



Pay Equity for Human Service Workers in Community Residences

WHAT YOU NEED TO KNOW

What is Pay Equity?

Pay equity is equal pay for work of equal value.

What's involved?

A pay equity process evaluates jobs by comparing work mostly or traditionally done by women to work mostly or traditionally done by men.

Jobs are evaluated using four factors:

- 1) Qualifications
- 2) Responsibilities
- 3) Effort Required
- 4) Working Conditions

If the female and male jobs are of comparable value, then they should be paid the same rate.

Example: An employer may not value the effort of a Human Service Worker lifting a 50 pound bag of potatoes, but value a male laborer lifting heavy objects on a construction site or in a warehouse.

How does it affect me?

In New Brunswick, Human Service Workers who work in Community Residences are predominately women. Historically, women and men tend to work in a narrow range of traditional jobs – this is called “job clustering”. Traditional female jobs typically employ skills that women have used in nurturing their families and managing their homes. Many of these jobs traditionally done by women offer limited career opportunities, are undervalued and underpaid. These factors can contribute to a **wage gap**.

What is the wage gap?

Wage gap is the difference between the average wages earned by men and the average wages earned by women.

What is the main cause of the wage gap?

The wage gap is caused by outdated societal attitudes and beliefs about the place and value of women in the workplace.

What are the contributors to the wage gap?

- The balancing of work and family responsibilities of working women
- Job clustering
- The under-valuation of traditional female jobs

What is government doing?

In June 2005, Facing the Economic Imperative: New Brunswick's Five Year Wage Gap Action Plan was launched to address New Brunswick's labour and skills shortages by better employing a largely under-utilized resource – women.

The provincial government, in June 2009, made a commitment to implement a pay equity program targeting Human Service Workers who work in Community Residences.

What to expect and important dates to know?

Fall 2009: Begin consultation with the Human Service Workers and their employers, provide information sessions.

Winter 2010: Establish the Joint Steering Committee and the Joint Job Evaluation Committee.

Spring/Summer 2010: Develop Job Analysis Questionnaires, completion of Job Analysis Questionnaires and develop job descriptions.

Fall 2010: Complete job evaluations, pay equity exercises and provide results and recommendations of the program to government.

Pay inequity has a social and economic impact to both women and men.

Make a difference - Be involved!

Be part of the Joint Steering Committee or the Joint Job Evaluation Committee, please contact Anne Soles at 453-8267 or anne.soles@gnb.ca

Learn more and stay up-to-date by visiting our website at: www.gnb.ca/wagegap

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