



**Labour Market Profile of
Men and Women in New Brunswick
May 2024**



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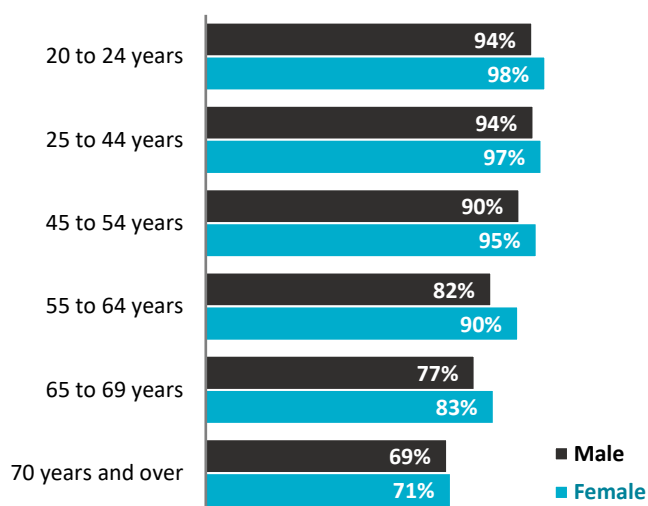
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Education¹

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:

- 94.4% of New Brunswick females aged 25 to 64 years had at least a high school diploma² (94.6% nationally), compared to 89.8% of New Brunswick males in this age range (92.1% nationally).
- 71.7% of New Brunswick females aged 25 to 64 years had completed some form of post-secondary education (76.3% nationally), compared to only 62.7 % of male New Brunswickers in this age range (70.0% nationally). This gap was particularly large among younger age groups.

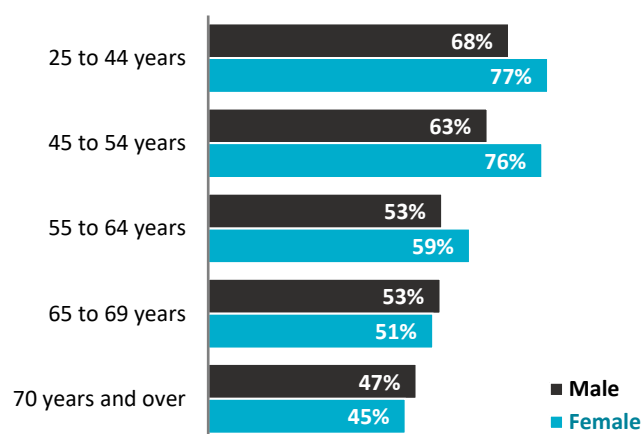
Percentage of Population With at Least a High School Diploma by Age Group and Sex – N.B. – 2023



Percentage of Population With at Least a High School Diploma by Age Group and Sex – 2023

Age Group	N.B.		Canada	
	Male	Female	Male	Female
20 to 24	94%	98%	93%	95%
25 to 44	94%	97%	94%	96%
45 to 54	90%	95%	92%	95%
55 to 64	82%	90%	88%	91%
65 to 69	77%	83%	85%	86%
70+	69%	71%	78%	74%

Percentage of the Population with Post-Secondary Credentials by Age Group and Sex – New Brunswick – 2023



Females are particularly more likely than males to be degree holders. In 2023, 33.0% of New Brunswick females aged 25 to 64 years were degree holders (40.3% nationally), compared to 23.4% of New Brunswick males in this age range (33.6% 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 males were much more likely to have apprenticeship or trades certificates, and females were 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 (PSIS), Maritime Provinces Higher Education Commission (MPHEC), and Registered Apprenticeship Information System (RAIS)

