

2016 Alberta Labour Force Profiles **Women**

Alberta Women's Highlights

Population Statistics

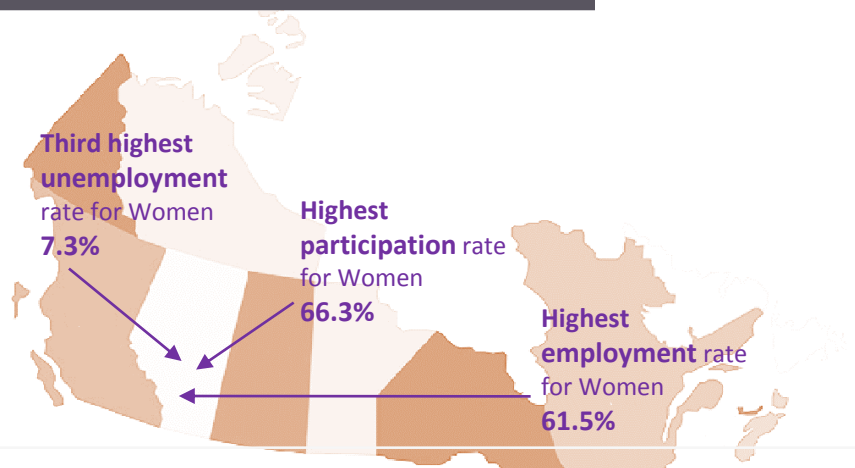
lowest

percentage of women in the working age population

1.	51.7%	NS
2.	51.5%	PEI
9.	49.6%	SK
10.	49.3%	AB

Between 2006-16 Alberta's working age women's population grew by **25.6%** or **341,100**

Labour Force Statistics



Occupation

82.1% of employees in **Health occupations** were **women**

6.8% of employees in **Trades, transport and equipment operators and related occupations** were **women**

Education

The number of **women** in Alberta with university degrees **increased by 81.9%** from 2006 to 2016.

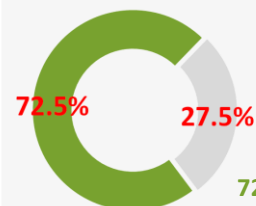
In Alberta **57.7%** of **women** 15 years and older have **Post-secondary education**

Women made up **52.1%** of all employees with a **University degree**

Employment



Women made up **40.6%** of full-time employment



72.5% of women were employed full-time

Wages

Highest Hourly Wage in Canada



Canadian Women
\$23.83

Alberta Women
\$26.49

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 49.3%, while Nova Scotia had the highest percentage at 51.7% (Table 1). The overall share for Canada is 50.7%.

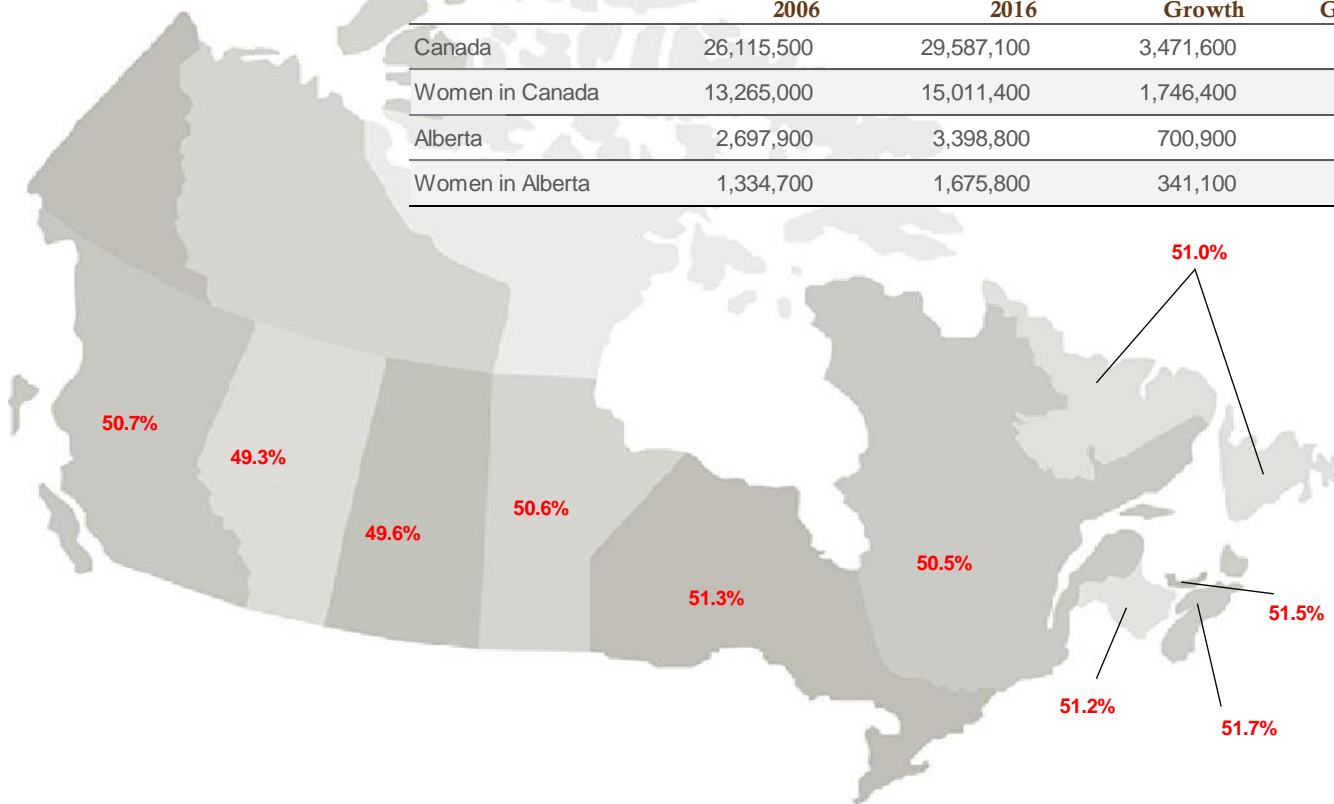
Between 2006 and 2016, the number of women in Alberta 15 years and older grew by 341,100 or 25.6% which exceeded the Canadian working age women's population growth rate by 12.4 percentage points (Table 2). Alberta's working age population grew by 700,900 over the same period.

Number and Percentage of Women by Province, 2016 Table 1

	Population (15+ years)	Women (15+ years)	Women's Share
Canada	29,587,100	15,011,400	50.7%
Newfoundland and Labrador	444,300	226,400	51.0%
Prince Edward Island	121,800	62,700	51.5%
Nova Scotia	788,700	407,500	51.7%
New Brunswick	623,400	318,900	51.2%
Quebec	6,887,900	3,479,300	50.5%
Ontario	11,523,400	5,909,600	51.3%
Manitoba	999,000	505,600	50.6%
Saskatchewan	869,000	430,900	49.6%
Alberta	3,398,800	1,675,800	49.3%
British Columbia	3,930,700	1,994,800	50.7%

Working Age Population Table 2

	2006	2016	Growth	Growth Rate
Canada	26,115,500	29,587,100	3,471,600	13.3%
Women in Canada	13,265,000	15,011,400	1,746,400	13.2%
Alberta	2,697,900	3,398,800	700,900	26.0%
Women in Alberta	1,334,700	1,675,800	341,100	25.6%



Labour Force Statistics

In 2016, 45.1% of Alberta's labour force and 45.5% of employed Albertans were women (Table 3). Women also accounted for 40.2% of unemployed in Alberta. The unemployment rate of 7.3% for Alberta women was 1.6 percentage points lower than the rate for men at 8.9%.

