

A glance at women's labour mobility and job stability

1980 to 2018

During the 1980s, the hiring rate¹ for women coincided with a surge of women entering the labour market, peaking in **1987 at 38.6%**.

By 2018, hiring rates for women and men were similar, at about **25%**. These new hires mostly reflected **traditional occupations** held by men and women.



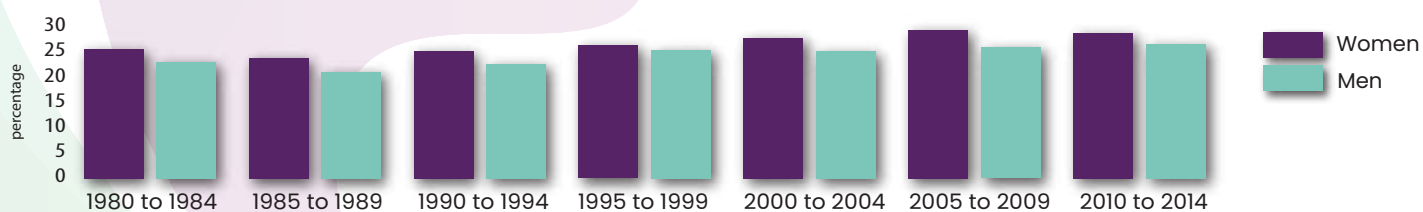
1. Hiring rate is defined as the number of new employees divided by the total number of workers.

In 2018, female-dominated occupations (occupations where the share of female workers is over **70%**), had, on average, **more job stability** than male-dominated occupations (**82.9%** vs. **76.7%**).*

In the late 1980s, women with young children had a **lower probability** than their male counterparts of remaining with their employer, but, by **2018**, there was **little difference**.



Women are just as likely to keep their current job as men, whether these jobs are new starts, ongoing jobs, or new jobs that continue for five years.**



* Refers to one-year retention rate of on-going jobs.
** Refers to five-year retention rate.

Source: Statistics Canada, Labour Force Survey.

For more information, see "Equally mobile, equally stable: Gender convergence in labour mobility and job stability in Canada," available online in the *Labour Statistics: Research Paper Series* (75-004-M).

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