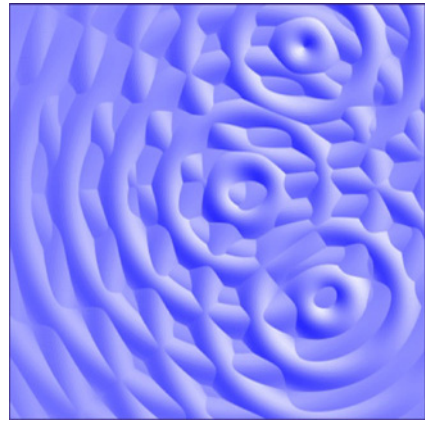




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Women in Canada: Work chapter updates

2003



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Housing, Family and Social Statistics Division

Women in Canada: Work Chapter Updates

2003

Target Groups Project

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- ... not applicable
- ^P preliminary
- ^r revised
- x suppressed to meet the confidentiality requirements of the *Statistics Act*
- ^E use with caution
- F too unreliable to be published

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Women in the Workplace

*Ed. note: The entry of large numbers of women into the paid work force has been one of the dominant social trends in Canada over the last half century. That is one of the key findings in **Women in Canada 2000**, the latest edition of Statistics Canada's seminal series of reports on gender trends in Canada, which was released in October, 2000. The following report attempts to complement the **Women in Canada** series, which is only published every five years, by providing updated information on women's participation in the labour market. It should be noted, however, that only indicators for which updated figures are available have been included in this report. As such, the reader is encouraged to refer to the full **Women in Canada 2000** document for the latest data on other key topics such as unpaid household work, volunteer participation, and time stress.*

*This report is an adaptation of the section in **Women in Canada 2000** entitled "Paid and Unpaid Work" by Nancy Zukewich. The data in this report were compiled by Marcia Almey. Questions or comments should be addressed to Colin Lindsay by calling (613) 951-2603, or by email at lindcol@statcan.ca.*

More women employed

The past several decades have witnessed dramatic growth in the share of women who are part of the paid work force. In 2003, 57% of all women aged 15 and over had jobs, up from 42% in 1976. In contrast, the proportion of men who were employed in 2003 (68%) was well below the figure recorded in 1976 (73%). As a result of these trends, women accounted for 47% of the employed work force in 2003, up from 37% in 1976. (Table 1)

Most of the growth in female employment in the past quarter century, however, took place during the late 1970s and 1980s. Between 1976 and 1990, for example, the proportion of adult women participating in the paid labour force rose from 42% to 54%. In contrast, the female employment rate dipped to 52% during the recession in the early part of the 1990s and hovered around that level for much of the rest of the decade. The share of women with jobs, though, has begun to rise again in recent years, increasing to 57% in 2003. The employment rate among men has also risen in the past several years after almost two decades of decline, although rates of growth in male employment remain somewhat below those of their female counterparts.

Employment levels vary across the country

Women in Ontario and the Western provinces are more likely than those in Quebec and most of the Atlantic provinces to be employed. In 2003, 63% of women in Alberta worked at a job or business, as did 60% of those in Manitoba and 58% in Ontario, 59% in Saskatchewan and 56% in British Columbia. In contrast, just over half of all women in Quebec (55%), New Brunswick (53%) and Nova Scotia (53%) were employed that year, while the figure was just 47% in Newfoundland and Labrador. The exception to this pattern was Prince Edward Island, where 58% of women were employed in 2003. (Table 2)

In all provinces, however, women are considerably less likely than their male counterparts to be part of the paid work force. Indeed, in 2003, the difference between the proportions of women and men with jobs was as high as 12 percentage points in Alberta and Manitoba, and 11 points in Quebec, Ontario and Saskatchewan. There were also gaps of 9 percentage points in British Columbia and Nova Scotia, 7 points in New Brunswick and Prince Edward Island, and 6 points in Newfoundland and Labrador.

Chances of employment increase with higher education

Not surprisingly, the likelihood of women being employed increases dramatically the higher their level of educational attainment. In 2003, 74% of women with a university degree and 69% of those with a certificate or diploma from a community college worked for pay or profit, compared with 60% of those with some postsecondary training and 59% of high school graduates. In contrast, only 38% of women who had attended, but had not completed high school, and just 15% of those who had not gone beyond Grade 8, had jobs that year. (Table 3)

Regardless of their level of educational attainment, however, women are still less likely than their male counterparts to be employed, although the gaps are smallest among better-educated women. Among those with a university

degree, for example, 74% of women, versus 78% of men, had jobs in 2003. Similarly, among those with a non-university certificate or diploma, 69% of women, compared with 78% of men, were employed. In contrast, women with less than a Grade 9 education were only about half as likely to be employed that year as their male counterparts: 15% versus 31%. Part of these differences is explained by variation in the education and work experiences of different age groups. At the same time, though, these patterns generally hold among all age groups over the age of 25.

Ages 25-54 prime working years for women

Women between the ages of 25 and 54 are currently more likely to be part of the paid work force than women in other age ranges. In 2003, 76% of women aged 25-44 and 75% of those aged 45-54 had jobs, compared with 58% of women aged 15-24 and 45% of those aged 54-65. This contrasts with trends in the late 1970s, when women aged 15-24 were slightly more likely than their older counterparts to be employed. In the intervening years, however, it has become more common for women aged 25 and over to participate in the labour force, while the employment rate of women aged 15-24 has changed relatively little. (Table 4)

Women between the ages of 25 and 54, however, are still considerably less likely than their male counterparts to be employed. For example, in 2003, 76% of 25- to 44-year-old women had jobs, compared with 86% of men in this age group. Similarly, 75% of women aged 45-54 were employed that year, compared with 85% of their male counterparts. These gaps, however, have closed significantly since the late 1970s, when women in these age ranges were only about half as likely as their male counterparts to be employed.