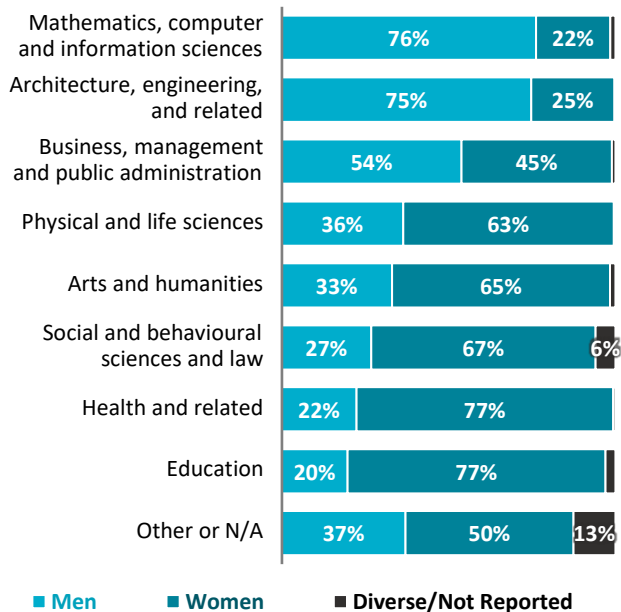
² i.e., a high school diploma (or equivalency certificate) and/or a post-secondary education.

Highest Certificate, Diploma or Degree by Age Group and Sex – 2023

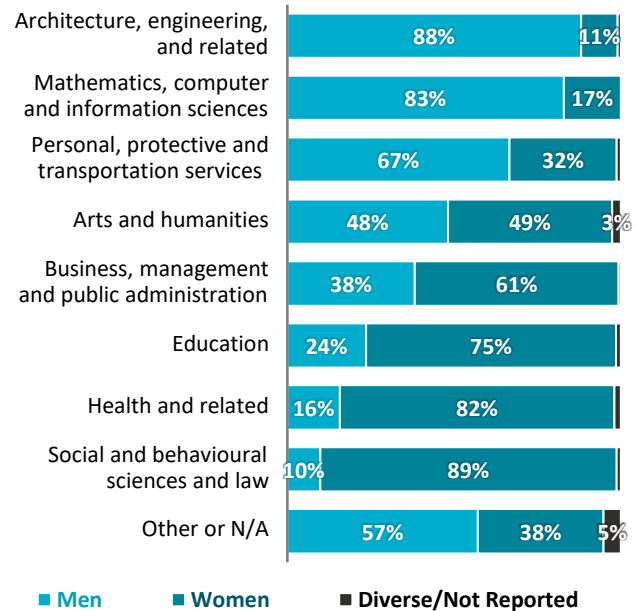
Age Group	Males			Females		
	No Post-Secondary Credentials	Post-Secondary Certificate/Diploma	Degree	No Post-Secondary Credentials	Post-Secondary Certificate/Diploma	Degree
N.B.						
25 to 44	32%	41%	27%	23%	35%	42%
45 to 54	37%	41%	23%	24%	45%	30%
55 to 64	47%	35%	18%	41%	38%	21%
65 to 69	47%	37%	16%	49%	33%	18%
70+	53%	32%	15%	55%	32%	13%
Canada						
25 to 44	28%	35%	37%	19%	34%	48%
45 to 54	29%	38%	33%	23%	38%	39%
55 to 64	36%	37%	27%	35%	39%	26%
65 to 69	41%	35%	24%	44%	34%	22%
70+	44%	32%	25%	52%	30%	17%

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.

Gender of Students Enrolled in New Brunswick Public Universities by Field of Study – 2022-23 (MPHEC)



Gender of Students Enrolled in New Brunswick Public Colleges by Field of Study – 2021-22 (PSIS)



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 on the next page.

