

Backgrounder: Creation of Male Job Class

Pay Equity Program

Pay equity is equal pay for work of equal value. The purpose of the Pay Equity Program is to determine if any pay inequities exist within each of the participating sectors.

When conducting a pay equity analysis all job classes must be identified within an organization and then predominantly female job classes and predominantly male job classes are determined. The result of the evaluation will allow for comparison between the values of the job classes that are predominantly male with those that are predominantly female. This process will determine if any pay inequities exist.

There are no male job classes within the sectors participating in the pay equity program. Therefore, in order to conduct a pay equity analysis, New Brunswick opted to follow the [Province of Quebec's legislated methodology](#) where a maintenance worker was chosen to be the typical male job class or comparator in situations where none exist.


What is a "male comparator"?

Pay equity is equal pay for work of equal value. Pay equity analysis compares the value of the work performed mainly or traditionally by women with the value of the work performed mainly or traditionally by men to determine whether or not pay inequity exists.

Value refers to the results from applying the job evaluation methodology, which measures the degree that corresponds to each identified factors and sub-factors for the job class and establishes a point value.

For more information on factors and sub-factors, see Section 4, of the job evaluation reports.

Child Care
Sector
Section 4 

Home Support
Sector
Section 4 

Transition House
Sector
Section 4 

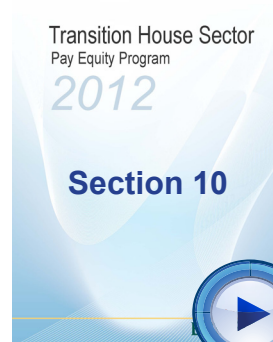
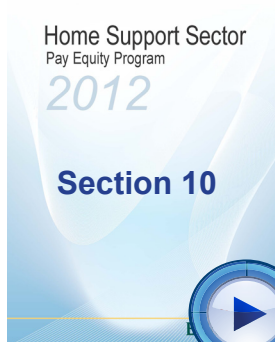
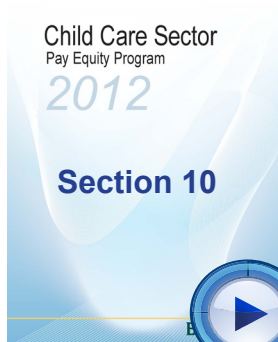
The male job class used in the analysis is called the "male comparator". Although the term "comparator" is used, the nature and therefore, value of the jobs will often differ. It is the determined value (i.e. points) and the average hourly wage of the male job class that creates a baseline, which is then compared to the determined value and the average hourly wage of the female job class to test for systemic gender discrimination.

For example:

Point Value of Each Job Class (excerpt from the Home Support Sector Report)

Job Class	Qualifications			Responsibilities			Required Effort			Working Conditions	TOTAL
	Education	Experience	Dexterity and Coordination	Accountability / Decision Making	Communication	Supervision	Intellectual Effort	Concentration and Sensory Attention	Physical Effort	Unpleasant or Hazardous Environmental Conditions	
Foreman	111	90	24	80	100	70	120	120	48	54	817
Home Support Worker	74	26	36	60	60	14	72	72	72	72	558
Maintenance Worker	56	26	24	40	20	14	48	24	72	36	360

For more information on point values, see Section 10 within the sector job evaluation reports:



In order to continue with the Pay Equity Program it was necessary to establish two typical male job classes and integrate them into the sector. The typical male job classes are Foreman (Maintenance Supervisor) and Maintenance Worker. These two job classes were chosen because they are general enough to be integrated into any sector.

When assessing the available wage data for the male comparator for the Pay Equity Program, Statistics Canada had a significant sample size of wage data for Janitors, Caretakers, and Building Superintendents, (NOC 6663; 2006 Census); however, the wage was deemed low, and not necessarily reflective of New Brunswick's market.

Average Employment Income by Gender New Brunswick

(Source: Statistics Canada - 2006 Special Run)

NOC	OCCUPATION	COUNT WITH EMPLOYMENT INCOME				AVERAGE EMPLOYMENT INCOME		
		Both	Males	Females		Both	Males	Females
	All occupations	344,775	177,585	167,185		\$31,968	\$37,822	\$25,735
6663	Janitors, caretakers and building superintendents	5,650	4,140	1,515		\$21,224	\$22,449	\$17,934

In consultation with the Department of Post-Secondary Education, Training and Labour (PETL), Labour Market Analysis Branch, it was determined that a wage survey would be required. At the request of the Executive Council Office, Women's Issues Branch, PETL engaged MarketQuest Research (MQR) to conduct an employer wage survey. The survey commenced January 27, 2010 with all work submitted by February 26, 2010.

MQR was to collect average hourly wage data on maintenance workers and maintenance supervisors. The employers surveyed were required to be in non-unionized environments given they more closely resemble the sectors participating in the pay equity analysis. Additionally, all employer responses were to be held strictly confidential with no individual data released.

