



Actions to Close the Employment Gender Gap in Alberta

Closing the gender gap in Alberta's workforce is critical to filling our province's nearly **87,000 job vacancies**. Through our research and cross-sectoral community engagement about supporting women's workforce participation, [PolicyWise for Children & Families](#) has developed **five policy priorities** to close the gender gap in Alberta.

Employment hours lost to personal and family care by Albertans in 2023

Women

1,300,000 hours

Men

460,000 hours

In 2023, Albertan women lost 1.3 million employment hours to personal and family care, representing 25% of their total lost hours, compared to 460,000 hours for men, representing 10% of their total lost hours.

[Non-profit Women Building Futures](#) provides wraparound supports and employment training. From 2017 to 2022, 80% of their training graduates found employment.

1. Enhance Childcare Systems

- **Collaborate with the childcare sector** to ensure the \$10-a-day childcare deal is successfully implemented and to strengthen sustainability, quality, and access to licensing for childcare businesses.
- **Diversify childcare options** by expanding daycare schedules and programs, including offering culturally responsive childcare and supporting industry and non-profit partnerships.
- **Attract and retain Early Childhood Educators** by increasing wages, improving benefits, and supporting professional development.

2. Build Jobs & Training for Women

- **Partner with community non-profits** to design and deliver employment programs by determining training priorities through community engagement, supporting wraparound employment programs, and investing in women leaders.
- **Foster equitable, safe, and respectful workplaces** by enacting pay equity legislation, growing awareness of the [Duty to Accommodate](#), and building equity, diversity, and inclusion capacity.



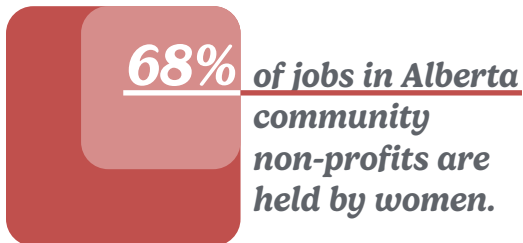
2023 unemployment rate for university-educated women in Alberta

Newcomer women

9%

Canadian born women

5%



3. Invest in Women Entrepreneurs

- **Improve access to capital** by increasing low-barrier capital grants for women, streamlining grant application processes, increasing transparency in business investment through disaggregated data, and providing incentives for investing in women’s businesses.
- **Increase access to business supports** by partnering with community non-profit programs to provide networking opportunities and affordable navigation and skills-building programs.

4. Embrace Newcomer Women’s Full Potential

- **Welcome global expertise** by streamlining foreign credential recognition, creating opportunities for newcomers to build Canadian work experience, and improving labour protections for temporary foreign workers.
- **Fill job vacancies** by supporting community non-profits to match industry partners with skilled newcomer women and offer on-the-job language courses and mentorship opportunities.

5. Mobilize Community Solutions

- **Provide stable funding to community non-profits** focusing on sustainability, service continuity, and flexible wraparound supports to ensure supports are available when and where they need it most.
- **Strengthen communication** between government, non-profits, and industry to enable collaborative and wraparound care.



PolicyWise for Children & Families is a non-profit organization and registered charity that supports the development of policies, programs, and services through research and evaluation to benefit the well-being of Albertans.

To learn more about these policy opportunities, please contact communications@policywise.com.

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