services (66.8 per cent);
- sales and service (58.5 per cent); or
- art, culture, recreation and sport (57.5 per cent).

FIGURE 27. DISTRIBUTION OF EMPLOYMENT BY OCCUPATION AND SEX, ALBERTA, 2023
(percentage)



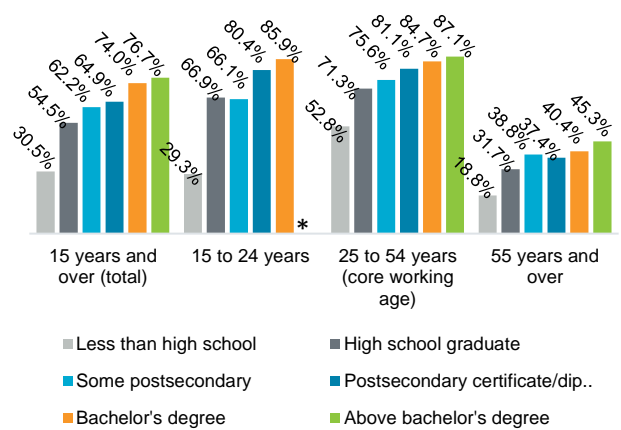
Source: Statistics Canada. Labour Force Survey. [Public Use Microdata File](#)

Similar to the participation rate, a higher educational attainment was likely to be associated with a higher employment rate for Albertan women in 2023.

- The highest employment rate was among women with an above bachelor's degree at 76.7 per cent.

For men (Figure 29), the highest employment rate was among people with a bachelor's degree (75.2 per cent) and people with an above bachelor's degree (74.3 per cent).

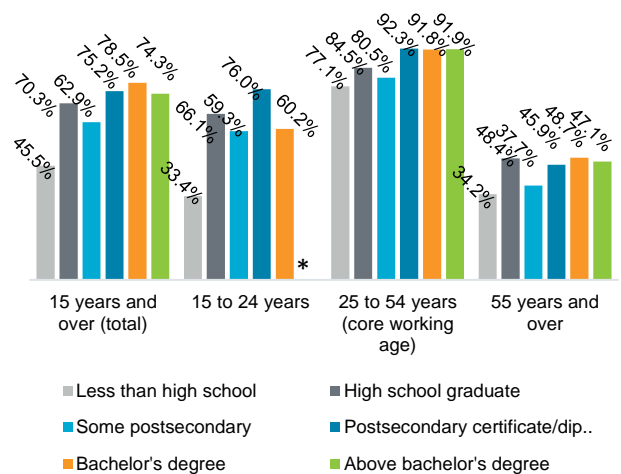
FIGURE 28. WOMEN EMPLOYMENT RATE BY AGE GROUP AND EDUCATIONAL ATTAINMENT, ALBERTA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

Note: * suppressed to meet the confidentiality requirements of the Statistics Act

FIGURE 29. MEN EMPLOYMENT RATE BY AGE GROUP AND EDUCATIONAL ATTAINMENT, ALBERTA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

Note: * suppressed to meet the confidentiality requirements of the Statistics Act

Unemployment

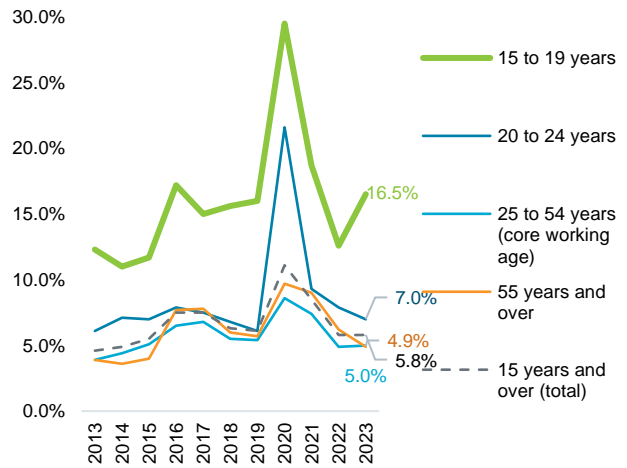
In 2023, the unemployment rate for women in Alberta remained the same as in 2022 at 5.8 per cent, only higher than the rates between 2013 and 2015 (4.6 to 5.5 per cent) over the 10-year period.

