



PAY EQUITY

What is Pay Equity

Pay equity is equal pay for work of equal or comparable value. It is about the value of jobs traditionally and predominantly held by women. In New Brunswick, many jobs predominantly occupied by women are undervalued and underpaid which creates a wage gap: a difference between what men earn and what women earn.

Public sector

In June 2009, the provincial government passed legislation that ensured implementation of pay equity for public servant, health, education and Crown corporations. The provincial government also announced that five groups from the private sector will receive pay equity adjustments beginning in 2010-2011: child-care workers; home support workers; nursing home workers; transition home workers; and community residence workers.

However, since then, the process of evaluating and comparing female-dominated and male-dominated jobs has largely not been completed. This serious delay in the application of the Legislation is totally unacceptable and only furthers the inequalities and the wage gap.

Private sector

We have yet to achieve pay equity for the 67% of women in the New Brunswick labour force who work in the private sector. Yet, in 2009, women's median income was \$21,130 (compared to \$32,040 for men) and in 2011, the hourly wage gap between women and men was 11.7%. In other words, women in New Brunswick earned 11.7% less than men.

This is a human rights issue and an equality issue. That is why we must have Pay Equity legislation in the private sector.

During the next provincial election, ask the candidates:

- Do you think that it's fair for women in New Brunswick to earn less income than men?
- Will you ensure that the Provincial Government keep its commitment for pay equity in the public sector and in the 5 private sector groups?
- Do you support pay equity legislation for the private sector?