



**Labour Market Profile of
Men and Women in New Brunswick
March 2023**



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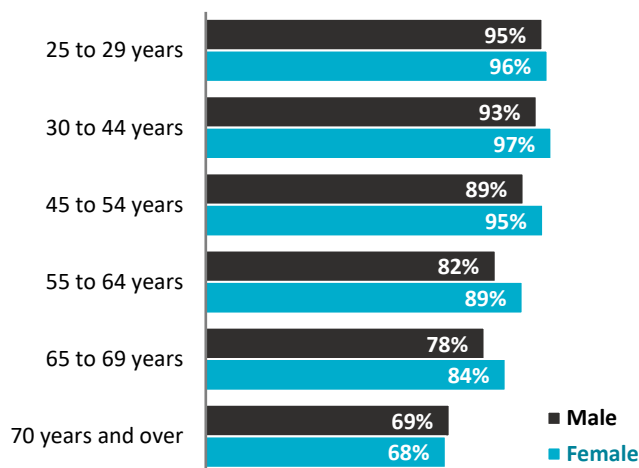
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Education¹

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 2022:

- 94.2% of New Brunswick females aged 25 to 64 years had at least a high school diploma² (94.4% nationally), compared to 89.0% of New Brunswick males in this age range (91.9% nationally). However, this gap was relatively small among younger age groups.
- 72.5% of New Brunswick females aged 25 to 64 years had completed some form of post-secondary education (75.7% nationally), compared to only 61.4% of male New Brunswickers in this age range (69.3% nationally). This gap was particularly large among younger age groups.

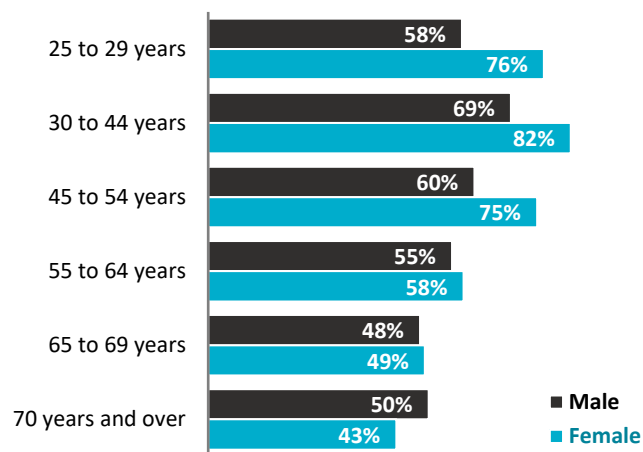
Percentage of Population With at Least a High School Diploma by Age Group and Sex – N.B. – 2022



Percentage of Population With at Least a High School Diploma by Age Group and Sex – 2022

Age Group	N.B.		Canada	
	Male	Female	Male	Female
25 to 29	95%	96%	94%	97%
30 to 44	93%	97%	94%	96%
45 to 54	89%	95%	92%	95%
55 to 64	82%	89%	88%	90%
65 to 69	78%	84%	84%	86%
70+	69%	68%	76%	72%

Post-Secondary Education Completion Rate by Age Group and Sex – New Brunswick – 2022



Females are particularly more likely than males to be degree holders. In 2022, 32.0% of New Brunswick females aged 25 to 64 years were degree holders (39.6% nationally), compared to 22.7% of New Brunswick males in this age range (33.1% 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 – 2022

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	42%	37%	20%	24%	44%	32%
30 to 44	31%	39%	30%	18%	40%	42%
45 to 54	40%	38%	23%	25%	42%	33%
55 to 64	45%	40%	15%	42%	39%	19%
65 to 69	52%	32%	16%	51%	34%	15%
70+	50%	34%	16%	57%	30%	12%
Canada						
25 to 29	32%	33%	35%	21%	31%	48%
30 to 44	27%	36%	37%	19%	34%	47%
45 to 54	30%	37%	33%	24%	39%	38%
55 to 64	37%	37%	26%	35%	39%	26%
65 to 69	41%	34%	24%	43%	34%	23%
70+	46%	30%	24%	54%	30%	16%

