

May 2025

# NEW BRUNSWICK Labour Market Profile of Men and Women



*An analysis of gender-disaggregated labour force statistics, covering topics such as differences in education levels, labour force participation rates, and wages.*

## Data Sources:

- Statistics Canada – Annual Demographic Estimates
- Statistics Canada – Vital Statistics
- Statistics Canada – Labour Force Survey
- Statistics Canada – Employment Insurance Statistics
- Statistics Canada – Postsecondary Student Information System (PSIS)
- Statistics Canada – Registered Apprenticeship Information System (RAIS)
- Maritime Provinces Higher Education Commission (MPHEC)

## New Brunswick Labour Market Profile of Men and Women

Release Date: May 2025

Frequency: Annual

### **Policy, Research and Labour Market Analysis Branch**

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Cette publication est aussi disponible en français.

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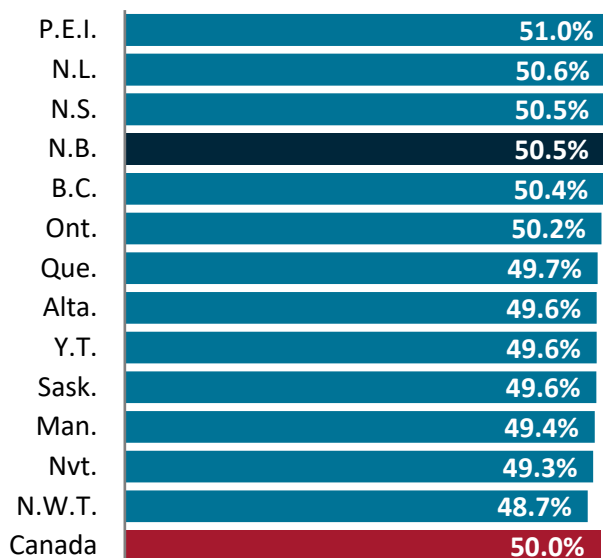
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## Population<sup>1</sup>

As of July 1, 2024, women accounted for an estimated 50.5% of New Brunswick's population, with men accounting for the remaining 49.5%<sup>2</sup>. At the national level, men and women accounted for equal shares of the population (50.0%).

### Share of Total Population Accounted for by Women – July 2024

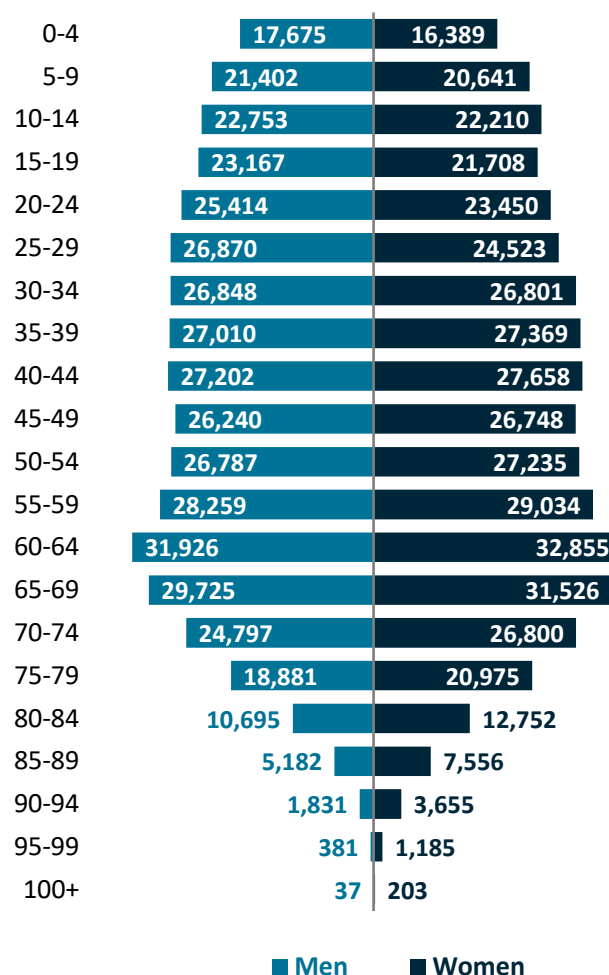


Differences in the number of men and women in the province varied significantly by age group. These differences were driven by a number of factors, including immigration policies and interprovincial migration trends; however, the factor that had by far the largest impact was the significant difference in life expectancy between the genders. As of 2023, the average life expectancy at birth for women in New Brunswick was 82.5 years, compared to 78.4 years among men.