The gap between the employment levels of women and men aged 55-64 has also narrowed over the past quarter century. This is due to modest increases in employment rates among women, accompanied by a sharp decline in employment levels among men which may reflect, in part, the trend for men to retire at earlier ages. Women aged 55-64, though, were still considerably less likely than men in this age range to be employed in 2003: 45% versus 61%.

In contrast to older age groups, employment rates are similar for women and men aged 15-24. In 2003, 58% of women and 57% of men in this age range were working for pay or profit. This also represents a change from 1976, when young women were somewhat less likely than their male counterparts to be employed: 52% versus 60%.

Dramatic increases in employment among women with children

There has been particularly sharp growth in the employment rate of women with children in the past quarter century. In 2003, 72% of all women with children under age 16 living at home were part of the employed work force, up from 39% in 1976. Women with children, though, are still less likely to be employed than women without children. In 2003, 79% of women under age 55 without children had jobs. (Table 5)

There have been especially dramatic increases in the employment levels of women with very young children. Indeed, by 2003, 63% of women with children under age 3 were employed, more than double the figure in 1976 when only 28% of these women were employed outside their homes. Similarly, 69% of women whose youngest child was aged 3-5 worked for pay or profit in 2003, up from 37% in 1976.

Women with pre-school-aged children, though, are still less likely than those with school-aged children to be employed. Overall, in 2003, 66% of women with children under age 6 were employed, compared with 77% of those whose youngest child was aged 6-15.

Female lone parents less likely to be employed

Female lone parents are less likely than mothers in two-parent families to be employed. In 2003, 68% of female lone parents with children under age 16 living at home were employed, compared with 72% of their counterparts in two-parent families. This represents a major shift from the late 1970s when female lone parents were more likely to be employed than mothers with partners. (Table 6)

In the intervening years, however, the employment rate of mothers in two-parent families grew steadily, surpassing that of female lone parents in the mid-1980s. However, in recent years, the proportion of employed lone mothers has increased substantially, jumping 18 percentage points between 1995 and 2003.

The presence of young children also has a greater impact on the employment of lone mothers than it does their counterparts with partners. In 2003, just 47% of lone mothers with children under age 3 were employed, compared with 65% of mothers in two-parent families. At the same time, among those whose youngest child was aged 3-5, 61% of female lone parents, compared with 70% of mothers in two-parent families, were part of the paid work force.

Many women work part-time

A relatively large proportion of employed women work part-time. In 2003, more than 2 million employed women, 28% of all women in the paid work force, worked less than 30 hours per week at their main job, compared with just 11% of employed men. In fact, women have accounted for about seven in 10 of all part-time employees since the late 1970s. (Table 7)

Young women are more likely than other women to work part-time. In 2003, over half (53%) of employed women aged 15-24 worked part-time, compared with just over 20% of those between the ages of 25 and 54 and around 30% of those aged 55-64. Women in all age groups, however, are far more likely than their male counterparts to work part-time. This is especially the case among those in age ranges over age 25. That year, for example, 21% of women aged 25-44 and 45-54 worked part-time, versus only around 5% of men in each of these groups. (Table 8)

Most women who work part-time do so either because they do not want full-time employment or because part-time work is more appropriate for their personal situation. In 2003, 26% of women employed part-time reported they did not want full-time work and 25% indicated they were going to school. (Table 9)

Many women, however, work part-time because of child care or other responsibilities. In 2003, around one in five female part-time employees said they worked part-time because of personal or family responsibilities. That year, 13% said they did not work full-time because they were caring for children, while 6% reported other family or personal responsibilities as the reason they worked part-time. In sharp contrast, a total of only 2% of male part-time workers cited these reasons as why they did not work full-time.

At the same time, a substantial number of women work part-time because they cannot find full-time employment. In 2003, 27% of all female part-time employees indicated that they wanted full-time employment, but could only find part-time work. Women, though, were slightly less likely than men to work part-time involuntarily; that year, 30% of male part-time employees wanted full-time work.

The reasons women work part-time also vary considerably by age. Women aged 25-44, for example, were more likely than other women to work part-time in 2003 because of personal or family responsibilities or because they could not find full-time work. In contrast, women aged 15-24 were the most likely to work part-time because they were going to school, while those aged 45 and over were the most likely not to want full-time employment.

Increasing numbers of women self-employed

A growing number of women are self-employed. In 2003, more than 800,000 women, 11% of all those with jobs, were self-employed, up from 9% in 1976. In fact, self-employment has grown about as fast among women as it has among men in the past quarter century, though women are still less likely than men to be self-employed: 11% versus 19% in 2003. Overall, women accounted for 34% of all self-employed workers that year, up from 31% in 1990 and 26% in 1976. (Table 10)

Still concentrated in traditional female occupations

The majority of employed women continue to work in occupations in which women have traditionally been concentrated. In 2003, 70% of all employed women were working in one of teaching, nursing and related health occupations, clerical or other administrative positions or sales and service occupations. This compared with just 31% of employed men. (Table 11)

The proportion of women employed in traditionally female-dominated occupations, however, has slowly declined over the past decade. In 2003, 70% of employed women were working in one of these areas, down from 74% in 1987.