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
	2010-11	2020-21	2020-21	2010-11	2020-21	2020-21
Education	76%	77%	75%	N/A	90%	84%
Visual and performing arts, and communications technologies	71%	67%	63%	65%	55%	58%
Humanities	62%	66%	62%	82%	47%	59%
Social and behavioural sciences and law	65%	71%	67%	84%	88%	81%
Business, management and public administration	52%	50%	52%	69%	60%	54%
Physical and life sciences and technologies	53%	63%	59%	53%	37%	56%
Mathematics, computer and information sciences	19%	22%	28%	24%	18%	25%
Architecture, engineering and related technologies	17%	24%	26%	8%	11%	17%
Agriculture, natural resources and conservation	42%	47%	59%	24%	28%	47%
Health and related fields	79%	77%	71%	91%	83%	80%
Other	58%	47%	59%	54%	46%	56%
Total	59%	59%	57%	52%	48%	55%

Female Share of Registered Apprentices for Selected Major Trade Groups

	New Brunswick		Canada
	2011	2021	2021
Electricians	3%	4%	5%
Automotive service	2%	4%	5%
Plumbers, pipefitters and steamfitters	2%	4%	3%
Carpenters	4%	8%	5%
Millwrights	N/A	3%	4%
Welders	2%	11%	9%
Other	6%	7%	20%

Labour Force Characteristics

Overview³

Both within New Brunswick and across Canada, females are less likely to participate in the labour force than males. In 2022:

- 76.0% of New Brunswick females aged 15 to 64 years were participating in the labour force, compared to 80.1% of males in this age range (a gap of 4.1 percentage points). At a national level, these percentages were 76.7% and 82.9% respectively (a gap of 6.2 percentage points).
- Females were 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.

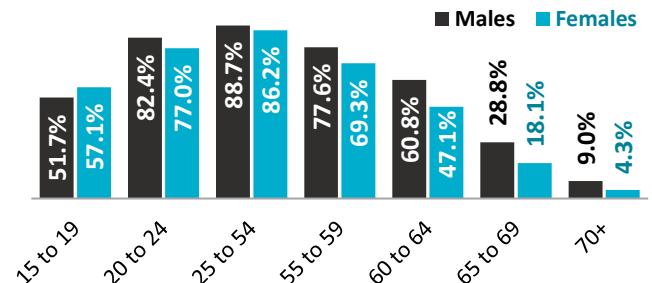
Labour Force Statistics by Sex – New Brunswick – 2022

Characteristic	Ages 15+		Ages 15 to 64	
	Males	Females	Males	Females
Population	325,900	338,200	243,200	245,400
Not in Labour Force	118,100	143,600	48,300	58,800
Labour Force	207,900	194,600	194,900	186,600
Employment	190,700	182,800	179,000	175,400
Proportion Full-Time	90.2%	81.3%	91.3%	82.6%
Unemployment	17,200	11,800	15,900	11,100
Participation Rate	63.8%	57.5%	80.1%	76.0%
Employment Rate	58.5%	54.1%	73.6%	71.5%
Unemployment Rate	8.3%	6.1%	8.2%	5.9%

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 2021 Census of Population

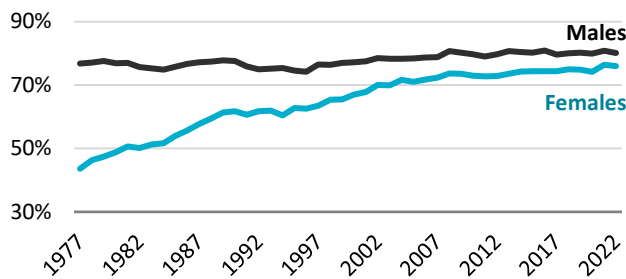
While there are a number of factors that contribute to this disparity, the unequal share of care responsibilities between women and men is arguably the largest such factor (analysis of this can be found in the next section).