### Life Expectancy in Years by Gender – 2023

	Men	Women
<b>New Brunswick</b>		
At Birth	78.4	82.5
At Age 65	83.8	86.3
<b>Canada</b>		
At Birth	79.5	83.9
At Age 65	84.6	87.2

### Population by Age Group and Gender – New Brunswick – July 2024

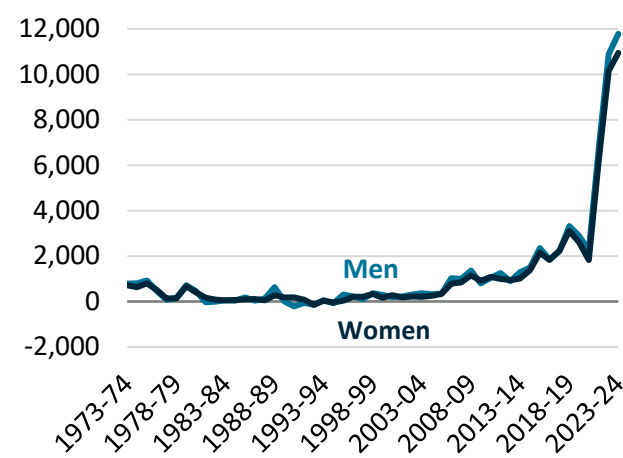


<sup>1</sup> Source(s): Statistics Canada, Annual Demographic Estimates (Tables 17-10-0005, 17-10-0014 and 17-10-0015) and Vital Statistics (Table 13-10-0114).

<sup>2</sup> Due to data limitations, within this report, the gender categories "Men" and "Women" each both include some non-binary persons.

In terms of international migration, New Brunswick consistently sees slightly more men move to the province than women. This is true when it comes to both temporary residents (e.g. international students, temporary foreign workers, etc.), as well as those who become permanent residents (immigrants).

**Net International Migration by Gender – New Brunswick**

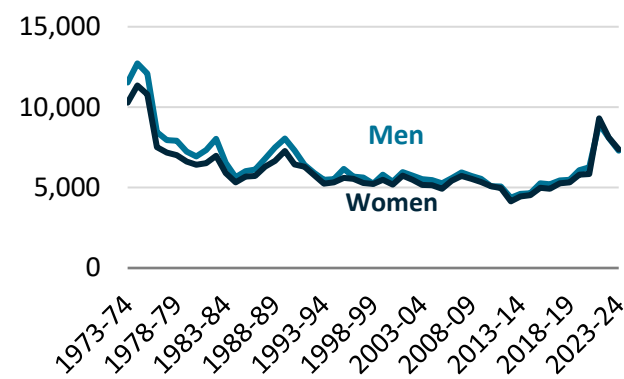


**International Migration by Gender – New Brunswick – July 1, 2023 to June 30, 2024**

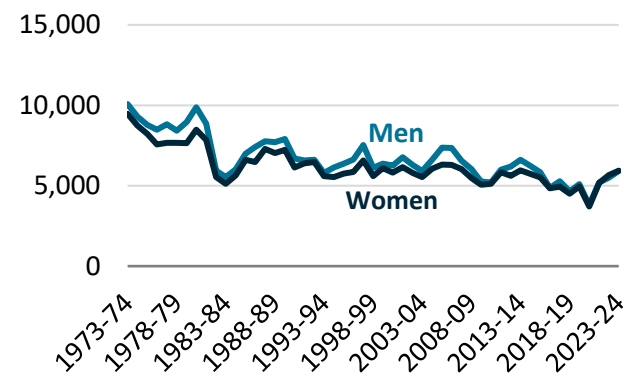
	Men	Women
Immigration	7,678	7,310
Net Change in Temporary Residents	4,276	3,780
Emigration (Net)	-172	-148
<b>Total</b>	<b>11,782</b>	<b>10,942</b>

In terms of individuals moving between provinces, while historically, men have been noticeably mobile than women – both in terms of in-migration and out-migration – this gap has become practically non-existent in recent years (with the exact magnitude of the gap varying from year to year and from age group to age group).

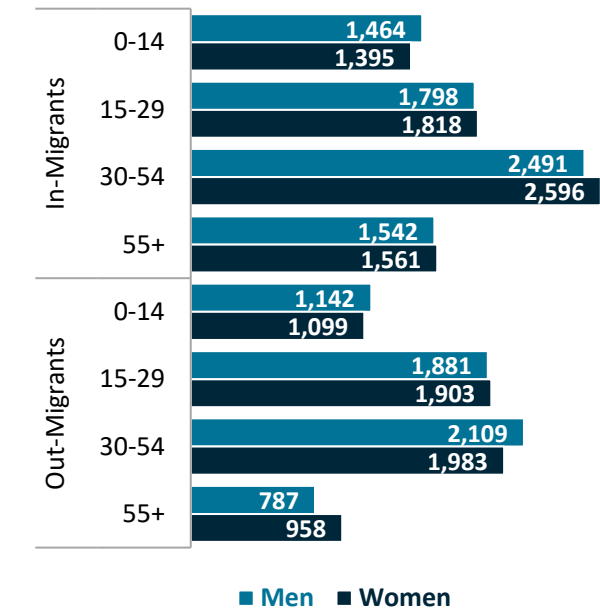
**Interprovincial In-Migration to New Brunswick by Gender**