Most of the drop in the proportion of employed women working in traditionally female-dominated jobs since the late 1980s has been accounted for by declines in the share employed in clerical and related administrative jobs. In 2003, 24% of all employed women had these types of jobs, compared with 30% in 1987. In contrast, there has been little change in the shares of women working in either teaching, nursing and related occupations or sales and service jobs in the same period.

As well, women continue to account for large shares of total employment in each of these occupational groups. In 2003, 88% of nurses and health-related therapists, 75% of clerks and other administrators, 63% of teachers and 59% of sales and service personnel were women.

At the same time, though, women have increased their representation in several professional fields in recent years. For example, women made up 48% of business and financial professionals in 2003, up from 41% in 1987. There has also been substantial growth in the number of women employed in diagnostic and treating positions in medicine and related health professions. In fact, women made up more than half (52%) of all doctors and dentists in 2003, up from 44% in 1987. Similarly, 64% of professionals employed in social sciences or religion in 2003 were women, compared with 48% in 1987.

Women have also increased their share of total employment in managerial positions. In 2003, 35% of all those employed in managerial positions were women, up from 29% in 1987. Among managers, however, women tend to be better represented among lower-level managers, as opposed to those at more senior levels. In 2003, women made up only 24% of senior managers, compared with 36% of managers at other levels.

Women also continue to remain very much a minority among professionals employed in the natural sciences, engineering, and mathematics. In 2003, just 22% of professionals in these occupations were women, a figure up only marginally from 1987 when women held 17% of these positions. In addition, it is unlikely that female representation in these occupations will increase in the near future, because women continue to account for relatively small shares of total university enrolments in these fields.

There are also relatively few women employed in most goods-producing occupations in which few women have traditionally worked. In 2003, 29% of workers in manufacturing were women, as were 20% of those in primary industries and just 7% of those in transportation, trades, and construction work. The representation of women in the last category, however, has grown somewhat since the late 1980s, while that in manufacturing and primary industries was about the same in 2003 as it was in 1987.

Unemployment lower among women

Unemployment rates are currently slightly lower among women than men. In 2003, 570,000 women, 7.2% of all female labour force participants, were unemployed, compared with 8.0% of male labour force participants. In fact, the unemployment rate has been lower among women than men throughout the 1990s, whereas the reverse was the case for much of the period from 1976 to 1989. (Table 12)

Young women are considerably more likely than other women to be unemployed. In 2003, 11.9% of female labour force participants aged 15-24 were unemployed, compared with just 6.8% of those aged 25-44 and 5.6% of those aged 45-64. (Table 13)

Young women, however, are still considerably less likely than their male counterparts to be unemployed. While 11.9% of female labour force participants aged 15-24 were unemployed in 2003, the figure was 15.6% among males in this age group. In contrast, women aged 25-44 and 45-64 were both about as likely to be unemployed as men in these age ranges.

Women in the Atlantic provinces and Quebec have higher unemployment rates than those in Ontario and the Western provinces. In 2003, 15.0% of female labour force participants in Newfoundland and Labrador were unemployed, while the figure was 10.2% in Prince Edward Island, 8.6% in Quebec, 8.4% in New Brunswick, and 8.0% in Nova Scotia. In contrast, 7.9% of female labour force participants in British Columbia, 6.8% of those in Ontario, 4.9% in Alberta, and 4.7% in Manitoba and Saskatchewan were unemployed that year. Women are also less likely than their male counterparts to be unemployed in all provinces. (Table 14)

The most frequent reason given by unemployed women for leaving their last job was that they either lost their job or were laid off. In 2003, 42% of unemployed women fell into one of these categories. At the same time, 26% were labour force re-entrants who had not worked for pay or profit in the last year, while 9% were new job market entrants who had never been employed. Another 5% of unemployed women had left their last job because they were going to school, 2% had left because of personal or family responsibilities, and another 2% had left because of personal illness. (Table 15)

Unemployed women, though, are less likely than unemployed men to have lost, or been laid off from, their last job. In 2003, 42% of unemployed women, versus 52% of unemployed men, had lost their job or been laid off. On the other hand, unemployed women were more likely than men to have been either new job market entrants who had never worked for pay or profit or labour force re-entrants who had not been employed in the previous year. Unemployed women were also more likely than their male counterparts to have left their last job because of personal or family responsibilities: 2% versus 1%.

