

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

**Wage Gap  
Reduction  
Initiative**

Spring 2009



**Be a leader. Reduce your workplace wage gap.**

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## Message from the Minister Responsible for the Status of Women



It is my pleasure to present the third progress report on New Brunswick's Wage Gap Reduction Initiative. We are starting the fifth year of *Facing the Economic Imperative: New Brunswick's Five Year Wage Gap Action Plan*, launched in 2005.

This report highlights the many achievements made during the past year in addressing the causes of the wage gap in New Brunswick.

As minister responsible for the Status of Women, I have two key objectives: the elimination of inequalities; and the promotion of gender equality throughout the province. Government has been working hard along with our community partners to improve the economic situation of women in all corners of New Brunswick.

We have made great strides in addressing the causes of the wage gap between women and men by working with the skilled trades and other traditionally male professions to encourage more women to choose non-traditional careers; by working to reduce job clustering; and by ensuring pay equity takes place in traditionally female professions within the public sector. We have led by example by implementing job evaluations for child care, home support and transition home workers.

Unfortunately, New Brunswick is not immune to the current economic downturn, and job losses in many sectors have contributed to an increase in the wage gap of 1.5 per cent. The wage gap between women and men increased to 14.1 per cent in 2008 from 12.6 per cent in 2007. Continuing employment and wage increases in the traditionally male-dominated construction sector and skilled trades have likely contributed to this wider wage gap.

By reducing job clustering, breaking the male dominance of certain professions and ensuring that women are paid comparable wages to men across a range of professions, we will reduce the wage gap. Our work, throughout New Brunswick, will result in higher overall wages for women, reduced job clustering, and more women working in non-traditional professions.

The government remains committed to reducing the wage gap. We will continue to work with stakeholders and employers to close the wage gap and eliminate pay inequities to ensure that all women may participate in achieving a self-sufficient New Brunswick.

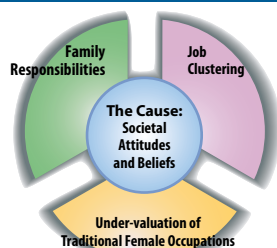
Sincerely,

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

Mary Schryer  
Minister Responsible for the Status of Women

## Overview: Progress Report on New Brunswick's Five Year 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:

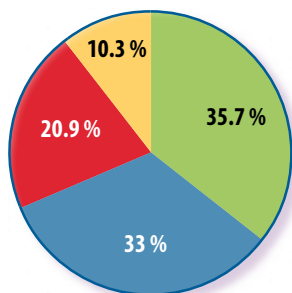
1. **Change Societal Attitudes** to achieve a more positive societal attitude toward women in the workplace;
2. **Increase Sharing of Family Responsibilities** to achieve a more equal sharing and support of family responsibilities among working families;
3. **Reduce Job Clustering of Women** so that women have access to and pursue a wider range of jobs, including non-traditional jobs; and
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; and
- 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, Labour Force Historical Review, 2008-71F0004XCB

Government, under the *Charter for Change*, 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; and
4. Establishing government as a model employer by starting job evaluations to extend pay equity to workers providing contracted services to government.

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

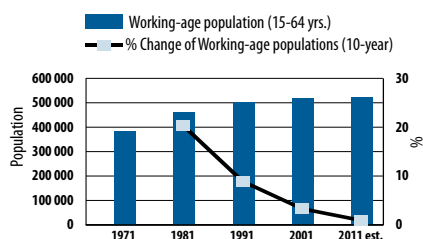
### Target 1: Achieving zero pay inequity within all four parts of the public sector.

#### Progress to date:

- Parts I and 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). A review of pay equity maintenance



### 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 (released Jan 15, 2009)

in Part I was completed in 2008 and work will be done to ensure pay equity is maintained.

- Part III (hospitals) – The results of the job evaluation study for Part III Canadian Union of Public Employees [CUPE] hospital workers was implemented with the September 2008 signing of the collective agreement. Other groups will follow.
- Part IV (government agencies and corporations) – A review of government corporations, boards, commissions and agencies began in May 2007 and it is expected to be completed by 2010.
- Government committed to introducing a new Pay Equity Act that applies to all parts of the public service in Spring 2009.

### 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 to 14.1 per cent in 2008 from 12.6 per cent in 2007;
- In 2008, the average hourly wage rate for women increased to \$16.46 from \$15.80 in 2007, while the average hourly wage rate for men increased to \$19.16 from \$18.07 in 2007;
- New Brunswick has been affected by the current economic downturn, and job losses in many sectors may have contributed to the wage gap increase in 2008;
- Continuing employment and wage increases in the traditionally male-dominated construction sector and skilled trades have also widened the gap; and
- New Brunswick ranks as the province with the fifth-lowest wage gap following Quebec and Nova Scotia.

