

Progress Report on New Brunswick's Five Year Wage Gap Action Plan

Spring 2008



Wage Gap
Reduction
Initiative

New Brunswick
Nouveau Brunswick
CANADA

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Message from the Minister responsible for the Status of Women



As the minister responsible for the Status of Women, I am privileged to present the second progress report on New Brunswick's Wage Gap Reduction Initiative.

The Province's Five Year Wage Gap Action Plan, *Facing the Economic Imperative*, was launched in 2005.

Our government has been unanimous in our support for this initiative, and we will continue to be diligent in working with our partners, advisory and community groups, along with the private sector, to address the challenges and objectives identified in the action plan, and to reach our overall goal of reducing the province's wage gap to 10 per cent by 2010.

This progress report details the advances made over the past year in addressing the causes and contributors that make up the wage gap between women and men in New Brunswick. To date, we have made great progress in reducing the wage gap, but we still have a great deal to accomplish in the next two years.

Due largely to employment increases in the construction sector, and the dominance of males working at these jobs which have higher salaries, the wage gap between men and women increased slightly from 12 per cent in 2006 to 12.6 per cent in 2007. This is the first time since 2000 that the wage gap has risen, after many years of decline.

This increase, however small, is *not* acceptable to government, and is certainly not acceptable to the women of New Brunswick.

Our government remains focused on reducing the New Brunswick wage gap to 10 per cent by 2010. Over the remaining two years of the action plan, we will be intensifying our work with our stakeholders and the employer community to close the wage gap and address pay inequity in our province.

While the efforts of government will be central to reducing the wage gap, change will not happen through government alone. It's important that **everyone** - employers, stakeholders, the private sector and all New Brunswickers - be partners in this effort. Reducing the wage gap benefits our entire province, but it can only be achieved if everyone takes part.

As minister, I am proud to be a voice for women in our province. I look forward to continuing a dialogue with all our partners. Your suggestions and contributions are not only welcome, they will be essential to reaching and exceeding our wage gap and pay equity goals, and to ensure that New Brunswick women can be full, active and equal participants in achieving a self-sufficient province for all.

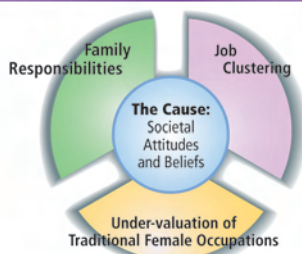
Sincerely,

A handwritten signature in black ink that reads "Mary Schryer". The script is fluid and cursive.

Mary Schryer
Minister responsible for the Status of Women

Overview: Progress Report on the Wage Gap Action Plan

Cause and Contributors to the Wage Gap



Source: Report of the New Brunswick Wage Gap Roundtable, 2003

The goals of New Brunswick's Five Year Wage Gap Action Plan are to:

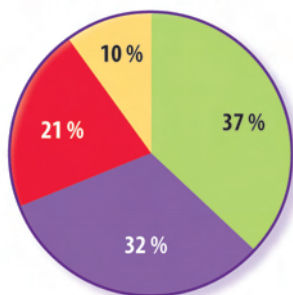
1. **Change Societal Attitudes** to achieve a more positive societal attitude towards women in the workplace.
2. **Increase Sharing of Family Responsibilities** to achieve a more equal sharing and support of family responsibilities among working families.
3. **Reduce the Job Clustering of Women** so that women have access to and pursue a wider range of jobs, including non-traditional jobs.
4. **Increase the Use of Pay Equity Practices** to better value work traditionally done by women and achieve a more equitable pay practice.

To achieve these goals, 12 implementation strategies have been identified, including:

- Defining a new set of attitudes;
- Publicizing the new set of attitudes;
- Adopting a new set of attitudes;
- Creating more policies for balancing work with home and family needs;
- Expanding use of and provide equal value to flex-time/part-time work options;
- Increasing access to quality daycare services;
- Ensuring that young women explore a wider variety of career options;
- Re-orienting, up-skill and/or retraining working women;
- Creating gender-inclusive workplaces;
- Encouraging the use of pay equity tools;
- Celebrating leaders and winners;
- Sharing lessons learned and best practices.