**Interprovincial Out-Migration from New Brunswick by Gender**



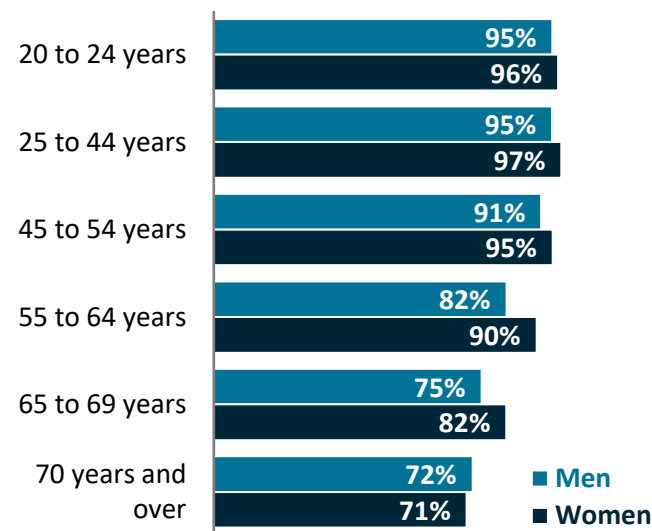
**Interprovincial Migration to and from New Brunswick by Age Group and Gender – July 1, 2023 to June 30, 2024**



## Education<sup>3</sup>

Both in New Brunswick and across Canada, women are more likely than men to have completed high school. As of 2024, 94.6% of New Brunswick women aged 25 to 64 years had at least a high school diploma<sup>4</sup> (94.7% nationally), compared to 90.3% of New Brunswick men in this age range (92.4% nationally).

**Percentage of Population With at Least a High School Diploma by Age Group and Gender – N.B. – 2024**

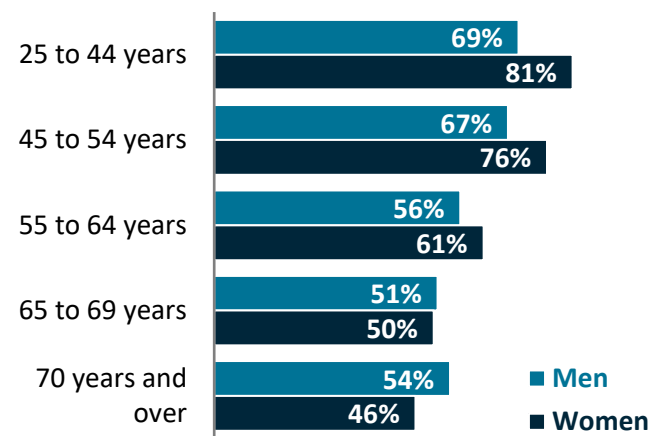


**Percentage of Population With at Least a High School Diploma by Age Group and Gender – 2024**

Age Group	N.B.		Canada	
	Men	Women	Men	Women
20 to 24	95%	96%	93%	96%
25 to 44	95%	97%	94%	96%
45 to 54	91%	95%	92%	95%
55 to 64	82%	90%	88%	91%
65 to 69	75%	82%	84%	86%
70+	72%	71%	78%	76%

Likewise, women in the province are also more likely to have graduated from a post-secondary institution. As of 2024, 74.3% of New Brunswick women aged 25 to 64 years had completed some form of post-secondary education (77.3% nationally), compared to only 64.8% of men in this age range (71.0% nationally). This gap was particularly large among younger age groups.

**Percentage of the Population with Post-Secondary Credentials by Age Group and Gender – New Brunswick – 2024**



Women are especially more likely than men to pursue a university education. In 2024, 33.5% of New Brunswick women aged 25 to 64 years had a university degree (42.5% nationally), compared to 24.3% of men in this age range (35.7% nationally). Beyond degrees, the split between post-secondary certificates and diplomas was fairly even between men and women; however, men were much more likely to have apprenticeship or trades certificates, and women were more likely to have other types of certificates and diplomas (e.g. college).

<sup>3</sup> Source(s): Statistics Canada, Labour Force Survey (Public Use Microdata File), Postsecondary Student Information System (PSIS), Maritime Provinces Higher Education Commission (MPHEC), and Registered Apprenticeship Information System (RAIS)

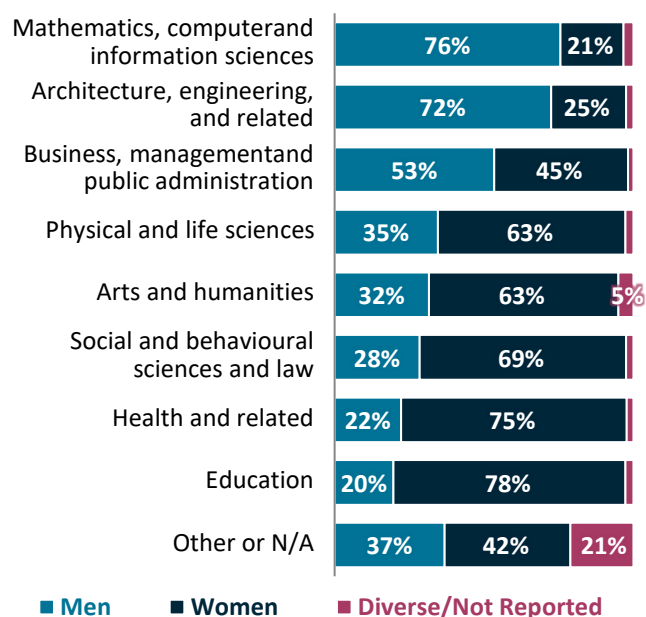
<sup>4</sup> i.e., a high school diploma (or equivalency certificate) and/or a post-secondary education.

