



**Labour Market Profile of
Men and Women in New Brunswick
June 2022**



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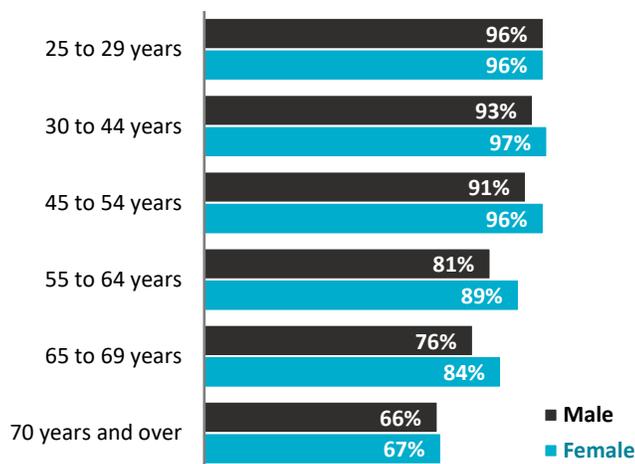
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Education¹

Both in New Brunswick and across Canada, females are more likely than males to have completed high school. Furthermore, they are also more likely to pursue (and complete) a post-secondary education. As of 2021:

- 94.2% of New Brunswick females aged 25 to 64 years had at least a high school diploma² (94.2% nationally), compared to 89.1% of New Brunswick males in this age range (92.0% nationally). However, this gap was negligible among younger age groups.
- 71.1% of New Brunswick females aged 25 to 64 years had completed some form of post-secondary education (74.4% nationally), compared to only 60.9% of male New Brunswickers in this age range (69.1% nationally). This gap was particularly large among younger age groups.

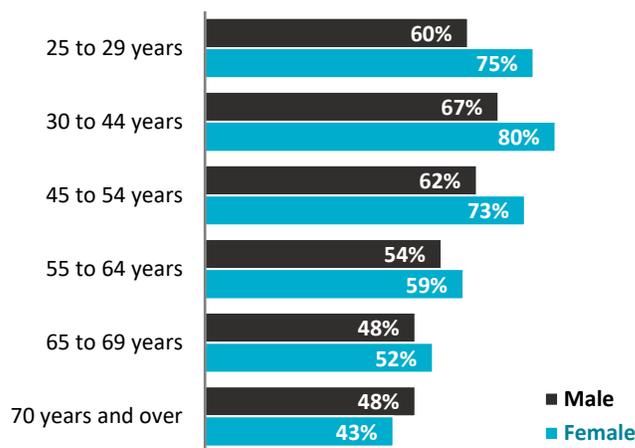
Percentage of Population With at Least a High School Diploma by Age Group and Sex – N.B. – 2021



Percentage of Population With at Least a High School Diploma by Age Group and Sex – 2021

Age Group	N.B.		Canada	
	Male	Female	Male	Female
25 to 29	96%	96%	94%	97%
30 to 44	93%	97%	94%	96%
45 to 54	91%	96%	92%	95%
55 to 64	81%	89%	87%	90%
65 to 69	76%	84%	85%	86%
70+	66%	67%	75%	70%

Post-Secondary Education Completion Rate by Age Group and Sex – New Brunswick – 2021



Females are particularly more likely than males to be degree holders. In 2021, 30.5% of New Brunswick females aged 25 to 64 years were degree holders (38.5% nationally), compared to 21.7% of New Brunswick males in this age range (32.7% nationally). This gap was particularly large among younger age groups.

Beyond degrees, the split between post-secondary certificates and diplomas was fairly even between males and females, but with males being much more likely to have apprenticeship or trades certificates, and females being more likely to have other types of post-secondary certificates and diplomas.

¹ Source(s): Statistics Canada, Labour Force Survey (Public Use Microdata File), Postsecondary Student Information System (Table 37-10-0011), and Registered Apprenticeship Information System (Table 37-10-0023)

² i.e. a high school diploma and/or a postsecondary education.