Employed New Brunswickers by Establishment Size

■ Fewer than 20 employees ■ 100 to 500 employees
■ 20 to 99 employees ■ More than 500 employees

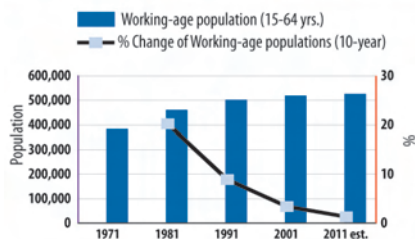


Source: Statistics Canada, CANSIM Table 283-0076, LFS 2007

Government, under the *Charter for Change* framework, is also committed to:

1. Establishing clear and measurable benchmarks and targets for the achievement of pay equity supported by yearly progress updates.
2. Ensuring that the *Pay Equity Act* applies to all parts of the public service.
3. Bringing together all stakeholders to further address issues raised at recent public hearings with the goal of extending pay equity to the private sector through legislation.
4. Establishing government as a model employer by starting job evaluations to extend pay equity to workers providing contracted services to government.

New Brunswick's Working-Age Population



Source: Statistics Canada 1971-2001- CANSIM Table 051-0001
Estimates of population by age group and sex, for July 1

To monitor the progress of the Action Plan, 14 indicators will be tracked, and four targets have been set, including:

Target 1: Achieving zero pay inequity within all four parts of the public sector.

Progress to date:

- Parts I & II (Government departments and public schools) – Pay equity was implemented in Parts I and II pursuant to the *Pay Equity Act* (Part I) and a pay equity adjustment agreement negotiated in 1994 (Part II). The review of pay equity maintenance in Part I will be completed in 2008-09.
- Part III (Hospitals) – The CUPE Part III Job Evaluation Study of hospital workers is completed and is expected to be implemented during the current round of collective bargaining that is expected to conclude in June 2008. Other groups will follow.
- Part IV (Government agencies and corporations) – A review of government corporations, boards, commissions and agencies was begun in May 2007, and is expected to be complete by 2010.

Target 2: Reduce the New Brunswick wage gap to 10 per cent by 2010.

Progress to date:

- The wage gap between women and men increased from 12 per cent in 2006 to 12.6 per cent in 2007.
- The increase is largely due to the employment growth in the construction sector and the dominance of men working at these jobs which have higher salaries. There are also more gains for men than women in a couple of other higher-paying industries, including health care and professional, scientific and technical services.
- This is the first time since 2000 that the wage gap has risen, after many years of decline. **New Brunswick has maintained its rank as the province with the third-lowest wage gap, following P.E.I. and Manitoba.**

Target 3: Females comprise a minimum of 1/3 of all decision-making positions within the Government of New Brunswick and its boards and commissions.

Progress to date:

In 2007, New Brunswick women represented:

- 28 per cent of members of government-appointed boards and commissions, down from 30 per cent in 2005;
- 19 per cent of provincially appointed judges, an increase from 16 per cent in 2005;
- 13 per cent of MLAs, up from 11 per cent in 2005;
- 10 per cent of provincial ministers, down from 22 per cent in 2005; and
- 26 per cent of municipal councillors, up from 25 per cent in 2005.

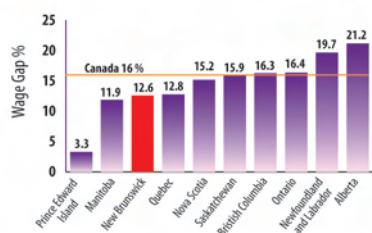
Target 4: A maximum of 1/3 of working women are clustered within the 10 most commonly held positions by women in New Brunswick.

Progress to date:

In 2000, 45 per cent of working women in New Brunswick worked in the top 10 female occupations based on the 2001 census figures. This is a four per cent decrease of job clustering from the 1996 census of 49 per cent of employed women who worked in the top 10 most commonly held positions by women.

**Please note that the 2006 census updates for this data will be available in May 2008.*

Provincial Hourly Wage Gaps (2007)



Source: Statistics Canada CANSIM - Table 282-0072

Goal 1: Changing Societal Attitudes

Critical Outcome #1:

More positive attitudes about the place and value of women in the economy

Government will lead its partners in identifying a more constructive set of cultural attitudes to support a society in which men and women are economic equals. Together, business, municipalities and government as employers will outline what they need to bring their workplace cultures in line with this vision. Government will develop and distribute the needed tools and information.

