



2018
Alberta labour
force profiles
Women

Labour and Immigration, Government of Alberta

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Alberta Labour Force Profiles I Women

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

Table of Contents

- Table of Contents3
- Overview4
- Highlights5
- Population Statistics6
- Labour Force Statistics8
- Employment13
- Education16
- Wages17

Overview

The 2018 Alberta Labour Force Profile for Women provides statistics and trends in the labour market for Alberta women. Topics include employment, unemployment, labour force participation, industry, occupation, education, wages and demographics. Statistics are provided for Alberta, the other nine provinces and at the national level excluding the territories. All statistics provided are 12-month averages for the year. All statistics are from Statistics Canada's Labour Force Survey.

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

Employment Rate:

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

Industry:

The general nature of the business carried out by the establishment for whom the respondent works (main job only). Based on the North American Industry Classification System (NAICS). For more information:

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

Labour Force:

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

Occupation:

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

Participation Rate:

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

Working Age Population:

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

Average Hourly Wage:

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

Highlights: Women in Alberta, 2018

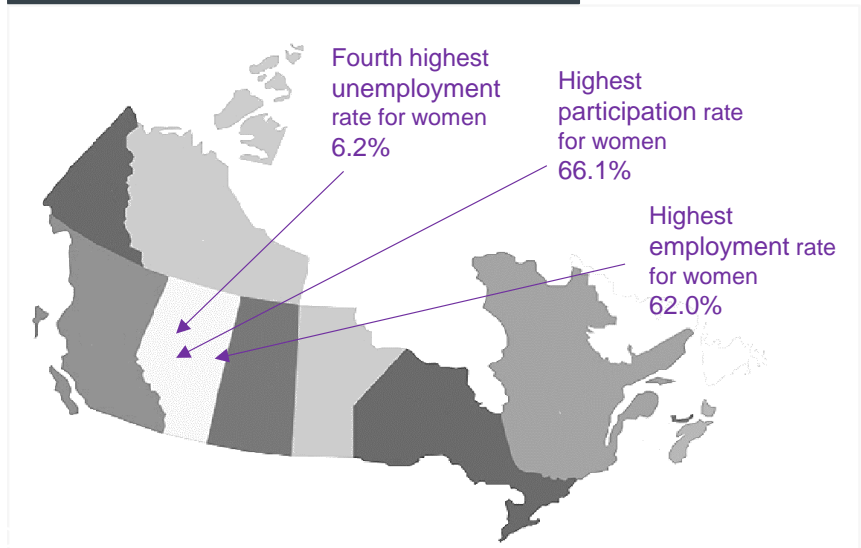
Population Statistics

Tied for lowest percentage of women in the working age population

1.	51.6%	NS
2.	51.2%	PEI
7.	49.6%	SK
7.	49.6%	AB

Between 2008-18 Alberta's working age women's population grew by 22.4% or 314,400

Labour Force Statistics



Occupation

81.4% of employees in Health occupations were women	6.7% of employees in Trades, transport and equipment operators and related occupations were women
-----------------------------------------------------	---------------------------------------------------------------------------------------------------

Wages

Highest hourly Wage in Canada



Canadian Women
\$25.03

Alberta Women
\$27.82

Education

The number of women in Alberta with university degrees increased by 76.4% from 2008 to 2018.

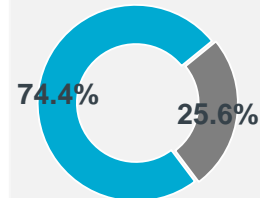
In Alberta 65.2% of women 15 years and older have post-secondary education

Women made up 53.3% of all Albertans with a university degree

Employment



Women made up 41.0% of full-time employment



74.4% of women were employed full-time

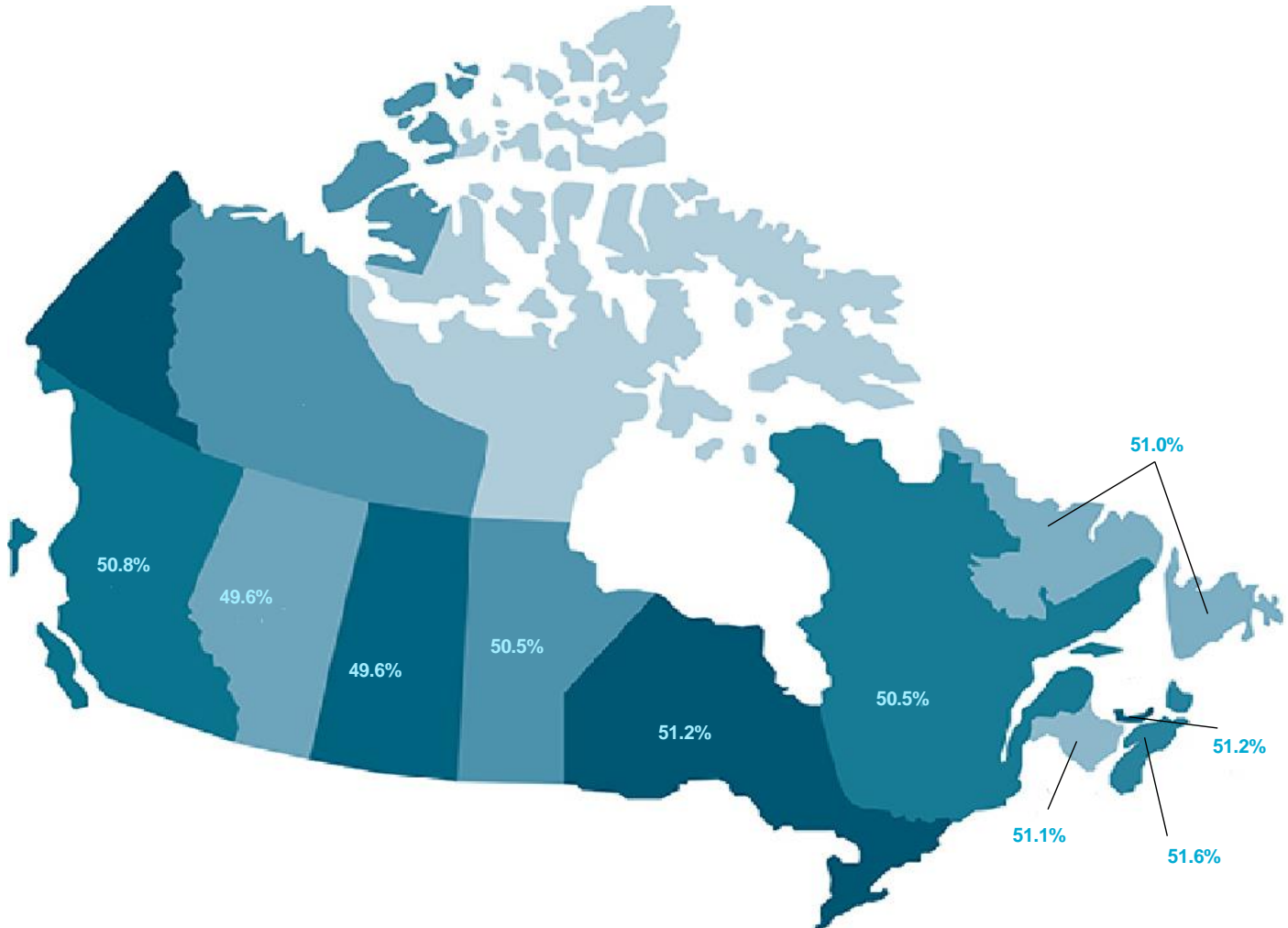
Population Statistics

Alberta was tied with Saskatchewan for lowest percentage of women in the working age population at 49.6%, while Nova Scotia had the highest percentage at 51.6% (Table 1). The overall share for Canada is 50.7%.