### Highest Certificate, Diploma or Degree by Age Group and Gender – New Brunswick – 2024

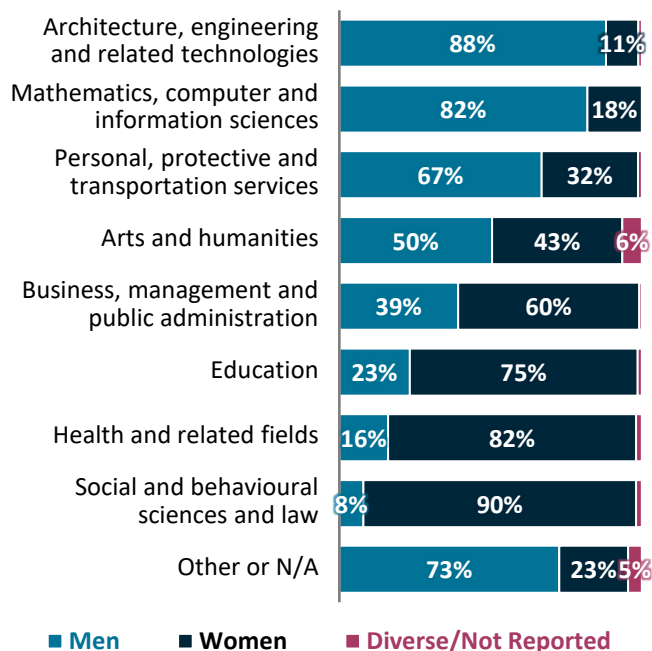
Age Group	No Post-Secondary Credentials	Post-Secondary Certificate	Degree
<b>Men</b>			
25 to 44	31%	40%	29%
45 to 54	33%	44%	23%
55 to 64	44%	38%	18%
65 to 69	49%	35%	16%
70+	46%	35%	18%
<b>Women</b>			
25 to 44	19%	41%	41%
45 to 54	24%	42%	33%
55 to 64	39%	40%	22%
65 to 69	50%	36%	14%
70+	54%	32%	14%

Representation of men and women also varies significantly by field of study. For example, while programs related to education and health are generally female-dominated, programs related to mathematics, information sciences, engineering and skilled trades are typically male-dominated.

### Gender of Students Enrolled in New Brunswick Public Universities by Field of Study – 2023-24 (MPHEC)



### Gender of Students Enrolled in New Brunswick Public Colleges by Field of Study – 2022-23 (PSIS)



### Gender of Registered Apprentices by Major Trade Group – New Brunswick – 2023 (RAIS)

	Men	Women
Electricians	95%	5%
Automotive service	96%	4%
Carpenters	89%	11%
Plumbers, pipefitters and steamfitters	95%	5%
Millwrights	97%	3%
Welders	88%	12%
Refrigeration and air conditioning mechanics	99%	1%
Heavy equipment and crane operators	97%	5%
Heavy duty equipment mechanics	96%	4%
Food service	62%	38%
Other	94%	6%



# Labour Force Characteristics

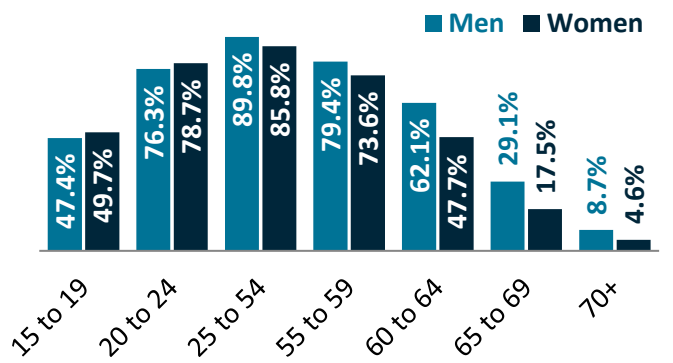
## Overview<sup>5</sup>

Both within New Brunswick and across Canada, women are less likely to participate in the labour force than men. In 2024:

- 76.2% of New Brunswick women aged 15 to 64 years were participating in the labour force, compared to 80.4% of men in this age range (a gap of 4.2 percentage points). At a national level, these percentages were 76.6% and 83.0% respectively (a gap of 5.4 percentage points).
- Women were less likely to be participating in the labour force across nearly all age categories, with the only exceptions being the “15 to 19 years” and “20 to 24 years” age ranges.