Progress to date:

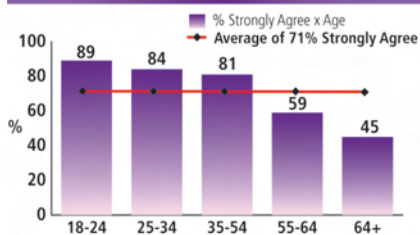
Strategy 1: Define New Set of Attitudes

- Government continues to work with and engages the wage gap advisory groups in defining the attitudes needed to support a culture of economic equality between women and men. Advisory groups include: 1) Minister's Employer Advisory Group, 2) Human Resources Advisory Group, and 3) Women's Forum. A partnership with the New Brunswick Advisory Council on Youth also allows government the opportunity to engage youth and gain the youth perspective on wage gap issues.
- Government will continue its ongoing review of policies and practices, and update policies to ensure a diverse, family-friendly and respectful work environment for government employees working in Parts I, II, and III.
- Government reaffirmed its commitment to adopting family-friendly policies through *New Brunswick's Population Growth Strategy*.
- The *Ministerial Task Force on Citizenship Education* and the *Groupe d'étude du ministre sur l'éducation à la citoyenneté* were created with the goal of developing students as active residents of their communities and encouraging them to shape the world around them through debate, new ideas, and civic participation.

Indicator #1

Adults who agree with the Statement:

"It is all right for women to work outside the home even if the family does not need the money."



Source: Decima Research, Attitudinal Survey on Violence Against Women, 2002

Strategy 2: Publicize New Set of Attitudes

- In May 2007, a full-day Wage Gap Employer Conference was held in Fredericton. Government provided a workshop on the Wage Gap Employer toolkit, and promoted the new set of attitudes to conference participants.



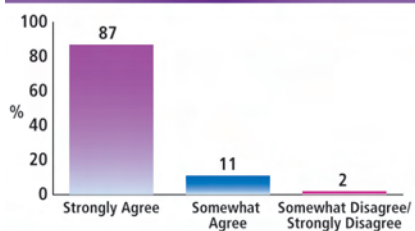
- In May 2007, the Wage Gap employer toolkit and website (www.gnb.ca/wagegap) were launched.
- In May 2007, the first annual Progress Report on New Brunswick's Five Year Wage Gap Action Plan was released.
- Government is currently developing a Strategic Social Marketing Plan. In 2007, focus groups were conducted across various regions in New Brunswick. The Social Marketing Plan targeting employers and the general public will be developed in spring 2008 and implemented in 2008-09.
- Four editions of The Wage Gap eNews were distributed to subscribers. Each edition provided information and updates on Wage Gap related issues.
- A provincially sponsored New Brunswick Employer Survey was launched to develop an updated profile of the employer community and provide an analysis of various issues, needs and trends pertaining to employers in New Brunswick.
- New Brunswick child care staff and home support workers were provided with information on wage gap reduction through letter mail-outs, newspaper ads, distribution of brochures, and through the wage gap website.
- 22 Information sessions for child care staff and home support workers were held throughout the province to provide information on the pay equity programs currently underway for these groups.
- Government promoted wage gap reduction initiatives through presentations at various meetings and conferences.
- Completed a formative evaluation of the Wage Gap Action Plan to provide insight into the program progress at the mid-plan stage.

Strategy 3: Adopt New Set of Attitudes

- Government examined the gender balance within the provincial government and within government-appointed boards and commissions.
- Government is developing an employer certification process which will allow employers who implement wage gap reduction strategies to be recognized as part of the Strategic Social Marketing Plan to be launched this year.
- Government will continue to monitor annual progress on the public service gender balance within the senior executive group of Part I.
- Gender-based analysis continues to be completed on submissions to the Policy and Priorities Committee.
- In June 2007, a web-based Resource Manual for Local Government was launched. The manual includes information on the Wage Gap Action Plan and the roles of the Department of Local Government and municipalities in reducing the wage gap (<http://www.gnb.ca/0370/0370/0003/0012-E.asp>).

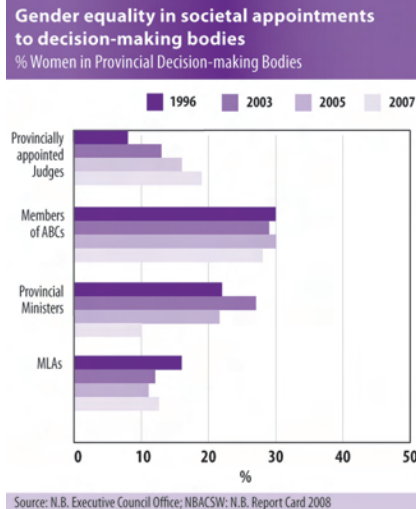
Indicator #2

Adults who agree with the Statement:
"Couples should share equally in household chores if they are both working outside the home."



Source: Decima Research, Attitudinal Survey on Violence Against Women, 2002

Indicator #3



Goal 1 Indicators and Desired Trends:

- **INDICATOR #1** - By 2010, more New Brunswickers surveyed will strongly agree with the statement: "It is all right for a woman to work outside the home, even if her family does not need the money."