Highest Certificate, Diploma or Degree by Age Group and Sex – 2021

Age Group	Males			Females		
	No Post-Secondary Credentials	Post-Secondary Certificate/Diploma	Degree	No Post-Secondary Credentials	Post-Secondary Certificate/Diploma	Degree
N.B.						
25 to 29	40%	36%	23%	25%	39%	35%
30 to 44	33%	41%	25%	20%	43%	37%
45 to 54	38%	38%	24%	27%	42%	31%
55 to 64	46%	39%	15%	41%	38%	21%
65 to 69	52%	35%	13%	48%	36%	16%
70+	52%	30%	18%	57%	31%	12%
Canada						
25 to 29	32%	34%	34%	21%	32%	47%
30 to 44	27%	36%	37%	19%	35%	46%
45 to 54	30%	37%	33%	24%	38%	37%
55 to 64	37%	37%	26%	38%	37%	25%
65 to 69	41%	35%	24%	45%	34%	21%
70+	47%	29%	24%	57%	28%	15%

Representation of males and females also varies significantly across fields of study. In universities and colleges, programs related to education and health are generally the most female-dominated, while programs related to mathematics, information sciences and engineering are typically the most male dominated.

On the other hand, in apprenticeship programs, nearly all trades are heavily male dominated. Tables showing the percentage of individuals enrolled in various major fields of study who are female can be found below:

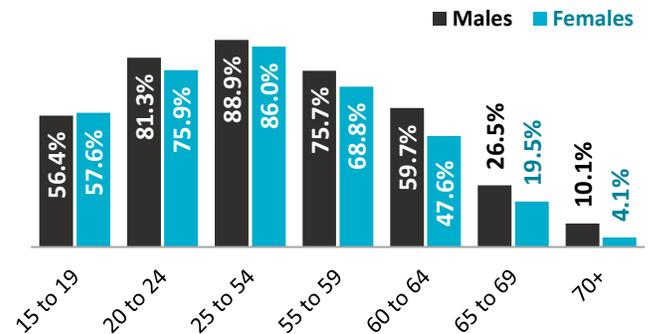
Female Share of Enrolments in Public Universities and Colleges by Major Field of Study

	Universities			Colleges		
	New Brunswick		Canada	New Brunswick		Canada
	2009-10	2019-20	2019-20	2009-10	2019-20	2019-20
Education	77%	78%	75%	N/A	89%	83%
Visual and performing arts, and communications technologies	70%	68%	63%	59%	53%	57%
Humanities	63%	66%	61%	57%	60%	57%
Social and behavioural sciences and law	66%	70%	67%	89%	91%	81%
Business, management and public administration	52%	50%	52%	67%	60%	53%
Physical and life sciences and technologies	52%	62%	58%	45%	45%	56%
Mathematics, computer and information sciences	19%	21%	29%	19%	19%	25%
Architecture, engineering and related technologies	17%	23%	26%	8%	11%	16%
Agriculture, natural resources and conservation	39%	48%	59%	13%	31%	44%
Health and related fields	80%	76%	71%	83%	85%	80%
Other	55%	46%	58%	43%	50%	55%
Total	60%	58%	57%	46%	49%	54%

Female Share of Registered Apprentices for Selected Major Trade Groups

	New Brunswick		Canada
	2010	2020	2020
Electricians	2%	4%	5%
Automotive service	1%	4%	5%
Plumbers, pipefitters and steamfitters	2%	3%	3%
Carpenters	3%	4%	5%
Millwrights	1%	1%	3%
Welders	2%	9%	8%
Other	5%	7%	20%

Participation Rate by Sex and Age Group – N.B. – 2021



Labour Force Characteristics

Overview³

Both within New Brunswick and across Canada, females are less likely to participate in the labour force than males:

- In 2021, 75.8% of New Brunswick females aged 15 to 64 years were participating in the labour force, compared to 80.2% of males in this age range (a gap of 4.4 percentage points). At a national level, these percentages were 75.6% and 82.6% respectively (a gap of 7.0 percentage points).
- Females are generally less likely to be participating in the labour force across nearly all age categories, with the one exception being the “15 to 19 years” age range.

The gap in participation between males and females has narrowed drastically over time. Between 1976 and 2021, the participation rate among New Brunswick females aged 15 to 64 years increased from 43.9% to 75.8%, an average annual increase of 0.7 percentage points. During this same time, the participation rate among males in this age group increased by less than 0.1 percentage points annually (from 77.0% to 80.2%). While increases to the female participation rate have slowed over time, gains in female participation continue to outpace those seen among males.