Labour Force Statistics by Sex, Alberta, 2016 Table 3

	Women (15+ years)	Men (15+ years)	Alberta (15+ years)	Women's Share
Working Age Population	1,675,800	1,723,000	3,398,800	49.3%
Labour Force	1,111,000	1,353,600	2,464,600	45.1%
Employed	1,030,200	1,233,500	2,263,800	45.5%
Unemployed	80,800	120,000	200,800	40.2%
Participation Rate	66.3%	78.6%	72.5%	
Employment Rate	61.5%	71.6%	66.6%	
Unemployment Rate	7.3%	8.9%	8.1%	

Women in Alberta made up

45.1%

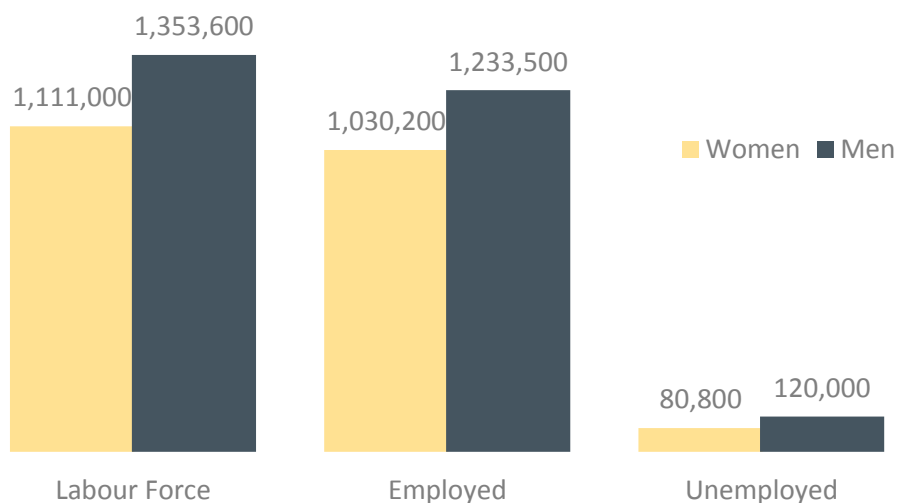
Labour force

45.5%

Employed

40.2%

Unemployed

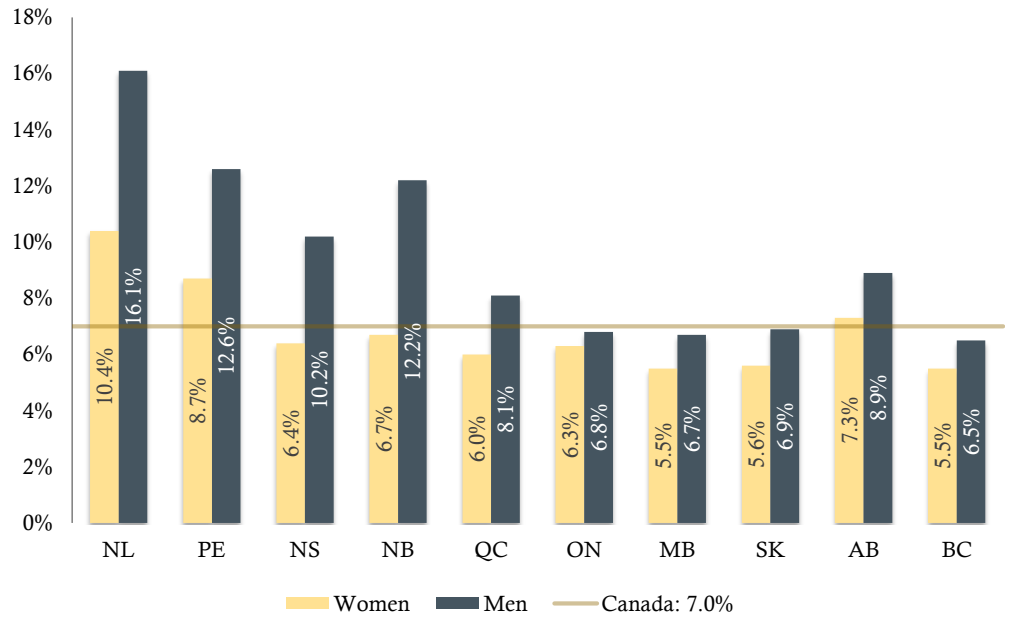


Canada's unemployment rate at 7.0% was higher than the 6.2% for Canadian women in 2016. The unemployment rate for Alberta women, at 7.3%, was higher than their Canadian counterparts. In Alberta, the unemployment rate for women was the third highest rate for women among the 10 provinces in 2016 (Figure 1).

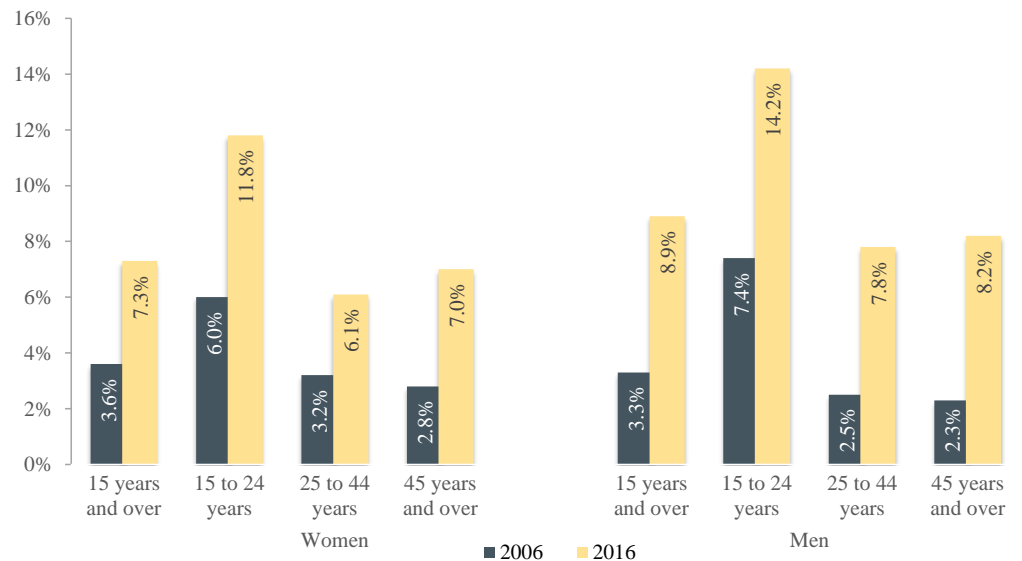
The unemployment rates increased in all four groups for both women and men between 2006 and 2016. Between 2006 and 2016, the unemployment rate for women aged 45 years and older rose 4.2 percentage points, and for men of the same age group, it increased 5.9 percentage points (Figure 2). In 2016, the unemployment rates for women and men 45 years and older were 7.0% and 8.2% respectively.