Gender of Registered Apprentices by Major Trade Group – New Brunswick – 2022 (RAIS)

	Men	Women
Electricians	95%	5%
Automotive service	96%	4%
Plumbers, pipefitters and steamfitters	96%	4%
Carpenters	92%	8%
Millwrights	97%	3%
Welders	89%	11%
Refrigeration and air conditioning mechanics	99%	1%
Heavy equipment and crane operators	97%	3%
Heavy duty equipment mechanics	96%	4%
Food service	66%	34%
Other	95%	5%

Labour Force Characteristics

Overview³

Both within New Brunswick and across Canada, females are less likely to participate in the labour force than males. In 2023:

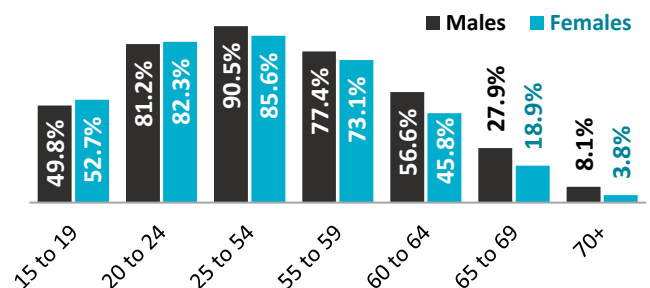
- 76.1% of New Brunswick females aged 15 to 64 years were participating in the labour force, compared to 80.5% of males in this age range (a gap of 4.4 percentage points). At a national level, these percentages were 77.2% and 83.2% respectively (a gap of 6.0 percentage points).
- Females were less likely 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 is arguably the largest such factor (analysis of this can be found in the next section).

Labour Force Statistics by Sex – New Brunswick – 2023

	Males	Females
Ages 15+		
Population	336,300	347,000
Not in Labour Force	122,100	147,800
Labour Force	214,300	199,300
Employment	197,100	189,400
Proportion Full-Time	90.1%	80.7%
Unemployment	17,200	9,900
Participation Rate	63.7%	57.4%
Employment Rate	58.6%	54.6%
Unemployment Rate	8.0%	5.0%
Ages 15 to 64		
Population	250,500	251,200
Not in Labour Force	48,900	60,100
Labour Force	201,600	191,200
Employment	185,800	181,700
Proportion Full-Time	91.4%	82.2%
Unemployment	15,900	9,400
Participation Rate	80.5%	76.1%
Employment Rate	74.2%	72.3%
Unemployment Rate	7.9%	4.9%

Participation Rate by Sex and Age Group – N.B. – 2023

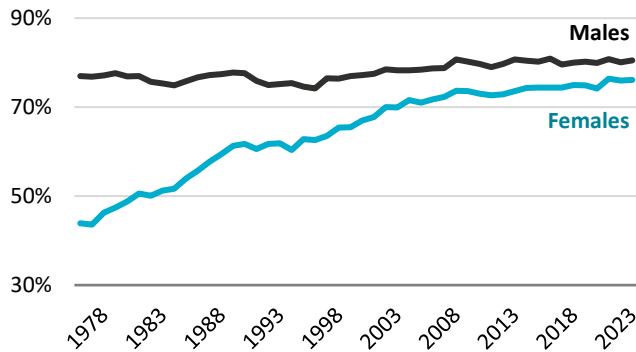


While there remains a gap in participation between males and females, this gap has narrowed drastically over time. Between 1976 and 2023, the participation rate among New Brunswick females aged 15 to 64 years increased from 43.9% to 76.1%, an average annual increase of 0.7 percentage points. During this same time, the participation rate among males in this age group increased by less than 0.1 percentage points annually (from 77.0% to 80.5%).

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 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).

