



**New Brunswick
Labour Force Trends
November 2020**



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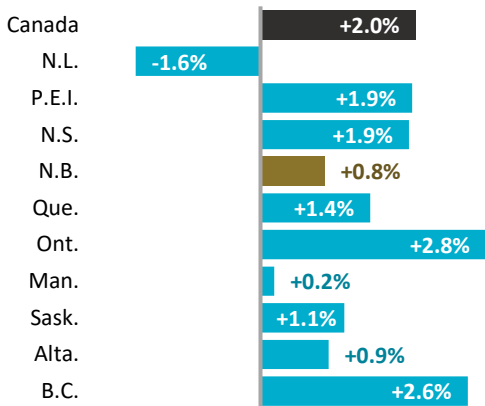
Labour Force Characteristics

Overview

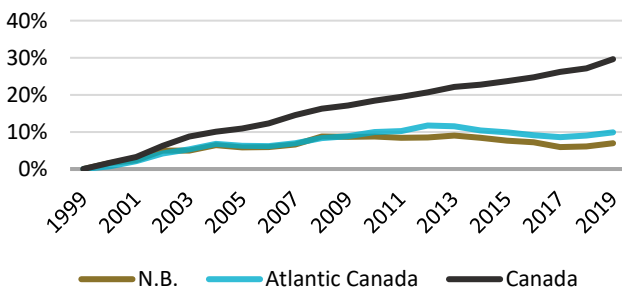
Throughout 2019, there were an average of 387,600 individuals participating in New Brunswick’s labour force (i.e. employed or actively looking for work), up 0.8% (+3,100) from 2018. This represented the second consecutive year of labour force growth in the province, after having had experienced four consecutive years of declines. Nationally the labour force grew 2.0%.

Recent growth to the number of labour force participants in New Brunswick has been driven primarily by increased international migration levels. This growth, however, has been (and will continue to be) limited by the significant number of retirements that have been occurring in the province in recent years (see appendix A for a comparison of labour force characteristics of individuals born in Canada versus individuals born outside the country).

Year-over-Year Change in Labour Force – 2018/19

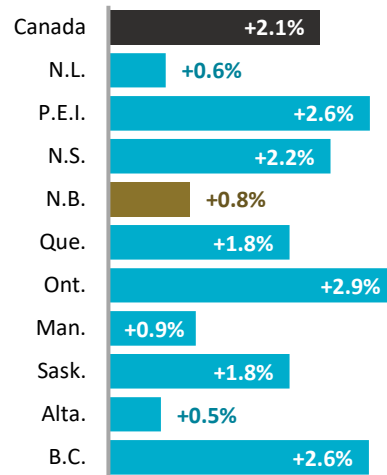


Labour Force Growth Relative to 1999 – N.B., Atlantic Canada and Canada

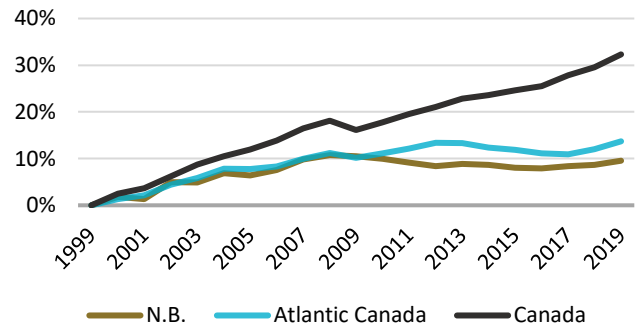


Within the labour force, the number of employed individuals (12-month average) in the province grew to 356,700 in 2019, up 0.8% (+2,900) from 2018. This represented the third consecutive year of employment growth in the province, after having had experienced three consecutive years of declines. Nationally employment increased by 2.1% year-over-year.

Year-over-Year Change in Employment – 2018/19



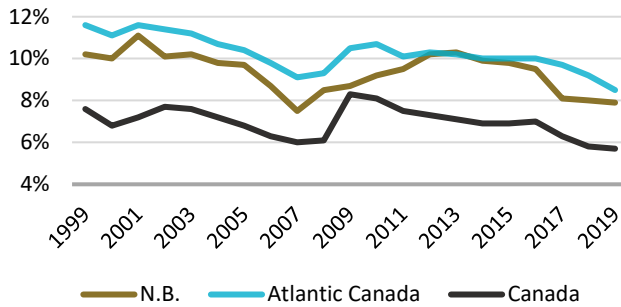
Employment Growth Relative to 1999 – N.B., Atlantic Canada and Canada