Forty-nine employers were contacted for the Maintenance Worker and Maintenance Supervisor (Foreman) occupations. Of the forty-nine calls made, three employers were removed from the survey due to their response of “Don’t know/No response” related to the average hourly wage for the maintenance worker position.

Of the forty-six remaining employers surveyed, four average wages were removed as they were significantly out of range related to both the Statistics Canada survey, as well as the data within the MQR survey, and thereby deemed not to be representative of the average wage for this job class.

As the Statistics Canada survey was significantly

different than the range established in the sample gathered to validate New Brunswick’s context, it was determined the MQR survey would be most appropriate for the analysis given the data collected was:

- more recent (2010); and
- gathered from New Brunswick employers allowing for a better comparison to the New Brunswick employers participating in the pay equity program.

Therefore, the average hourly wage for Maintenance Workers was determined to be \$11.86

Number of employers	Average Hourly Wage
3	\$8.50
1	\$8.88
3	\$9.00
2	\$9.50
4	\$10.00
4	\$11.00
2	\$11.50
7	\$12.00
1	\$12.50
1	\$12.70
3	\$13.00
1	\$13.40
2	\$14.00
2	\$14.50
1	\$14.96
3	\$15.00
1	\$16.00
1	\$16.25
42	Average rate = \$11.86

For purposes of the MQR survey, a Maintenance Worker was defined as typically responsible for cleaning and maintaining the interior and exterior of a facility and the surrounding grounds. A Maintenance

Worker also performs general carpentry, painting, plumbing, electrical and other maintenance work that is not required to be performed by a specialized worker.

For purposes of the MQR survey, a Maintenance Supervisor (Foreman) was defined as typically responsible for supervising and coordinating the activities of Maintenance Workers. Under the authority of a management officer, this person organizes, coordinates and supervises the activities and the work of the personnel in a department, an

administrative or production work unit, or other unit.

For additional information on roles and areas of responsibilities for both female and male job classes as part of the pay equity program can be viewed at:

6. Develop Job Descriptions

Job descriptions are essential in order to evaluate the content of a job in relation to other jobs within the organization. Job descriptions clearly define job responsibilities and expectations. They help employees focused on their job and they can be used for recruitment, orientation, and performance evaluation purposes.

A job description is a summary of the major duties and responsibilities of a position. It also includes to whom the position reports to, required qualifications, required effort and the working conditions.

A job description contains the following information:

1. Position Identification
2. Main Functions
3. Duties
4. Required Qualifications
5. Other
6. Working Conditions

The Joint Job Evaluation Committee summarized the results of the completed JACs, created job summaries, and developed job descriptions for each job class. The Job Descriptions were then presented to the Joint Steering Committee for approval.

The following pages are the approved job descriptions developed for Child Care Staff working in government approved Early Learning and Child Care facilities.

Child Care Sector Section 6

Child Care Sector - Pay Equity Program - Report 2012

7. Typical Male Job Class Descriptions

The purpose of the Pay Equity Program for Child Care Staff working in government approved Early Learning and Child Care facilities is to determine if any pay inequities exist within the sector.

When conducting a Pay Equity Program you must first identify all the job classes within an organization and then determine the predominantly female job classes and the predominantly male job classes. The result of the evaluation will allow you to compare the value of the job classes that are predominantly male with the job classes that are predominantly female. This process will determine if any pay inequities exist and if required, reduce differences in compensation.

It should be noted that there are no male comparators within this sector. In order to conduct a pay equity analysis, the Board of Directors agreed to follow the Province of Quebec's regulated methodology where a maintenance worker was chosen to be the typical male job class in comparison in situations where none exist.

In order to continue with the Pay Equity Program, it was necessary to establish two typical male job classes and integrate them into the Child Day Care Sector. The typical male job classes are Foreman and Maintenance Worker. These two job classes were chosen because they are general enough to be integrated into any sector. Their job descriptions are such that they can be incorporated into the Child Care sector for analysis.

The following are the job descriptions that have been developed for the Foreman and the Maintenance Worker for the Child Care Sector.

Child Care Sector Section 7

Child Care Sector - Pay Equity Program - Report 2012

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Calculation of Foreman

Once the average hourly wage for the Maintenance Worker was determined, the average hourly wage for the Foreman had to be established. The average hourly wage for the Foreman was determined to be \$14.83/hr.

In determining the average hourly wage for the typical male job classes, the Women's Issues Branch ensured the two following standards were respected:

- The hourly rates of remuneration assigned to each typical male job class were not less than the minimum hourly wage determined by the Employment Standards Act.

- The hourly rate of remuneration assigned to the Maintenance Worker must be equal 80% to the hourly rate of remuneration assigned to the Foreman.

In order to conduct a pay equity analysis, a wage line must be created between the two male job classes with all female job classes compared to this wage line. The 80% standard represents the New Brunswick labour market's average relativity between the remuneration of the Maintenance Worker and that of a Foreman (i.e.: differential in salary between employee and supervisor).

$$\frac{\$11.86}{\$ X} = \frac{80\%}{100\%}$$

$$(\$11.86 \times 100) / 80 = \$14.83$$

$$X = \$14.83$$