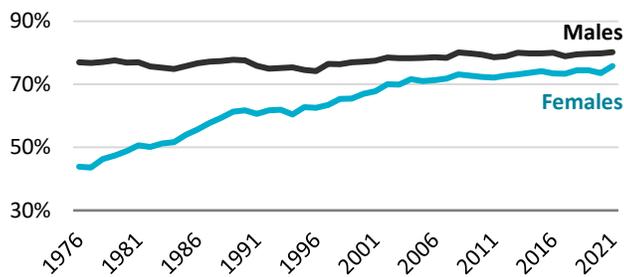
Going forward, increases to the participation rate among females aged 15 to 64 years will likely come primarily from older, less educated females aging out of this age range (by being “replaced” by more educated females that are more attached to the labour force).

Labour Force Statistics by Sex – New Brunswick – 2021

Characteristic	Ages 15+		Ages 15 to 64	
	Males	Females	Males	Females
Population	318,900	331,800	239,500	242,200
Not in Labour Force	114,400	140,100	47,500	58,600
Labour Force	204,500	191,700	192,000	183,600
Employment	183,100	177,300	172,300	169,900
Proportion Full-Time	89.0%	79.9%	90.2%	81.2%
Unemployment	21,400	14,400	19,700	13,600
Participation Rate	64.1%	57.8%	80.2%	75.8%
Employment Rate	57.4%	53.4%	71.9%	70.1%
Unemployment Rate	10.5%	7.5%	10.3%	7.4%

³ Source(s): Statistics Canada, Labour Force Survey (Public Use Microdata File and Tables 14-10-0327, 14-10-0122, 14-10-0023 and 14-10-0287); and 2016 Census of Population

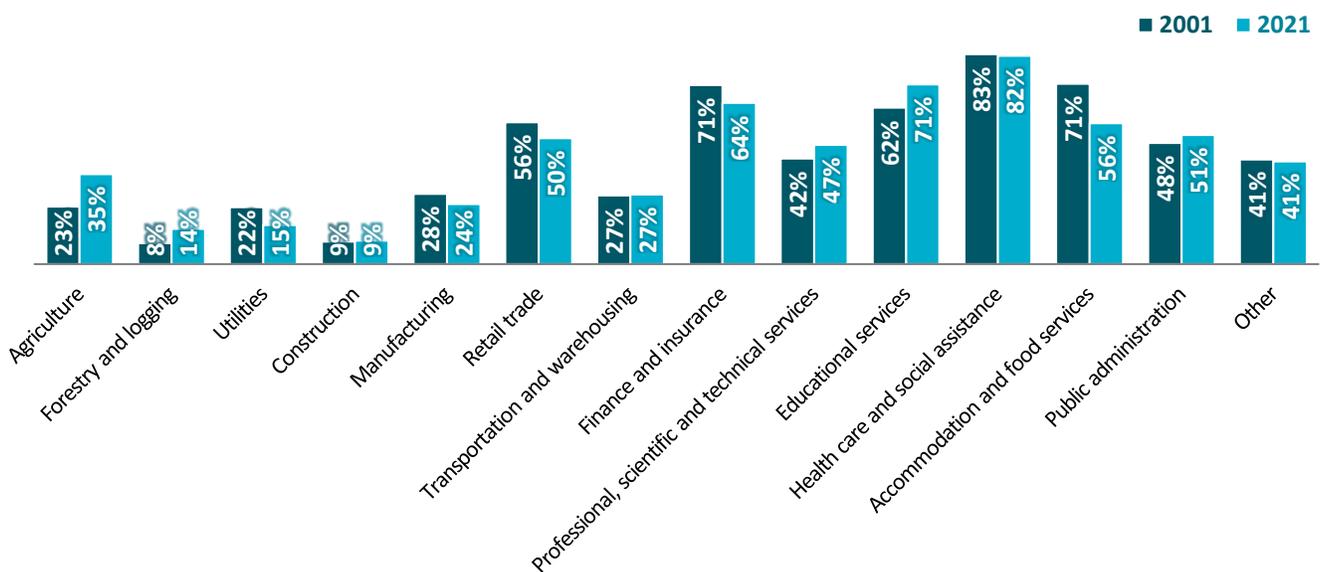
Participation Rate Among the Population Aged 15 to 64 Years by Sex – New Brunswick



While in general females are less likely to be participating in the labour force than males, females who are in the labour force are less likely to be unemployed than males. In 2021, the unemployment rate among New Brunswick females was 7.5%, compared to 10.5% among males (nationally, these rates were 7.2% and 7.5% respectively).