In 2016, 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 2.4 percentage points higher than the rate for women.

Unemployment Rates by Sex, Canada and Provinces, 2016 Figure 1

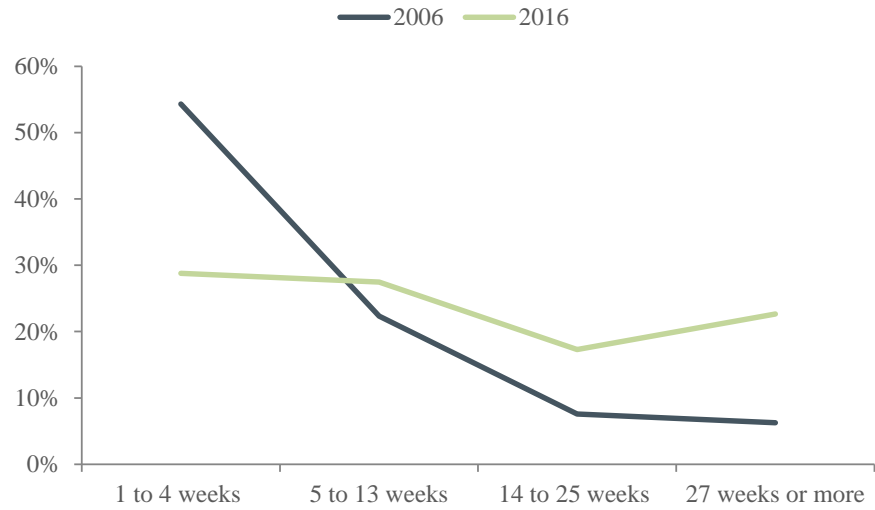


Unemployment Rate by Sex and Age Group, Alberta, 2006 and 2016 Figure 2

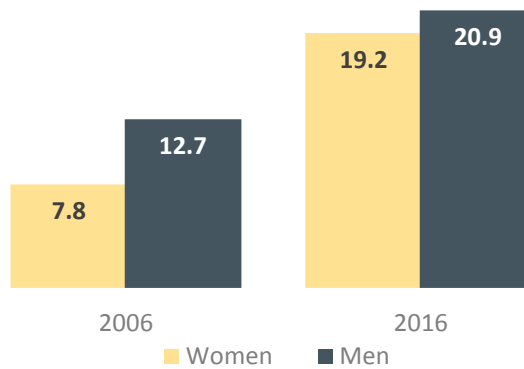


In 2016, 28.8% of unemployed women had a duration of unemployment between one to four weeks compared to 54.3% in 2006 (Figure 3). The average duration of unemployment for women in Alberta increased from 7.8 weeks in 2006 to 19.2 weeks in 2016 (Figure 4). In 2016, 22.7% of unemployment lasted 27 weeks or longer in 2016 for Alberta women.

Duration of Unemployment for Women in Alberta, 2006 and 2016 Figure 3



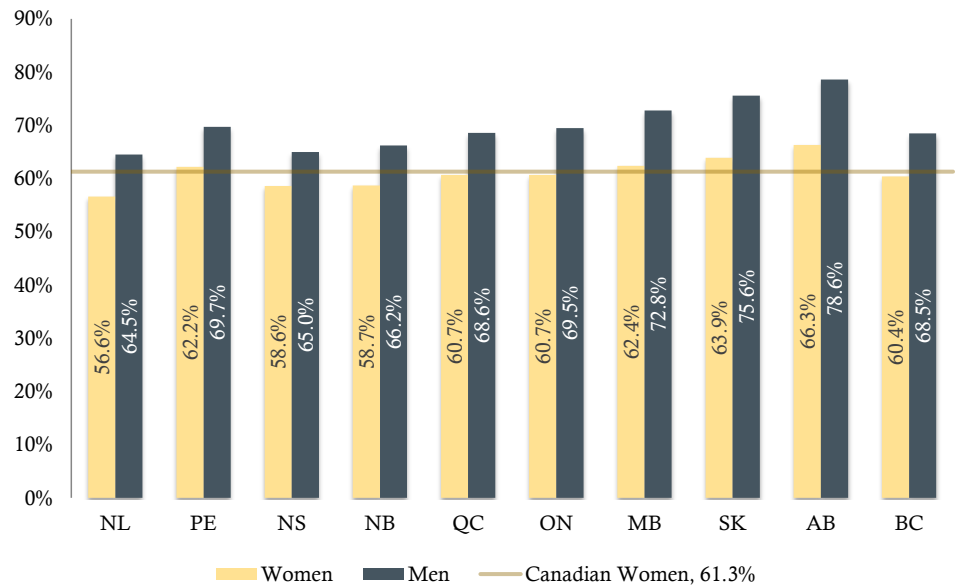
Duration of Unemployment in Alberta, 2006 and 2016 Figure 4



In 2016, the participation rate for Alberta women was 66.3%, the highest among women in all provinces (Figure 5). This rate was 0.6 percentage points higher than the Canadian average participation rate at 65.7%, and 5.0 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, and the largest difference of 12.3 percentage points occurred in Alberta.

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

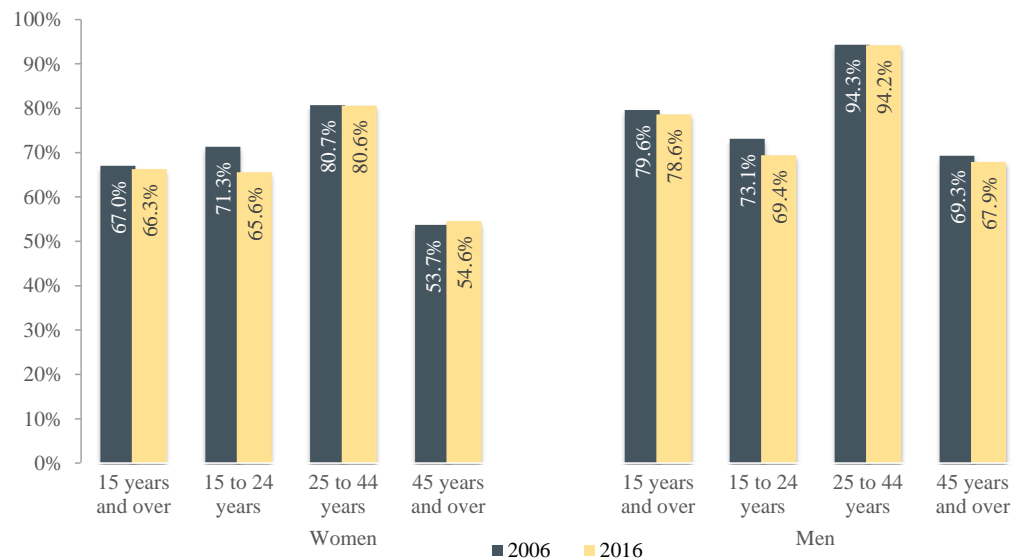
Participation Rate by Sex, Canada and Provinces, 2016 Figure 5



The only increase in the participation rate over the 10 years was for women aged 45 years and over, rising 0.9 percentage points (Figure 6).