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

### Participation Rate by Gender and Age Group – N.B. – 2024



## Labour Force Statistics by Gender – New Brunswick – 2024

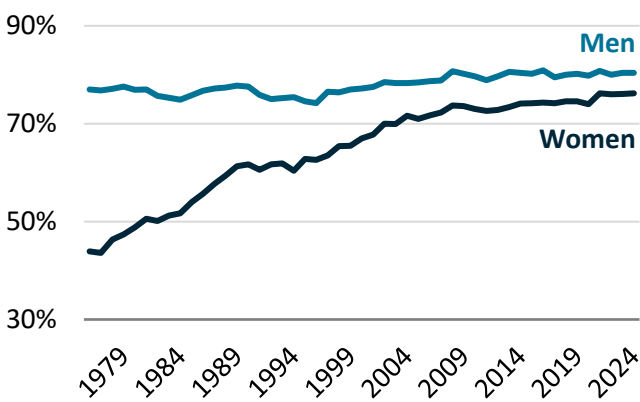
	Men	Women
<b>Ages 15+</b>		
Population	348,300	361,900
Not in Labour Force	126,200	153,700
Labour Force	222,100	208,200
Employment	203,400	196,600
Proportion Full-Time	89.8%	79.0%
Unemployment	18,700	11,600
Participation Rate	63.8%	57.5%
Employment Rate	58.4%	54.3%
Unemployment Rate	8.4%	5.6%
<b>Ages 15 to 64</b>		
Population	259,200	261,900
Not in Labour Force	50,900	62,400
Labour Force	208,300	199,600
Employment	190,900	188,600
Proportion Full-Time	91.1%	80.5%
Unemployment	17,500	11,000
Participation Rate	80.4%	76.2%
Employment Rate	73.6%	72.0%
Unemployment Rate	8.4%	5.5%

While there remains a gap in participation between men and women, this gap has narrowed drastically over time. Between 1976 and 2024, the participation rate among New Brunswick women aged 15 to 64 years increased from 43.9% to 76.2%, an average annual increase of 0.7 percentage points. During this same time, the participation rate among men in this age group increased by less than 0.1 percentage points annually (from 77.0% to 80.4%). While increases in participation among women have slowed over time, these gains continue to outpace those seen among men.

<sup>5</sup> 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

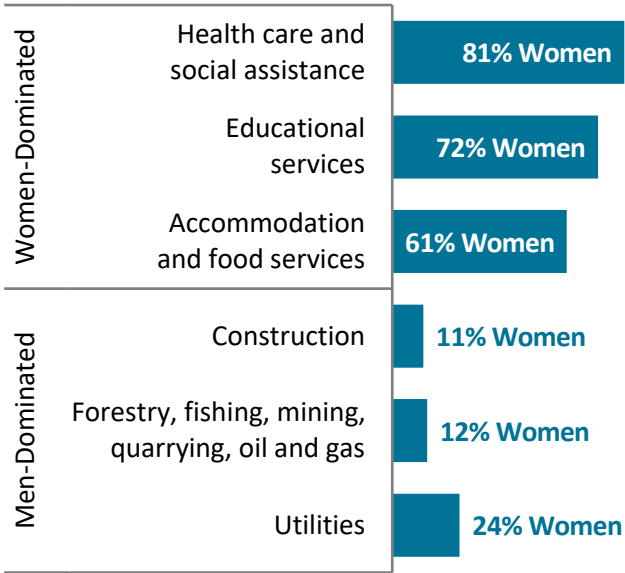


### Participation Rate Among the Population Aged 15 to 64 Years by Gender – New Brunswick



Despite women having lower rates of labour force participation than men, among those who are in the labour force, women are less likely to be unemployed. In 2024, the unemployment rate among New Brunswick women was 5.6%, compared to 8.4% among men (nationally, these rates were 6.0% and 6.7% 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 gender tend to work in (i.e., men are much more likely to work in high unemployment, often seasonal, sectors, such as agriculture, forestry or construction, while women are much more likely to work in low unemployment sectors, such as education or healthcare and social assistance).

### Top Women- and Men-Dominated Sectors – New Brunswick – 2024



### Top 10 Women-Dominated Occupations<sup>6</sup> – New Brunswick – May 2021

Occupation
Dietitians and nutritionists
Occupational therapists
Court reporters, medical transcriptionists and related occupations
Animal health technologists and veterinary technicians
Dental assistants and dental laboratory assistants
Dancers
Administrative assistants
Legal administrative assistants
Medical administrative assistants
Early childhood educators and assistants

<sup>6</sup> Only occupations with at least 100 labour force participants were included.

### Top 10 Men-Dominated Occupations<sup>6</sup> – New Brunswick – May 2021

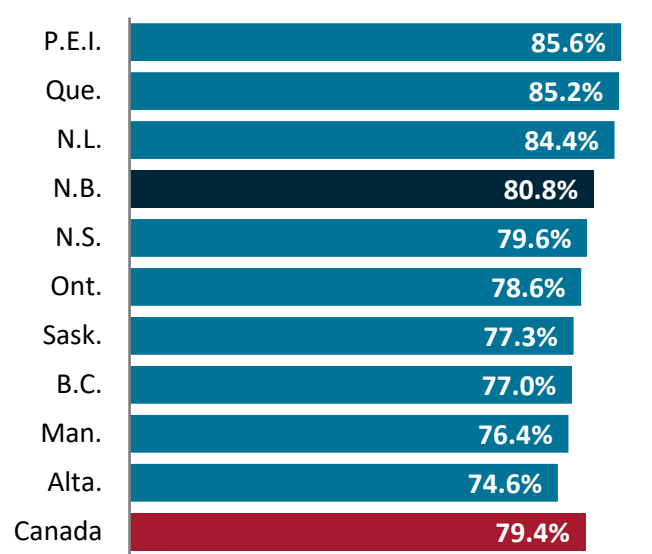
Occupation
Metalworking and forging machine operators
Heavy-duty equipment mechanics
Electrical power line and cable workers
Industrial electricians
Chain saw and skidder operators
Underground production and development miners
Ironworkers
Bricklayers
Motorcycle, all-terrain vehicle and other related mechanics
Telecommunications line and cable installers and repairers