While there are many factors contributing to this significant difference, it is likely in large part a reflection of the types of industries and/or occupations that individuals from each sex tend to work in (i.e. males are much more likely to be work in high unemployment, often seasonal, sectors, such as agriculture, forestry or construction, while females were much more likely to work in low unemployment sectors such as education or healthcare and social assistance).

Female Share of Labour Force by Sector – New Brunswick – 2001 and 2021



⁴ Based on individuals that reported working in 2015. Only occupations with at least 300 workers were included.

Female-Dominated Occupations⁴ – New Brunswick – 2015

Occupation	% Female
Dental assistants	100%
Dental hygienists and dental therapists	100%
Home child care providers	99%
Medical administrative assistants	99%
Occupational therapists	99%
Court reporters, medical transcriptionists and related	98%
Dietitians and nutritionists	97%
Legal administrative assistants	97%
Administrative assistants	97%
Early childhood educators and assistants	95%

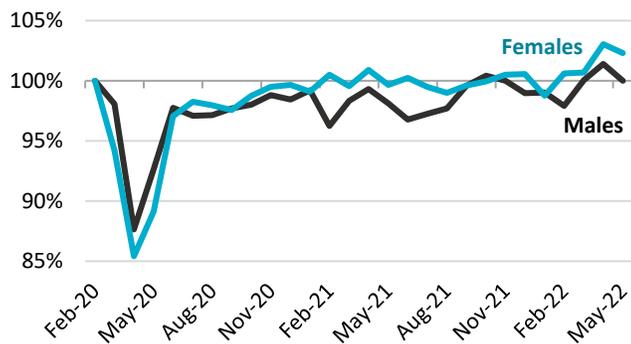
Male-Dominated Occupations⁴ – New Brunswick – 2015

Occupation	% Male
Plumbers	100%
Plasterers, drywall installers and finishers and lathers	100%
Underground production and development miners	100%
Bricklayers	100%
Boilermakers	100%
Ironworkers	100%
Logging machinery operators	99%
Machinists and machining and tooling inspectors	99%
Roofers and shinglers	99%
Chain saw and skidder operators	99%

COVID-19 Pandemic Recovery⁵

While the pandemic had a significant impact on many individuals' ability and/or willingness to work or look for work throughout much of 2020 (with females, who were overrepresented in some of the most heavily impacted industries, being particularly affected), as of early 2022, most indicators suggested that the labour market was close to returning to pre-pandemic conditions, for both males and females.

Employment Relative to February 2020 by Sex – New Brunswick (Seasonally Adjusted)



Labour Force Characteristics Among the Population Aged 15 to 64 by Sex – New Brunswick (Seasonally Adjusted)

	Feb 2020	May 2022
Males		
Participation Rate	79.4%	78.8%
Employment Rate	72.8%	72.5%
Unemployment Rate	8.3%	8.0%
Females		
Participation Rate	74.5%	76.7%
Employment Rate	70.0%	71.9%
Unemployment Rate	6.1%	6.2%

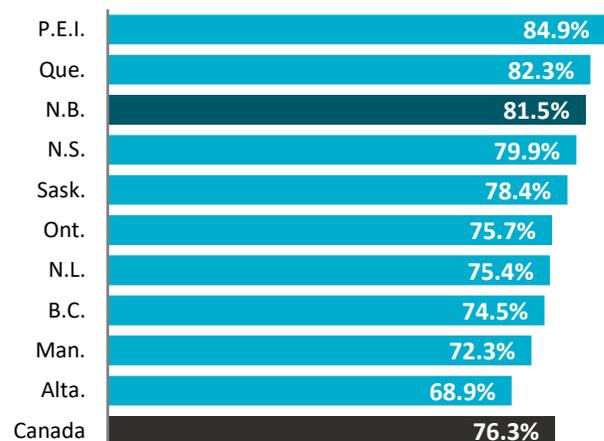
Impact of Children on Female Labour Force Participation⁶

Throughout the pandemic, caring for children has continued to be one factor contributing to the lower levels of labour force participation, higher rates of part-time employment, and higher absence rates that are seen among females. In 2021:

- There were more than two and a half times as many mothers not in the labour force as there were fathers in this group. This ratio was even higher for parents of children aged 0 to 5.
- There were more than nine times as many females who reported working part-time for childcare-related reasons compared to males.
- Females were nearly four times as likely as males to be absent from work for personal or family related reasons.