Between 2006 and 2016, the participation rates for women aged 15 to 24 years fell by 5.7 percentage points. The participation rate declined 3.7 percentage points for men aged 15 to 24 years. Overall, the participation rate for women in Alberta decreased 0.7 percentage points, and for men, it decreased by 1.0 percentage point in the last 10 years.

Participation Rate by Sex and Age Group, Alberta, 2006 and 2016 Figure 6



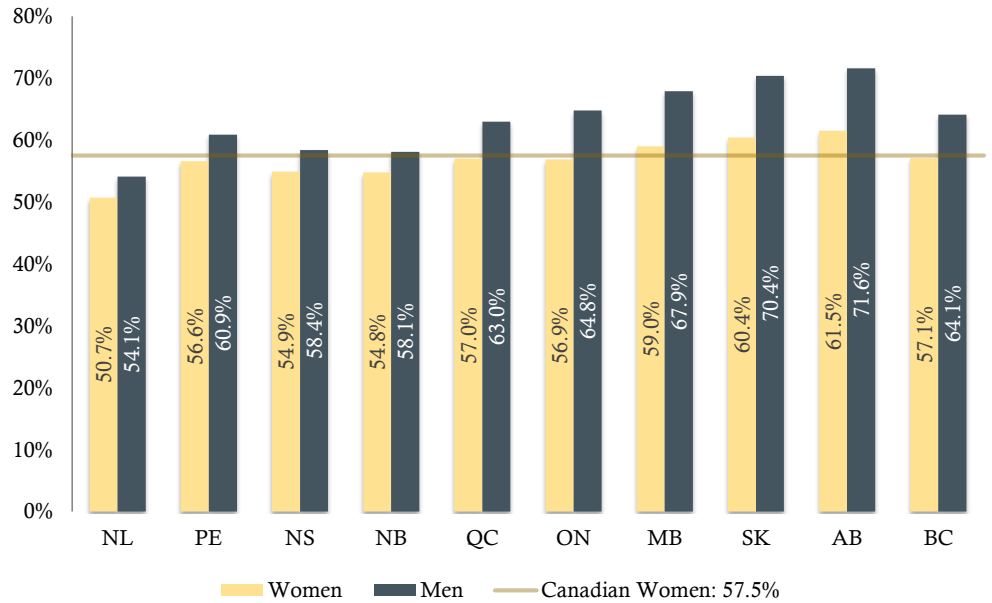
The employment rate for women in Alberta was 61.5%, the highest of all women in the 10 provinces (Figure 7). This rate was 0.4 percentage points higher than the Canadian employment rate of 61.1%, and 4.0 percentage points above the national average for women at 57.5%.

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

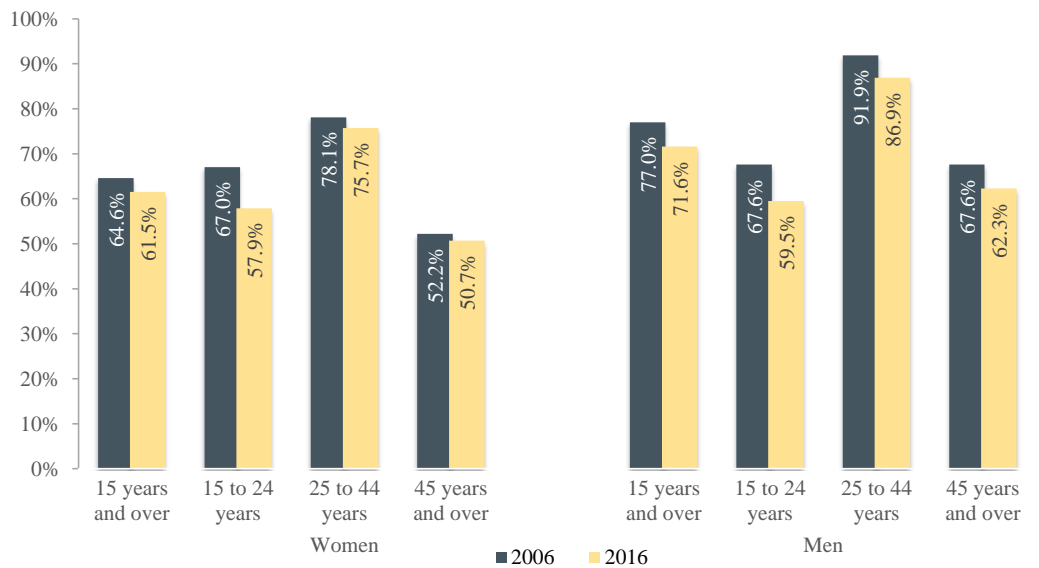
Women aged 15 and older saw a 3.1 percentage point decrease in their employment rate, while men had a 5.1 percentage point decrease over the 10 year period (Figure 8).

Employment rates for women were below the rates for men across all age groups in both years. Both men and women in the 25 to 44 year old group had the highest employment rates of all groups in 2006 and 2016. The biggest difference in employment rate between men and women occurred 45 years and older group, where men's rate was 11.6 percentage points higher than women's in 2016.