Table 1
Number and Percentage of Women by Province, 2018

	Population (15+ years)	Women (15+ years)	Women's Share
Canada	30,290,400	15,361,000	50.7%
Newfoundland and Labrador	443,600	226,200	51.0%
Prince Edward Island	125,600	64,300	51.2%
Nova Scotia	798,800	412,000	51.6%
New Brunswick	627,400	320,700	51.1%
Quebec	6,985,900	3,525,100	50.5%
Ontario	11,897,600	6,089,200	51.2%
Manitoba	1,024,900	517,400	50.5%
Saskatchewan	884,400	438,500	49.6%
Alberta	3,470,400	1,720,200	49.6%
British Columbia	4,031,800	2,047,400	50.8%

Percentage of Women in the Working Age Population by Province, 2018



Between 2008 and 2018, the number of women in Alberta 15 years and older grew by 314,400 or 22.4%, which exceeded the Canadian working age women's population growth rate by 9.7 percentage points (Table 2). Alberta's working age population grew by 620,000 or 21.8% over the same period.

Table 2
Number and Percentage of Working Age Population

	2008	2018	Growth	Growth Rate
Canada	26,824,400	30,290,400	3,466,000	12.9%
Women in Canada	13,631,600	15,361,000	1,729,400	12.7%
Alberta	2,850,400	3,470,400	620,000	21.8%
Women in Alberta	1,405,800	1,720,200	314,400	22.4%

Labour Force Statistics

In 2018, 45.6% of Alberta's labour force and 45.7% of employed Albertans were women (Table 3). Women also accounted for 43.1% of unemployed people in Alberta. The unemployment rate of 6.2% for Alberta women was 0.7 percentage points lower than the rate for men at 6.9%.

Table 3
Labour Force Statistics by Sex, Alberta, 2018

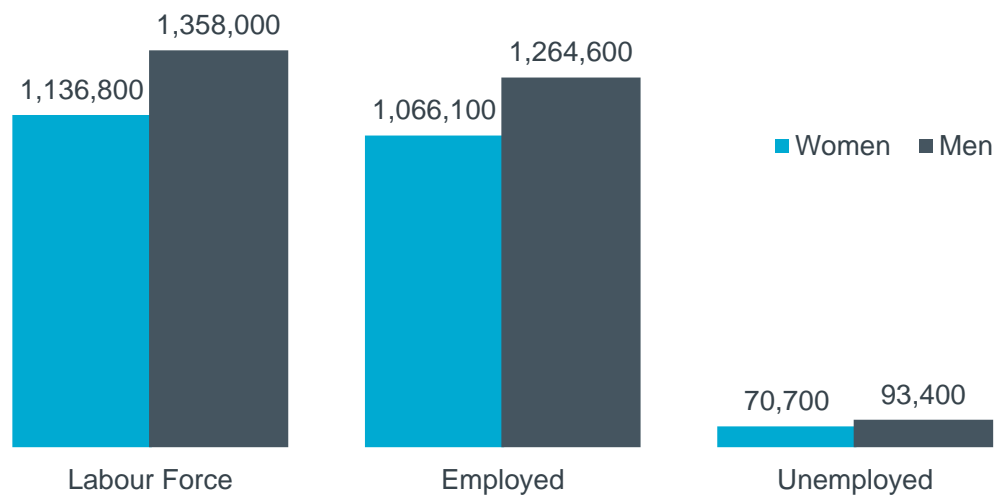
	Women (15+ years)	Men (15+ years)	Alberta (15+ years)	Women's Share
Working Age Population	1,720,200	1,750,200	3,470,400	49.6%
Labour Force	1,136,800	1,358,000	2,494,800	45.6%
Employed	1,066,100	1,264,600	2,330,700	45.7%
Unemployed	70,700	93,400	164,100	43.1%
Participation Rate	66.1%	77.6%	71.9%	
Employment Rate	62.0%	72.3%	67.2%	
Unemployment Rate	6.2%	6.9%	6.6%	

Women in Alberta made up

45.6%
Labour force

45.7%
Employed

43.1%
Unemployed



In 2018, Canada's unemployment rate was 5.8%, higher than the 5.5% for Canadian women. The unemployment rate for Alberta women was 6.2%, higher than for their Canadian counterparts. In Alberta, the unemployment rate for women was the fourth highest rate among the 10 provinces in 2018 (Figure 1).

The unemployment rates increased in all four age groups for both women and men between 2008 and 2018. Between 2008 and 2018, the unemployment rate for women aged 45 to 64 years old rose 3.9 percentage points, and for men of the same age group, it increased 4.3 percentage points (Figure 2). In 2018, the unemployment rates for women and men aged 45 to 64 years old were 6.6% and 6.7%, respectively.

In 2018, the greatest difference in unemployment rates between men and women occurred in the 15 to 24 year old age group, where the unemployment rate for men was 3.6 percentage points higher than the rate for women.

Between 2017 and 2018, the unemployment rate increased by 0.3 percentage points for women aged 15 to 24 years old.