Please note: This data will be updated in 2009.

- **INDICATOR #2** - By 2010, more New Brunswickers surveyed will strongly agree with the statement: "Couples should share equally in household chores if they are both working outside the home."

Please note: This data will be updated in 2009.

- **INDICATOR #3** - By 2010, higher percentages of women will be provincially appointed judges; members of government agencies, boards and commissions; members of cabinet; and MLAs.

In 2007, New Brunswick women represented:

- 28 per cent of members of government-appointed boards and commissions, down from 30 per cent in 2005;
- 19 per cent of provincially appointed judges, an increase from 16 per cent in 2005;
- 13 per cent of MLAs, up from 11 per cent in 2005;
- 10 per cent of provincial ministers, down from 22 per cent in 2005; and
- 26 per cent of municipal councillors, up from 25 per cent in 2005.

Goal 2: Increase Sharing of Family Responsibilities

Critical Outcome #2:

More equal sharing of family responsibilities within the family

More family-friendly practices at workplaces and in government programs

Government will lead partners in identifying the tools and other information needed for all employers to create better supports for the family responsibilities of their employees. Government will develop these and make them available to all employers.

Progress to date:

Strategy 1: More Policies for Balancing Work with Home and Family Needs

- Government promoted and continues to make available tools to assist employers to increase their use of family-friendly policies and practices. These tools are available on the website (www.gnb.ca/wagegap) and in print.
- Government is working in partnership with the Saint John Board of Trade and Enterprise Network to provide human resources workshops to teach small and medium-size businesses how to develop a strategic human resources plan. Workshop participants are provided with wage gap tools in addition to other human resources tools to assist them in making shifts towards family-friendly policies and practices in the workplace.
- Government promoted the business case of family-friendly policies with partners and employers.

Strategy 2: Expand Use Of, and Provide Equal Value To, Flex-Time/Part-Time Work Options

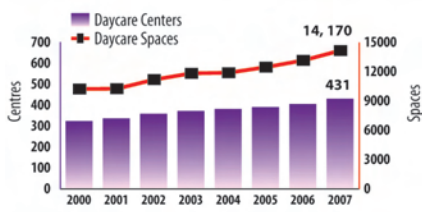
- Government is developing the business case for adopting flex-time for employers in the workplace.
- Government promoted the business case for the use of flex-time/part-time work options at business meetings, advisory group meetings, and conferences.

Strategy 3: Increase Access to Quality and Affordable Daycare Services

- Government is developing the business case for employer involvement in daycare services for employees.
- In June 2007, government launched a public consultation on early learning and child care. The results of this consultation provided information that is being used to build a long-term plan for early learning and child care.

Indicator #4

Availability of Licensed Daycare Services



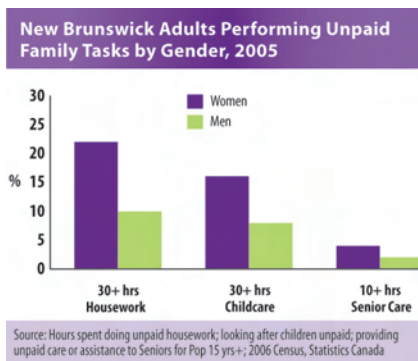
Indicator #5

Employer-sponsored Daycare Services 2003



- In June 2007, government launched an Early Learning and Child Care Trust Fund to help in the creation of child care spaces for infant, in rural communities; for flexible hour care, as well as for the implementation of an early learning and care curriculum; and to provide funds to help offset the cost of early childhood education training for the child care staff.
- In November 2007, government announced the creation of a Ministerial Committee on Early Childhood Development and Care. This committee will be responsible for proposing a long-term Early Childhood Development and Care plan.
- In January 2008, government celebrated the opening of *Club Des Amis*, a 24-hour daycare in Bathurst.

Indicator #6



Indicator #7



Goal 2 Indicators and Desired Trends:

• INDICATOR # 4 - By 2010, there will be more licensed child care spaces in New Brunswick.

In 2007, there were 431 operating daycares in New Brunswick, an increase from 406 in 2006. In addition, the number of child care spaces increased from 13,163 to 14,170.

• INDICATOR # 5 - By 2010, more employers will be assisting their employees with access to child care, either through direct child care subsidies, or through actual support of child care facilities.

Please note: This indicator will be assessed by 2010.

• INDICATOR # 6 - By 2010, there will be greater gender equality in the number of adult New Brunswickers performing family responsibilities each week.