Participation Rate by Sex and Age Group – N.B. – 2022



While there remains a gap in participation between males and females, this gap has narrowed drastically over time. Between 1977 and 2022, the participation rate among New Brunswick females aged 15 to 64 years increased from 43.6% to 76.0%, 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 76.8% to 80.1%). 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 (being “replaced” by higher educated females that are more attached to the labour force).

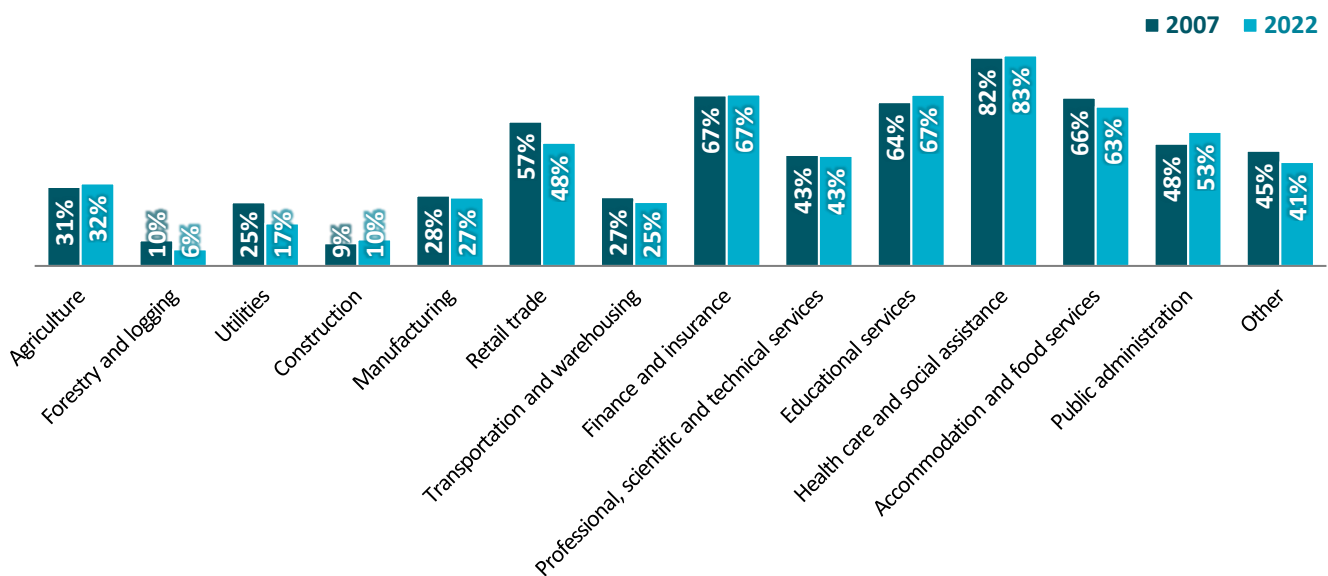
Participation Rate Among the Population Aged 15 to 64 Years by Sex – New Brunswick



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 2022, the unemployment rate among New Brunswick females was 6.1%, compared to 8.3% among males (nationally, these rates were 5.1% and 5.4% respectively).

While there are many factors contributing to this 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 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 – 2007 and 2022



⁴ Only occupations with at least 200 workers were included.

Female-Dominated Occupations⁴ – New Brunswick – May 2021

Occupation	% Female
Dietitians and nutritionists	100%
Animal health technologists and veterinary technicians	98%
Occupational therapists	98%
Dental assistants and dental laboratory assistants	97%
Dental hygienists and dental therapists	97%
Court reporters, medical transcriptionists and related occupations	97%

Male-Dominated Occupations⁴ – New Brunswick – May 2021

Occupation	% Male
Chain saw and skidder operators	100%
Electrical power line and cable workers	100%
Public works maintenance equipment operators and related workers	100%
Industrial electricians	100%
Ironworkers	100%
Bricklayers	100%