Figure 1
Unemployment Rates by Sex, Canada and Provinces, 2018

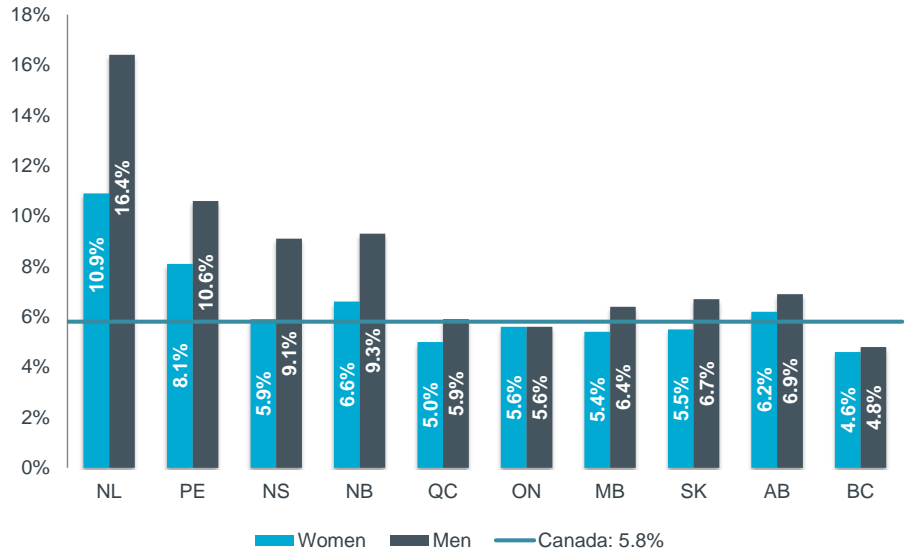
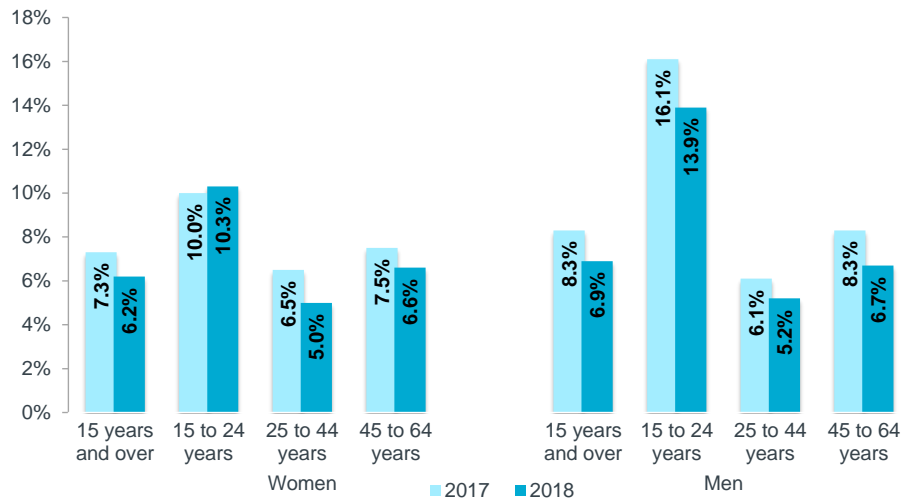
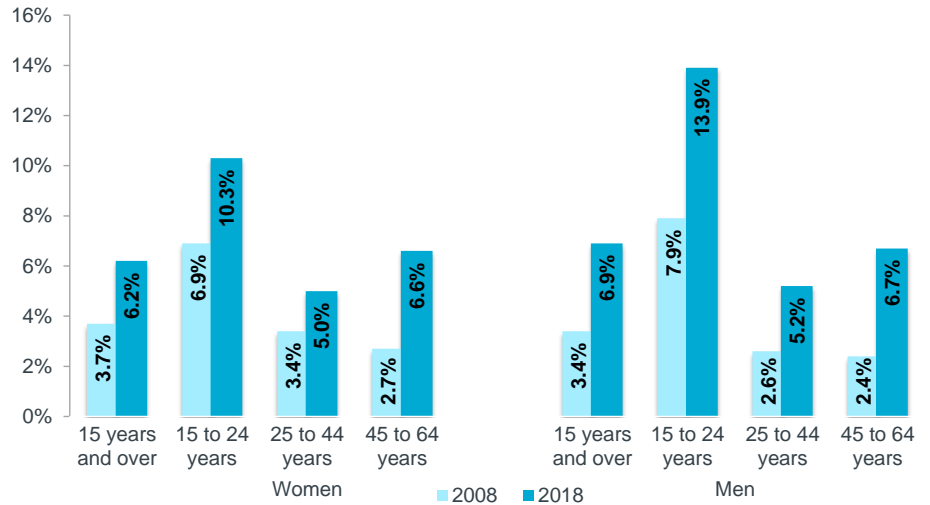


Figure 2
Unemployment Rate by Sex and Age Group, Alberta, 2008, 2017 and 2018



In 2018, 35.4% of unemployed women had a duration of unemployment between one to four weeks compared to 59.3% in 2008 (Figure 3). The average duration of unemployment for women in Alberta increased from 7.4 weeks in 2008 to 21.0 weeks in 2018 (Figure 4). In 2018 unemployment lasted 27 weeks or longer for 20.7% of unemployed Alberta women.

Figure 3
Duration of Unemployment for Women in Alberta, 2008 and 2018

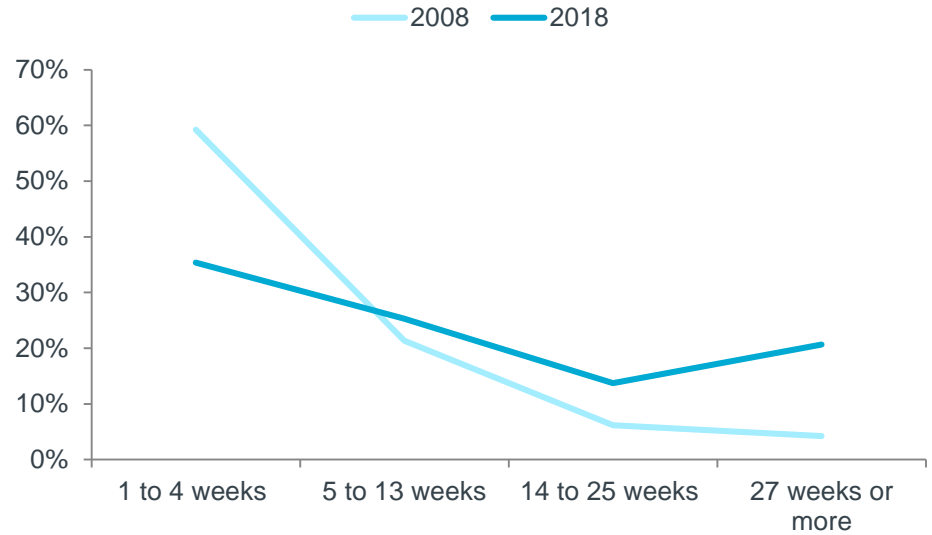
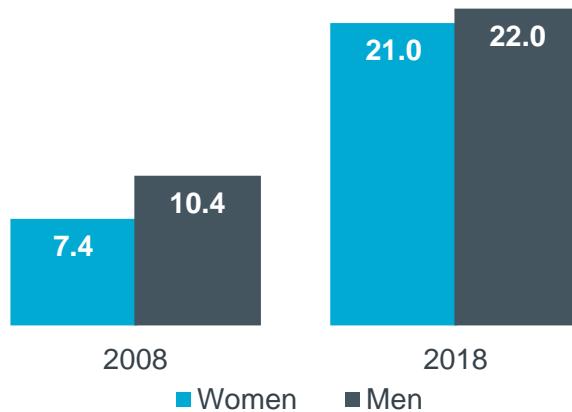
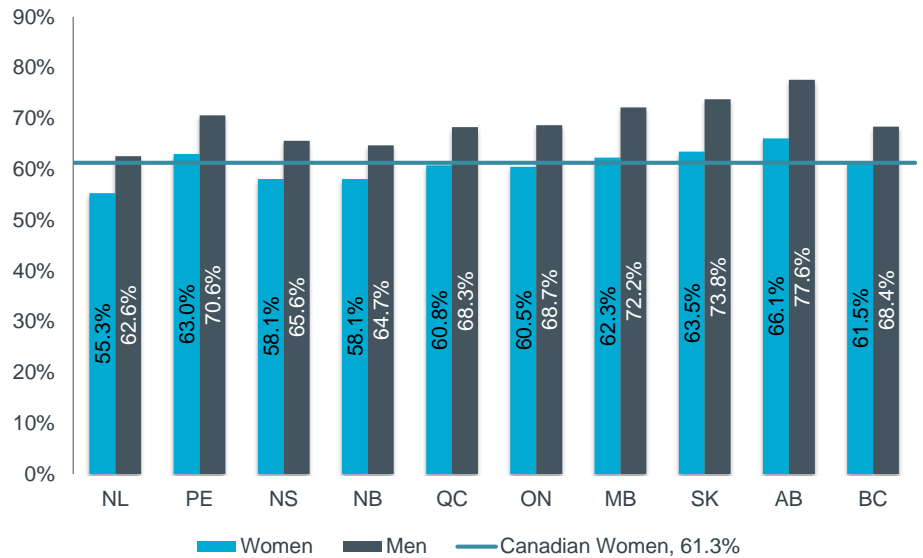