The 2006 census showed that women still do a larger share of household tasks and devote more time to unpaid work than men.

Comparing the 2006 census results with those of 2001 reveals a minimal (one per cent) positive shift in overall sharing of these three family responsibilities:

- 30+ hours of unpaid housework: 22.2 per cent performed by females, compared to 9.5 per cent by males;
- 30+ hours of unpaid child care: 16.2 per cent performed by females, compared to 7.6 per cent by males; and
- 10+ hours of unpaid care or assistance to seniors: 4.2 per cent performed by females, compared to 2.2 per cent by males.

• INDICATOR # 7 - By 2010, there will be more employers offering family-friendly workplace options in New Brunswick.

Results from the 2008 *Employer Survey* found that of the 5,501 New Brunswick employers who responded:

- 5.8 per cent of employers offered child care and/or elder care initiatives and support;
- 21.9 per cent of employers offered an Employee and Family Assistance program (counselling services for marital problems, parenting, and bereavement);
- 71.7 per cent of employers offered flexible work arrangements (reduced work week, flexible hours, telework);
- 38.4 per cent of employers offered reduction of work time (regular part-time, job sharing, pre-retirement work reduction); and
- 40.8 per cent of employers offered paid leave benefits other than paid vacation time.

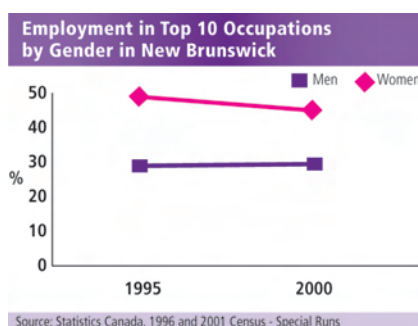
Goal 3: Reduce the Job Clustering of Women

Critical Outcome #3:
Women occupy a wider
diversity of occupations

Government will lead partners in identifying the tools and information they need to assess and then correct in-house hiring and human resources practices on the range of jobs open to women. Government will develop these tools and information and ensure that they are available to everyone. Government will shift its programs and policies so that the economic potential of women is developed equally with that of men.

Progress to date.

Indicator #8

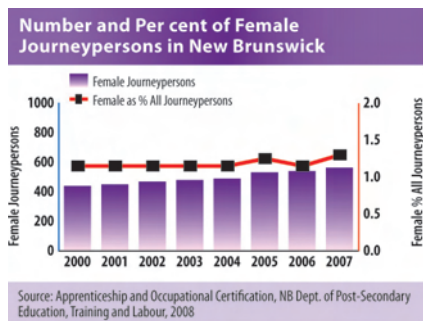


Strategy 1: Ensure that Young Women Explore a Wider Variety of Career Options

- Government promoted the business case for employers to hire women in a wider range of jobs, including non-traditional jobs.
- In February 2007, the N.B. Career Surf website (www.gnb.ca/youth) was launched to provide students with a one-stop career planning website. Promotion of the N.B. Career Surf website through various venues, including at relevant meetings, conferences and career fairs; linking the website to various departmental websites and high school websites; and distributing bookmarks and posters in all public schools. Government continues to monitor and maintain the website to ensure that relevant information is updated.
- In May 2007, government provided a workshop on the New Brunswick labour market to employers at the Wage Gap Employer Conference.
- In June 2007, the first Mike Holmes Foundation event was held in Saint John to promote careers in the trades. This event featured guest speaker Mike Holmes, and was developed in partnership with the Department of Post-Secondary, Education and Training and NBCC Saint John. The Holmes Foundation's *Make it Right Scholarships* program was highlighted at the event. The scholarships are designed to encourage students — women and men — in Canadian colleges who have demonstrated a commitment to excellence in residential renovation or construction to complete their academic training.



Indicator #9



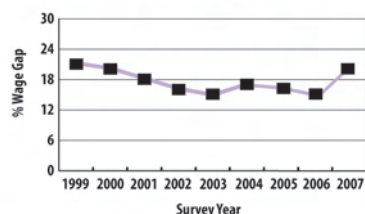
- Government is working with the *Future To Discover* program to promote post-secondary education and training to students. The N.B. Career Surf website was selected to be the primary career planning website tool for this program.
- *Explore My Future*, an interactive career expo, has expanded by opening its doors to include the general public to assist in raising awareness to parents, the unemployed, and underemployed on the wide range of career options. The program consists of five interactive career expos around the province each year, and is designed to expose high school students to the many options available to them in the trades and technologies.
- In 2007-08, 57 Wage Gap Action Plan Scholarships were awarded to students entering non-traditional training at New Brunswick Community Colleges in both anglophone and francophone regions. The recipients this year consisted of 52 females and five males. The scholarship covered the first-year tuition cost of an eligible program of study.
- Government continues to provide mentorship for students entering non-traditional training programs at NBCC/CCNB. The two mentors (one in NBCC, one in CCNB) are also promoting the Wage Gap Action Plan Scholarship, and encouraging students to explore all of their career options, including non-traditional, through high school visits across the province, and at various career fairs.
- The Canadian Apprenticeship Forum produced career kits which consist of printed information for parents, teachers, and counsellors, and CDs for students. These materials are distributed at career expos, high school visitations, and career days.

