

PAY EQUITY FOR TRANSITION HOUSE SECTOR 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) Qualification 2) Responsibility 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: Employers may not have valued the effort of female Transition House Worker lifting a 50 pound bag of potatoes, or lifting children, but valued male laborers lifting heavy objects on a construction site or in a warehouse

How does it affect me?

In New Brunswick, Transition house workers 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The wage gap is caused by outdated societal attitudes and beliefs about the place and value of women in the workplace.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 the Charter for Change framework, made a commitment to implement a pay equity program targeting Transition House workers, Second Stage House workers and Community Outreach workers.

What to expect and important dates to know?

Winter 2008/2009: Begin consultation with the Transition House sector and their employers, provide information sessions, and establish the Joint Steering Committee and the Joint Job Evaluation Committee.

Spring 2009: Develop Job Analysis Questionnaires, completion of Job Analysis Questionnaires and develop job descriptions

Summer 2009: Complete job evaluations, pay equity analysis and provide results and recommendations of the pay equity 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

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

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