However, it is worth noting that New Brunswick ranked third among the provinces in terms of participation rate among mothers with children aged 0 to 5. Furthermore, compared to the females nationwide, female workers in New Brunswick missed relatively fewer hours for personal or family related reasons, and were relatively less likely to be working part-time for childcare-related reasons.

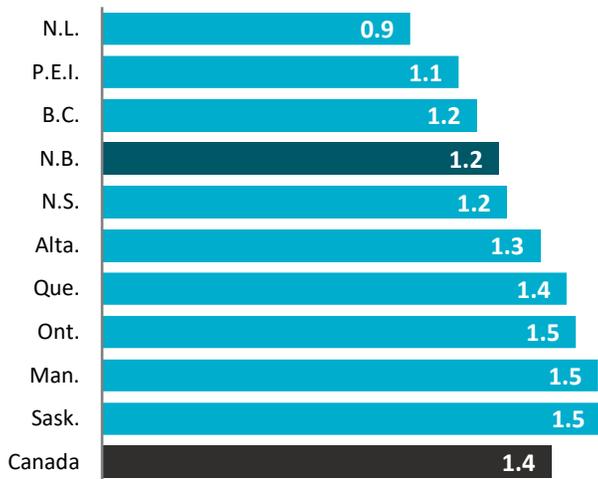
Participation Rate of Mothers with Children Aged 0 to 5 – 2021



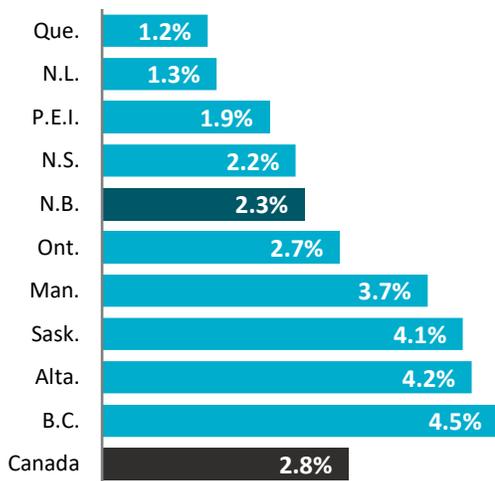
⁵ Source(s): Statistics Canada, Labour Force Survey (Table 14-10-0287)

⁶ Source(s): Statistics Canada, Labour Force Survey (Public Use Microdata File and Table 14-10-0122)

Average Hours Lost Per Week Per Female Employee for Personal or Family Related Reasons – 2021



Percentage of Employed Females Working Part-Time for Childcare-Related Reasons – 2021



Wages and Income⁷

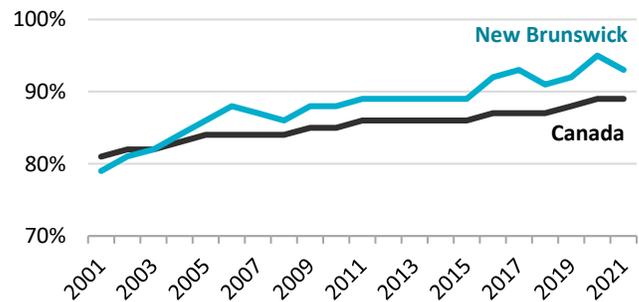
In 2021, female employees in New Brunswick earned, on average, 93.3% as much as males per hour, with females earning an average of \$24.38 per hour, and males earning an average of \$26.12 per hour. At a national level this ratio was 88.7% (\$28.20 per hour compared to \$31.79 per hour).

