Labour Market Profile of
Men and Women in New Brunswick
December 2019

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Education

High School Completion Rates[1]

In New Brunswick (and across Canada) females are more likely than males to have completed high school:

- 87.6% of New Brunswick females aged 25 to 64 years had completed high school at the time of the 2016 Census, compared to only 80.6% of males in this age range. More recent (but less reliable) estimates suggest that these rates have increased slightly since the time of the Census (especially among males) primarily due to older, less educated, individuals aging out of this age range.
- At the time of the Census, the gap between male and female high school completion rates in the province was:
  - Relatively small among younger age categories (20 to 34 years), but quite pronounced among older age categories.
  - Relatively small among immigrants.
  - Relatively large among the Aboriginal population.

High School Completion Rate by Age and Sex – New Brunswick – 2016
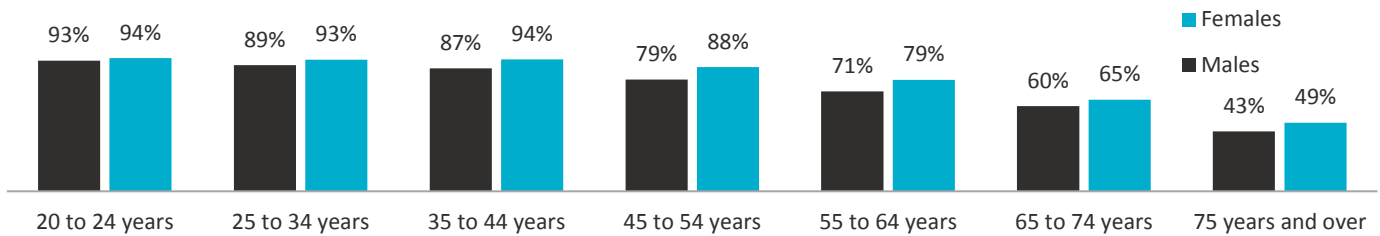
High School Completion Rate by Age and Sex – New Brunswick, Atlantic Canada and Canada – 2016

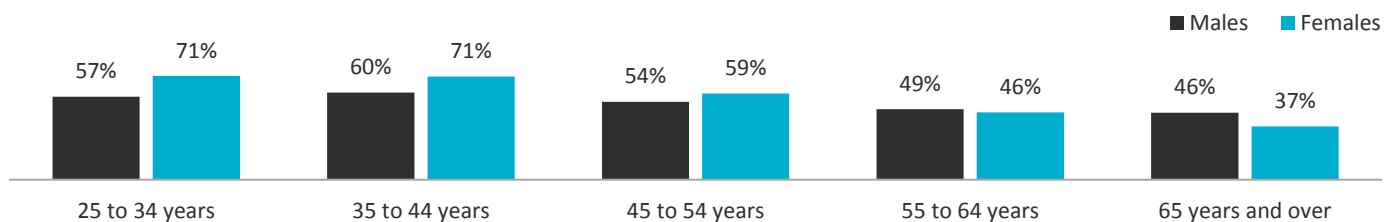| Age Group	New Brunswick		Atlantic Canada		Canada	
	Males	Females	Males	Females	Males	Females
20 to 24 years	93%	94%	91%	94%	88%	92%
25 to 34 years	89%	93%	89%	93%	88%	92%
35 to 44 years	87%	94%	86%	93%	87%	91%
45 to 54 years	79%	88%	78%	87%	84%	88%
55 to 64 years	71%	79%	72%	79%	79%	83%
65 to 74 years	60%	65%	63%	67%	73%	73%
75 years and over	43%	49%	48%	52%	56%	54%

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[1] Source(s): Statistics Canada, Census of Population, Table 37-10-0147-01

Post-Secondary Education[2]

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 females (but not males) 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 university or college level educations were 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