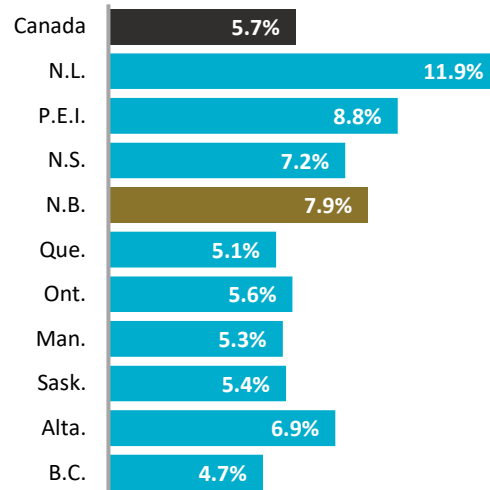
The year-over-year employment increase in the province was accompanied by a slight decrease to the unemployment rate, from 8.0% to 7.9%. This marked the sixth consecutive year in which New Brunswick saw its unemployment rate decrease; despite this, the province’s rate still far exceeded that of Canada as a whole (5.7%).

The recent downward trend in unemployment in the province has primarily been the result of increased employment opportunities arising as the result of retirements.

Unemployment Rate – N.B., Atlantic Canada and Canada



Unemployment Rate – 2019



Labour Force Statistics – New Brunswick – 2018 to 2019

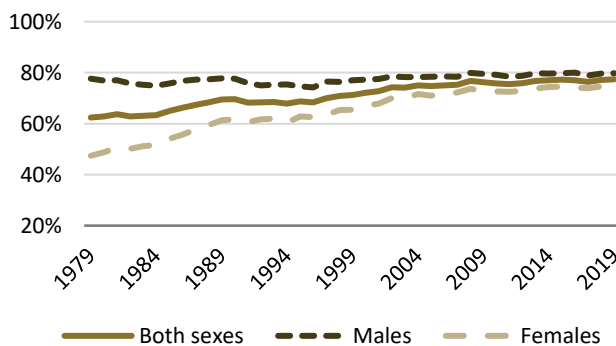
	2018	2019	Year-over-Year Change	
Working-Age Population (15 Years and Over)				
Population	627,400	631,400	+4,000	+0.6%
Labour Force	384,500	387,600	+3,100	+0.8%
Employment	353,800	356,700	+2,900	+0.8%
Full-Time Employment	302,600	302,700	+100	+0.0%
Part-Time Employment	51,200	54,000	+2,800	+5.5%
Unemployment	30,700	30,800	+100	+0.3%
Not in Labour Force	242,900	243,900	+1,000	+0.4%
Participation Rate	61.3%	61.4%	+0.1 p.p.	
Employment Rate	56.4%	56.5%	+0.1 p.p.	
Unemployment Rate	8.0%	7.9%	-0.1 p.p.	
Typical Working-Age Population (15 to 64 Years)				
Population	477,400	476,400	-1,000	-0.2%
Labour Force	368,100	368,500	+400	+0.1%
Employment	338,800	339,200	+400	+0.1%
Full-Time Employment	293,600	292,000	-1,600	-0.5%
Part-Time Employment	45,200	47,200	+2,000	+4.4%
Unemployment	29,400	29,300	-100	-0.3%
Not in Labour Force	109,300	107,900	-1,400	-1.3%
Participation Rate	77.1%	77.4%	+0.3 p.p.	
Employment Rate	71.0%	71.2%	+0.2 p.p.	
Unemployment Rate	8.0%	8.0%	0.0 p.p.	

Trends in Labour Force Participation

Throughout the '70s, '80s, '90s and 2000s, New Brunswick's labour force participation rate rose slowly but steadily. Between 1979 and 2009, the participation rate among typical working-age individuals (aged 15 to 64 years) grew from 62.4% to 76.2%. Increases in labour force participation over this time were primarily driven by increased participation among women. During this time, the participation rate among typical working-age women in New Brunswick increased by 25.6 percentage points (from 47.4% to 73.0%), compared to 1.9 percentage points among typical working-age men (from 77.6% to 79.5%).

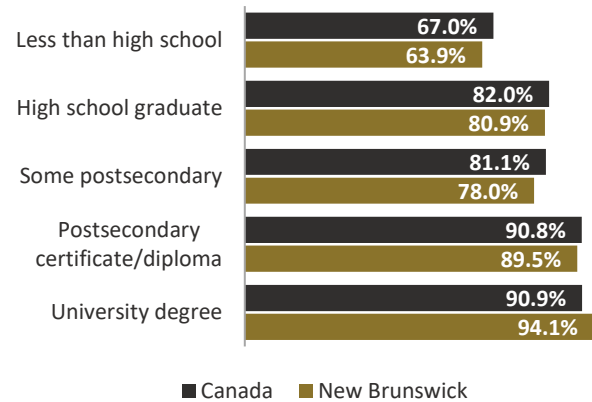
Since this time, increases in participation have slowed down. As of 2019, the participation rate among typical working-age individuals in the province was 77.4% (74.9% among women, and 79.8% among men). Nationally, the typical working-age participation rate was 79.0% in 2019 (75.6% among women, 82.4% among men).