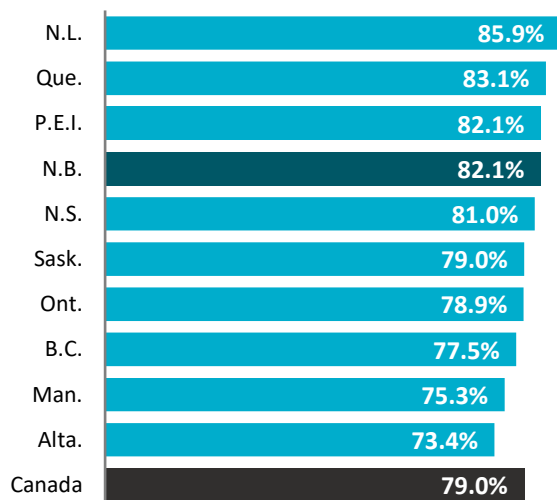
Impact of Children on Female Labour Force Participation⁵

Caring for children is one factor that contributes to the lower levels of labour force participation, higher rates of part-time employment, and higher absence rates that are seen among females. In 2022:

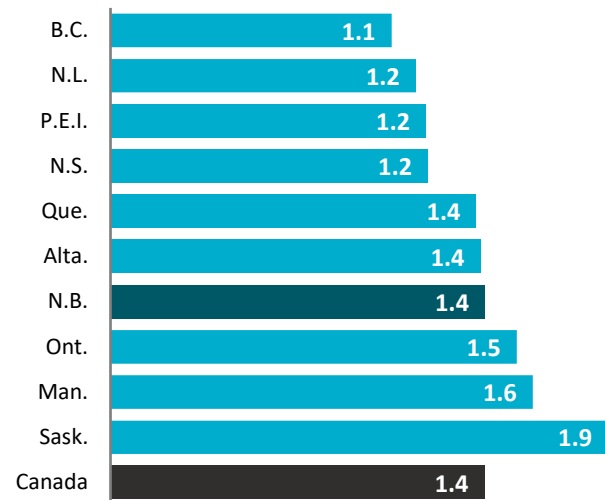
- There were nearly two and a half times as many mothers not in the labour force as there were fathers in this group. This ratio was even higher for parents of children aged 0 to 5.
- There were nearly seven times as many females who reported working part-time for childcare-related reasons compared to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

However, New Brunswick ranked fourth 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 were noticeably less likely to be working part-time for childcare-related reasons.

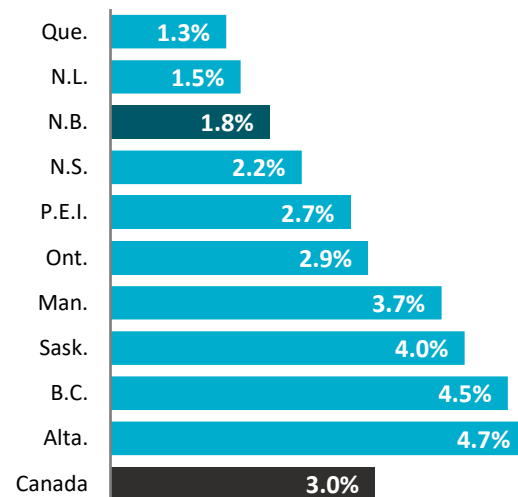
Participation Rate of Mothers Aged 25 Years and Over with Children Aged 0 to 5 – 2022



Average Hours Lost Per Week Per Female Employee for Personal or Family Related Reasons – 2022



Percentage of Employed Females Working Part-Time for Childcare-Related Reasons – 2022



⁵ Source(s): Statistics Canada, Labour Force Survey (Public Use Microdata File and Table 14-10-0122)