Wage Statistics by Sex – N.B. and Canada – 2021

	Males	Females
New Brunswick		
Average Hourly Wage Rate	\$26.12	\$24.38
Median Hourly Wage Rate	\$23.00	\$21.63
% Earning Minimum Wage	4.4%	5.8%
Canada		
Average Hourly Wage Rate	\$31.79	\$28.20
Median Hourly Wage Rate	\$28.00	\$24.40
% Earning Minimum Wage	5.3%	7.2%

The gap in hourly wages between males and females in the province has narrowed significantly over time. In 2001, females earned just 78.9% as much as males.

Average Hourly Female-to-Male Wage Ratio – New Brunswick and Canada



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.)

⁷ Source(s): Statistics Canada, Labour Force Survey (Public Use Microdata File and Tables 14-10-0066, 14-10-0319 and 14-10-0305), Canadian Income Survey (Tables 11-10-0239 and 11-10-0135), and Income and Financial Data of Individuals - Preliminary T1 Family File (Table 11-10-0072)

Selected Labour Force Characteristics by Sex – New Brunswick – 2021

	Male	Female
% of Employees with Post-Secondary Credentials	60.0%	70.1%
Average Job Tenure (in Months)	116.7	111.7
% of Employees Working Part-Time	10.1%	18.6%
Union Coverage	25.3%	34.6%

Average Hourly Wage Rate by Sex and Selected Characteristics – New Brunswick – 2021

	Males	Female	Ratio
Age Group:			
Age 15 to 24	\$16.09	\$15.20	94%
Age 25 to 54	\$28.35	\$26.43	93%
Age 55+	\$26.81	\$24.31	91%
Employment Type:			
Full-time	\$27.15	\$25.69	95%
Part-time	\$17.02	\$18.65	110%
Union Coverage:			
Union Coverage	\$31.16	\$30.77	99%
No Union Coverage	\$24.42	\$21.00	86%

There were also significant differences between males and females in terms of total income, both at the provincial and national levels. Differences in income levels between males and females are even more pronounced than those seen with hourly wages, due to a number of factors, including:

- Females are less likely to be employed than males
- Females work, on average, fewer hours than males (in part due to the fact that females are more likely to be absent from work and/or to be working part-time for childcare related reasons)
- The adverse impacts of greater childrearing responsibilities on females' career progression

Given their lower income levels, it is not surprising that females are more likely to be living in low income⁸ than males. In 2019, 11.6% of females were living in low income, compared to 8.1% of males.

Median Total Income Among the Population Aged 25 to 54 by Age Group and Sex

	New Brunswick		Canada	
	Male	Female	Male	Female
2020				
25 to 34 years	\$46,920	\$39,820	\$53,620	\$44,020
35 to 44 years	\$57,980	\$46,460	\$69,790	\$52,150
45 to 54 years	\$60,770	\$46,700	\$73,720	\$54,440
2019				
25 to 34 years	\$43,420	\$35,680	\$49,960	\$39,480
35 to 44 years	\$55,160	\$43,250	\$67,270	\$48,330
45 to 54 years	\$58,080	\$43,290	\$71,630	\$50,890

Sources of Income Among the Population Aged 25 to 54 Years by Sex

	N.B.		Canada	
	Male	Female	Male	Female
2020				
Employment	88%	78%	87%	77%
Government Transfers	9%	18%	8%	19%
Other	3%	4%	5%	5%
2019				
Employment	90%	83%	91%	82%
Government Transfers	6%	11%	3%	12%
Other	4%	6%	6%	6%

Percentage of Persons in Low Income by Age Group and Sex

Age Group	New Brunswick		Canada	
	Male	Female	Male	Female
2020	7.3%	8.0%	6.3%	6.4%
0 to 17 years	6.0%	6.3%	4.7%	4.7%
18 to 64 years	8.8%	9.1%	7.8%	7.8%
65 years and over	3.8%	6.3%	2.7%	3.5%
2019	8.1%	11.6%	9.9%	10.7%
0 to 17 years	8.8%	15.9%	9.4%	9.4%
18 to 64 years	9.5%	11.5%	11.3%	12.3%
65 years and over	3.4%	8.5%	5.1%	6.3%

⁸ The Market Basket Measure (MBM) is Canada's official poverty line. According to the MBM, a family lives in poverty if it does not have enough income to purchase a specific basket of goods and services in its community.