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

Age Group	New Brunswick		Atlantic Canada		Canada	
	Males	Females	Males	Females	Males	Females
25 to 34 years	57%	71%	62%	73%	64%	74%
35 to 44 years	60%	71%	64%	73%	67%	74%
45 to 54 years	54%	59%	59%	63%	63%	66%
55 to 64 years	49%	46%	53%	52%	58%	54%
65 years and over	46%	37%	47%	39%	52%	40%

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

Highest Certificate, Diploma or Degree	New Brunswick		Atlantic Canada		Canada	
	Males	Females	Males	Females	Males	Females
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%

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[2] Source(s): Statistics Canada, Census of Population, Table 37-10-0148-01, Postsecondary Student Information System, Table 37-10-0112-02 and Registered Apprenticeship Information System, Table 37-10-0118-01

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 remained relatively constant over time at a national level, it has been trending downwards within New Brunswick.
- While "architecture, engineering and related technologies," 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 1% to 4% of registered apprentices being female across most major trade groups in the province. A few notable exceptions to this trend are the food services (44% female), landscape and horticulture technicians and specialists (27% female) and interior finishing (18% female) major trade groups.

Female Share of Enrolments in Public Universities and Colleges by Major Field of Study – New Brunswick and Canada – 2001/02 to 2016/17

Major Field of Study	New Brunswick				Canada
	2001/02	2006/07	2011/12	2016/17	2016/17
Personal improvement and leisure	..	..	60%	52%	58%
Education	75%	77%	77%	77%	77%
Visual and performing arts and communications technologies	60%	63%	63%	65%	61%
Humanities	61%	62%	61%	64%	60%
Social and behavioural sciences and law	69%	67%	70%	70%	69%
Business, management and public administration	59%	57%	55%	54%	54%
Physical and life sciences and technologies	57%	56%	55%	57%	55%
Mathematics, computer and information sciences	24%	18%	19%	18%	27%
Architecture, engineering and related technologies	13%	12%	12%	16%	21%
Agriculture, natural resources and conservation	24%	27%	37%	42%	55%
Health and related fields	83%	81%	82%	81%	74%
Personal, protective and transportation services	31%	40%	36%	39%	45%
Other instructional programs	61%	53%	62%	55%	58%

Female Share of Registered Apprentices for Selected Major Trades Group – New Brunswick and Canada – 2002 to 2017

Major Trade Groups	New Brunswick				Canada
	2002	2007	2012	2017	2017
Electricians	1%	1%	2%	3%	4%
Automotive service	1%	1%	2%	4%	5%
Carpenters	2%	2%	4%	4%	4%
Plumbers, pipefitters and steamfitters	0%	1%	3%	2%	3%
Millwrights	0%	2%	1%	1%	3%
Welders	0%	2%	3%	8%	8%
Refrigeration and air conditioning mechanics	0%	0%	0%	1%	1%
Other	8%	5%	7%	8%	23%

Labour Force and Income
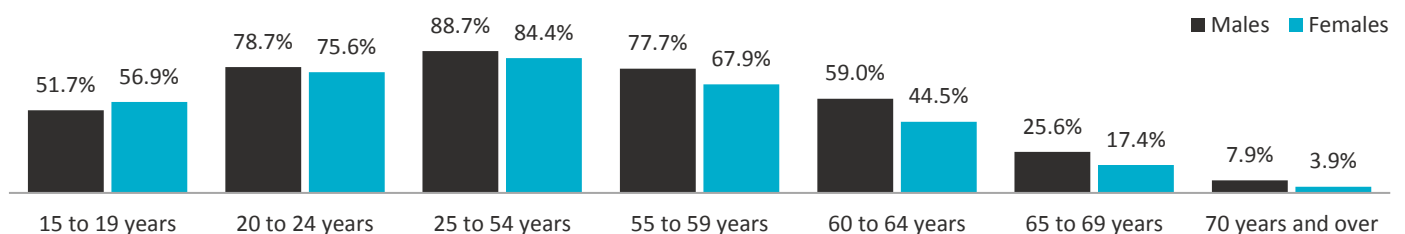
Labour Force Characteristics[3]