Participation Rate Among Population Aged 15 to 64 Years - New Brunswick



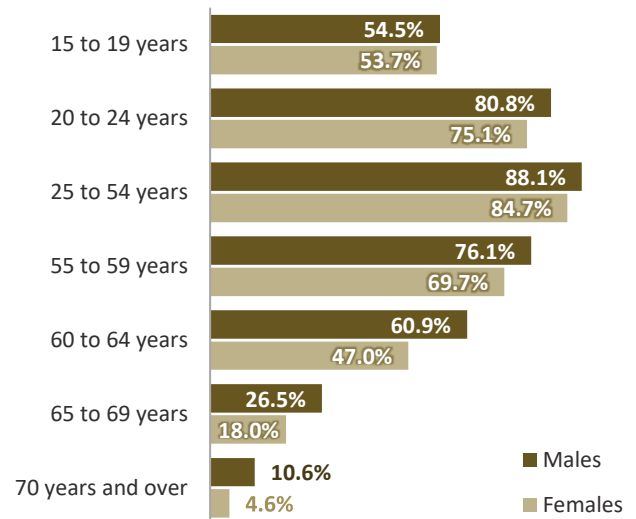
Recent increases in labour force participation among the typical working-age population have primarily been the result of increased participation among older individuals, in part driven by lesser-educated individuals (who are typically less attached the labour force) aging out of this age range. Participation rates among younger age groups have generally not changed significantly since 2009.

Participation Rate Among the Population Aged 25 to 54 Years by Educational Attainment – 2019



Sex-specific participation rates, and the gaps between them, vary significantly by age; however, in general, women are less likely to be participating in the labour force than men across nearly all age categories (with the one exception in New Brunswick in 2019 being the “25 to 29 years” age range).

Participation Rate by Sex and Age Group – New Brunswick – 2019



Employment by Industry

Employment in the following sectors was proportionally much more common in New Brunswick compared to the country as a whole in 2019:

- Fishing, hunting and trapping
- Forestry and logging and support activities for forestry
- Public administration
- Health care and social assistance

On the other hand, employment in the following sectors was proportionally much less common in New Brunswick compared to the country as a whole in 2019:

- Professional, scientific and technical services
- Finance, insurance, real estate, rental and leasing
- Information, culture and recreation

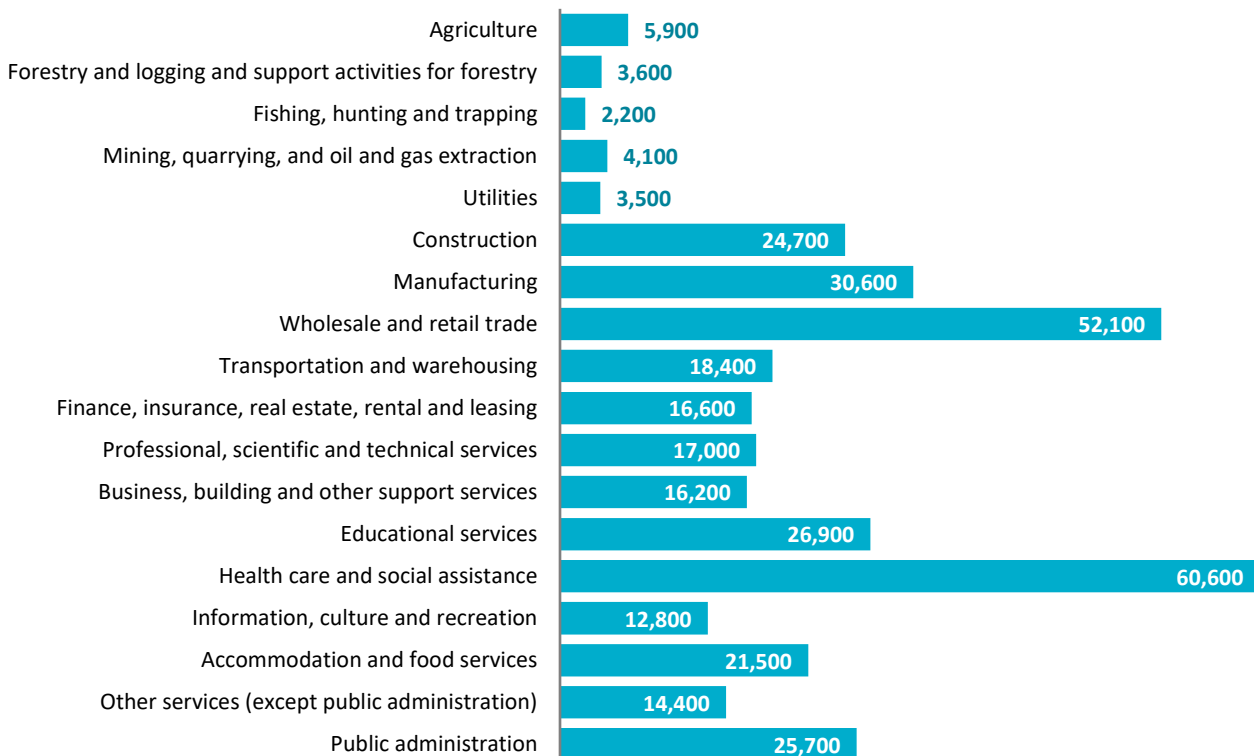
Between 2014 and 2019, the greatest employment growth was seen in the following sectors:

- Agriculture (+43.9%; 4,100 to 5,900)
- Information, culture and recreation (+16.4%; 11,000 to 12,800)
- Health care and social assistance (+16.3%; 52,100 to 60,600)
- Public administration (+14.2%; 22,500 to 25,700)

In contrast, the following sectors saw the greatest employment losses during this time:

- Mining, quarrying, and oil and gas extraction (-25.5%; 5,500 to 4,100)
- Business, building and other support services (-17.3%; 19,600 to 16,200)
- Forestry and logging and support activities for forestry (-16.3%; 4,300 to 3,600)

Employment by Sector – New Brunswick – 2019



Employment by Broad Occupational Category

Employment in the following broad occupational categories was proportionally much more common in New Brunswick compared to the country as a whole in 2019:

- Natural resources, agriculture and related production
- Health

On the other hand, employment in the following broad occupational categories was proportionally much less common in New Brunswick compared to the country as a whole in 2019:

- Art, culture, recreation and sport
- Management
- Natural and applied sciences and related

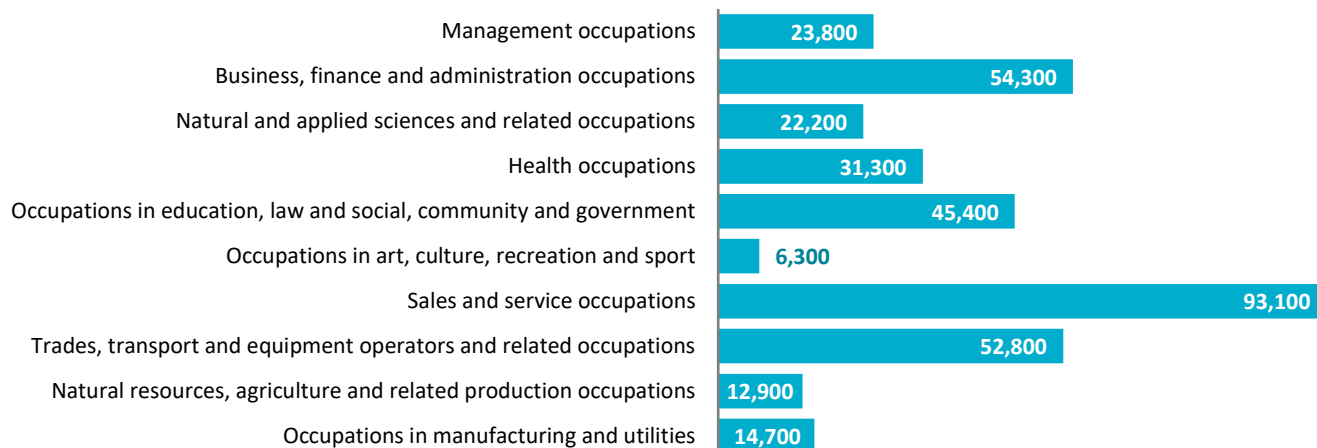
Between 2014 and 2019, the greatest employment growth was seen in the following broad occupational categories:

- Health (+13.4%; 27,600 to 31,300)
- Natural resources, agriculture and related production (+13.2%; 11,400 to 12,900)
- Education, law and social, community and government services (+7.6%; 42,200 to 45,400)

In contrast, the following sectors broad occupational categories saw the greatest employment losses during this time:

- Management (-8.8%; 26,100 to 23,800)
- Sales and service (-2.3%; 95,300 to 93,100)
- Trades, transport and equipment operators and related (-2.0%; 53,900 to 52,800)

Employment by Broad Occupational Category – New Brunswick – 2019



Wages¹

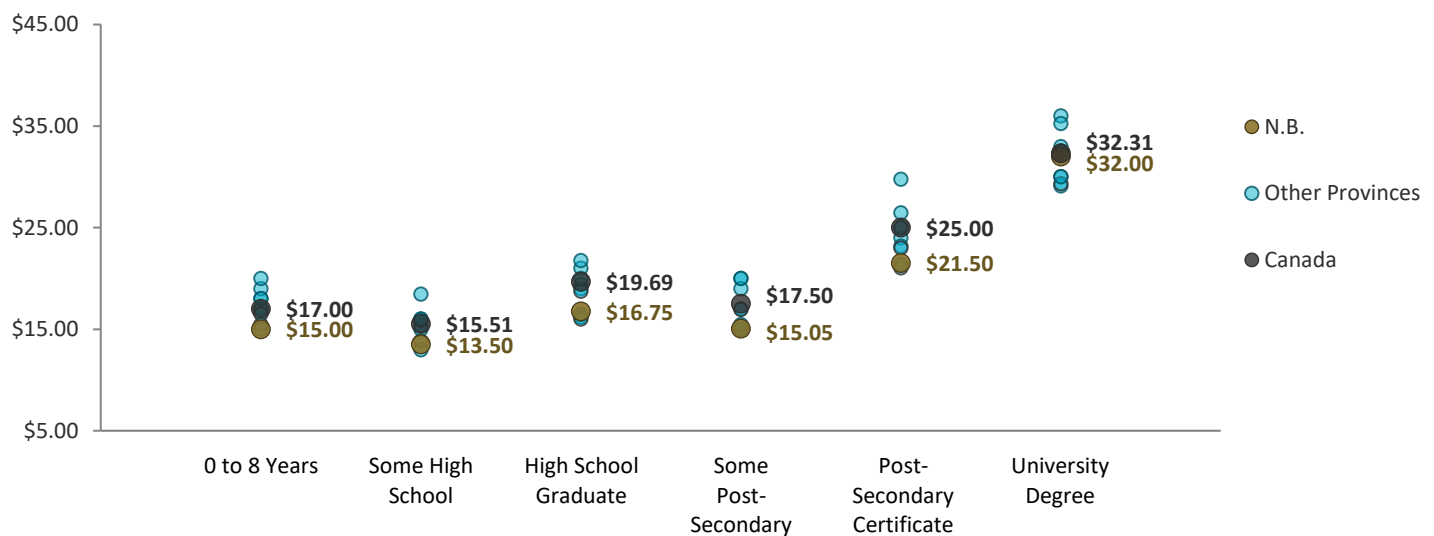
In 2019, the median hourly wage rate among employees in New Brunswick was \$20.12. This represented the third lowest median among the provinces and was well below the national median of \$24.04. While factors such as education and demographics account for some of this gap, even when these factors are controlled for, a noticeable gap persists.

Within the province, males earned noticeably more than females. In 2019, the median hourly wage rate was \$21.00 among males compared to \$19.50 among females. An even larger gap existed at a national level, where these rates were \$26.00 and \$22.00 respectively. This gap is most prominent among lower education levels.

When comparing high-level wage or income statistics such as these, it's important to keep in mind that there are a number of factors that may be having an influence, such as:

- The type of occupations and/or industries that individuals work in
- Education and experience levels
- Factors such as job tenure, part-time/full-time status, and union coverage
- Discrimination (whether it's based on sex, sexual orientation, race, age, religion, parental status, etc.)

Median Hourly Wage Rate Among Employees by Highest Level of Education - 2019



Median Hourly Wage Rate Among Employees by Highest Level of Education – N.B. and Canada – 2019

	New Brunswick		Canada	
	Male	Female	Male	Female
0 to 8 Years	\$17.00	\$13.50	\$16.60	\$14.55
Some High School	\$15.20	\$12.25	\$18.00	\$14.50
High School Graduate	\$18.00	\$15.00	\$19.00	\$16.50
Some Post-Secondary	\$17.50	\$14.24	\$20.00	\$18.00
Post-Secondary Certificate	\$23.53	\$20.00	\$25.00	\$20.15
University Degree	\$33.06	\$31.28	\$33.11	\$32.00

¹ Source(s): Statistics Canada, Labour Force Survey, Table 14-10-0340-01 and Special Data Purchases.