Table 1

Employment, 1976-2003

	Women aged 15 and over		Men aged 15 and over		Women as a % of total employment
	Total employed 000s	% of all women employed	Total employed 000s	% of all men employed	
1976	3,630.7	42.0	6,145.5	72.7	37.1
1977	3,716.3	42.1	6,198.4	72.0	37.4
1978	3,891.7	43.2	6,320.5	72.0	38.1
1979	4,131.3	45.0	6,526.4	73.0	38.8
1980	4,339.3	46.3	6,630.9	72.8	39.6
1981	4,546.9	47.6	6,749.9	72.8	40.2
1982	4,510.9	46.5	6,436.2	68.4	41.2
1983	4,606.6	46.9	6,420.5	67.4	41.8
1984	4,746.7	47.7	6,553.4	68.0	42.0
1985	4,927.4	48.8	6,689.9	68.6	42.4
1986	5,118.9	50.1	6,860.1	69.5	42.7
1987	5,299.3	51.2	7,021.3	70.3	43.0
1988	5,532.1	52.7	7,178.2	70.9	43.5
1989	5,699.1	53.5	7,287.3	71.0	43.9
1990	5,806.2	53.7	7,277.8	69.9	44.4
1991	5,790.6	52.7	7,060.0	66.8	45.1
1992	5,789.6	52.0	6,970.4	65.0	45.4
1993	5,827.5	51.6	7,029.9	64.6	45.3
1994	5,934.0	51.9	7,177.0	65.2	45.3
1995	6,058.4	52.3	7,298.5	65.5	45.4
1996	6,116.6	52.1	7,346.0	65.0	45.4
1997	6,266.2	52.7	7,508.3	65.5	45.4
1998	6,479.0	53.8	7,661.4	65.9	45.8
1999	6,665.3	54.6	7,865.8	66.8	45.9
2000	6,860.4	55.5	8,049.3	67.5	46.0
2001	6,967.1	55.6	8,109.7	67.0	46.2
2002	7,149.8	56.4	8,262.0	67.4	46.4
2003	7,339.3	57.2	8,406.7	67.7	46.6

Source: Statistics Canada, Labour Force Survey.

Table 2

Percentage of the population aged 15 and over employed, by province, 1976-2003

	1976		1985		1990		1995		2003	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
	%									
Newfoundland	27.9	57.6	34.4	51.9	41.0	53.4	39.2	47.8	46.5	52.8
Prince Edward Island	38.5	67.1	44.4	62.7	49.2	62.8	50.4	60.6	57.6	64.1
Nova Scotia	35.9	65.7	41.7	61.2	47.9	63.5	46.1	59.1	53.2	61.7
New Brunswick	34.1	62.2	39.8	56.9	45.9	59.8	47.6	58.1	53.2	60.1
Quebec	37.4	70.4	44.1	65.9	48.6	67.0	48.0	62.3	54.6	65.6
Ontario	46.0	75.3	53.1	72.6	57.6	73.2	53.7	66.4	58.4	69.2
Manitoba	44.3	73.9	50.9	70.2	54.9	70.4	55.5	68.8	59.8	71.4
Saskatchewan	41.2	75.0	49.7	71.2	53.7	70.3	54.7	69.0	59.2	69.7
Alberta	49.2	80.1	56.0	74.5	59.8	75.4	60.2	73.1	63.4	75.8
British Columbia	41.7	71.3	46.7	64.0	53.6	68.6	54.4	67.2	55.5	64.9
Canada	42.0	72.7	48.8	68.6	53.7	69.9	52.3	65.5	57.2	67.7

Source: Statistics Canada, Labour Force Survey.

Table 3

Percentage employed, by age and educational attainment, 2003

	People aged							
	15-24		25-44		45 and over		Total	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
Educational attainment								
Less than Grade 9	20.7	31.7	41.0	62.2	11.9	25.5	15.1	30.8
Some secondary school	42.7	43.6	56.2	77.2	27.6	46.4	38.0	52.8
High school graduate	67.3	70.5	73.1	86.7	47.2	60.8	59.2	73.1
Some postsecondary	60.8	59.5	72.1	82.3	48.3	59.8	60.3	67.1
Postsecondary certificate or diploma ¹	76.7	75.8	82.1	89.8	53.9	65.2	69.3	77.7
University degree	73.8	69.6	80.4	88.3	64.5	67.9	74.1	78.0
Total	58.2	57.4	76.1	86.1	42.1	56.0	57.2	67.7

¹ Includes trades certificate.

Source: Statistics Canada, Labour Force Survey.

Table 4

Percentage employed, by age, 1976-2003

	People aged							
	15-24		25-44		45-54		55-64	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
1976	51.6	60.0	49.9	90.9	45.6	88.9	30.4	72.8
1977	51.3	59.7	51.0	90.1	45.3	88.1	29.7	71.4
1978	52.1	60.3	53.4	90.0	46.4	88.2	29.4	71.1
1979	54.5	62.8	55.6	90.7	48.1	88.4	31.5	71.4
1980	56.0	63.0	57.8	90.1	49.7	88.2	31.0	71.3
1981	57.0	63.3	60.2	90.1	51.7	88.5	31.0	70.7
1982	53.8	56.0	59.7	85.5	51.5	85.3	30.8	67.2
1983	54.0	55.1	60.5	84.0	52.8	85.0	30.1	65.4
1984	55.0	57.3	62.0	84.5	53.2	84.1	29.9	64.4
1985	56.0	58.4	63.5	85.5	56.2	84.6	30.6	63.1
1986	57.9	60.4	66.2	86.2	55.8	85.9	30.3	62.6
1987	59.4	62.4	67.4	87.0	58.4	86.9	31.4	61.4
1988	60.9	63.8	69.3	87.8	61.3	86.8	32.3	61.4
1989	61.8	64.5	70.4	87.8	63.3	87.1	31.7	61.1
1990	59.9	62.3	71.4	86.6	63.9	85.8	33.0	60.3
1991	57.7	56.9	70.4	83.5	64.3	84.2	32.4	57.1
1992	55.4	54.5	69.4	81.3	65.0	82.6	32.6	55.4
1993	53.5	53.5	69.1	81.6	65.3	82.0	32.4	54.3
1994	53.5	54.1	69.6	82.4	65.7	82.6	33.9	54.0
1995	53.5	54.2	70.5	83.1	66.8	83.1	33.4	53.7
1996	52.2	53.2	70.9	82.9	66.2	82.4	33.6	53.7
1997	50.3	52.7	72.2	84.0	68.1	82.7	34.3	55.1
1998	52.1	52.9	73.3	85.1	69.8	82.8	36.1	54.7
1999	53.9	55.4	74.3	85.7	70.8	83.8	37.3	56.9
2000	55.8	56.7	75.2	86.5	71.5	84.4	39.3	57.7
2001	56.3	56.5	75.3	85.9	72.2	84.2	39.4	57.6
2002	57.2	57.3	75.8	85.7	73.8	84.3	41.3	59.8
2003	58.2	57.4	76.1	86.1	74.9	84.5	45.0	61.4

Source: Statistics Canada, Labour Force Survey.

