



**Labour Market Profile of
Men and Women in New Brunswick
May 2021**



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Education

High School Completion Rates¹

In New Brunswick (and across Canada) females are more likely than males to have completed high school. At the time of the Census, 87.6% of New Brunswick females aged 25 to 64 years had completed high school, compared to only 80.6% of males in this age range. While this gap was quite pronounced among older age categories, it was relatively small among younger New Brunswickers. More recent (but less reliable) estimates suggest that the percentage of New Brunswickers aged 25 to 64 that have completed high school has increased slightly since the time of the Census, primarily due to older, less educated, individuals aging out of this age range.

It is yet to be seen what impact the COVID-19 pandemic will have on youth completing high school.

High School Completion Rate by Age and Sex – N.B. and Canada – 2016

Age Group	New Brunswick		Canada	
	Male	Female	Male	Female
20 to 24 years	93%	94%	88%	92%
25 to 34 years	89%	93%	88%	92%
35 to 44 years	87%	94%	87%	91%
45 to 54 years	79%	88%	84%	88%
55 to 64 years	71%	79%	79%	83%
65 to 74 years	60%	65%	73%	73%
75 years and over	43%	49%	56%	54%

High School Completion Rate Among the Indigenous Population Aged 20 to 64 – N.B. and Canada – 2016

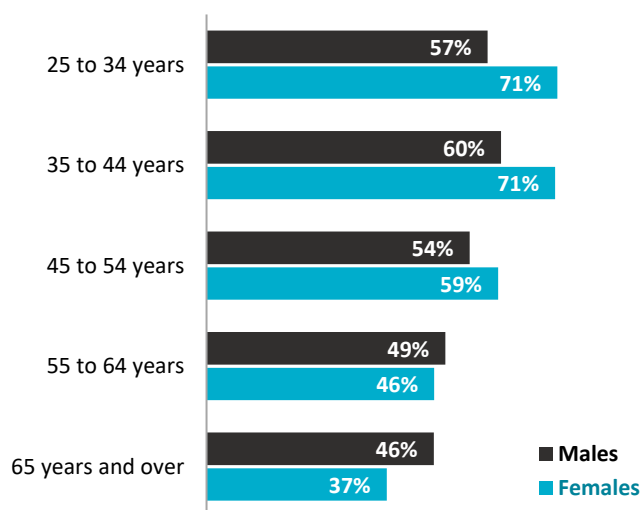
	New Brunswick		Canada	
	Male	Female	Male	Female
On Reserve				
20 to 24 years	76%	76%	43%	48%
25 to 64 years	61%	71%	43%	55%
Off Reserve				
20 to 24 years	93%	93%	74%	78%
25 to 64 years	72%	80%	69%	77%

Post-Secondary Education²

In New Brunswick (and across Canada) females are more likely than males to have completed some form of post-secondary education:

- 60.6% of New Brunswick females aged 25 to 64 years had completed some form of post-secondary education at the time of the 2016 Census, compared to 54.4% of males in this age range. More recent (but less reliable) estimates suggest that this rate has increased among both males and females since the time of the Census, primarily as a result of older, less educated individuals aging out of this age range.
- Among younger age categories, females are more likely to have completed some form of post-secondary education, however the opposite was true among the older population (55 years and over).
- While a university or college education is more common among the province's female population, the majority of New Brunswickers with an apprenticeship or trades certificate were male.

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



¹ Source(s): Statistics Canada, 2016 Census of Population, Catalogue no. 98-400-X2016265

² Source(s): Statistics Canada, 2016 Census of Population, Catalogue no. 98-400-X2016197; Statistics Canada, Postsecondary Student Information System, Table 37-10-0011; and Statistics Canada, Registered Apprenticeship Information System, Table 37-10-0023

Highest Certificate, Diploma or Degree Among the Population Aged 25 to 64 Years by Sex – New Brunswick, Atlantic Canada and Canada – 2016

	New Brunswick		Atlantic Canada		Canada	
	Male	Female	Male	Female	Male	Female
No Certificate, Diploma or Degree	17%	11%	16%	11%	13%	10%
High School or Equivalent	29%	28%	25%	25%	24%	23%
Post-Secondary	54%	61%	59%	64%	63%	67%
Apprenticeship/Trades	14%	6%	16%	6%	15%	7%
College/Non-University Certificate or Diploma	22%	30%	23%	30%	19%	25%
University, Below Bachelor Level	1%	2%	2%	3%	3%	4%
University, Bachelor Level	12%	17%	13%	17%	17%	21%
University, Above Bachelor Level	5%	6%	6%	8%	9%	10%

Female students consistently outnumber male students in public post-secondary institutions, however, this varies significantly by field of study. Tables showing the percentage of individuals enrolled in various major fields of study that are female can be found below.