Employment Rate by Sex, Canada and Provinces, 2016 Figure 7



Employment Rate by Sex and Age Group, Alberta, 2006 and 2016 Figure 8



Employment of Women in Alberta

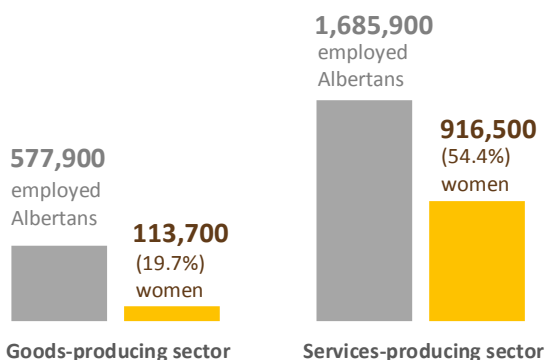
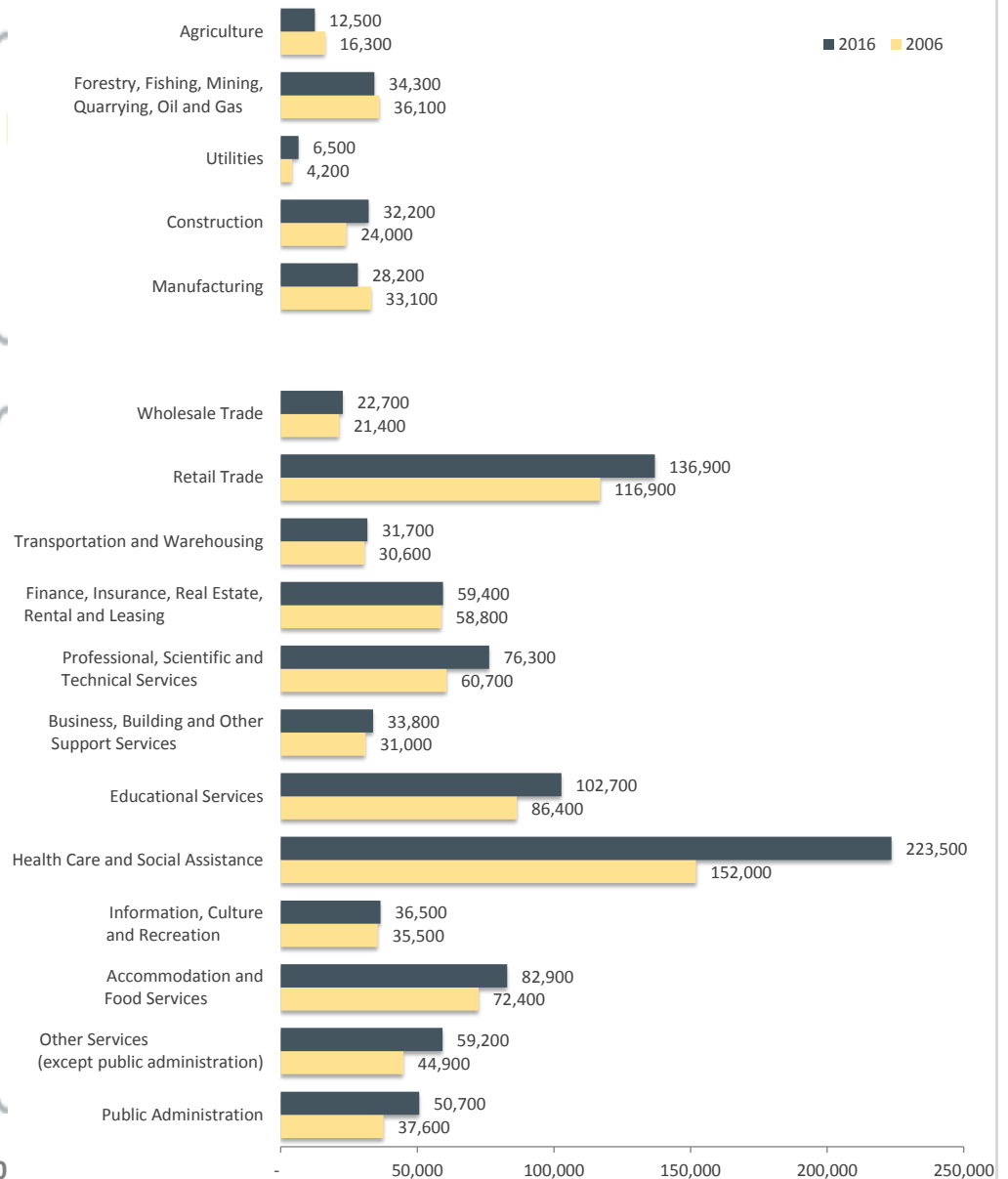
The industry in Alberta that employed the most women in 2016 was Health Care and Social Assistance (Figure 9). In 2016, 223,500 women were employed in that industry, representing 21.7% of all employed women in Alberta. Retail Trade had the second largest proportion of employed women in Alberta, 13.3% of all women employed. The industry that had the least number of women employed was Utilities, at 6,500 or 0.6% of all employed women in 2016.

Between 2006 and 2016, employment grew by 40.0% or more for women in the following two industries: Utilities, up by 54.8%; followed by Health Care and Social Assistance, up by 47.0%. Over this 10 year period, two industries had declines in employment of women over 10%: Agriculture, down by 23.3%; and Manufacturing, by 14.8%.

Women, Employment by Industry, Alberta, 2006 and 2016 Figure 9

Goods-producing sector:

Services-producing sector:



Over the 10 year period, the number of women employed rose across all occupations except: Occupations in manufacturing and utilities, down 30.8%; and Natural resources, agriculture and related production occupations, down 3.7% (Table 4).

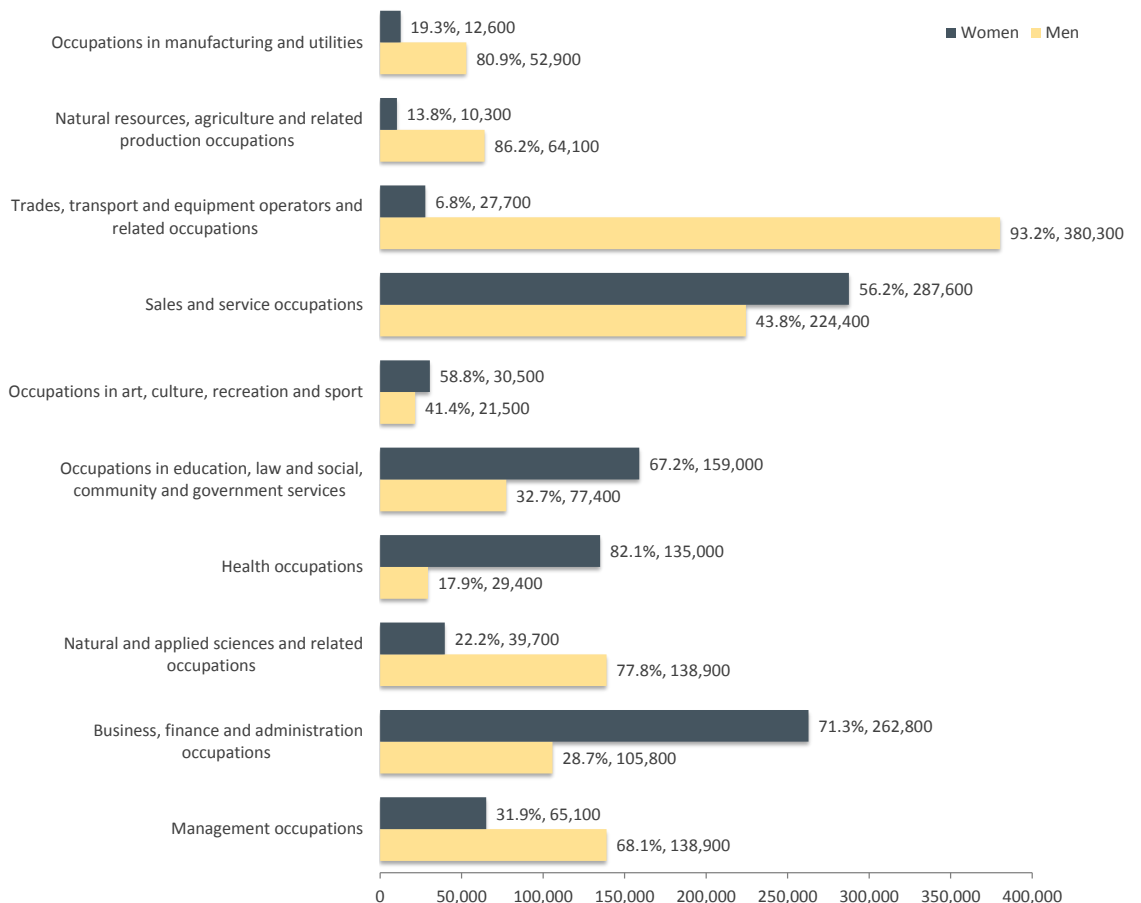
The occupation with the largest rate of growth in employment for Alberta women between 2006 and 2016 was: Health occupations, up 64.4%.

Three occupations which had a predominance of women employed were: Health occupations in which 82.1% were women, Business, finance and administrative occupations in which 71.3% were women, and Occupations in education, law and social, community and government services, 67.2% 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 6.8% were women, and Natural resources, agriculture and related production occupations, in which 13.8% were women.