Figure 4
Duration of Unemployment in weeks in Alberta, 2008 and 2018



In 2018, the participation rate for Alberta women was 66.1%, the highest among women in all provinces (Figure 5). This rate was 0.7 percentage points higher than the Canadian average participation rate at 65.4%, and 4.8 percentage points higher than the Canadian average for women at 61.3%. Women's participation rates were lower than men's in all 10 provinces. The largest difference - 11.5 percentage points - occurred in Alberta.

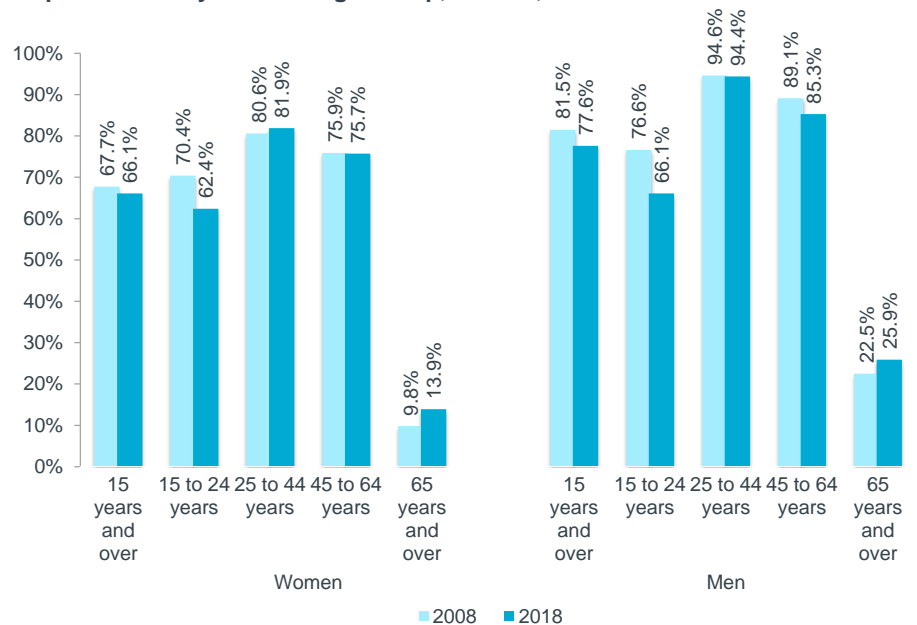
Figure 5
Participation Rate by Sex, Canada and Provinces, 2018



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

The participation rate over the past 10 years increased for women aged 25 to 44, rising 1.3 percentage points; women aged 65 years and over, rising 4.1 percentage points; and for men 65 years and over, rising 3.4 percentage points (Figure 6). Between 2008 and 2018, the participation rates for women aged 15 to 24 years fell by 8.0 percentage points. The participation rate declined 10.5 percentage points for men aged 15 to 24 years. Overall, the participation rate for women in Alberta decreased 1.6 percentage points, and for men it decreased by 3.9 percentage point in the last 10 years.

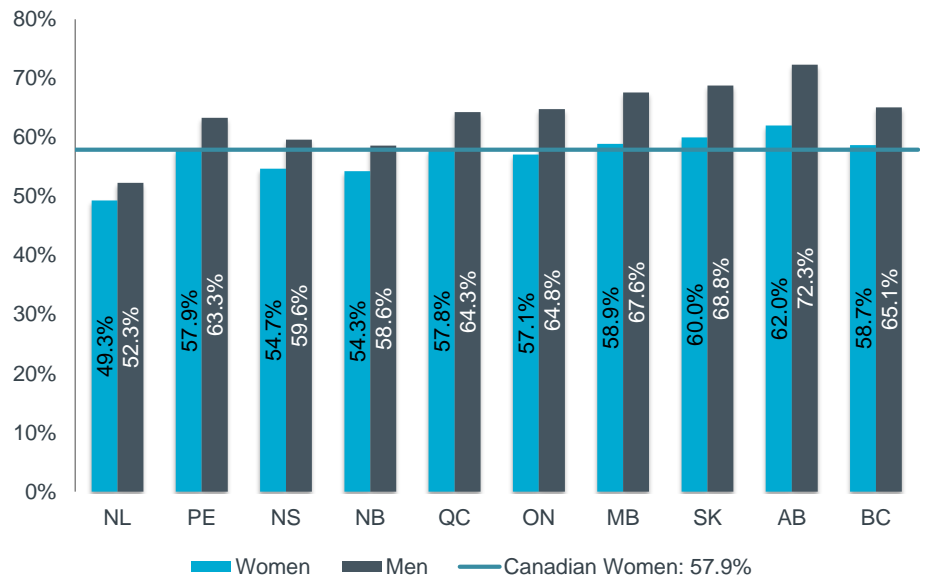
Figure 6
Participation Rate by Sex and Age Group, Alberta, 2008 and 2018



The employment rate for women in Alberta was 62.0%, the highest in the 10 provinces (Figure 7). This rate was 0.4 percentage points higher than the Canadian employment rate of 61.6%, and 4.1 percentage points above the national average for women at 57.9%.