Sub-Provincial

Labour market conditions in New Brunswick vary significantly by geographic location. While the province's three major centres – Moncton, Saint John and Fredericton – all have relatively low unemployment rates and relatively high participation rates, more rural parts of the province, especially in the Northeast, generally have low rates of labour force participation and high rates of unemployment. This is in large part a reflection of the fact that employment opportunities in New Brunswick are largely concentrated in or around its three largest cities (Moncton, Saint John and Fredericton), a trend that has become more pronounced over time.

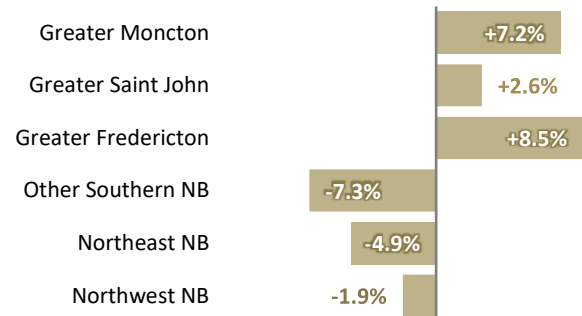
Year-over-year, Greater Saint John (+3,100; +4.9%), Greater Fredericton (+2,100; +4.1%), and Greater Moncton (+1,300; +1.6%) all experienced gains in employment, while other parts of southern New Brunswick also saw employment levels increase (+1,700; +2.8%). The increase in Greater Saint John led the area to reaching an 11-year high in employment (66,000), just one year after it fell to a 13-year low (62,900). In contrast to southern parts of the province, employment declined in the northern regions. Year-over-year, Northeast New Brunswick saw employment decrease by 4,200 (-6.7%), while the Northwest region saw employment decrease by 1,000 (-2.7%).

Looking over a slightly longer period, Greater Saint John, Greater Fredericton, and Greater Moncton saw 2.6%, 8.5% and 7.2% employment growth between 2014 and 2019 respectively. On the other hand, southern New Brunswick outside of its three major centres saw employment decline by 7.3% during this time, while the province's Northeast and Northwest regions saw declines of 4.9% and 1.9% respectively.

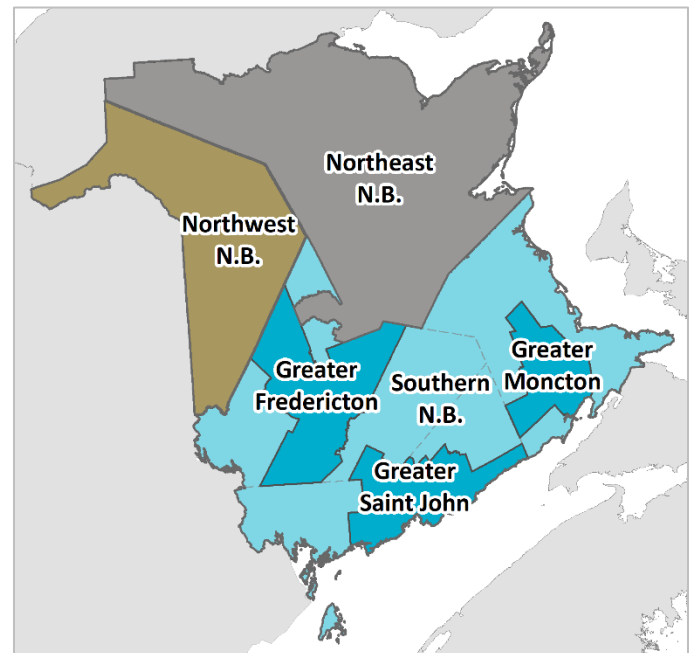
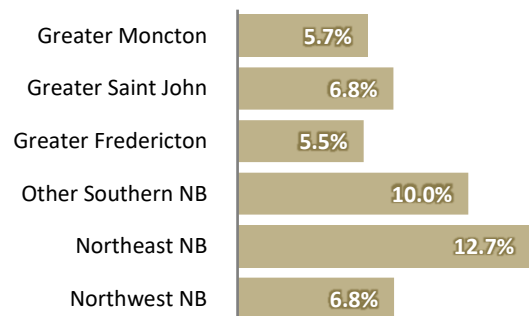
Greater Fredericton (6.0% to 5.5%), Greater Moncton (5.9% to 5.7%), and other parts of southern N.B. excluding Greater Saint John (10.3% to 10.0%) all saw their unemployment rates fall year-over-year, while Greater Saint John (6.3% to 6.8%), Northeast N.B. (12.4% to 12.7%) and Northwest N.B. (6.4% to 6.8%) all saw their rates increase.

In the longer term, all regions of the province have seen their unemployment rates trend downwards over the past several years, with the Northeast and Northwest seeing the most dramatic decreases, and rural southern parts of the province seeing the least change.