Activities in progress in the anglophone school sector:

- Government is making progress on the *Diversity in Learning* initiative, which is designed to increase learning opportunities related to the trades and arts.
- Government is establishing linkages with Science East, Huntsman Marine Science Centre, and others in an effort to engage students in nurturing an interest in science through experiential learning and hands-on experiments.
- Government is examining best practice options for alternative learning environments, based on the interests of the child.
- Government is currently discussing ways to increase the number of co-op spaces by 25 per cent for high school students.
- Government is developing partnerships with businesses and social agencies in an effort to provide additional opportunities for service learning.
- Government is conducting research on developing a student strengths-based guidance model for grades 6-12.
- In 2007, the *Take Our Kids to Work* program was highly successful with a 94 per cent participation rate among Grade 9 students.
- Government has collected data on portfolio-based learning and evaluation, and released this data to the districts to assist in strengthening its use and management.
- In May 2008, government launched a three-year plan to restructure and improve the anglophone school system's Skilled Trades and Technology Education (STTE) program.

Indicator #10

Wage Gap of NBCC Graduates - Full-time Earnings One Year After Graduation



Source: NB Dept. of Post Secondary Education, Training and Labour, "Survey of New Brunswick Community College Graduates" (1999-2007)

Activities in progress in the francophone school sector:

- Government is making progress with *J'élargis mes horizons*, an initiative to increase learning opportunities related to the trades and arts.
- Government has established linkages with Expo-sciences, la Communauté d'apprentissages scientifiques et mathématiques interactifs, the Centres for Research in Youth, Science Training and Learning, La Groupe de travail provinciaux/ territoriaux sur l'éducation au développement durable, and Envirothon to engage students in nurturing an interest in science through experiential learning and hands-on experiments.
- Government is working to develop a strengths-based guidance model for grades 6-12 through a working committee comprised of university professors from Québec and New Brunswick, and other subject-matter experts.
- Government is currently offering post-secondary experience camps to students.

Strategy 2: Re-Orient, Up-Skill And/Or Retrain Working Women

- Government continued to provide the Summer Mentorship Program for Female Students. This program formally pairs female students with civil servants and allows them to gain 14 weeks of valuable employment experience in non-traditional or senior level jobs.
- Two groups of women completed the *Partners Building Futures* project training components. This pilot project, designed to provide opportunities for women on social assistance to examine careers in the trades, will continue to monitor the success of the program participants until 2009.

Activities in progress in the anglophone school sector:

- Emphasizing experiential learning within curricula and professional development.
- Expanding the Teachers' Virtual Resource Centre to include experiential learning-related resources.

Activities in progress in the francophone school sector:

- Government, in collaboration with the districts, is pursuing improvements to the architecture of the *centre de ressources virtuelles* pour enseignants to better support teachers and improve experiential learning resources.

Strategy 3: Create Gender-Inclusive Workplaces

- Government developed and implemented a resource guide and an InfoSheet for Recruiting and Retaining Women in Non-Traditional Jobs to help employers increase the occupational diversification of women in workplaces.
- Government developed and implemented an InfoSheet on Recruiting and Retaining Mature Workers in Your Workplace.

- Government continues to use a gender lens as a regular aspect of analyzing and evaluating employment programs, and to make appropriate program adjustments. The evaluation of the Training and Skills Development (TSD) program consisted of collection and analysis of data by gender and by region.
- Government is monitoring the prevalence of job clustering within the TSD employment programs.
- In May 2007, government provided a workshop on human resources planning and on working toward a safe, open and respectful work climate, to employers at the Wage Gap Employer Conference.

Goal 3 Indicators and Desired Trends:

- **INDICATOR # 8 - By 2010, there will be fewer women working in the 10 most common jobs held by women.**

In 2000 based on the 2001 census figures, 45 per cent of working women in New Brunswick worked in the top 10 female occupations. This is a four per cent decrease from the 1996 census which indicated that 49 per cent of employed women worked in the top 10 positions most commonly held by women.