Across Canada, females are less likely to participating in the labour force (i.e. employed or actively looking for work) than males:

- In 2018, 74.6% 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 5.1 percentage points). At a national level, 75.1% of females aged 15 to 64 were participating in the labour force, compared to 81.7% of males (a gap of 6.6 percentage points).
- At both a provincial and national level, females were less likely to be participating in the labour force across all age categories, with the exception of the "15 to 19 years" age range.
- Between 1978 and 2008, the participation rate among New Brunswick females aged 15 to 64 years increased from 46.3% to 73.6%. Since 2008 this rate has only increased slightly, to 74.6% in 2018. 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).

Labour Force Statistics by Sex – New Brunswick – 2018

Characteristic	Ages 15+		Ages 15 to 64	
	Males	Females	Males	Females
Working-Age Population	306,600	320,700	236,500	240,900
Labour Force	198,300	186,200	188,400	179,700
Employment	179,800	174,000	170,900	167,800
Proportion Full-Time	90.6%	80.3%	92.0%	81.3%
Proportion Part-Time	9.4%	19.8%	8.1%	18.7%
Unemployment	18,500	12,200	17,500	11,900
Not in Labour Force	108,400	134,500	48,100	61,300
Participation Rate	64.7%	58.1%	79.7%	74.6%
Employment Rate	58.6%	54.3%	72.3%	69.7%
Unemployment Rate	9.3%	6.6%	9.3%	6.6%

Participation Rate by Age and Sex – New Brunswick – 2018

■ Males ■ Females

Age	Males	Females
15 to 19 years	51.7%	56.9%
20 to 24 years	78.7%	75.6%
25 to 54 years	88.7%	84.4%
55 to 59 years	77.7%	67.9%
60 to 64 years	59.0%	44.5%
65 to 69 years	25.6%	17.4%
70 years and over	7.9%	3.9%

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[3] Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0327-01 and 14-10-0023-01 and Census of Population, Table 98-400-X2016355

Labour Market Profile of
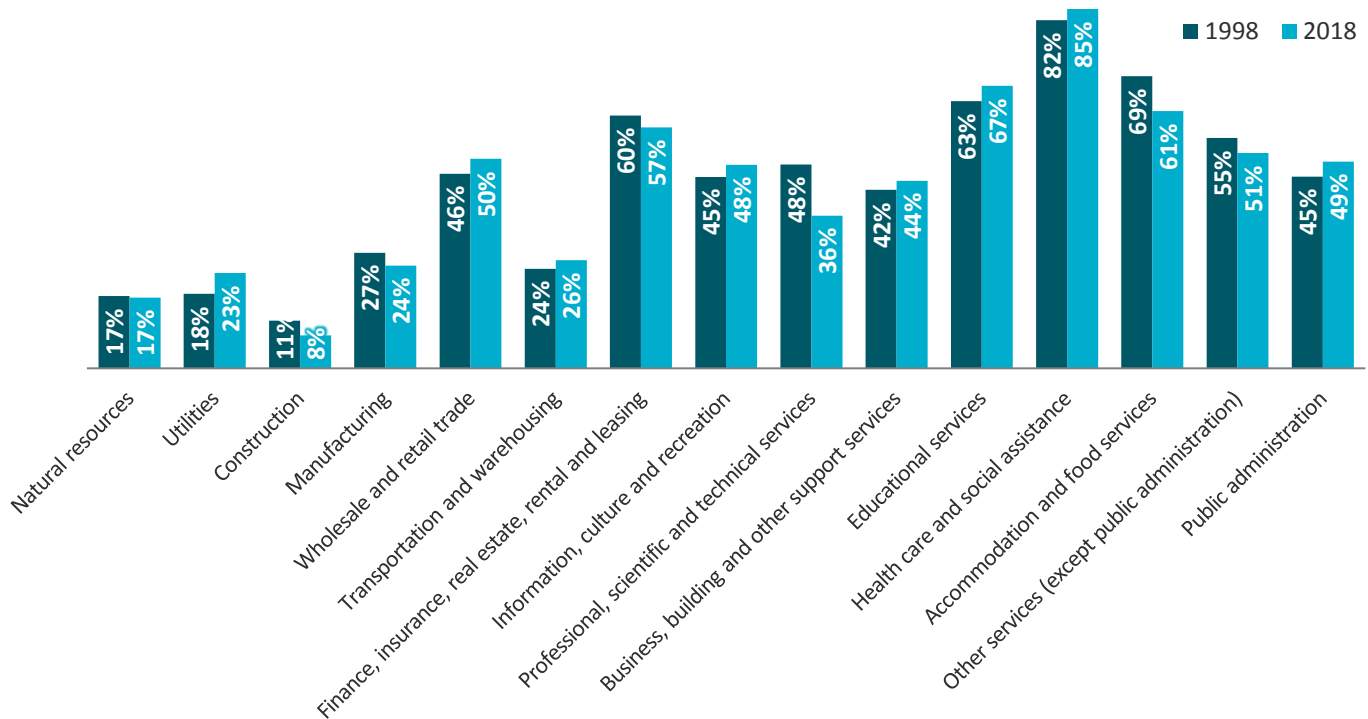Men and Women in New Brunswick