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

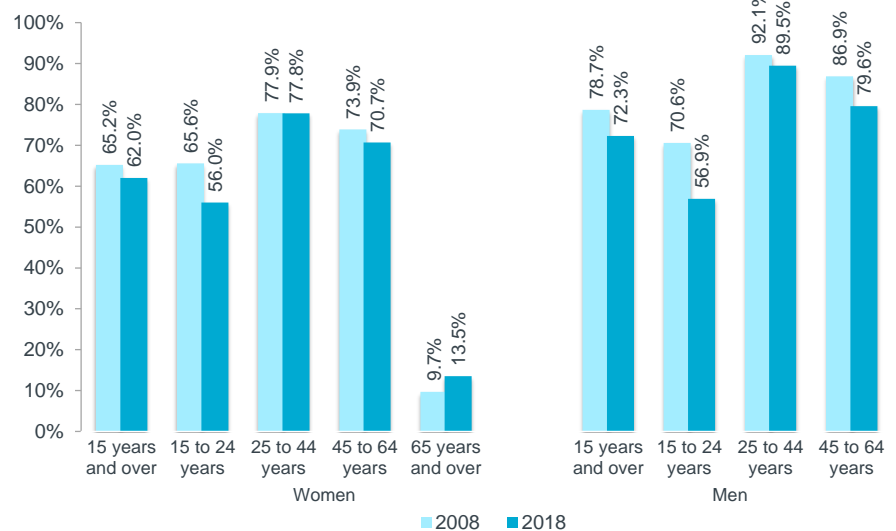
Figure 7
Employment Rate by Sex, Canada and Provinces, 2018



Women aged 15 and older saw a 3.2 percentage point decrease in their employment rate, while men had a 6.4 percentage point decrease over the 10-year period (Figure 8).

Employment rates for women were below the rates for men across all four age groups in 2018; the smallest difference was in Albertans aged 15 to 24. Both men and women in the 25 to 44-year-old age group had the highest employment rates of all groups in 2008 and 2018. The biggest difference in employment rate between men and women occurred in the 25 to 44 age group, where men's rate was 11.7 percentage points higher than women's in 2018.

Figure 8
Employment Rate by Sex and Age Group, Alberta, 2008 and 2018

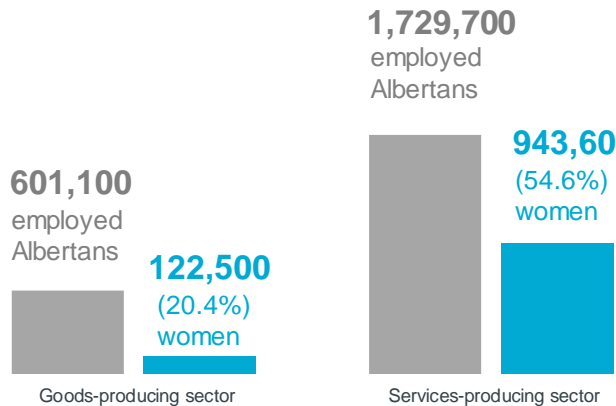
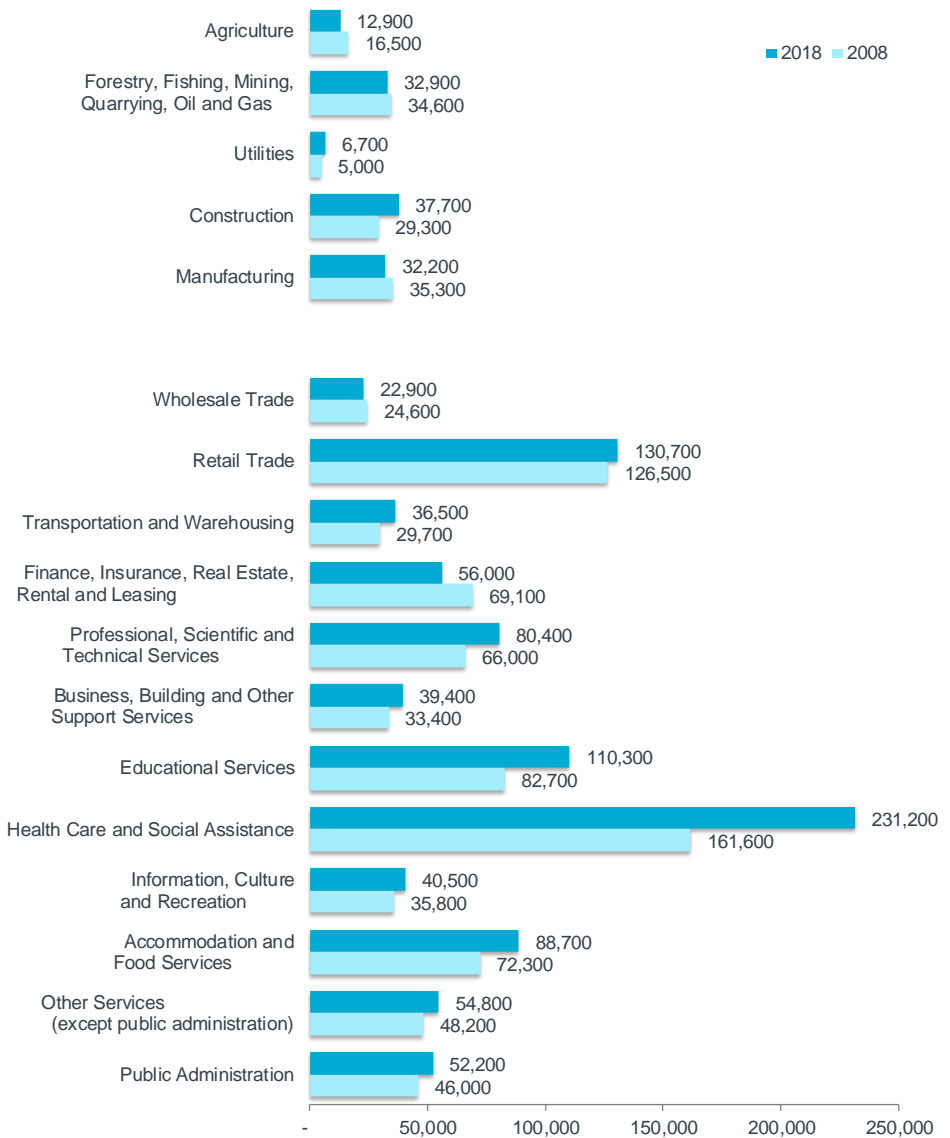


Employment

The industry in Alberta that employed the most women in 2018 was Health Care and Social Assistance (Figure 9). In 2018, 231,200 women were employed in that industry, representing 18.3% of all employed women in Alberta. Retail Trade had the second largest proportion of employed women in Alberta, at 10.3% of all women employed. The industry that had the least number of women employed was Utilities, at 6,700 or 0.5% of all employed women in 2018.

Between 2008 and 2018, the largest growth rate in employment for women was in Health Care and Social Assistance, at 43.1%. Over this 10-year period, two industries had declines in the employment of women of over 10%: Agriculture, down by 21.8%; and Finance, Insurance, Real Estate, Rental and Leasing, by 19.0%.