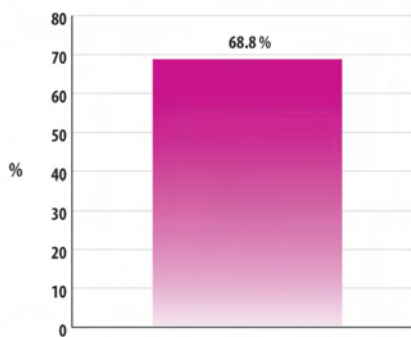
Please note: The 2006 Census updates for this data will be available in May 2008.

- **INDICATOR # 9 - By 2010, there will be more female journeypersons registered in New Brunswick, and women will represent a higher percentage of all registered journeypersons.**

In 2007, there were 564 certified female journeypersons, which equals 1.3 per cent of all certified journeypersons in New Brunswick. This is an increase from 538 certified female journeypersons reported in 2006.

Indicator #11

% Women in Key Decision-making Positions in the Workplace



Source: NB Dept. of Post-Secondary Education, Training and Labour, Employer Survey 2008

Note: Employers response to the question: "Does your company / organization currently employ women in key decision-making positions such as positions at the management and senior management levels?"

- **INDICATOR # 10 - By 2010, wage gaps between male and female New Brunswick Community College graduates will be reduced.**

The *Survey of 2006 New Brunswick Community College Graduates* showed that, in 2007, male graduates earned on average \$651 per week, while female graduates earned on average \$519 per week.

This resulted in a wage gap of about 20 per cent (based on full-time positions) in 2007. This indicates a six per cent increase in the wage gap, from 14 per cent in 2006, and is the first increase since 2004.

- **INDICATOR # 11 - By 2010, there will be more women in key decision-making positions in the workplace.**

Results from the 2008 Employer Survey found that of the 5,501 New Brunswick employers who responded, 68.8 per cent currently employ women in key decision-making positions such as those at the management and senior management levels.

Goal 4: Increase the Use of Pay Equity Practices

Critical Outcome #4:
Increased use of gender-neutral pay practices

Government will work with partners to develop information and tools regarding pay equity practices that are practical in New Brunswick work places. Government will implement pay equity in all parts of the public service. Government will develop internal recognition programs for leaders in pay equity implementation and participate in those of the private sector.

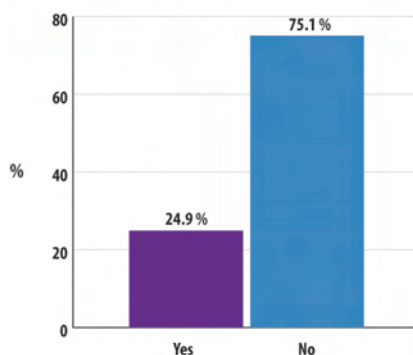
Progress to date:

Strategy 1: Encourage the Use of Pay Equity Tools

- Government promoted and maintained links to online pay equity tools. These tools are available in print and online at www.gnb.ca/wagegap.
- Government is making progress towards achieving pay equity in all parts of the public service. Updates include:
 - Parts I & II (Government departments and public schools) – Pay equity was implemented in Parts I and II pursuant to the *Pay Equity Act* (Part I) and a pay equity adjustment agreement negotiated in 1994 (Part II). The review of pay equity maintenance in Part I will be completed in 2008-09.
 - Part III (Hospitals) – The CUPE Part III Job Evaluation Study of hospital workers is completed and is expected to be implemented during the current round of collective bargaining that is expected to conclude in June 2008. Other groups will follow.
 - Part IV (Government agencies and corporations) – A review of government corporations, boards, commissions and agencies began in May 2007, and is expected to be complete by 2010.

Indicator #12

Employees Paid using Gender-Neutral Job Evaluation in New Brunswick

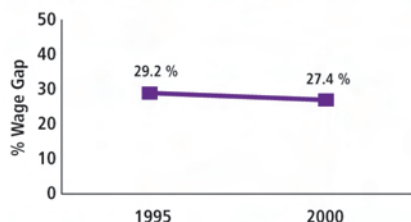


Source: NB Dept. of Post-Secondary Education, Training and Labour, Employer Survey 2008