Employment Growth – Selected Regions – 2014 to 2019



Unemployment Rate – Selected Regions – 2019



Labour Force Statistics – Selected Regions – 2014 to 2019

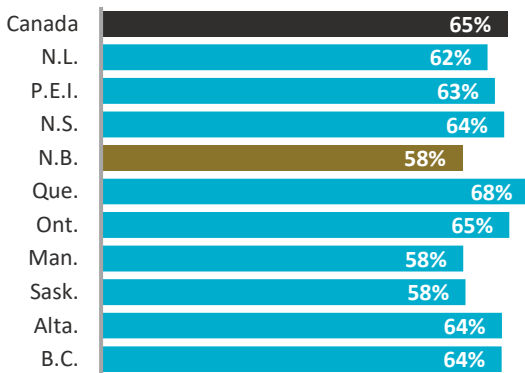
	2014	2015	2016	2017	2018	2019
Greater Moncton						
Employment	76,200	78,000	77,700	76,900	80,400	81,700
Participation rate	67.0%	67.7%	66.7%	64.3%	66.1%	65.8%
Employment rate	62.5%	63.1%	61.9%	60.4%	62.2%	62.2%
Unemployment rate	6.7%	6.9%	7.3%	6.1%	5.9%	5.7%
Greater Saint John						
Employment	64,300	63,600	63,600	65,500	62,900	66,000
Participation rate	65.9%	65.7%	65.6%	66.1%	63.1%	66.2%
Employment rate	60.8%	60.3%	60.3%	62.1%	59.3%	61.7%
Unemployment rate	7.7%	8.2%	8.0%	6.0%	6.3%	6.8%
Greater Fredericton						
Employment	49,300	50,700	52,800	50,300	51,400	53,500
Participation rate	66.3%	67.0%	69.0%	63.8%	64.7%	65.8%
Employment rate	61.2%	62.3%	64.0%	60.2%	60.8%	62.2%
Unemployment rate	7.9%	6.8%	7.2%	5.6%	6.0%	5.5%
Other Southern N.B.²						
Employment	66,700	62,000	61,700	63,000	60,100	61,800
Participation rate	62.5%	59.4%	58.9%	59.1%	57.3%	58.7%
Employment rate	56.1%	52.4%	52.4%	53.6%	51.3%	52.7%
Unemployment rate	10.1%	12.1%	11.1%	9.1%	10.3%	10.0%
Northeast N.B.						
Employment	61,200	61,000	58,500	60,800	62,400	58,200
Participation rate	56.7%	55.7%	54.1%	55.1%	55.9%	52.6%
Employment rate	47.0%	47.3%	45.6%	47.6%	49.0%	45.8%
Unemployment rate	17.1%	15.2%	15.8%	13.5%	12.4%	12.7%
Northwest N.B.						
Employment	36,200	36,500	37,100	36,500	36,500	35,500
Participation rate	62.2%	63.1%	62.6%	62.3%	62.0%	60.7%
Employment rate	56.1%	57.0%	58.3%	57.8%	58.0%	56.4%
Unemployment rate	9.7%	9.7%	6.8%	7.4%	6.4%	6.8%

² For the purposes of this document, "Other Southern N.B." refers to New Brunswick's Southeast, Southwest and Central Economic Regions excluding the cities and surrounding areas of Moncton, Saint John and Fredericton.

Education

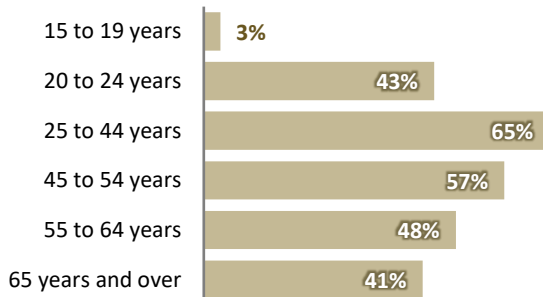
The educational attainment of New Brunswick’s population is in part a reflection of the skills demanded by the province’s employers, or more broadly, its labour market. In general, compared to the country as a whole, there is somewhat less demand for workers with post-secondary credentials in New Brunswick. For this reason, it is not entirely surprising that New Brunswick’s educational attainment levels are among the lowest in the country.

Post-Secondary Education Completion Rate Among the Population Aged 25 to 64 Years – 2016



At the time of the 2016 Census, 57.6% of New Brunswickers between the ages of 25 and 64 had some form of post-secondary credential, compared to 64.8% at a national level. Among labour force participants in this age range, these percentages were somewhat higher, at 62.1% within New Brunswick, and 68.7% nationally.