Table 5

Percentage of women with children employed, by age of youngest child, 1976-2003

	Youngest child under age 3	Youngest child aged 3-5	Total with youngest child under age 6	Youngest child aged 6-15	Total with children under age 16	Total under age 55 without children under age 16 living at home
			%			
1976	27.7	36.9	31.5	46.5	39.2	60.9
1977	29.4	37.8	32.7	47.4	40.3	60.7
1978	32.1	40.7	35.5	49.2	42.7	61.7
1979	34.8	43.0	37.9	50.9	44.7	63.7
1980	37.1	45.3	40.2	53.5	47.1	64.7
1981	39.6	46.7	42.3	56.2	49.4	65.5
1982	39.7	46.6	42.3	55.4	48.9	64.6
1983	42.4	48.0	44.6	55.1	49.9	65.5
1984	44.4	49.2	46.2	57.0	51.7	65.9
1985	46.9	52.1	48.9	59.0	54.0	67.3
1986	49.7	54.5	51.6	61.8	56.8	68.8
1987	50.6	56.4	52.9	63.8	58.4	69.6
1988	52.3	58.5	54.7	66.6	60.7	71.6
1989	53.2	59.4	55.7	69.2	62.5	72.6
1990	53.8	59.8	56.1	70.2	63.2	73.3
1991	54.8	60.3	56.9	69.1	63.0	72.4
1992	54.5	59.7	56.5	68.2	62.4	71.5
1993	55.1	59.8	56.9	68.7	62.8	71.6
1994	56.2	59.4	57.5	68.7	63.1	72.0
1995	56.7	60.7	58.3	70.0	64.2	72.9
1996	58.4	60.8	59.4	70.0	64.8	72.3
1997	59.2	62.4	60.6	71.3	66.2	73.4
1998	59.9	64.2	61.7	72.3	67.3	74.8
1999	60.7	66.3	63.1	73.6	68.7	76.0
2000	60.9	67.8	63.8	74.5	69.5	76.3
2001	62.0	67.4	64.2	75.3	70.3	76.7
2002	62.4	68.4	64.9	76.9	71.5	77.5
2003	63.4	68.8	65.6	76.5	71.7	78.5

Source: Statistics Canada, Labour Force Survey.

Table 6

Employment of women with children, by family status and age of youngest child, 1976-2003

	Female lone parents				Women with partners			
	Youngest child under age 3	Youngest child aged 3-5	Youngest child aged 6-15	Total with children under age 16	Youngest child under age 3	Youngest child aged 3-5	Youngest child aged 6-15	Total with children under age 16
	%							
1976	27.9	45.0	53.9	48.3	27.7	36.2	45.7	38.4
1977	31.2	46.9	54.9	49.8	29.3	37.0	46.4	39.4
1978	30.6	42.8	55.2	49.1	32.2	40.4	48.5	42.1
1979	34.6	45.8	55.6	50.6	34.8	42.8	50.3	44.1
1980	36.3	50.6	59.1	53.8	37.1	44.7	52.7	46.4
1981	32.3	51.4	61.3	54.4	40.0	46.2	55.4	48.9
1982	31.7	48.2	57.2	51.1	40.1	46.4	55.1	48.7
1983	30.8	44.2	55.1	48.8	43.1	48.5	55.1	50.0
1984	30.2	44.8	57.6	50.5	45.3	49.7	56.9	51.9
1985	34.1	46.8	58.0	51.4	47.9	52.8	59.1	54.3
1986	29.6	46.7	60.0	51.7	51.2	55.5	62.1	57.4
1987	33.3	50.6	60.1	52.9	52.0	57.2	64.4	59.1
1988	33.1	50.7	63.1	54.5	53.9	59.6	67.2	61.5
1989	30.0	50.7	65.7	55.4	55.2	60.7	69.7	63.4
1990	31.5	49.8	65.2	55.1	55.8	61.4	71.0	64.3
1991	31.5	47.9	61.9	52.2	57.2	62.4	70.3	64.6
1992	27.9	43.5	61.3	50.0	57.5	62.4	69.4	64.3
1993	25.7	44.6	59.2	48.4	58.7	62.6	70.5	65.2
1994	27.7	47.1	60.2	50.1	59.8	61.9	70.3	65.4
1995	29.1	41.9	61.1	50.2	59.8	64.4	71.7	66.6
1996	33.1	46.4	62.6	53.3	61.2	63.4	71.4	66.8
1997	35.5	50.0	64.1	55.2	62.1	65.1	72.8	68.2
1998	33.1	51.9	66.6	56.8	63.2	66.6	73.4	69.2
1999	37.6	55.3	69.4	60.9	63.1	68.4	74.4	70.0
2000	42.3	55.6	71.6	63.0	62.9	70.0	75.1	70.6
2001	46.0	60.8	73.7	66.6	63.6	68.5	75.7	71.0
2002	46.7	59.5	74.2	66.9	64.1	69.9	77.5	72.3
2003	46.9	60.7	74.8	67.9	64.9	70.2	76.9	72.3

Source: Statistics Canada, Labour Force Survey.