- The majority of individuals enrolled in “mathematics, computer and information sciences” related post-secondary programs are male. While the percentage of individuals who are female in these fields of study has increased slightly over time at a national level, it has remained relatively constant in New Brunswick.
- While the “architecture, engineering and related technologies,” field of study is male dominated at both a provincial and national level, the percentage of students enrolled in these programs who are female has trended upwards in recent years.

- The percentage of students who are female in traditionally female-dominated fields of study such as “education” and “health and related fields” has remained largely unchanged in recent years.
- Unlike university and college, apprenticeship in New Brunswick (and across Canada) is heavily male-dominated, with only 2% to 7% of registered apprentices being female across most major trade groups. A few notable exceptions to this trend are the food services (40% female), landscape and horticulture technicians and specialists (20% female) and interior finishing (12%).

Female Share of Enrolments in Public Universities and Colleges by Major Field of Study – New Brunswick and Canada

Major Field of Study	New Brunswick				Canada
	2003-04	2008-09	2013-14	2018-19	2018-19
Education	76%	77%	75%	77%	76%
Visual and performing arts, and communications technologies	62%	64%	66%	63%	60%
Humanities	64%	63%	61%	64%	60%
Social and behavioural sciences and law	66%	66%	69%	72%	69%
Business, management and public administration	58%	56%	54%	53%	53%
Physical and life sciences and technologies	57%	54%	55%	61%	57%
Mathematics, computer and information sciences	21%	20%	20%	20%	28%
Architecture, engineering and related technologies	12%	13%	14%	17%	22%
Agriculture, natural resources and conservation	28%	30%	35%	42%	54%
Health and related fields	82%	82%	81%	79%	74%
Other	53%	47%	56%	54%	56%

Female Share of Registered Apprentices for Selected Major Trades Group – New Brunswick and Canada

Major Trade Groups	New Brunswick				Canada
	2004	2009	2014	2019	2019
Electricians	1%	2%	3%	4%	4%
Automotive service	0%	1%	2%	4%	5%
Plumbers, pipefitters and steamfitters	1%	2%	2%	2%	3%
Carpenters	2%	3%	4%	4%	5%
Millwrights	1%	1%	1%	2%	3%
Welders	0%	1%	2%	7%	9%
Other	6%	4%	7%	7%	20%

Labour Force Characteristics

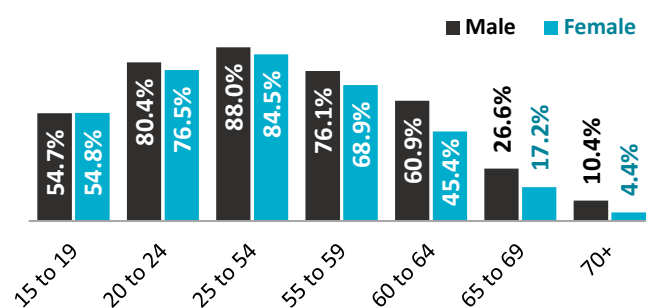
Pre-Pandemic Trends³

Both within New Brunswick and across Canada, females are less likely to participate in the labour force (i.e. employed or actively looking for work) than males:

- In 2019, 74.5% of New Brunswick females aged 15 to 64 years were participating in the labour force, compared to 79.7% of males in this age range (a gap of 5.2 percentage points). At a national level, 75.2% of females aged 15 to 64 were participating in the labour force, compared to 82.2% of males (a gap of 7.0 percentage points).
- At both a provincial and national level, females are generally less likely to be participating in the labour force across all age categories, with the one consistent exception being the “15 to 19 years” age range.