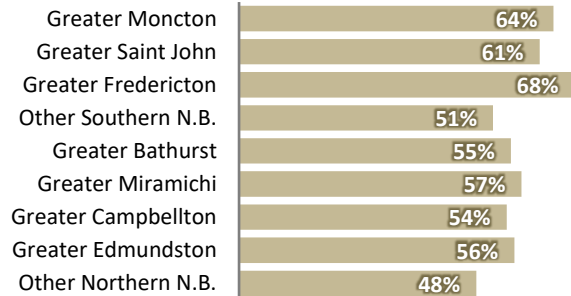
Post-Secondary Education Completion Rate by Age Group – New Brunswick – 2016



Post-secondary educational attainment levels in New Brunswick varied significantly by:

- **Geography:** Only 49.7% of New Brunswickers aged 25 to 64 years who were living in communities outside of the province’s seven main cities or their surrounding areas had some form of post-secondary education, compared to 62.2% of those that were living in one of those seven centres or their surrounding areas.
- **Age:** Only 47.5% of New Brunswickers aged 55 to 64 years had completed some form of post-secondary education, compared to 65.1% of individuals aged 25 to 44 years.
- **Sex:** Only 54.4% of male New Brunswickers aged 25 to 64 years had completed some form of post-secondary education, compared to 60.6% of females in this age range. This gap was even larger among younger age groups.

Post-Secondary Education Completion Rate Among Individuals Aged 25 to 64 Years – Selected Regions – 2016



Compared to the general Canadian population, New Brunswickers were somewhat more likely to have a post-secondary certificate or diploma (specifically at the college level), but much less likely to have a university degree.

Post-Secondary Education Completion Rate by Age Group – N.B. and Canada – 2016

	New Brunswick			Canada		
	Total	Male	Female	Total	Male	Female
15 to 19 years	3%	3%	3%	4%	4%	4%
20 to 24 years	43%	38%	49%	45%	40%	50%
25 to 44 years	65%	59%	71%	70%	66%	74%
45 to 54 years	57%	54%	59%	64%	63%	66%
55 to 64 years	48%	49%	46%	56%	58%	54%
65 years and over	41%	46%	37%	45%	52%	40%

Highest Certificate, Diploma or Degree Among Individuals Aged 25 to 64 – N.B. and Canada – 2016

	New Brunswick			Canada		
	Total	Male	Female	Total	Male	Female
No Certificate, Diploma or Degree	14%	17%	11%	11%	13%	10%
High School or Equivalent	29%	29%	28%	24%	24%	23%
Post-Secondary	58%	54%	61%	65%	63%	67%
Apprenticeship/Trades	9%	14%	6%	11%	15%	7%
College/Non-University Certificate or Diploma	26%	22%	30%	22%	19%	25%
University, Below Bachelor Level	2%	1%	2%	3%	3%	4%
University, Bachelor Level	14%	12%	17%	19%	17%	21%
University, Above Bachelor Level	6%	5%	6%	10%	9%	10%

Appendices

Appendix A: Labour Force Characteristics by Place of Birth

Labour Force Statistics by Place of Birth – New Brunswick – 2018 to 2019

	2018	2019	Year-over-Year Change	
Born in Canada				
Population Aged 15 and Over	586,700	589,500	+2,800	+0.5%
Labour Force	358,000	359,400	+1,400	+0.4%
Employment	329,500	330,400	+900	+0.3%
Unemployment	28,500	28,900	+400	+1.4%
Not in Labour Force	228,700	230,200	+1,500	+0.7%
Participation Rate	61.0%	61.0%	0.0 p.p.	
Employment Rate	56.2%	56.0%	-0.2 p.p.	
Unemployment Rate	8.0%	8.0%	0.0 p.p.	
Not Born in Canada (Immigrants, Non-Permanent Residents and Canadians Born Outside Canada)				
Population Aged 15 and Over	40,700	41,900	+1,200	+2.9%
Labour Force	26,500	28,200	+1,700	+6.4%
Employment	24,300	26,300	+2,000	+8.2%
Unemployment	2,200	1,900	-300	-13.6%
Not in Labour Force	14,200	13,700	-500	-3.5%
Participation Rate	65.1%	67.3%	+2.2 p.p.	
Employment Rate	59.7%	62.8%	+3.1 p.p.	
Unemployment Rate	8.3%	6.7%	-1.6 p.p.	

Labour Force Participants by Place of Birth – New Brunswick – 2009 to 2019

	2009	2014	2019
Born in Canada	377,600	372,800	359,400
Not Born in Canada	16,500	20,200	28,200
Total	394,100	393,000	387,600