Women, Employment by Occupation, Alberta, 2006 and 2016 Table 4

Occupation	2006	2016	% Growth
Management occupations	64,200	65,100	1.4%
Business, finance and administration occupations	240,000	262,800	9.5%
Natural and applied sciences and related occupations	30,400	39,700	30.6%
Health occupations	82,100	135,000	64.4%
Occupations in education, law and social, community and governme	116,500	159,000	36.5%
Occupations in art, culture, recreation and sport	21,800	30,500	39.9%
Sales and service occupations	255,000	287,600	12.8%
Trades, transport and equipment operators and related occupations	23,100	27,700	19.9%
Natural resources, agriculture and related production occupations	10,700	10,300	-3.7%
Occupations in manufacturing and utilities	18,200	12,600	-30.8%
Total	862,000	1,030,200	19.5%

Employment by Occupation and Sex, Alberta, 2016 Figure 10



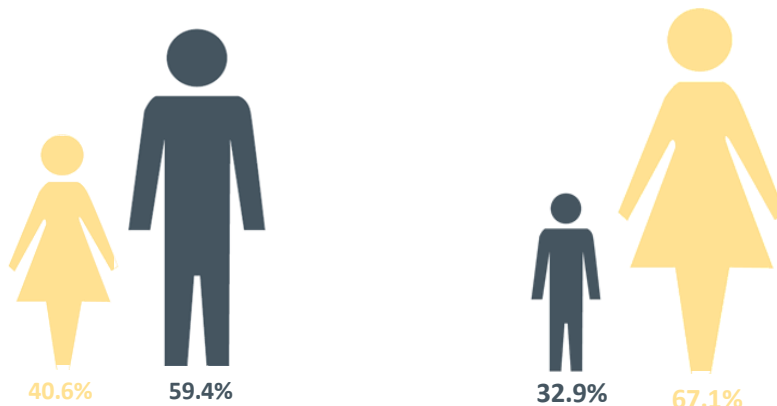
Alberta Women Full-Time and Part-Time Employment by Age Group, 2006 and 2016 Table 5

The number of women in Alberta employed full-time increased by 16.5% and those employed part-time grew 28.4% between 2006 and 2016 (Table 5). In 2006, 74.4% of all employed women worked full-time, and in 2016, it was 72.5%.

In 2016, 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 198.4%, followed by those 25 to 44 years old, at 24.1%. Women 65 years and older also had the highest growth rate in part-time employment, at 164.7%, followed by the 25 to 44 year olds, at 35.6%.

In 2016, **women** made up **40.6%** of all full-time employment in Alberta and **67.1%** of part-time; where **men** made up **59.4%** of all full-time employment in Alberta and **32.9%** of part-time.

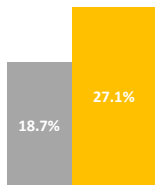
	2006		2016		Growth in Employment (%)
	Employment	% of all Employed Women (15+ years)	Employment	% of all Employed Women (15+ years)	
15+ years	862,000		1,030,200		19.5%
Full-Time	641,600	74.4%	747,300	72.5%	16.5%
Part-Time	220,400	25.6%	282,900	27.5%	28.4%
15-24 years	163,700	19.0%	144,800	14.1%	-11.5%
Full-Time	96,900	11.2%	75,000	7.3%	-22.6%
Part-Time	66,800	7.7%	69,800	6.8%	4.5%
25-44 years	388,700	45.1%	491,400	47.7%	26.4%
Full-Time	308,600	35.8%	383,000	37.2%	24.1%
Part-Time	80,000	9.3%	108,500	10.5%	35.6%
45-64 years	296,800	34.4%	357,800	34.7%	20.6%
Full-Time	230,000	26.7%	271,200	26.3%	17.9%
Part-Time	66,800	7.7%	86,600	8.4%	29.6%
65+ years	12,900	1.5%	36,200	3.5%	180.6%
Full-Time	6,100	0.7%	18,200	1.8%	198.4%
Part-Time	6,800	0.8%	18,000	1.7%	164.7%



Proportion of Full-time employment

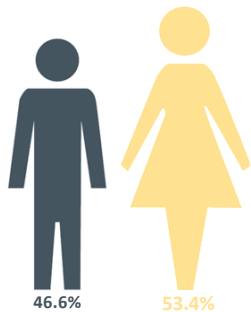
Proportion of Part-time employment

Educational



The proportion of women in **2016** that have attained a University education increased to **27.1%** from **18.7%** in **2006** (Figure 11). At the same time, there were fewer women in 2016 that had no degree, certificate or diploma.

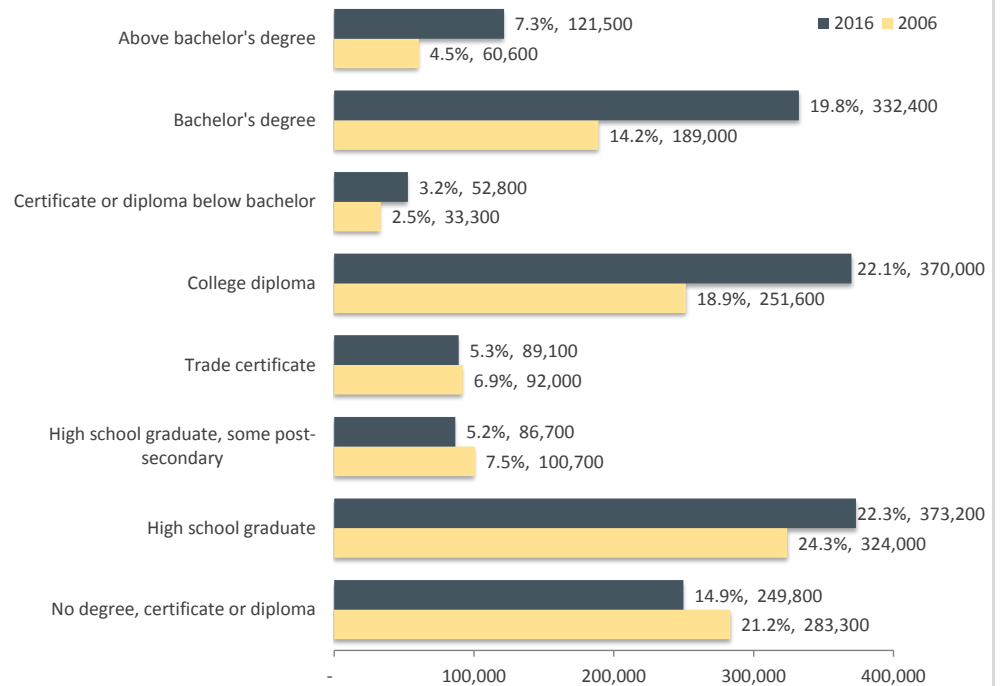
Between 2006 and 2016, the number of women with no degree, certificate or diploma decreased by 11.8% while the number of employed women with university degrees rose 81.9%.



15 years and older with a University degree

Among employed Albertans who have attained a post-secondary certificate or diploma, 43.7% were women (Table 6). The proportion of employed women who attained a university degree was 32.6% compared to 25.0% 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 23.2%. Among employed men, 10.8% had no degree, certificate or diploma; for women, it was 7.8%.