Table 7

Part-time employment, 1976-2003

	Women employed part-time 000s	% of women employed part-time ¹	% of men employed part-time ¹	Women as a % of total part-time employment
1976	862.2	23.7	5.9	70.2
1977	912.2	24.5	6.3	70.1
1978	962.7	24.7	6.3	70.7
1979	1,050.8	25.4	6.6	71.0
1980	1,127.7	26.0	6.9	71.3
1981	1,198.1	26.3	7.3	71.0
1982	1,241.1	27.5	8.0	70.6
1983	1,297.3	28.2	8.8	69.7
1984	1,317.5	27.8	8.9	69.3
1985	1,402.4	28.4	8.8	70.3
1986	1,427.3	27.9	8.9	69.9
1987	1,455.4	27.4	8.7	70.4
1988	1,526.4	27.6	8.7	70.9
1989	1,537.5	27.0	8.8	70.6
1990	1,562.3	26.9	9.2	70.0
1991	1,628.5	28.1	10.2	69.4
1992	1,644.6	28.4	10.6	69.0
1993	1,692.0	29.0	11.2	68.2
1994	1,717.6	28.9	10.8	68.9
1995	1,735.5	28.6	10.8	68.8
1996	1,784.5	29.2	10.8	69.2
1997	1,843.1	29.4	10.5	70.0
1998	1,863.5	28.8	10.6	69.7
1999	1,868.3	28.0	10.3	69.7
2000	1,871.8	27.3	10.3	69.3
2001	1,887.6	27.1	10.4	69.1
2002	1,983.7	27.7	10.9	68.8
2003	2,043.1	27.8	11.0	68.9

¹ Expressed as a percentage of total employed.

Source: Statistics Canada, Labour Force Survey.

Table 8

Percentage employed part-time,¹ by age, 1976-2003

	People aged							
	15-24		25-44		45-54		55-64	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
1976	25.0	18.0	21.9	1.5	24.2	1.4	24.7	3.6
1977	26.0	18.8	22.4	1.8	25.3	1.7	25.8	3.7
1978	26.6	18.8	22.3	1.7	26.1	1.8	25.9	4.2
1979	28.1	19.2	22.7	1.7	26.4	1.8	26.2	4.7
1980	28.3	20.1	23.2	1.9	27.4	2.0	27.8	4.4
1981	29.4	21.6	23.4	2.1	27.6	2.1	27.7	4.4
1982	32.7	24.9	23.5	2.6	28.3	2.6	29.9	4.9
1983	34.6	27.1	24.0	3.2	28.1	2.9	30.0	6.1
1984	35.9	27.7	23.0	3.2	27.3	2.8	30.2	5.6
1985	37.2	28.0	23.8	3.2	27.7	2.8	29.6	5.9
1986	37.9	28.6	23.0	3.2	26.9	2.7	30.4	6.6
1987	38.0	28.1	22.4	3.1	25.8	2.7	31.7	6.4
1988	38.8	29.8	22.4	2.9	26.5	2.4	31.2	6.9
1989	39.8	30.3	21.6	2.9	24.3	2.7	32.6	6.9
1990	41.1	32.6	21.5	3.3	24.3	2.6	31.0	7.3
1991	45.6	36.8	22.4	3.9	24.1	3.3	32.2	8.4
1992	47.5	39.0	22.7	4.3	23.7	3.6	32.6	8.8
1993	50.4	41.0	23.1	5.2	23.6	3.7	33.3	9.1
1994	51.4	39.6	22.9	4.8	23.2	3.8	34.0	9.5
1995	51.7	39.8	22.8	4.7	22.4	4.2	32.5	9.5
1996	53.4	39.0	23.2	5.1	23.3	4.2	32.4	9.8
1997	54.2	37.9	23.7	5.0	23.7	4.4	32.3	10.1
1998	53.6	38.2	22.8	4.9	23.0	4.4	32.4	10.4
1999	52.1	37.6	22.3	4.5	22.1	4.3	31.4	10.2
2000	51.4	37.1	21.3	4.4	21.5	4.2	30.0	10.4
2001	51.0	37.3	21.2	4.7	21.4	4.3	29.2	9.9
2002	52.9	38.2	21.2	4.9	21.7	4.4	31.2	10.6
2003	53.4	38.1	21.1	4.9	21.4	4.6	30.8	10.4

¹ Expressed as a percentage of total employed.

Source: Statistics Canada, Labour Force Survey.

Table 9

Reasons for part-time work, by age, 2003

	Women aged				Men aged			
	15-24	25-44	45 and over	Total	15-24	25-44	45 and over	Total
	%							
Own illness	0.4	2.7	5.4	2.9	0.4	5.5	6.9	3.3
Caring for children	1.8	31.4	4.0	13.4	F	2.0	0.7	0.6
Other personal/family responsibilities	0.8	7.6	8.1	5.6	0.6	2.6	2.2	1.4
Going to school	71.1	6.0	0.6	24.5	73.7	16.6	0.6	40.9
Personal preference	5.4	18.1	55.2	26.0	5.0	16.1	57.7	22.1
Other voluntary	0.4	1.4	1.2	1.0	F	2.7	2.4	1.4
Other ¹	20.1	32.7	25.6	26.5	20.0	54.5	29.6	30.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Total employed part-time (000s)	634.6	756.8	651.7	2,043.1	464.6	199.5	257.7	921.8
% employed part-time ²	53.4	21.1	25.4	27.8	38.1	4.9	8.3	11.0

¹ Includes business conditions and unable to find full-time work.