### Impact of Children on Labour Force Participation Among Women<sup>7</sup>

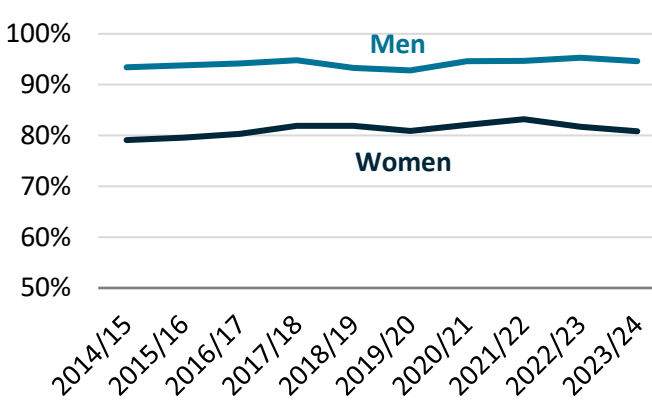
Caring for children is one factor that contributes to the lower levels of labour force participation, higher rates of part-time employment, and higher absence rates that are seen among women.

During the 24-month period between January 2023 and December 2024, 80.8% of New Brunswick mothers aged 25 years and over with children aged 0 to 5 were participating in the labour force, compared to 94.6% of fathers in this group. This gap has remained relatively constant over the past decade.

### Participation Rate of Mothers Aged 25 Years and Over with Children Aged 0 to 5 – 2023/2024



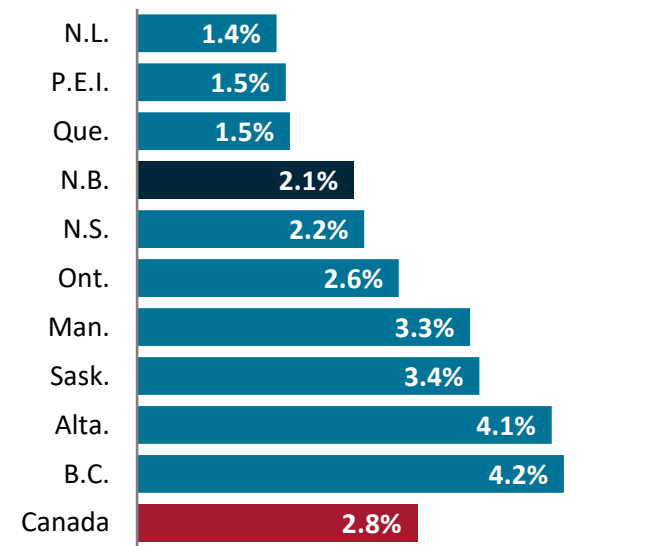
### Participation Rate of Parents Aged 25 Years and Over with Children Aged 0 to 5 – New Brunswick (24-Month Averages)



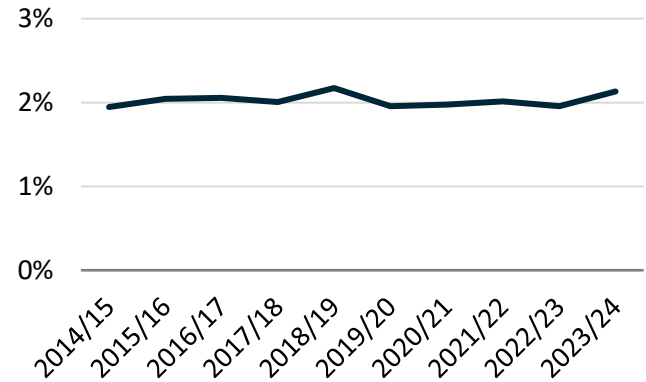
<sup>7</sup> Source(s): Statistics Canada, Labour Force Survey (Public Use Microdata File and Table 14-10-0122)

Meanwhile, among New Brunswick women who were employed, 2.1% (4,100 women) were working part-time for childcare related reasons. This represented the fourth lowest rate among the provinces. Unfortunately, the estimated number of New Brunswick men who working part-time for childcare related reasons was too small to be released, due to confidentiality-related rules in place by Statistics Canada.