Figure 9
Women, Employment by Industry, Alberta, 2008 and 2018



Over the 10-year period, the number of women employed rose across all occupations except those in Occupations in manufacturing and utilities, which decreased 8.8%; and Trades, transport and equipment operators and related occupations, which decreased 5.3% (Table 4).

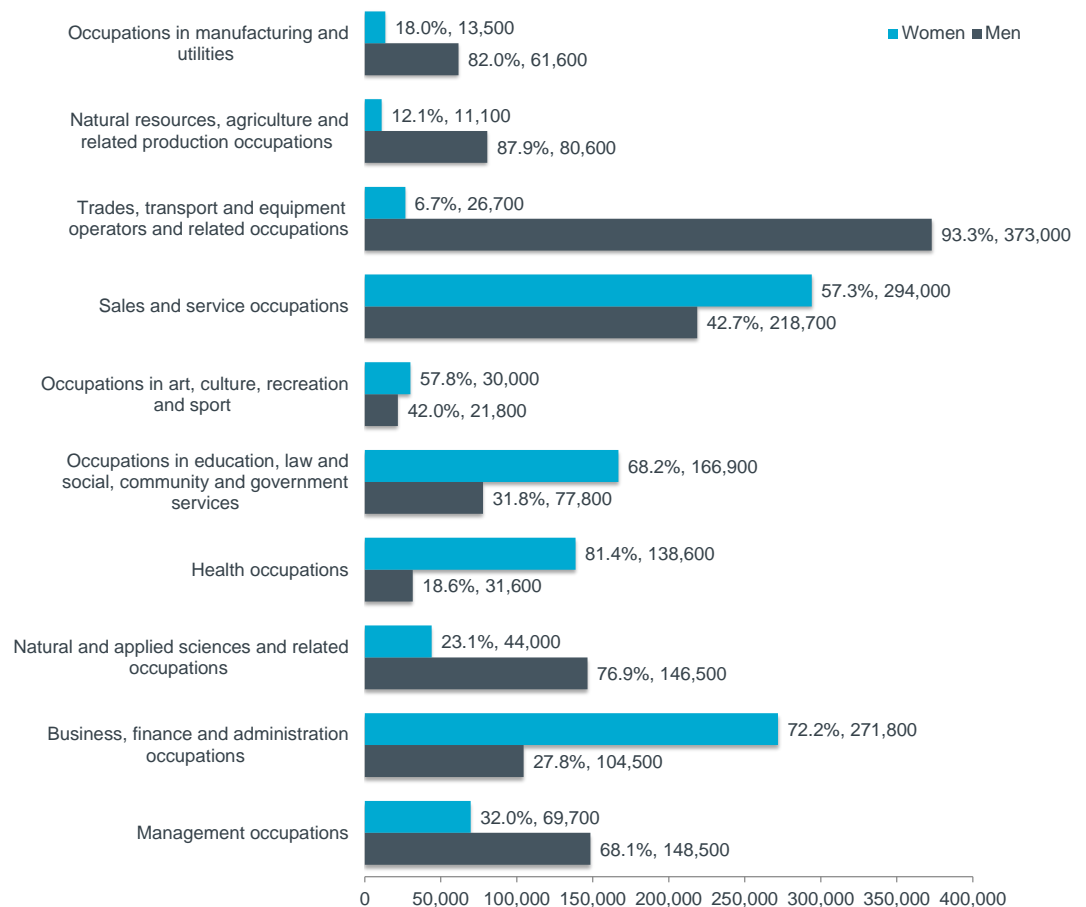
The occupation with the largest rate of growth in employment for Alberta women between 2008 and 2018 was Health occupations, up 58.6%.

Three occupations had a majority of women employed: Health occupations, in which 81.4% were women; Business, finance and administrative occupations, in which 72.2% were women; and Occupations in education, law and social, community and government services, in which 68.2% 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 6.7% were women; and Natural resources, agriculture and related production occupations, in which 12.1% were women.

Table 4
Women, Employment by Occupation, Alberta, 2008 and 2018

Occupation	2008	2018	% Growth
Management occupations	67,200	69,700	3.7%
Business, finance and administration occupations	257,000	271,800	5.8%
Natural and applied sciences and related occupations	30,000	44,000	46.7%
Health occupations	87,400	138,600	58.6%
Occupations in education, law and social, community and government services	121,000	166,900	37.9%
Occupations in art, culture, recreation and sport	25,900	30,000	15.8%
Sales and service occupations	275,000	294,000	6.9%
Trades, transport and equipment operators and related occupations	28,200	26,700	-5.3%
Natural resources, agriculture and related production occupations	10,100	11,100	9.9%
Occupations in manufacturing and utilities	14,800	13,500	-8.8%
Total	916,700	1,066,100	16.3%

Figure 10
Employment by Occupation and Sex, Alberta, 2018



The number of women in Alberta employed full-time increased by 15.1% and those employed part-time grew 19.7% between 2008 and 2018 (Table 5). In 2008, 74.4% of all employed women worked full-time, and in 2018, it was 73.7%.

In 2018, more women were employed full-time than part-time in all age groups. The growth rate in full-time employment in the 10-year period was highest for women 65 years and older, at 120.5%, followed by those 25 to 44 years old, at 27.9%. Women 65 years and older also had the highest growth rate in part-time employment, at 92.7%, followed by the 25 to 44-year-olds, at 27.7%.

In 2018, women made up 41.0% of all full-time employment in Alberta and 67.8% of part-time employment. Men made up 59.0% of all full-time employment in Alberta and 32.2% of part-time employment.

Table 5
Alberta Women Full-Time and Part-Time Employment by Age Group, 2008 and 2018

	2008		2018		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	916,700		1,066,100		16.3%
Full-Time	682,100	74.4%	785,300	73.7%	15.1%
Part-Time	234,600	25.6%	280,800	26.3%	19.7%
15-24 years	166,400	18.2%	138,000	12.9%	-17.1%
Full-Time	96,900	10.6%	70,700	6.6%	-27.0%
Part-Time	69,600	7.6%	67,200	6.3%	-3.4%
25-44 years	403,500	44.0%	515,800	48.4%	27.8%
Full-Time	316,000	34.5%	404,100	37.9%	27.9%
Part-Time	87,500	9.5%	111,700	10.5%	27.7%
45-64 years	328,300	35.8%	374,400	35.1%	14.0%
Full-Time	260,400	28.4%	291,000	27.3%	11.8%
Part-Time	67,900	7.4%	83,400	7.8%	22.8%
65+ years	18,400	2.0%	37,900	3.6%	106.0%
Full-Time	8,800	1.0%	19,400	1.8%	120.5%
Part-Time	9,600	1.0%	18,500	1.7%	92.7%

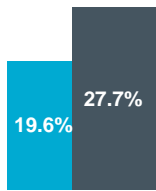


Proportion of
Full-time employment



Proportion of
Part-time employment

Education



The proportion of women in 2018 that have attained a

university education increased to 27.7% from 19.6% in 2008. At the same time, there were fewer women in 2018 that had no degree, certificate or diploma (Figure 11). Between 2008 and 2018, the number of women with no degree, certificate or diploma decreased by 17.2% while the number of women with university degrees rose 76.4%.