- Between 1979 and 2009, the participation rate among New Brunswick females aged 15 to 64 years increased from 47.4% to 72.8%. Since 2009 this rate has only increased slightly, to 74.5% in 2019. Increases going forward will likely come primarily from older, less educated females aging out of this age range (being “replaced” by more educated females that are more attached to the labour force).

Participation Rate by Sex and Age Group – N.B. – 2019

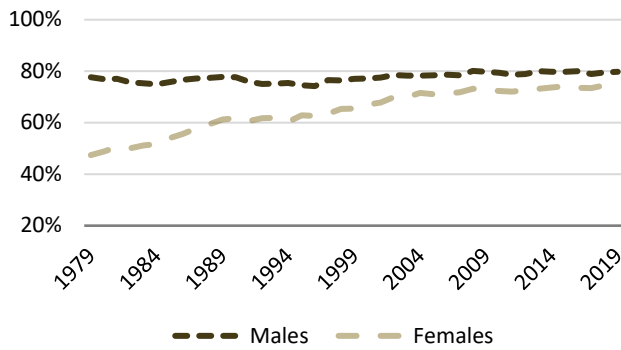


Labour Force Statistics by Sex – New Brunswick – 2019

Characteristic	Ages 15+		Ages 15 to 64	
	Males	Females	Males	Females
Population	314,700	327,900	240,800	244,100
Labour Force	203,900	189,100	192,000	181,900
Employment	184,300	176,800	173,600	170,000
Proportion Full-Time	89.6%	80.1%	91.1%	81.2%
Proportion Part-Time	10.4%	19.9%	8.9%	18.9%
Unemployment	19,600	12,300	18,400	11,900
Not in Labour Force	110,900	138,800	48,900	62,200
Participation Rate	64.8%	57.7%	79.7%	74.5%
Employment Rate	58.6%	53.9%	72.1%	69.6%
Unemployment Rate	9.6%	6.5%	9.6%	6.5%

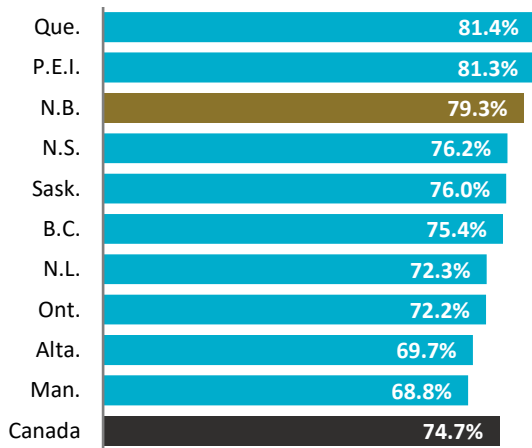
³ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0327, 14-10-0029, 14-10-0122, 14-10-0128, 14-10-0120 and 14-10-0023; and Statistics Canada, 2016 Census of Population, Catalogue no. 98-400-X2016355

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



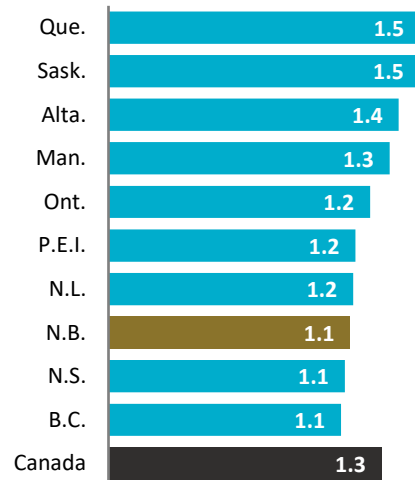
Caring for children is one factor that contributes to the lower levels of labour force participation, higher rates of part-time employment, and higher absence rates that are seen among females. Among females who were not in the labour force but wanted to work, “personal/family responsibilities” was among the most commonly cited reasons, with females being roughly twice as likely to cite this reason as males in New Brunswick. Furthermore, females are more than ten times as likely as males to report working part-time for childcare-related reasons, and nearly five times as likely to be absent from work for personal or family related reasons.