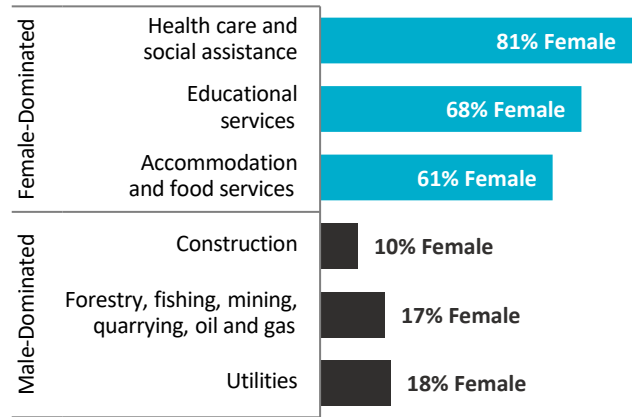
Participation Rate Among the Population Aged 15 to 64 Years by Sex – New Brunswick



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 2023, the unemployment rate among New Brunswick females was 5.0%, compared to 8.0% among males (nationally, these rates were 5.3% and 5.6% 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 are much more likely to work in low unemployment sectors, such as education or healthcare and social assistance).

Top Female- and Male- Dominated Sectors – New Brunswick – 2023



Top 10 Female-Dominated Occupations⁴ – 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

Top 10 Male-Dominated Occupations⁴ – 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

⁴ Only occupations with at least 100 labour force participants were included.

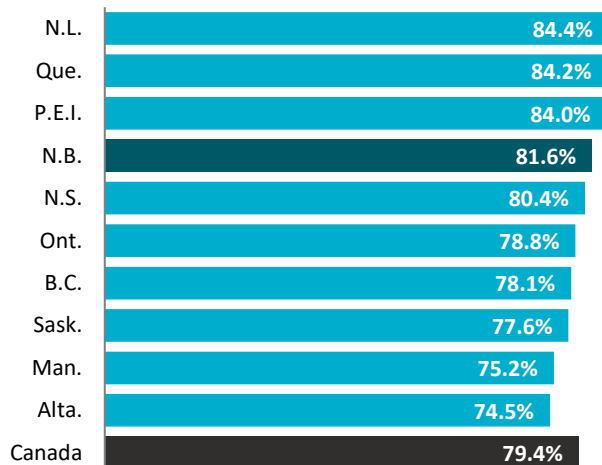
Impact of Children on Female Labour Force Participation⁵

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. During the 24-month period between January 2022 and December 2023:

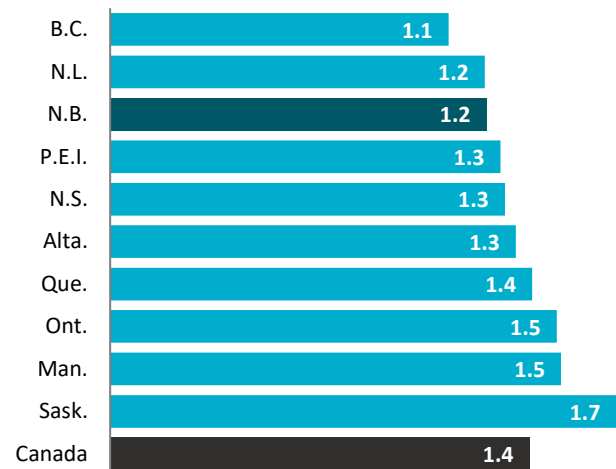
- There were nearly three times as many mothers not in the labour force as there were fathers in this group. This ratio was even higher for parents of children aged 0 to 5.
- There were nearly ten times as many females who reported working part-time for childcare-related reasons compared to males.
-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

However, New Brunswick ranked fourth among the provinces in terms of participation rate among mothers with children aged 0 to 5. Furthermore, compared to females nationwide, female workers in New Brunswick were noticeably less likely to be working part-time for childcare-related reasons.