**Percentage of Employed Women Working Part-Time for Childcare-Related Reasons – 2023/2024**

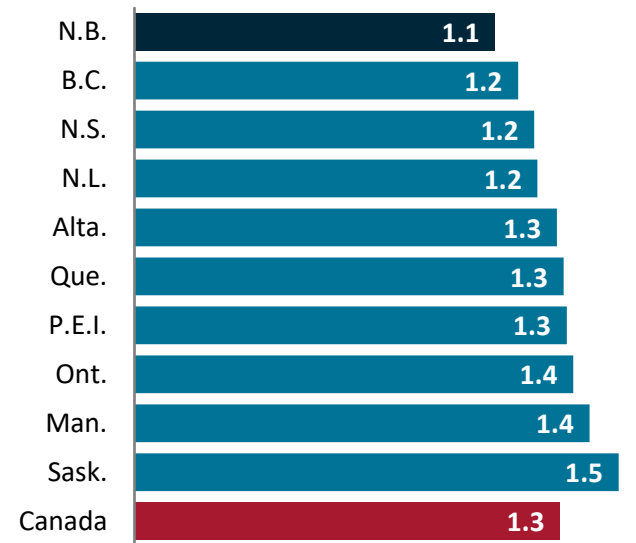


**Percentage of Employed Women Working Part-Time for Childcare-Related Reasons – New Brunswick (24-Month Averages)**

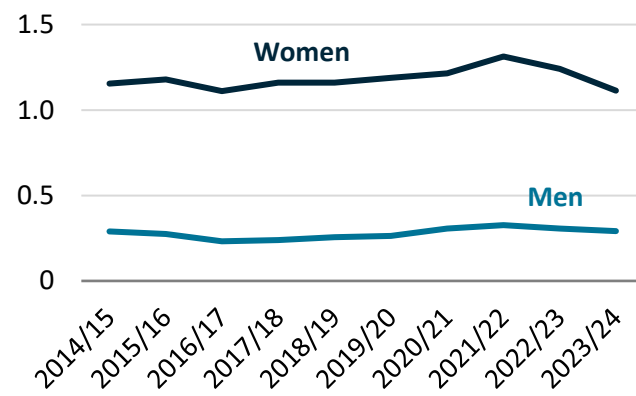


In terms of absences, New Brunswick women missed an average of 1.1 hours per week for personal or family related reasons. While this was the lowest average in the country, it was still nearly four times the average seen among New Brunswick men (0.3 hours per week).

**Average Hours Absent Per Week for Personal or Family Related Reasons Among Women – 2023/2024**



**Average Hours Absent Per Week for Personal or Family Related Reasons – New Brunswick (24-Month Averages)**



## Wages<sup>8</sup>

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

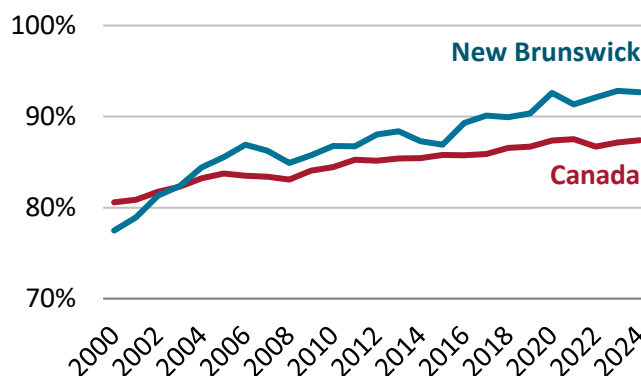
- The type of occupations and/or industries that individuals work in
- Education and experience levels
- Factors such as job tenure and union coverage
- Discrimination (whether it's based on gender, sexual orientation, race, age, etc.)

In 2024, employees in New Brunswick who were women earned, on average, \$29.17 per hour. This was approximately 92.7% as much as men, who earned an average of \$31.48 per hour. At the national level, the average gender wage ratio was 87.4%.

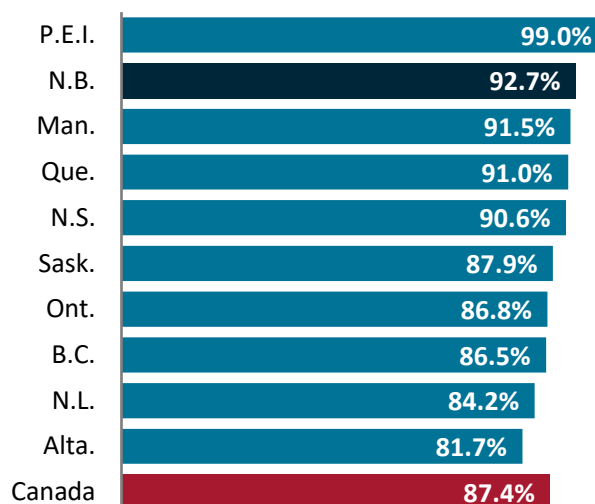
### Wage Statistics by Gender – 2024

	Men	Women	Ratio
<b>New Brunswick</b>			
Average Hourly Wage	\$31.48	\$29.17	92.7%
Median Hourly Wage	\$26.50	\$25.00	94.3%
% Earning Minimum Wage	5.5%	6.4%	N/A
<b>Canada</b>			
Average Hourly Wage	\$37.50	\$32.77	87.4%
Median Hourly Wage	\$32.00	\$28.00	87.5%
% Earning Minimum Wage	5.2%	7.4%	N/A