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Caring for children is one of the major factors contributing to the lower levels of labour force participation seen among females in the province and across the country. Among females who were not in the labour force but wanted to work, "personal/family responsibilities" was the most commonly cited reason, with females being roughly three times more likely to cite this reason as males. According to the 2015 General Social Survey, working-age Canadian women spent on average 50% more time on unpaid domestic and care work than men.

Participation Rate Among the Population Aged 15 to 64 Years by Sex – New Brunswick
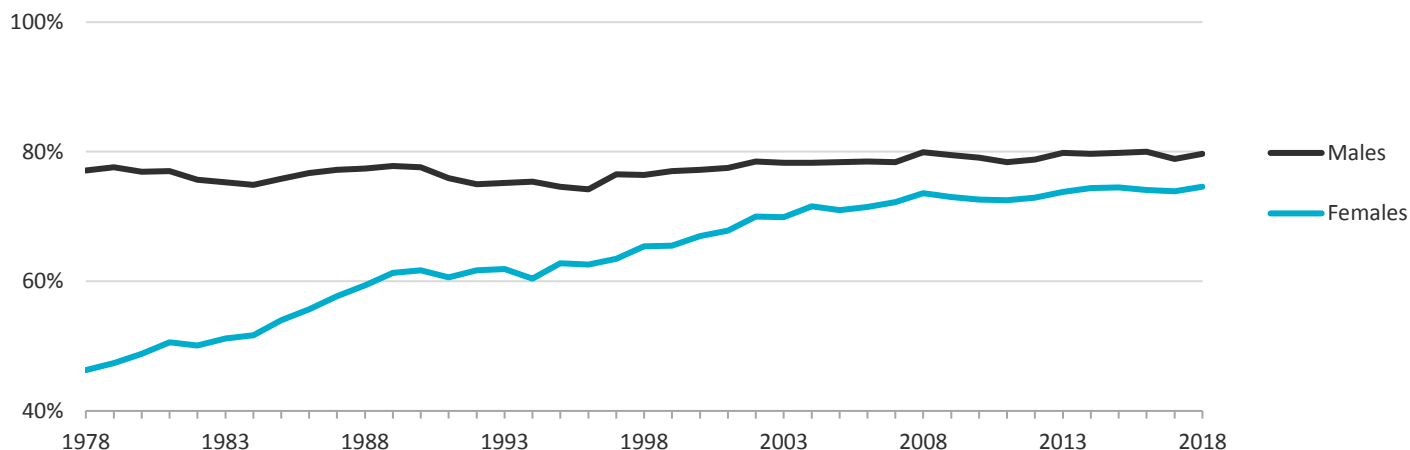
While in general females are less likely to be participating in the labour force than males, females who are in the labour force are less likely to be unemployed than males. In New Brunswick in 2018, the unemployment rate among females aged 15 to 64 years was 6.6%, compared to 9.3% among males (nationally, these rates were 5.5% and 6.1% respectively). 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). A graph showing the female share of each sector's labour force in 1998 and 2018 can be found below.