Participation Rate of Mothers with Children Aged 0 to 5 – 2019

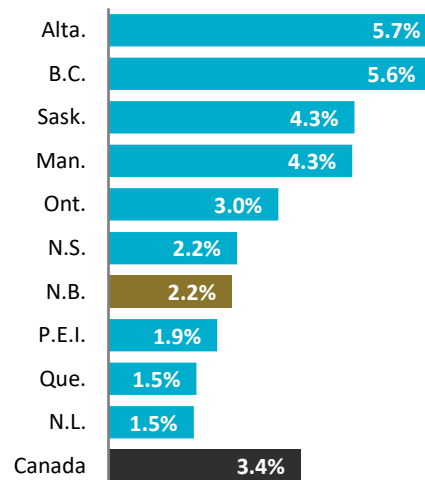


However, it is worth noting that New Brunswick ranked third among the provinces in terms of participation rate among mothers with children under the age of 6. Furthermore, compared to the females nationwide, female workers in New Brunswick missed relatively fewer hours for personal or family related reasons, and were relatively less likely to be working part-time for childcare-related reasons.

Average Hours Lost Per Week Per Female Employee for Personal or Family Related Reasons – 2019



Percentage of Employed Females Working Part-Time for Childcare-Related Reasons – 2019



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 New Brunswick in 2019, the unemployment rate among females aged 15 to 64 years was 6.5%, compared to 9.6% among males (nationally, these rates were 5.3% and 6.1% respectively).

Female-Dominated Occupations⁴ – New Brunswick – 2015

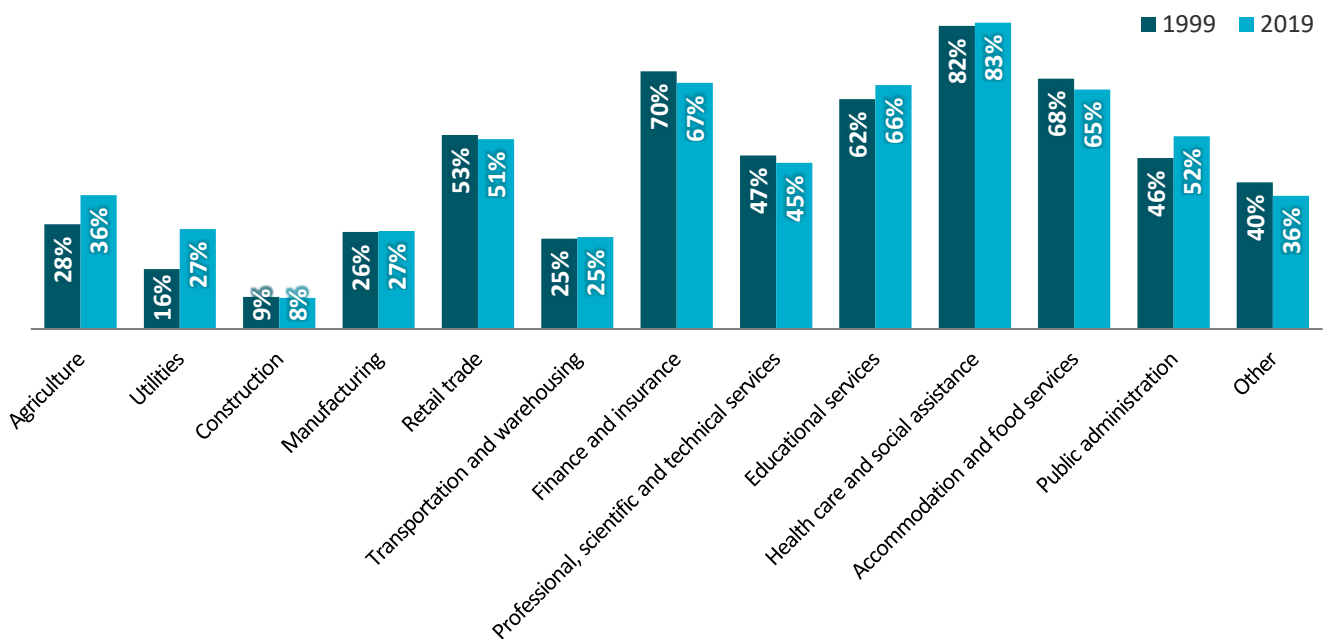
	% Female
Dental assistants	100%
Dental hygienists and dental therapists	100%
Home child care providers	99%
Medical administrative assistants	99%
Occupational therapists	99%
Court reporters, medical transcriptionists and related	98%
Dietitians and nutritionists	97%
Legal administrative assistants	97%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

While there are likely 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).