² Expressed as a percentage of total employed.

Source: Statistics Canada, Labour Force Survey.

Table 10

Self-employment, 1976-2003

	Self-employed women 000s	Self-employed men 000s	% of women self-employed ¹	% of men self-employed ¹	Women as a % of total self-employment
1976	313.9	879.3	8.6	14.3	26.3
1977	333.4	892.8	9.0	14.4	27.2
1978	359.1	924.6	9.2	14.6	28.0
1979	384.9	951.3	9.3	14.6	28.8
1980	399.6	986.3	9.2	14.9	28.8
1981	410.9	1031.6	9.0	15.3	28.4
1982	433.8	1069.9	9.6	16.6	28.8
1983	451.8	1099.6	9.8	17.1	29.1
1984	473.6	1095.4	10.0	16.7	30.2
1985	522.3	1162.8	10.6	17.4	31.0
1986	491.5	1164.6	9.6	17.0	29.7
1987	512.5	1183.2	9.7	16.9	30.2
1988	541.0	1231.2	9.8	17.2	30.5
1989	560.9	1242.5	9.8	17.1	31.1
1990	577.0	1265.7	9.9	17.4	31.3
1991	583.4	1303.9	10.1	18.4	30.9
1992	610.3	1309.0	10.5	18.8	31.8
1993	654.8	1372.3	11.2	19.5	32.3
1994	680.2	1356.0	11.4	18.9	33.4
1995	706.2	1391.6	11.7	19.1	33.7
1996	743.0	1426.4	12.1	19.4	34.2
1997	829.2	1524.5	13.2	20.3	35.2
1998	863.0	1562.2	13.3	20.4	35.6
1999	862.4	1600.5	12.9	20.3	35.0
2000	852.8	1568.5	12.4	19.4	35.2
2001	783.3	1,525.9	11.2	18.8	33.9
2002	820.7	1,525.2	11.4	18.4	35.0
2003	826.0	1,586.7	11.3	18.9	34.2

¹ Expressed as a percentage of total employed.

Source: Statistics Canada, Labour Force Survey.

Table 11

Distribution of employment, by occupation, 1987, 1994 and 2003

	1987			1994			2003		
	Women	Men	Women as a % of total employed in occupation	Women	Men	Women as a % of total employed in occupation %	Women	Men	Women as a % of total employed in occupation
Managerial									
Senior management	0.4	1.6	16.9	0.4	1.5	19.8	0.3	0.7	24.2
Other management	5.8	10.0	30.6	7.4	10.4	36.9	6.4	9.9	36.1
Total management	6.2	11.6	28.9	7.9	12.0	35.1	6.7	10.6	35.4
Professional									
Business and finance	1.9	2.1	40.7	2.4	2.4	44.6	3.0	2.8	48.4
Natural sciences/engineering/mathematics	1.8	6.6	16.7	1.8	7.4	17.0	3.1	9.6	22.0
Social sciences/religion	2.3	1.9	47.8	3.5	2.2	56.5	4.2	2.1	63.8
Teaching	5.0	2.8	57.3	5.6	3.2	59.4	5.2	2.7	62.9
Doctors/dentists/other health	0.9	0.9	44.1	1.3	1.1	48.7	1.2	1.0	52.1
Nursing/therapy/other health-related	8.0	0.9	87.3	8.1	1.0	87.1	8.4	1.0	87.7
Artistic/literary/recreational	2.8	2.0	50.4	3.2	2.3	53.6	3.3	2.5	53.4
Total professional	22.8	17.3	49.8	25.8	19.6	52.2	28.5	21.7	53.4
Clerical and administrative	29.6	7.7	74.4	26.4	7.3	74.9	24.1	7.0	75.1
Sales and service	30.9	18.5	55.7	31.2	19.9	56.4	32.2	19.8	58.7
Primary	2.4	7.3	20.0	2.2	6.7	21.3	1.5	5.3	19.7
Trades, transport and construction	2.0	27.1	5.3	1.7	25.0	5.4	2.0	25.0	6.6
Processing, manufacturing and utilities	6.0	10.4	30.2	4.7	9.5	29.2	5.0	10.6	28.9
Total¹	100.0	100.0	43.0	100.0	100.0	45.3	100.0	100.0	46.6
Total employed (000s)	5,299.3	7,021.4	--	5,934.2	7,177.5	--	7,339.3	8,406.7	--

¹ Includes occupations that are not classified.

Source: Statistics Canada, Labour Force Survey.