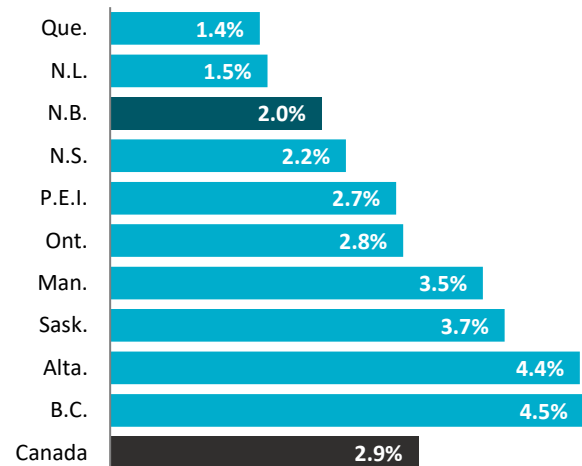
Participation Rate of Mothers Aged 25 Years and Over with Children Aged 0 to 5 – 2022/2023



Average Hours Lost Per Week Per Female Employee for Personal or Family Related Reasons – 2022/2023



Percentage of Employed Females Working Part-Time for Childcare-Related Reasons – 2022/2023



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

Wages⁶

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:

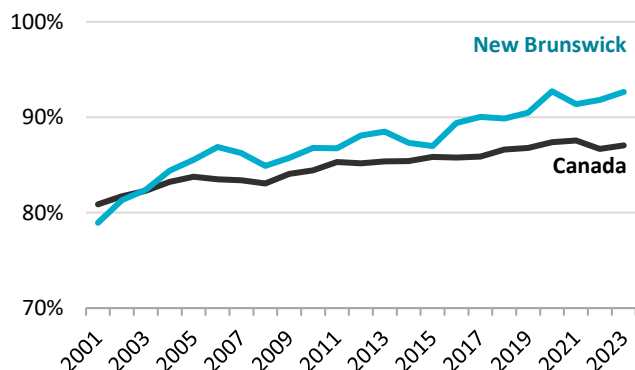
- The type of occupations and/or industries that individuals work in
- Education and experience levels
- Factors such as job tenure and union coverage
- Discrimination (whether it's based on sex, sexual orientation, race, age, parental status, etc.)

In 2023, female employees in New Brunswick earned, on average, 92.7% as much as males per hour. Females earned an average of \$27.64 per hour and males earning an average of \$29.83 per hour. This gap has narrowed significantly over time. In 2001, female employees in New Brunswick earned just 78.9% as much as males.

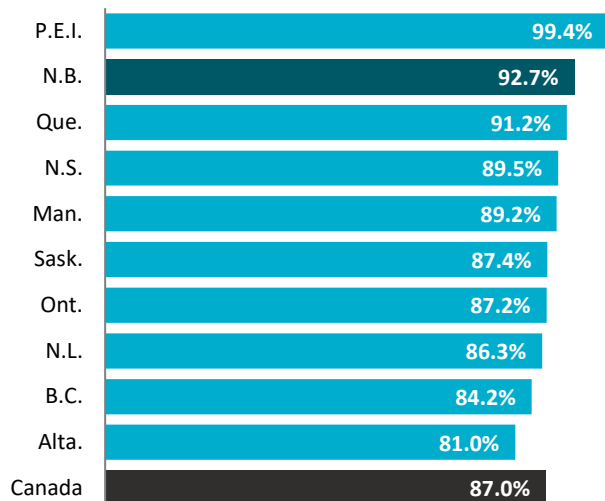
Wage Statistics by Sex – 2023

	Males	Females	Ratio
New Brunswick			
Average Hourly Wage	\$29.83	\$27.64	92.7%
Median Hourly Wage	\$25.50	\$24.04	94.3%
% Earning Minimum Wage	6.1%	7.4%	N/A
Canada			
Average Hourly Wage	\$35.83	\$31.19	87.0%
Median Hourly Wage	\$30.77	\$26.44	85.9%
% Earning Minimum Wage	5.4%	7.4%	N/A

Female-to-Male Average Wage Ratio



Female-to-Male Average Wage Ratio – 2023



Selected Labour Force Characteristics by Sex – New Brunswick – 2023

	Males	Females
% of Employees with Post-Secondary Credentials	62.9%	71.1%
Average Job Tenure (in Months)	110.5	105.5
% of Employees Working Part-Time	9.0%	17.8%
Union Coverage	26.5%	33.4%