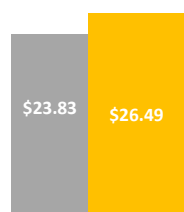
Highest Level of Educational Attainment of Women 15 years and older, 2006 and 2016 Figure 11



Educational Attainment of Employed Albertans by Sex (15+ years), 2016 Table 6

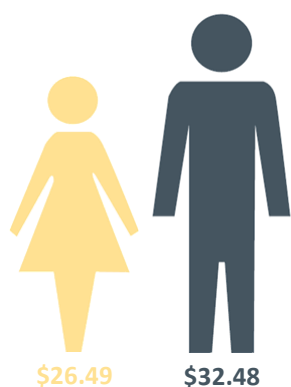
	Alberta	Men		Women	
		Number	%	Number	%
No degree, certificate or diploma	9.4%	132,700	10.8%	79,900	7.8%
High school graduate	22.1%	286,000	23.2%	214,500	20.8%
High school graduate, some post-secondary	5.0%	59,900	4.9%	53,400	5.2%
Trade certificate	13.2%	239,900	19.4%	58,800	5.7%
College diploma	19.1%	180,500	14.6%	252,100	24.5%
Certificate or diploma below bachelors	2.7%	25,200	2.0%	35,800	3.5%
Bachelor's degree	20.4%	217,300	17.6%	245,500	23.8%
Above bachelor's degree	8.0%	91,100	7.4%	90,100	8.7%
Total	100.0%	1,233,500	100.0%	1,030,200	100.0%

Women and Wages



In 2016, the average hourly wage for **women in Alberta** at **\$26.49** was \$2.66 higher than **national women's** average hourly rate of **\$23.83** (Table 7).

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



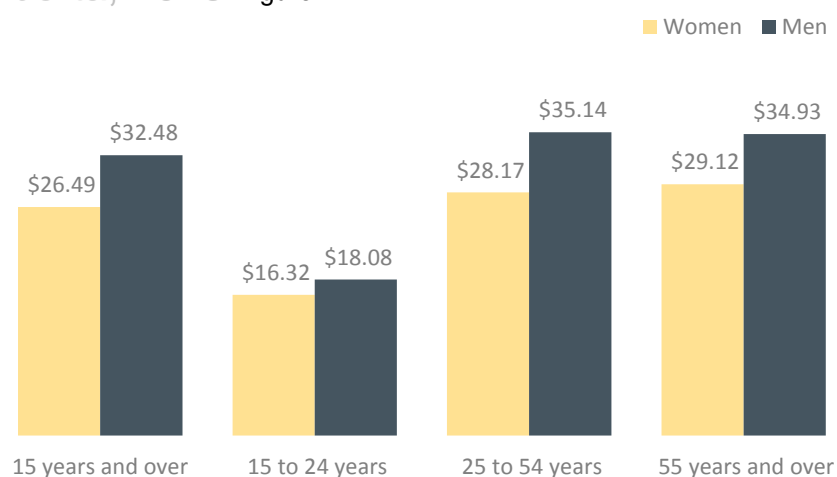
Average Hourly Wage In Alberta

Young men and women between the age of 15 and 24 had the lowest average hourly wage among the four age groups in 2012 (Figure 12). This age group also had the smallest difference in average hourly wages between men and women, of \$1.76. The wage difference between Alberta women and men aged 25 to 54 years was \$6.97; and was \$5.81 for those 55 years of age and older.

Average Hourly Wage in 2016, Canada and Provinces Table 7

Region	Women	Men
Canada	\$23.83	\$27.59
Newfoundland and Labrador	\$21.98	\$26.54
Prince Edward Island	\$20.80	\$21.45
Nova Scotia	\$21.92	\$23.72
New Brunswick	\$20.95	\$22.82
Quebec	\$22.74	\$25.67
Ontario	\$24.40	\$27.93
Manitoba	\$22.40	\$24.65
Saskatchewan	\$24.63	\$28.88
Alberta	\$26.49	\$32.48
British Columbia	\$23.01	\$27.51

Average Hourly Wage by Sex and Age Group, Alberta, 2015 Figure 12



In 2016, the average hourly wage for Alberta was \$29.61. The average hourly wage for Alberta women and men were \$26.49 and \$32.48, respectively, that year. Women employed in the Forestry, Fishing, Mining, Quarrying, Oil and Gas industry had the highest average hourly wage, at \$38.36 in 2016 (Figure 13). Both women and men employed in the Accommodation and Food Services industries had the lowest average hourly wages, at \$15.07 and \$16.46, respectively. The greatest difference in average hourly wages between men and women was in the Professional, Scientific and Technical Services Industry where women received, on average \$12.36 per hour less than men. The smallest difference between men's and women's average hourly wages occurred in the Accommodation and Food Services Industry where women received, on average, \$1.39 per hour less than men.

Average Hourly Wages by Industry and Sex, Alberta, 2016 Figure 13

Goods-producing sector:

Services-producing sector:

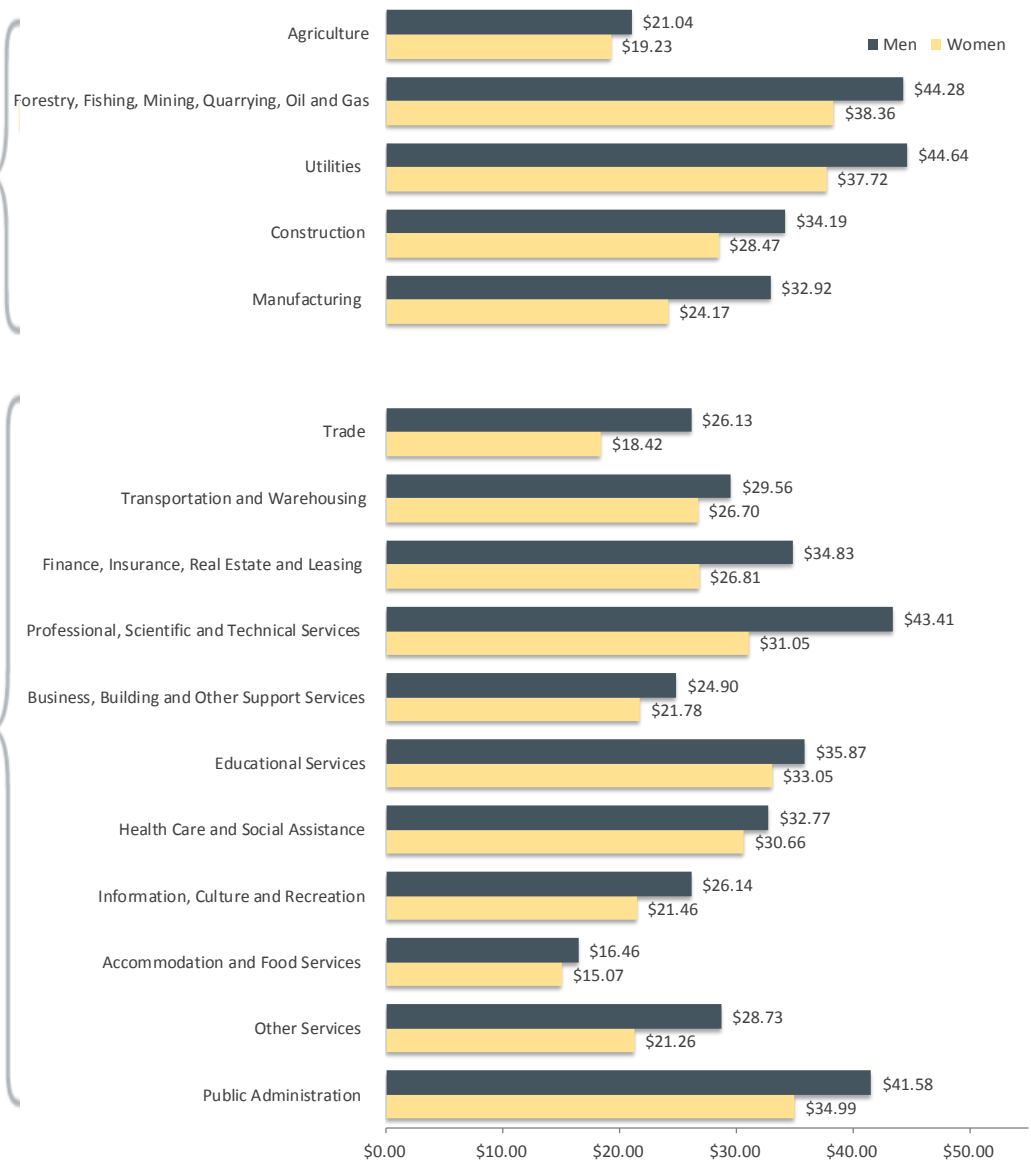
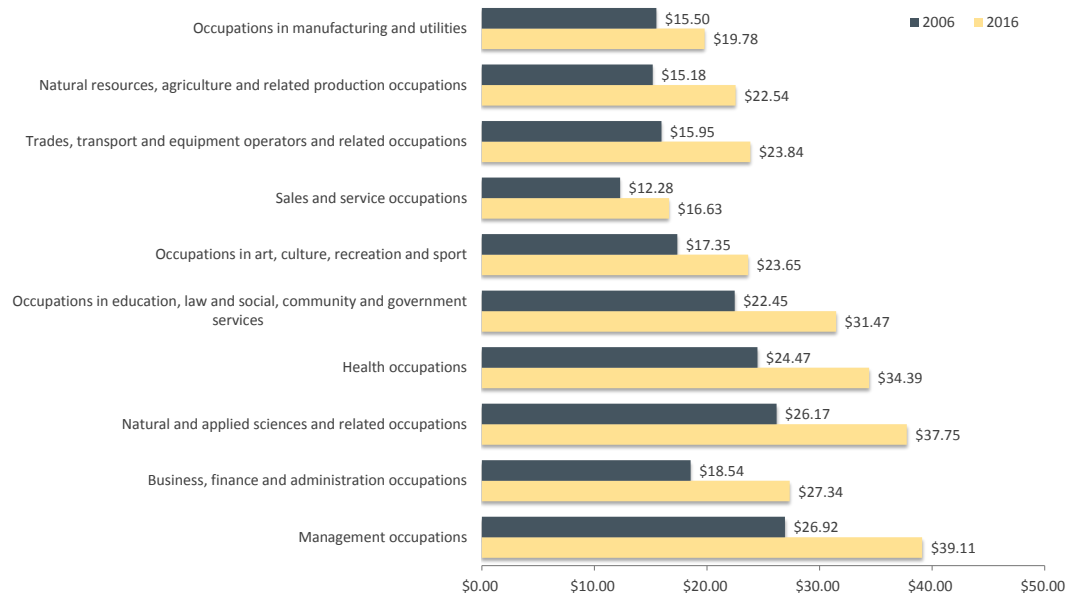


Figure 14 shows that the average hourly wages for women were higher in all 10 occupations over the 10 year period. The three occupations with the largest increase in average hourly wage between 2006 and 2016 were: Management, up \$12.19; Natural and applied sciences and related occupations, up \$11.58; and Health, up \$9.92. The occupation with the smallest increase in the average hourly wage for women over the 10 years was Occupations in manufacturing and utilities which increased by \$4.28.

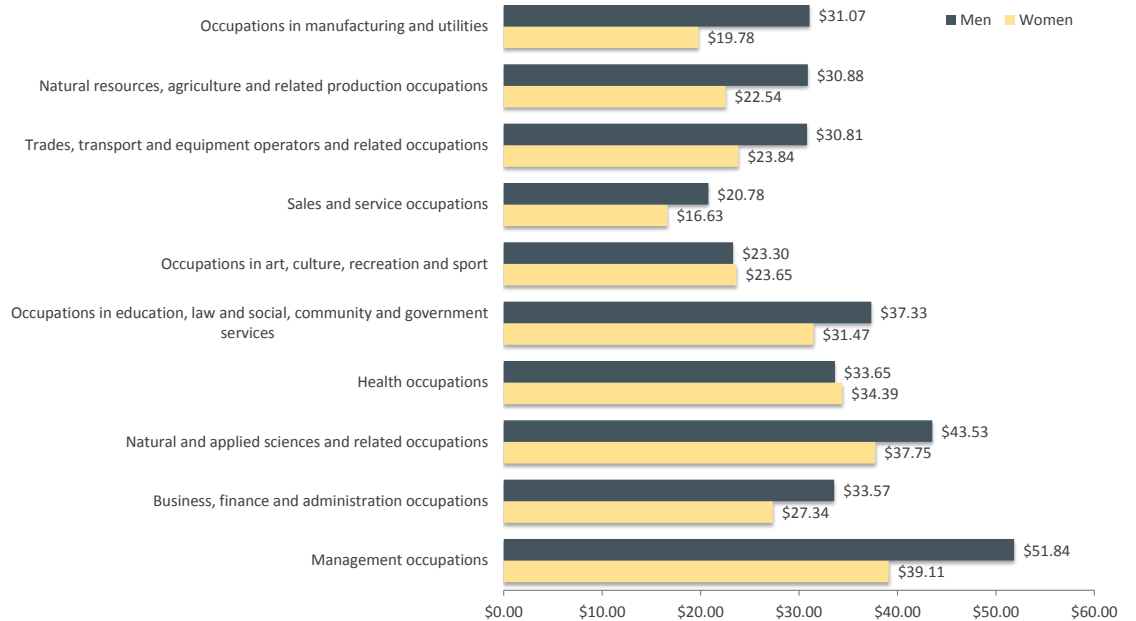
Women in management occupations received the highest average hourly wage in 2016, at \$39.11, while those employed in the Sales and service occupations received the lowest, at \$16.63.

Women had a lower average wage in 8 of the 10 occupations, the largest difference was in Management occupations where women on average earned \$12.73 less an hour (Figure 15). Women in Health occupations and Occupations in art, culture, recreation and sport on average earned \$0.74 and \$0.35 more than men respectively.

Average Hourly Wages for Women by Occupation, Alberta, 2006 and 2016 Figure 14



Average Hourly Wages by Occupation, Alberta, 2016 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.

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- 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.

Working age population:

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

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 previous job, if that job was held in the past year.