Table 12

Unemployment, 1976-2003

	Women		Men	
	Total unemployed 000s	Unemployment rate %	Total unemployed 000s	Unemployment rate %
1976	319.8	8.1	418.4	6.4
1977	372.0	9.1	487.7	7.3
1978	407.5	9.5	518.7	7.6
1979	390.7	8.6	472.5	6.8
1980	389.4	8.2	500.7	7.0
1981	406.9	8.2	518.6	7.1
1982	537.5	10.6	811.2	11.2
1983	596.3	11.5	899.2	12.3
1984	601.0	11.2	838.4	11.3
1985	591.8	10.7	793.0	10.6
1986	556.0	9.8	722.1	9.5
1987	534.8	9.2	656.2	8.5
1988	491.7	8.2	576.6	7.4
1989	479.7	7.8	580.5	7.4
1990	510.2	8.1	646.7	8.2
1991	619.9	9.7	859.6	10.9
1992	652.4	10.1	949.9	12.0
1993	692.2	10.6	954.8	12.0
1994	639.9	9.7	875.0	10.9
1995	602.2	9.0	791.0	9.8
1996	625.5	9.3	811.4	9.9
1997	609.3	8.9	769.3	9.3
1998	558.5	7.9	718.8	8.6
1999	521.9	7.3	668.2	7.8
2000	489.6	6.7	600.0	6.9
2001	510.0	6.8	659.5	7.5
2002	549.8	7.1	727.8	8.1
2003	571.6	7.2	729.2	8.0

Source: Statistics Canada, Labour Force Survey.

Table 13

Unemployment rates, by age, 1976-2003

	Labour force participants aged							
	15-24		25-44		45-64		Total ¹	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
1976	11.4	12.9	7.4	4.7	5.0	3.7	8.1	6.4
1977	12.9	14.4	8.0	5.4	6.0	4.6	9.1	7.3
1978	13.2	14.6	8.6	5.7	6.1	5.0	9.5	7.6
1979	12.3	13.0	7.7	5.1	5.6	4.3	8.6	6.8
1980	12.0	13.5	7.0	5.4	5.7	4.3	8.2	7.0
1981	11.6	13.7	7.5	5.5	5.2	4.4	8.2	7.1
1982	15.4	20.6	9.6	9.3	7.0	7.0	10.6	11.2
1983	16.2	21.8	10.4	10.7	8.0	7.9	11.5	12.3
1984	15.3	19.1	10.5	10.1	8.2	7.8	11.2	11.3
1985	14.3	17.8	10.3	9.3	7.8	7.6	10.7	10.6
1986	13.3	16.1	9.2	8.6	7.4	6.5	9.8	9.5
1987	11.9	14.4	8.7	7.7	7.4	6.1	9.2	8.5
1988	10.4	12.5	7.9	6.7	6.6	5.4	8.2	7.4
1989	9.5	12.2	7.9	6.8	5.9	5.4	7.8	7.4
1990	10.9	13.6	7.9	7.7	6.2	5.8	8.1	8.2
1991	12.8	18.5	9.4	10.2	7.9	7.5	9.7	10.9
1992	14.3	19.6	9.6	11.6	8.2	8.5	10.1	12.0
1993	14.3	19.6	10.3	11.4	8.9	8.9	10.6	12.0
1994	13.5	17.9	9.5	10.2	7.8	8.4	9.7	10.9
1995	13.0	16.3	8.6	9.3	7.4	7.4	9.0	9.8
1996	13.7	16.9	8.9	9.5	7.4	7.4	9.3	9.9
1997	15.2	17.1	8.1	8.6	6.8	6.9	8.9	9.3
1998	13.6	16.6	7.2	7.6	6.1	6.5	7.9	8.6
1999	12.6	15.3	6.6	6.9	5.4	5.8	7.3	7.8
2000	11.3	13.9	6.0	6.0	5.3	5.2	6.7	6.9
2001	11.0	14.5	6.3	6.7	5.4	5.6	6.8	7.5
2002	11.8	15.3	6.7	7.3	5.5	6.1	7.1	8.1
2003	11.9	15.6	6.8	6.9	5.6	6.2	7.2	8.0

¹ Includes those aged 65 and over.

Source: Statistics Canada, Labour Force Survey.

Table 14

Unemployment rates, by age and province, 2003

	Labour force participants aged							
	15-24		25-44		45-64		Total ¹	
	Women	Men	Women	Men	Women	Men	Women	Men
	%							
Newfoundland	19.9	27.7	13.9	17.8	14.4	14.8	15.0	18.1
Prince Edward Island	13.2	15.1	9.1	12.2	10.2	10.0	10.2	12.0
Nova Scotia	12.4	20.0	7.0	9.3	7.4	7.8	8.0	10.5
New Brunswick	13.4	20.4	7.5	12.0	7.0	9.9	8.4	12.5
Quebec	12.0	16.5	8.2	8.7	7.5	8.0	8.6	9.6
Ontario	12.8	16.2	6.4	5.8	4.5	5.1	6.8	7.1
Manitoba	8.2	11.0	4.4	4.7	3.3	3.2	4.7	5.2
Saskatchewan	9.1	12.4	4.5	5.9	2.8	4.3	4.7	6.4
Alberta	8.1	10.4	4.6	4.5	3.6	4.0	4.9	5.3
British Columbia	12.7	16.2	7.5	7.3	6.2	6.6	7.9	8.3

¹ Includes those aged 65 and over.

Source: Statistics Canada, Labour Force Survey.

Table 15

Unemployed, by reason for leaving last job, 2003

	Women		Men	
	000s	%	000s	%
Own illness/disability	13.4	2.3	14.1	1.9
Personal/family reasons	13.6	2.4	6.0	0.8
Going to school	30.8	5.4	38.7	5.3
Lost job/laid off	239.2	41.8	379.4	52.0
Retired	2.7	0.4	4.3	0.6
Other reasons	74.1	13.0	79.8	10.9
Had not worked in last year	146.5	25.6	161.8	22.2
Never worked	51.3	9.0	45.2	6.2
Total	571.6	100.0	729.2	100.0

Source: Statistics Canada, Labour Force Survey.