Male-Dominated Occupations⁴ – New Brunswick – 2015

	% 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%

Female Share of Labour Force by Sector – New Brunswick – 1999 and 2019



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

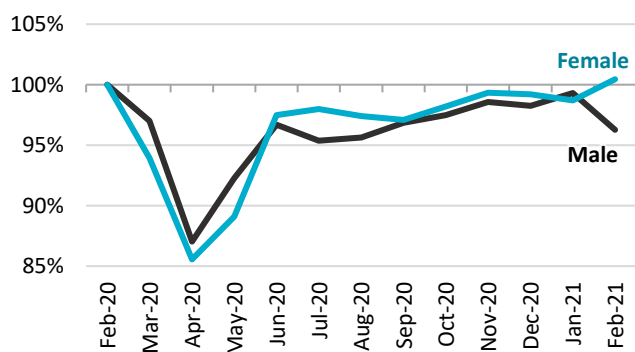
COVID-19 Pandemic⁵

The COVID-19 pandemic, and the various restrictions and measures that were put in place in response to it, had a significant impact on the labour market.

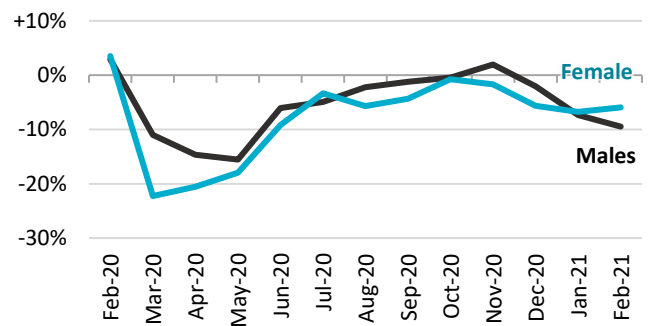
After starting the year off by reaching record high employment levels, approximately 50,000 New Brunswickers lost their jobs between February and April. Despite this representing by far the largest two-month decline in employment on record (with comparable data available back to 1976), job loss figures fail to capture the full extent of the pandemic's impact. In addition to the previously mentioned employment losses, tens of thousands of New Brunswickers, while still technically considered employed, were working zero hours during the initial lockdown, with thousands more working significantly reduced hours.

At the onset of the pandemic, female workers were disproportionately affected by the shutdowns. In April 2020, employment among females in the province was down 14.4% relative to February 2020, while total hours worked among females was down 20.6% year-over-year. In contrast, employment among males was down 13.0% at this time, while hours worked among males was down 14.6%.

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

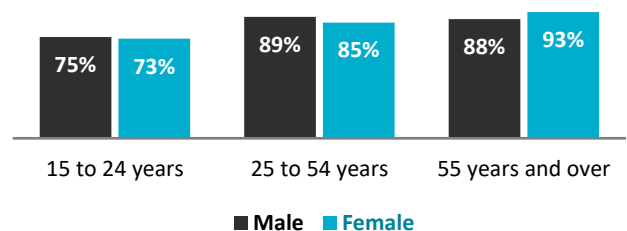


Year-over-Year Change in Hours Worked by Sex – New Brunswick (Unadjusted for Seasonality)



The group that saw the largest employment losses at the onset of the pandemic was the youth population. In April 2020, employment among New Brunswick females aged 15 to 24 years was down 26.7% relative to February 2020, while employment among male youth in the province was down 25.5%.

Employment in April 2020 Relative to February 2020 by Age and Sex – New Brunswick (Seasonally Adjusted)

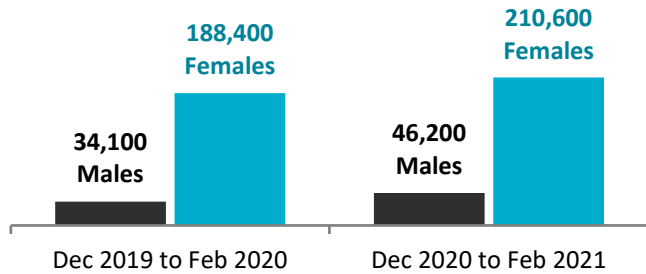


When restrictions began to be eased, despite having been more impacted at the height of the pandemic, employment among females was relatively quick to recover. By July, employment among females in the province was down only 2.0% relative to February, while total hours worked among females was down only 3.3%. For comparison, employment among males in the province was down 4.6% relative to February at this time, while total hours worked among males was down 4.9% year-over-year. Since that time, female employment has generally hovered closer to pre-pandemic levels compared to males.