- This unemployment rate was 0.2 percentage points lower than the rate for men at 6.0 per cent (Figure 31).
- The unemployment rate for women in Alberta has been close to or lower than the rate for men since 2015.

The highest unemployment rate among women was for youth aged 15 to 19 years at 16.5 per cent while the lowest was among older workers (4.9 per cent).

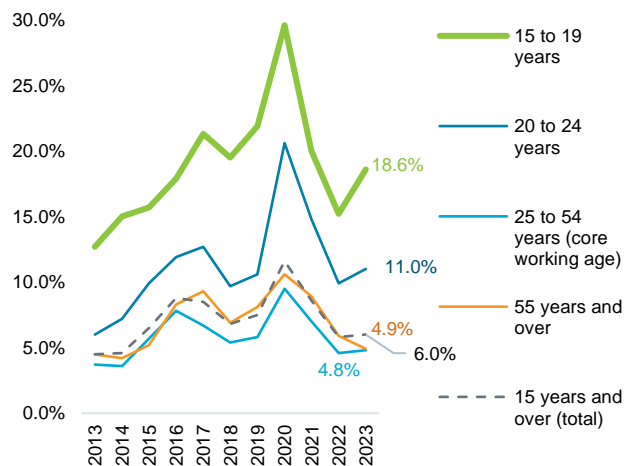
- The unemployment rates among young men were higher compared to young women at 18.6 and 11.0 per cent respectively.
- For core-aged workers, the unemployment rate was 0.2 percentage points higher in men.
- There was no difference in the unemployment rate between older men and women.

FIGURE 30. WOMEN UNEMPLOYMENT RATE BY AGE GROUP, ALBERTA, 2013-2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

FIGURE 31. MEN UNEMPLOYMENT RATE BY AGE GROUP, ALBERTA, 2013-2023
(percentage)

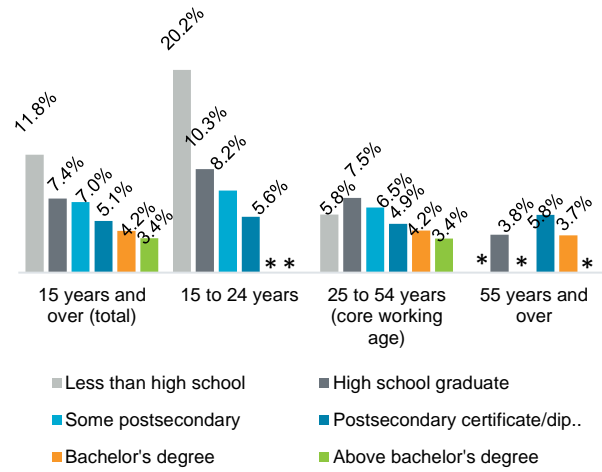


Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0327](#)

Overall, women with a higher educational attainment were likely to have a lower unemployment rate.

- The lowest unemployment rate was among women with an above bachelor's degree at 3.4 per cent. A same unemployment rate was found in men with the same educational attainment (Figure 33).

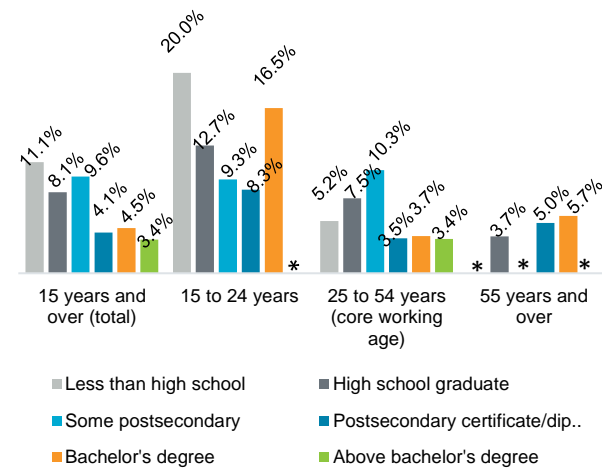
FIGURE 32. WOMEN UNEMPLOYMENT RATE BY AGE GROUP AND EDUCATIONAL ATTAINMENT, ALBERTA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