Female Share of Labour Force by Sector – New Brunswick – 1998 and 2018

Legend: ■ 1998 ■ 2018

Sector	1998	2018
Natural resources	17%	17%
Utilities	18%	23%
Construction	11%	8%
Manufacturing	27%	24%
Wholesale and retail trade	46%	50%
Transportation and warehousing	24%	26%
Finance, insurance, real estate, rental and leasing	60%	57%
Information, culture and recreation	45%	48%
Professional, scientific and technical services	48%	36%
Business, building and other support services	42%	44%
Educational services	63%	67%
Health care and social assistance	82%	85%
Accommodation and food services	69%	61%
Other services (except public administration)	55%	51%
Public administration	45%	49%

Female-Dominated Occupations[4] – 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%
Registered nurses and registered psychiatric nurses	95%
Home support workers, housekeepers and related	95%
Nursing co-ordinators and supervisors	94%
Elementary and secondary school teacher assistants	93%
Paralegal and related occupations	93%

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[4] Based on individuals that reported working in 2015. Only occupations with at least 200 workers were included.

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Male-Dominated Occupations[4] – New Brunswick – 2015

	% Female
Plumbers	0%
Chain saw and skidder operators	0%
Plasterers, drywall installers and finishers and lathers	0%
Electrical power line and cable workers	0%
Underground production and development miners	0%
Roofers and shinglers	0%
Bricklayers	0%
Boilermakers	0%
Ironworkers	0%
Telecommunications line and cable workers	0%
Contractors and supervisors, machining, metal forming, shaping and erecting trades and related	0%
Outdoor sport and recreational guides	0%
Air pilots, flight engineers and flying instructors	0%
Automotive service technicians, truck and bus mechanics and mechanical repairers	1%
Construction millwrights and industrial mechanics	2%

Wages[5] and Income[6]

In 2018, the average hourly wage[7] in New Brunswick was $23.91 among males and $21.88 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 – New Brunswick and Canada – 2018

	New Brunswick		Canada	
Characteristic	Males	Females	Males	Females
Average Hourly Wage Rate	$23.91	$21.88	$28.77	$25.03
Median Hourly Wage Rate	$20.00	$19.08	$25.00	$21.50
Percentage Earning Minimum Wage	6%	8%	8%	12%

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[5] Source(s): Statistics Canada, Labour Force Survey, Tables 14-10-0340-01, 14-10-0117-01, 14-10-0051-01, and 14-10-0066-01
[6] Source(s): Statistics Canada, Canadian Income Survey, Table 11-10-0239-01 and 11-10-0135-01
[7] Among employees only (does not include self-employed individuals)

Average Hourly Female-to-Male Wage Ratio – New Brunswick and Canada
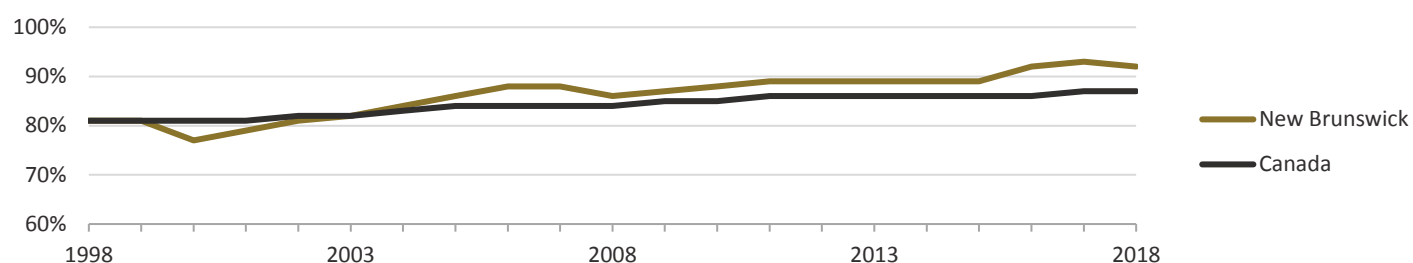
Selected Labour Force Characteristics by Sex – New Brunswick – 2018