Wages⁶

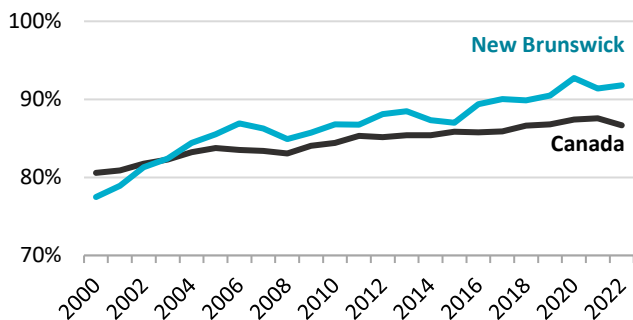
In 2022, female employees in New Brunswick earned, on average, 91.8% as much as males per hour, with females earning an average of \$26.22 per hour, and males earning an average of \$28.56 per hour. At a national level this ratio was 86.7%.

Wage Statistics by Sex – 2022

	Males	Females
New Brunswick		
Average Hourly Wage Rate	\$28.56	\$26.22
Median Hourly Wage Rate	\$24.04	\$22.99
% Earning Minimum Wage	5.2%	6.3%
Canada		
Average Hourly Wage Rate	\$34.21	\$29.65
Median Hourly Wage Rate	\$29.87	\$25.00
% Earning Minimum Wage	5.3%	7.8%

The gap in hourly wages between males and females in the province has narrowed significantly over time. In 2000, females earned just 77.5% as much as males.

Average Hourly Female-to-Male Wage Ratio



Selected Labour Force Characteristics by Sex – New Brunswick – 2022

	Males	Females
% of Employees with Post-Secondary Credentials	60.3%	70.1%
Average Job Tenure (in Months)	112.7	105.5
% of Employees Working Part-Time	9.1%	17.4%
Union Coverage	26.8%	34.8%

When comparing summary 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 and union coverage
- Discrimination (whether it's based on sex, sexual orientation, race, age, parental status, etc.)

Average Hourly Wage Rate by Sex and Selected Characteristics – New Brunswick – 2022

	Males	Females	Ratio
Age Group:			
Age 15 to 24	\$17.21	\$16.55	96%
Age 25 to 54	\$30.89	\$28.70	93%
Age 55+	\$29.23	\$25.39	87%
Highest Level of Education			
High School or Less	\$21.70	\$18.75	86%
Post-Secondary Certificate	\$29.07	\$24.70	85%
University Degree	\$39.66	\$35.07	88%
Union Coverage:			
Union Coverage	\$33.44	\$33.04	99%
No Union Coverage	\$26.77	\$22.59	84%

Some of the occupations with the largest disparities in earnings between men and women are shown in the below table.

Average Employment Income Among Full-Time, Full-Year Workers in Selected Occupations by Sex – New Brunswick – 2020

	Men	Women
Managers in agriculture	\$38,100	\$22,400
Financial advisors	\$134,000	\$83,600
Software developers and programmers	\$111,200	\$70,000
Senior government managers and officials	\$136,000	\$86,000
Financial managers	\$126,000	\$80,800

⁶ Source(s): Statistics Canada, Labour Force Survey (Public Use Microdata File and Tables 14-10-0066, 14-10-0070 and 14-10-0401) and 2021 Census of Population

Appendix: Glossary

Labour Force: refers to the working age population (15+) that is employed or unemployed.

Employment: refers to people who, during the reference week, did any work at all at a job or business; or had a job but were not at work due to factors such as illness, personal, family responsibilities or labour disputes.

Full-Time Employment: refers to people who usually work thirty or more hours per week.

Part-Time Employment: refers to people who usually work less than thirty hours per week.

Unemployment: refers to people who during the reference week were without work but had actively looked for work in the past four weeks and were available for work; or were on temporary layoff during the reference week with an expectation of recall and were available for work.

Unemployment Rate: represents the number of unemployed as a percentage of the labour force.

Participation Rate: represents the labour force as a percentage of the working age population.

Employment Rate: represents the employed as a percentage of the working age population.

Industry/Sector: The North American Industry Classification System (NAICS) is a comprehensive system encompassing all economic activities. Establishments (businesses) are grouped according to similarity in the production processes used to produce goods and services.