Note: * suppressed to meet the confidentiality requirements of the Statistics Act

FIGURE 33. MEN UNEMPLOYMENT RATE BY AGE GROUP AND EDUCATIONAL ATTAINMENT, ALBERTA, 2023
(percentage)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0020](#)

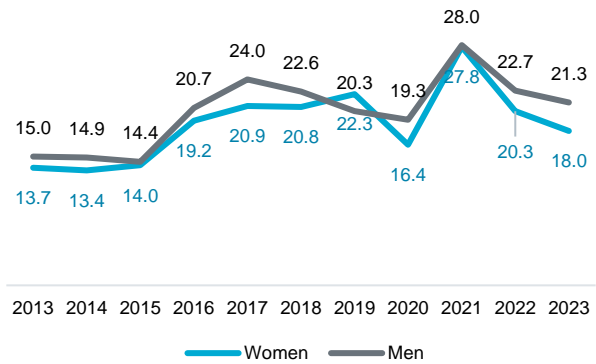
Note: * suppressed to meet the confidentiality requirements of the Statistics Act

In 2023, unemployed women in Alberta were out of work for an average of 18.0 weeks, 4.3 weeks longer than in 2013 but 2.3 weeks shorter than in 2022.

- One to 13 weeks for 68.2 per cent of all unemployed women (Figure 35).
- Twenty-six weeks or more for 15.9 per cent of all unemployed women, down from 22.7 per cent in 2022.

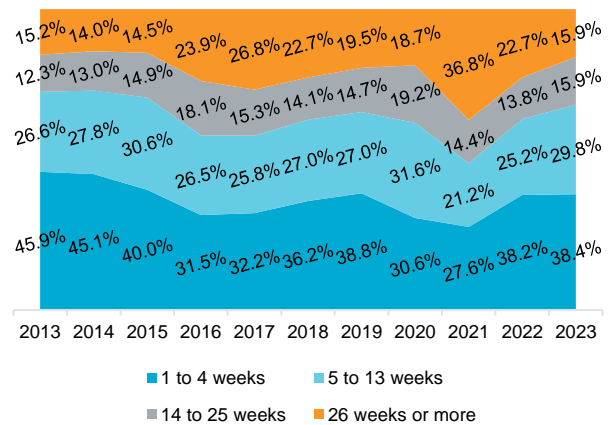
Between 2013 and 2023, the average duration of unemployment has been shorter for women compared to men, except for 2019.

FIGURE 34. AVERAGE WEEKS UNEMPLOYED BY SEX, ALBERTA, 2013-2023
(weeks)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0057-01](#)

FIGURE 35. DISTRIBUTION OF UNEMPLOYED WOMEN BY DURATION OF UNEMPLOYMENT, ALBERTA, 2013-2023
(percentage)



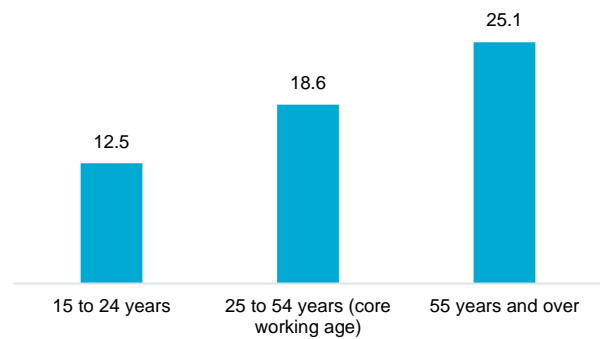
Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0057-01](#)

Note: People with unknown duration are excluded.

In 2023, the average duration of unemployment increased with age for women in Alberta.

- While women aged 15 to 24 years were unemployed for an average of 12.5 weeks, women aged 55 years and over were unemployed for an average of 25.1 weeks.

FIGURE 36. AVERAGE WEEKS UNEMPLOYED BY AGE GROUP, ALBERTA WOMEN, 2023
(weeks)



Source: Statistics Canada. Labour Force Survey. [Table: 14-10-0057-01](#)

For More Information

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