Among those 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 33.4% compared to 26.3% for men. The proportion of employed women who had a high school diploma as their highest level of attainment was 20.4% compared to men at 23.0%. Among employed men, 10.4% had no degree, certificate or diploma; for women, it was 6.7%.

Figure 11
Highest Level of Educational Attainment of Women 15 years and older, 2008 and 2018

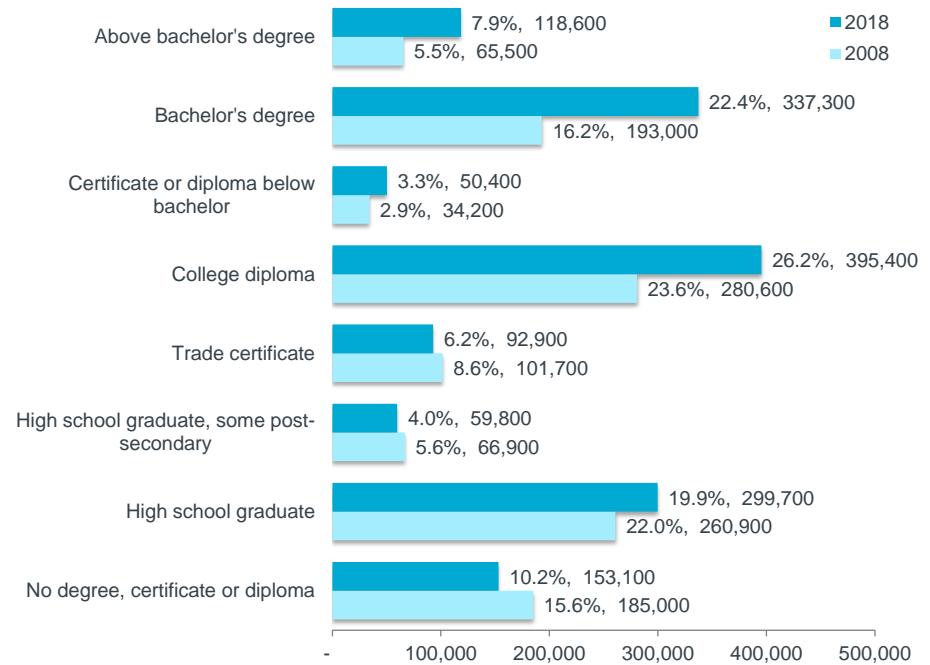


Table 6
Educational Attainment of Employed Albertans by Sex (15+ years), 2018

	Alberta	Men		Women	
		Employed	%	Employed	%
No degree, certificate or diploma	8.7%	130,900	10.4%	71,700	6.7%
High school graduate	21.8%	290,800	23.0%	217,400	20.4%
High school graduate, some post-secondary	5.0%	59,200	4.7%	56,200	5.3%
Trade certificate	12.8%	238,500	18.9%	60,000	5.6%
College diploma	19.7%	187,200	14.8%	271,000	25.4%
Certificate or diploma below bachelors	2.5%	24,900	2.0%	33,100	3.1%
Bachelor's degree	21.5%	233,400	18.5%	268,700	25.2%
Above bachelor's degree	8.0%	98,500	7.8%	87,800	8.2%
Total	100.0%	1,264,600	100.0%	1,066,100	100.0%

Wages



In 2018, the average hourly wage for women in Alberta was \$27.82, \$2.79 higher than the national women's average hourly rate of \$25.03 (Table 7).

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

Table 7
Average Hourly Wage in 2018, Canada and Provinces

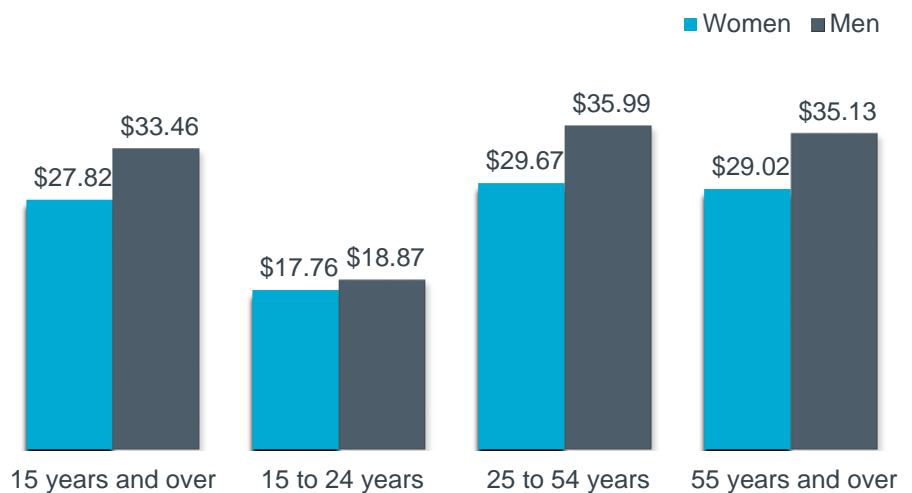
Region	Women	Men
Canada	\$25.03	\$28.77
Newfoundland and Labrador	\$24.07	\$27.09
Prince Edward Island	\$22.28	\$22.25
Nova Scotia	\$22.37	\$24.87
New Brunswick	\$21.88	\$23.91
Quebec	\$23.90	\$26.86
Ontario	\$25.72	\$29.01
Manitoba	\$22.94	\$25.92
Saskatchewan	\$25.09	\$29.69
Alberta	\$27.82	\$33.46
British Columbia	\$24.21	\$29.38



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 2018 (Figure 12). This age group also had the smallest difference in average hourly wages between men and women, of \$1.11. The wage difference between Alberta women and men aged 25 to 54 years was \$6.32; it was \$6.11 for those 55 years of age and older.