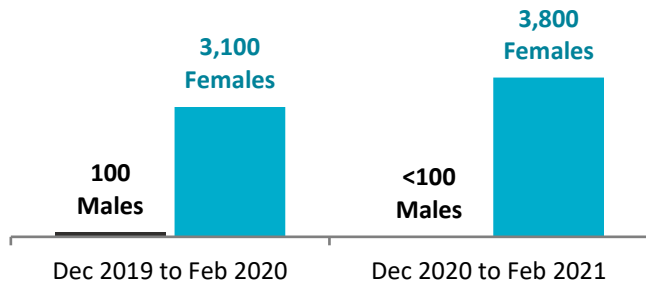
⁵ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0287, 14-10-0032, 14-10-0121, and 14-10-0028

Throughout the pandemic, females have continued to account for a disproportionate amount of work hours being lost due to childcare or other family-related reasons.

Hours Lost Per Week Due to Personal / Family-Related Absences – New Brunswick – Dec 2019 to Feb 2020 Compared to Dec 2020 to Feb 2021 (3-Month Averages)



Individuals Working Part-Time for Childcare-Related Reasons – New Brunswick – Dec 2019 to Feb 2020 Compared to Dec 2020 to Feb 2021 (3-Month Averages)

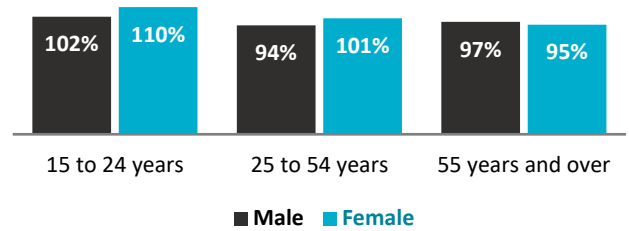


As of February 2021, employment among females was up 0.4% compared to February 2020 levels, although hours worked among females remained down 5.8% year-over-year. On the other hand, employment among males was 3.7% below February 2020 levels, while hours worked among males was down 9.4% year-over-year.

Two groups in particular that have struggled to recover have been:

- Females aged 55 years and over, particularly those without post-secondary credentials
- Males aged 25 to 54 years, particularly those without post-secondary credentials

Employment in February 2021 Relative to February 2020 by Age and Sex – New Brunswick (Seasonally Adjusted)



Its important to note that while labour force and employment levels towards the end of 2020 and through the beginning of 2021 pointed towards the economy being close to a full recovery, many workers were still working reduced hours and/or were employed in jobs that were only able to exist due to government support programs such as the Canada Emergency Wage Subsidy. A full return to pre-pandemic levels of output will likely stretch into 2022 (or beyond).

Wages and Income

Pre-Pandemic Trends⁶

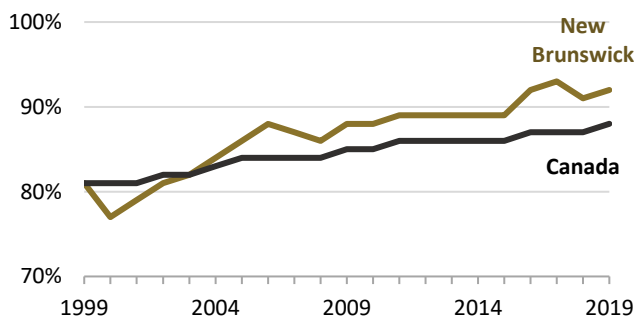
In 2019, the average hourly wage in New Brunswick was \$24.53 among males and \$22.46 among females. When comparing high-level wage or income statistics such as these, it's important to keep in mind that there are a number of factors that may be having an influence, such as:

- 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.)