### Average Gender Wage Ratio



### Average Gender Wage Ratio – 2024



### Selected Labour Force Characteristics by Gender – New Brunswick – 2024

	Men	Women
% of Employees with Post-Secondary Credentials	64.6%	72.9%
Average Job Tenure (in Months)	108.8	104.8
% of Employees Working Part-Time	9.2%	19.3%
Union Coverage	26.9%	34.0%

<sup>8</sup> 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

**Average Hourly Wage Rate by Gender and Selected Characteristics – New Brunswick – 2024**

	Men	Women	Ratio
<b>Age Group</b>			
Age 15 to 24	\$19.83	\$19.38	97.7%
Age 25 to 54	\$33.47	\$31.46	94.0%
Age 55+	\$33.10	\$28.48	86.0%
<b>Highest Level of Education</b>			
High School or Less	\$24.24	\$21.22	87.6%
Post-Secondary Certificate	\$31.53	\$27.80	88.2%
University Degree	\$41.88	\$37.24	88.9%
<b>Union Coverage</b>			
Union Coverage	\$35.59	\$34.94	98.2%
No Union Coverage	\$29.96	\$26.19	87.4%
<b>Full-Time/Part-Time</b>			
Full-Time	\$32.55	\$30.86	94.8%
Part-Time	\$20.81	\$22.12	106.3%

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

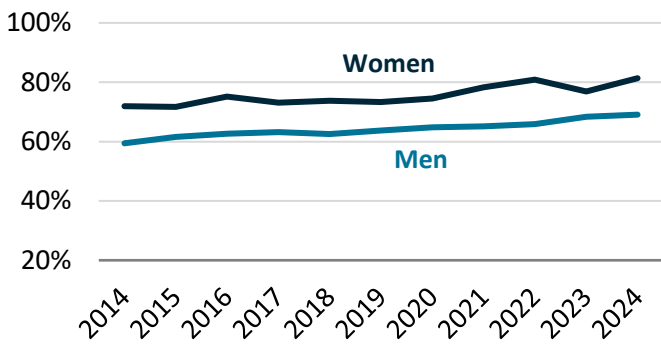
**Average Employment Income Among Full-Time, Full-Year Workers in Selected Occupations by Gender – New Brunswick – 2020**

	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

# Appendices

## Appendix A: Additional Data

Percentage of Population Aged 25 to 44 Years with Post-Secondary Credentials by Gender – New Brunswick

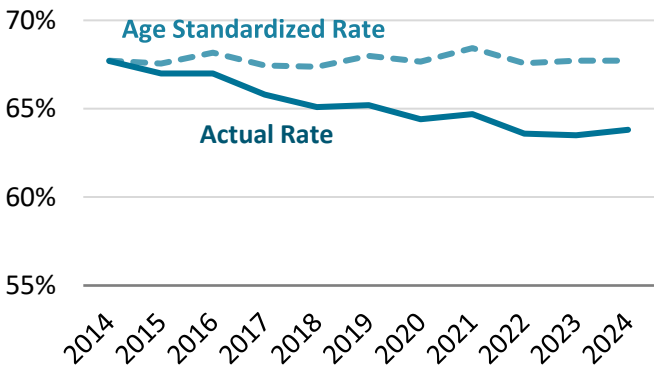


Reason for Working Part-Time by Gender – New Brunswick – 2024

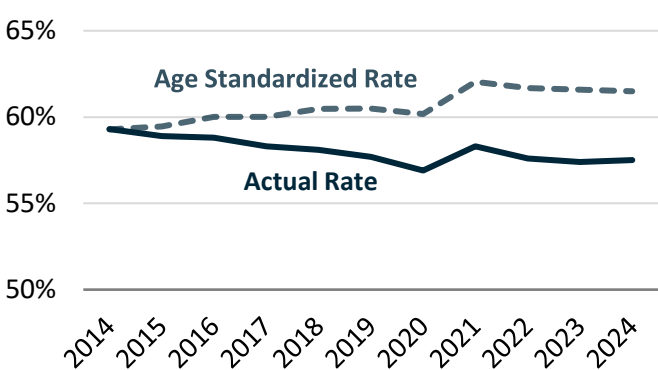
	Men	Women
Personal preference	6,800	12,700
Going to school	6,200	9,800
Caring for children	N/A*	4,200
Other personal or family responsibilities	800	2,700
Own illness or disability	900	2,800
Other voluntary reasons	1,800	2,300
Business conditions or could not find full-time work	4,000	6,600
Total (Any Reason)	20,700	41,200

\*Suppressed to meet the confidentiality requirements of the Statistics Act (value is less than 500)

Age-Standardized<sup>9</sup> Participation Rate of New Brunswick Men Aged 15 Years and Over



Age-Standardized Participation Rate of New Brunswick Women Aged 15 Years and Over



<sup>9</sup> When comparing characteristics of populations who have different age compositions, using an age standardization method allows for making more meaningful comparisons by adjusting for differences in age distributions. In this report, age standardization is used by adjusting the age distributions of both populations of men and women over time in order to match the age composition of these populations in 2014.

## Appendix B: 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.