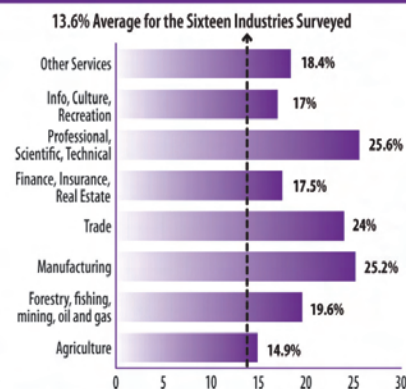
Indicator #13

Average Wage Gap Between 10 Most Common Jobs per Gender in New Brunswick



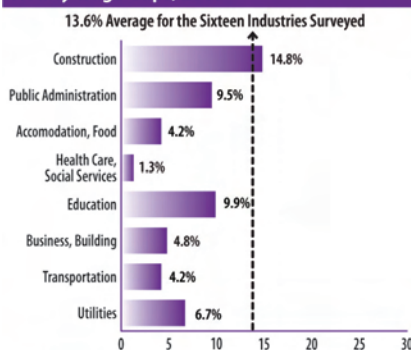
Source: Statistics Canada, 1996 and 2001 Census - Special Runs

Industries With the Highest Hourly Wage Gaps, 2007



Source: Statistics Canada, Labour Force Historical Review, 2007 - 71F0004XCB

Industries With the Lowest Hourly Wage Gaps, 2007



Source: Statistics Canada, Labour Force Historical Review, 2007 - 71F0004XCB

- Government implemented two pay equity programs for:
 - Home support workers working in agencies contracted by government.
 - Child care staff working in provincially registered child care facilities.
- Government continues to support two francophone municipal governments, and assist their progress in implementing pay equity projects.
- Government is providing expertise to the joint job evaluation exercise to examine pay equity within the nursing home sector.
- Government is exploring the feasibility of pilot projects within the private sector.

Strategy 2: Celebrate Leaders and Winners

- Government is developing an employer certification process which will allow employers who implement wage gap reduction strategies to be recognized as part of the Strategic Social Marketing Plan to be launched this year.
- Government continues to work with the wage gap advisory groups and partners to identify and recognize leaders and winners among the private sector, and among government departments and agencies.

Strategy 3: Share Best Practices

- In May 2007, government provided a workshop with the Province of Quebec's Pay Equity Commission to share their pay equity experience with employers at the Wage Gap Employer Conference.
- Government is researching the development of promotional tools and best-practice tools to be made available to employers to enhance the employer toolkit and the Strategic Social Marketing Plan.
- Government developed and disbursed an employer wage gap case study profiling best practices from the *Workplace Health, Safety and Compensation Commission of New Brunswick*.
- Government continues to liaise with the Quebec and Ontario Pay Equity commissions to share best practices and employer tools.

Goal 4 Indicators and Desired Trends:

- **INDICATOR # 12 - By 2010, there will be more employees paid according to equitable pay systems in New Brunswick.**

Results from the 2008 Employer Survey found that of the 5,501 New Brunswick employers who responded, 24.9 per cent have a written, formal gender-neutral process of evaluating jobs done by men and women based on things such as skill level, effort, responsibility and working conditions, to make sure that jobs of equal value earn equal pay.

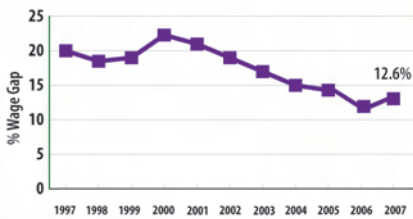
- **INDICATOR # 13 - By 2010, the wage gap between traditional male and female jobs (defined as the 10 most common), based on the weighted average annual earnings, will be reduced.**

The weighted average annual wage for the 10 most common occupations that women held in the year 2000 was \$19,028. The weighted average annual wage for the 10 most common jobs for men in 2000 was \$26,209. This makes for a 27.4 per cent wage gap (2000), down from 29.2 per cent (1995).

Please note: Updated 2006 census statistics will be made available in May 2008.

Indicator #14

Wage Gap Based on Hourly Earnings
in New Brunswick



Source: Statistics Canada, CANSIM Tables 282-0072, 2008

- **INDICATOR # 14 - By 2010, the hourly wage gap in New Brunswick will be reduced.**

The wage gap between women and men increased from 12 per cent in 2006 to 12.6 per cent in 2007.

The increase is largely due to the employment growth in the construction sector and the dominance of men working at these jobs which have higher salaries. There are also more gains for men than women in a couple of other higher paying industries, including health care and professional, scientific technical services.

This is the first time since 2000 that the wage gap has risen, after many years of decline. **New Brunswick has maintained its rank as the province with the third-lowest wage gap, following P.E.I. and Manitoba.**