	Males	Females
% of Employed Population with a Post-Secondary Education	58.0%	66.4%
Average Job Tenure (in Months)	110.8	107.1
% of Employees Working Part-Time	9.4%	22.4%
Union Coverage	25.9%	33.6%

Average Hourly Wage Rate by Sex and Selected Characteristics – New Brunswick – 2018

Subgroups	Males	Females	Ratio[8]
Age Group:			
Age 15 to 24	$14.60	$13.85	95%
Age 25 to 54	$25.83	$23.91	93%
Age 55+	$24.46	$21.13	86%
Employment Type:			
Full-time	$24.68	$23.01	93%
Part-time	$15.66	$16.84	108%
Union Coverage:			
Union Coverage	$29.16	$28.21	97%
No Union Coverage	$22.07	$18.68	85%
Broad Occupational Category:			
Management	$39.07	$33.79	86%
Business, finance and administration	$26.49	$22.47	85%
Natural and applied sciences and related	$32.63	$30.04	92%
Health	$29.00	$27.33	94%
Education, law and social, community and government	$32.48	$26.02	80%
Art, culture, recreation and sport	$19.74	$18.33	93%
Sales and service	$16.03	$14.90	93%
Trades, transport and equipment operators and related	$22.29	$18.42	83%
Natural resources, agriculture and related	$20.60	$15.64	76%
Manufacturing and utilities	$20.77	$16.57	80%

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[8] "Ratio" = Ratio of female average hourly wage rate to male average hourly wage rate

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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 2017, males earned on average (from all income sources combined and before taxes) $47,200 ($54,900 nationally), compared to an average of $34,700 for females ($38,700 nationally). Differences in earnings between males and females are more pronounced when looking at income than wages primarily due to males, on average, working more hours (which is in large part a reflection of women being more likely to work part-time, often for childcare related reasons).

Income Statistics by Sex – New Brunswick and Canada – 2017

	New Brunswick		Canada	
Characteristic	Males	Females	Males	Females
Average Individual Income	$47,200	$34,700	$54,900	$38,700
Median Individual Income	$39,100	$28,100	$41,800	$29,500
Sources of Income				
Employment Income	69%	63%	75%	65%
Private Investment and/or Retirement Income	14%	12%	14%	15%
Government Transfers	15%	23%	9%	19%
Other Income	2%	2%	2%	2%

Given their lower income levels, it is unsurprising that females are more likely to be living in low income than males. In 2017, 10.1% of females were living in low income, compared to 9.3% of males (based on the "Market Basket Measure[9]" measure of low income).

Percentage of Persons in Low Income (Market Basket Measure) by Age Group – New Brunswick and Canada – 2017

	New Brunswick		Canada	
Age Group	Males	Female	Males	Female
0 to 17 years	13.0%	13.2%	8.8%	9.2%
18 to 64 years	10.3%	11.3%	11.0%	11.2%
65 years and over	2.9%	4.2%	3.6%	4.2%
Total Population	**9.3%**	**10.1%**	**9.4%**	**9.6%**

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[9] The Market Basket Measure (MBM) is a measure of low income based on the cost of a specific basket of goods and services representing a modest, basic standard of living ("a compromise between subsistence and social inclusion"). An important distinction to be aware of concerning the MBM is, unlike other measures of low income, its thresholds are not based on any of the commonly published measures of income (total income, market income, after-tax income, etc.), but rather, are based on the concept of disposable income (the amount of income available to purchase goods and services). 'Disposable income' is derived by deducting income taxes and non-discretionary spending from total income