Figure 12
Average Hourly Wage by Sex and Age Group, Alberta, 2018



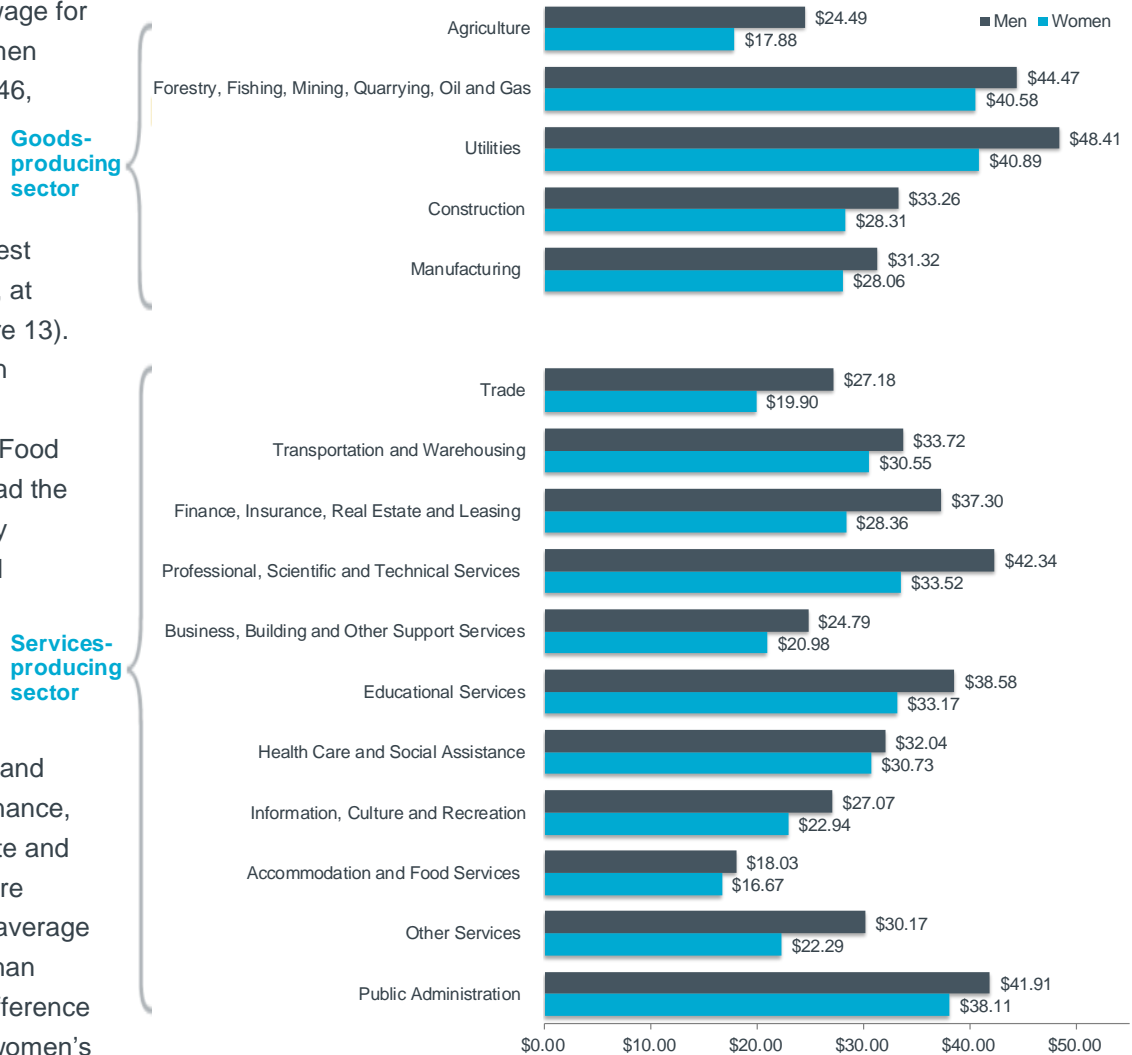
In 2018, the average hourly wage for Alberta was \$30.76. The average hourly wage for Alberta women and men was \$27.82 and \$33.46, respectively.

Women employed in the Utilities industry had the highest average hourly wage, at \$40.89 in 2018 (Figure 13).

Both women and men employed in the Accommodation and Food Services industries had the lowest average hourly wages, at \$16.67 and \$18.03, respectively.

The greatest difference in average hourly wages between men and women was in the Finance, Insurance, Real Estate and Leasing Industry where women received, on average \$8.94 per hour less than men. The smallest difference between men's and women's average hourly wages occurred in the Health Care Industry where women received, on average, \$1.31 per hour less than men.

Figure 13
Average Hourly Wages by Industry and Sex, Alberta, 2018



Goods-producing sector

Services-producing sector

Figure 14 shows that the average hourly wages for women increased in all 10 occupations over the 10-year period. The three occupations with the largest increase in average hourly wage between 2008 and 2018 were Management, up \$12.89; Natural and applied sciences and related occupations, up \$10.30; and Occupations in education, law and social, community and government services, up \$8.23. 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 \$3.63.

Women in Management occupations received the highest average hourly wage in 2018, at \$43.17, while those employed in the Sales and service occupations received the lowest, at \$17.87.

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 \$10.40 less an hour (Figure 15).

Figure 14
Average Hourly Wages for Women by Occupation, Alberta, 2008 and 2018

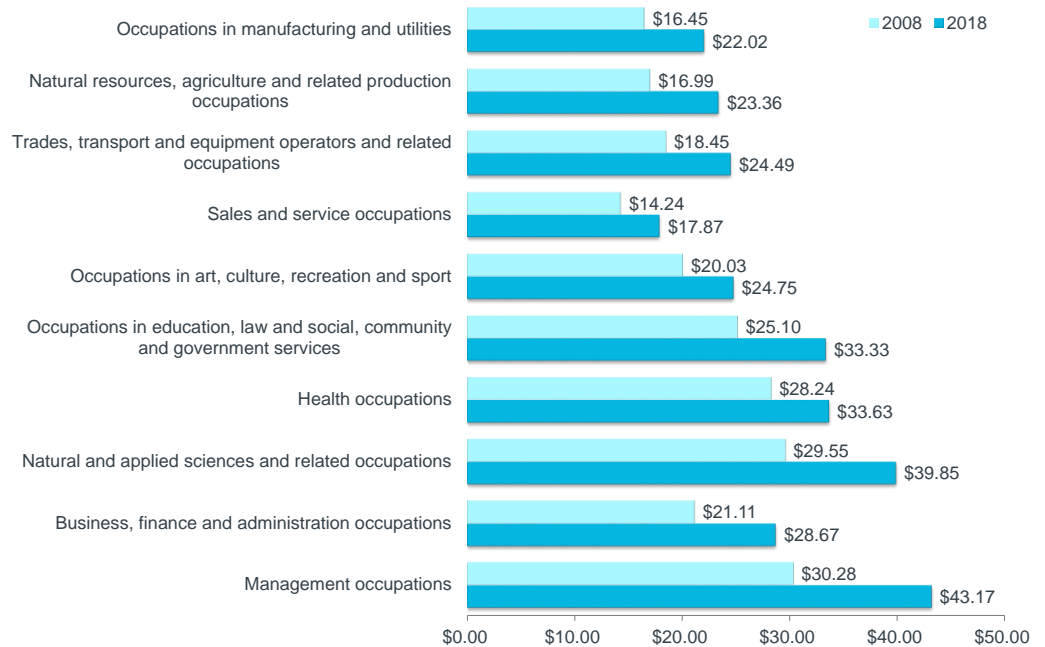


Figure 15
Average Hourly Wages by Occupation, Alberta, 2018