Wage Statistics by Sex – N.B. and Canada – 2019

	Males	Females
New Brunswick		
Average Hourly Wage Rate	\$24.53	\$22.46
Median Hourly Wage Rate	\$21.00	\$19.50
% Earning Minimum Wage	5.7%	7.1%
Canada		
Average Hourly Wage Rate	\$29.49	\$25.97
Median Hourly Wage Rate	\$25.79	\$22.00
% Earning Minimum Wage	7.2%	10.4%

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



Selected Labour Force Characteristics by Sex – New Brunswick – 2019

	Male	Female
% of Employed Individuals with Post-Secondary Credentials	58.6%	67.0%
Average Job Tenure (in Months)	113.9	106.8
% of Employees Working Part-Time	9.5%	18.3%
Union Coverage	25.6%	32.6%

Average Hourly Wage Rate by Sex and Selected Characteristics – New Brunswick – 2019

Subgroups	Males	Female	Ratio
Age Group:			
Age 15 to 24	\$15.47	\$15.01	97%
Age 25 to 54	\$26.60	\$24.54	92%
Age 55+	\$24.76	\$21.17	86%
Employment Type:			
Full-time	\$25.44	\$23.67	93%
Part-time	\$15.88	\$17.09	108%
Union Coverage:			
Union Coverage	\$29.58	\$29.31	99%
No Union Coverage	\$22.79	\$19.15	84%

In terms of income, there were significant differences in earnings between males and females, both at the provincial and national levels. In New Brunswick in 2018, males aged 25 to 54 earned on average \$59,900 (\$65,800 nationally), compared to an average of \$44,900 for females in this age range (\$47,200 nationally). Differences in income levels between males and females are even more pronounced those seen with hourly wages, due to a number of factors, including:

- Females are less likely to be employed than males
- Among those that are employed, 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 or other family related reasons).

⁶ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0340, 14-10-0066, 14-10-0319, 14-10-0118, and 14-10-0305; and Statistics Canada, Canadian Income Survey, Tables 11-10-0239 and 11-10-0135

Selected Individual Income Statistics for the Population Aged 25 to 54 by Sex – N.B. and Canada – 2018

Characteristic	New Brunswick		Canada	
	Male	Female	Male	Female
Average Income	\$59,900	\$44,900	\$65,800	\$47,200
Median Income	\$49,500	\$38,800	\$53,900	\$40,000
Sources				
Employment	90%	83%	91%	83%
Government Transfers	6%	13%	3%	12%
Other	5%	3%	5%	5%

Given their lower income levels, it is not surprising that females are more likely to be living in low income than males. In 2018, 10.3% of females were living in low income, compared to 9.7% of males (based on the Market Basket Measure⁷).

Percentage of Persons in Low Income by Age Group – N.B. and Canada – 2018

Age Group	New Brunswick		Canada	
	Male	Female	Male	Female
0 to 17 years	11%	12%	11%	10%
18 to 64 years	11%	11%	13%	12%
65 years and over	4%	6%	5%	6%
Total	10%	10%	11%	11%

COVID-19 Pandemic⁸

Amidst the pandemic, the average hourly wage rate among female employees in New Brunswick increased from \$22.46 to \$23.87 per hour in 2020 (+6.3%), while the average hourly wage rate among male employees increased from \$24.53 to \$25.05 (+2.1%). Due to the pandemic, it is difficult to assess the significance of these increases, since they were large part driven by job losses among low wage earners. Furthermore, among employees who managed to keep their jobs (or find new jobs), many were working reduced hours, limiting their total earnings. Overall, females worked 7.1% fewer

hours in 2020 than in 2019, compared to only a 4.3% drop among males.

Furthermore, in most cases, males were more likely to have received income through one or more of the various pandemic-related income support programs, including the Canada Emergency Response Benefit (CERB), the Canada Recovery Benefit (CRB), and the Canada Recovery Sickness Benefit (CRSB). One exception to this trend was the Canada Recovery Caregiving Benefit (CRCB), offered to workers who cannot work because they must provide care to children or family members due to COVID-19 related closure of schools, day cares or care facilities. As of February 14, 2021, 58% of payments made through this program to New Brunswickers had been paid out to females.

⁷ 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 (representing a modest, basic standard of living; a compromise between subsistence and social inclusion).

⁸ Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0340 and 14-10-003; and the Government of Canada (Canada Revenue Agency and Employment and Social Development Canada).