Average Hourly Wage Rate by Sex and Selected Characteristics – New Brunswick – 2023

	Males	Females	Ratio
Age Group:			
Age 15 to 24	\$18.96	\$18.75	98.9%
Age 25 to 54	\$31.79	\$29.88	94.0%
Age 55+	\$31.15	\$27.18	87.2%
Highest Level of Education			
High School or Less	\$22.90	\$20.09	87.7%
Post-Secondary Certificate	\$30.31	\$26.15	86.3%
University Degree	\$40.05	\$35.78	89.3%
Union Coverage			
Union Coverage	\$34.20	\$34.10	99.7%
No Union Coverage	\$28.25	\$24.41	86.4%
Full-Time/Part-Time			
Full-Time	\$30.74	\$29.08	94.6%
Part-Time	\$20.57	\$21.05	102.3%

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

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

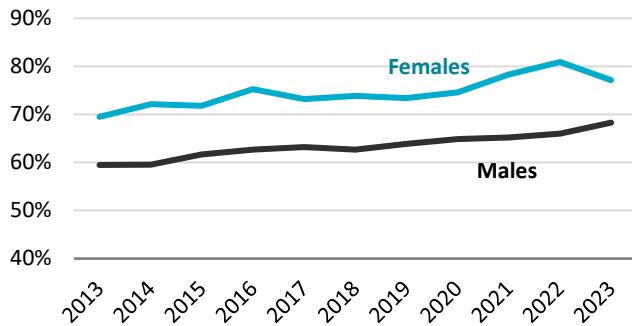
Average Employment Income Among Full-Time, Full-Year Workers in Selected Occupations by Sex – New Brunswick – 2020

	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

Appendices

Appendix A: Additional Data

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

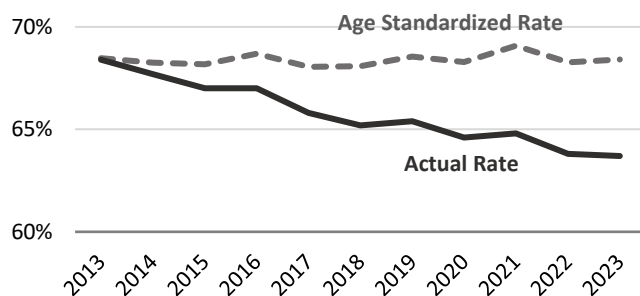


Reason for Working Part-Time by Sex – New Brunswick – 2023

	Males	Females
Own illness	700	2,100
Caring for children	N/A*	4,000
Other personal or family responsibilities	600	2,400
Going to school	6,200	9,400
Personal preference	6,100	11,100
Other voluntary reasons	1,400	2,400
Business conditions or could not find full-time work	4,100	5,100
Total (Part-Time – Any Reason)	19,400	36,500

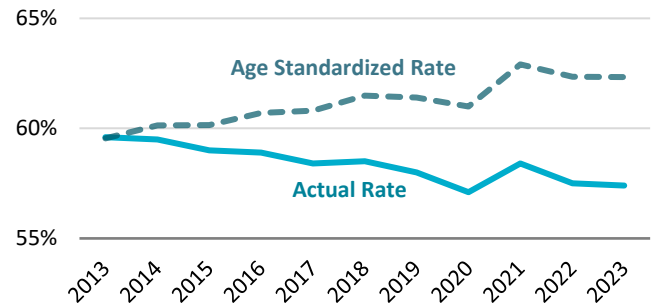
*Suppressed to meet the confidentiality requirements of the Statistics Act (value is less than 500)

Age-Standardized⁷ Participation Rate of New Brunswick Males Aged 15 Years and Over – 2013 to 2023



⁷ 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 the male and female populations over time in order to match the age composition of these populations in 2013.

Age-Standardized Participation Rate of New Brunswick Females Aged 15 Years and Over – 2013 to 2023



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.