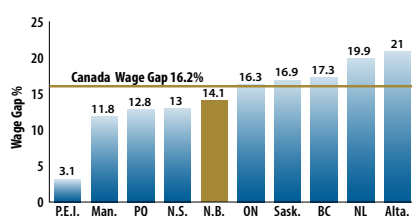
### Target 3: Females comprise a minimum of one-third of all decision-making positions within the Government of New Brunswick and its boards and commissions.

#### Progress to date:

In 2008, New Brunswick women represented:

- 33.7 per cent of members of government-appointed boards and commissions, up from 28 per cent in 2007;
- 22 per cent of provincially appointed judges, an increase from 19 per cent in 2007;
- 13 per cent of MLAs, unchanged from 2007;
- five per cent of provincial ministers, down from 10 per cent in 2007;
- 29 per cent of municipal councillors, up from 25 per cent in 2004; and
- 15 per cent of mayors, up from 13 per cent in 2004.

### Provincial Hourly Wage Gaps, 2008



Source: Statistics Canada CANSIM - Table 282-0072

### Target 4: A maximum of one-third of working women are clustered within the 10 most commonly held positions by women in New Brunswick.

#### Progress to date:

In 2005, 35 per cent of working women in New Brunswick worked in the top 10 female occupations based on the 2006 census figures. This was a 10-per-cent decrease of job clustering from the 2001 census of 45 per cent of employed women who worked in the top 10 most commonly held positions by women.

## 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 women and men are economic equals. Together, business, municipalities, rural communities and government as employers will outline what they need to do 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 a New Set of Attitudes

- Government continues to work with 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 has also enabled government to involve youth and gain the youth perspective on wage gap issues.

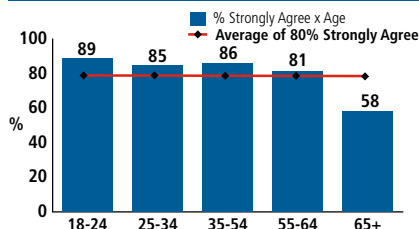
#### Strategy 2: Publicize a New Set of Attitudes

- 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](http://www.gnb.ca/wagegap)) were launched. Website and tools were re-branded with the provincial brand in 2008-09.
- In May 2008, the second annual progress report on New Brunswick's Five Year Wage Gap Action Plan was released.
- In October 2008, government, in partnership with Enterprise Saint John and the Saint John Board of Trade, held the *Help Wanted ... Please!* employer conference.

### 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."

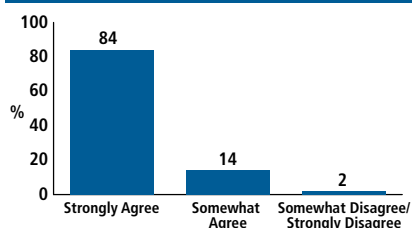


The conference provided workshops focused on recruitment and retention, and it promoted wage gap reduction to conference participants.

- In 2009, *Equality At Work*, a one-year pilot program, will be launched. *Equality At Work* is a provincial human resources designation program to recognize New Brunswick organizations that strive to ensure equality in the workplace through implementing workplace wage gap strategies.
- Government launched *Be in this Place*, a promotional campaign, consisting of advertisements available in print, on television and online. This campaign is designed to promote New Brunswick's quality of life and emphasizes the family-friendly nature of the province.
- Four editions of the *Wage Gap eNews* were distributed to subscribers. Each edition provided articles with information, news and updates on issues related to the wage gap.
- Government provided information sessions throughout the province for the transition house sector on the pay equity program.
- Government is working with partners to establish a women's networking forum to support existing leaders, develop and expand leadership capacity, and mentor aspiring leaders.
- Government promoted wage gap reduction initiatives through presentations at various meetings and conferences.

## Indicator #2

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



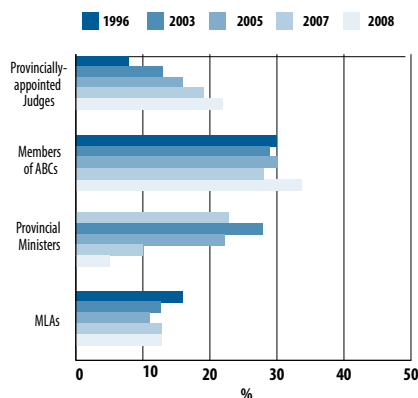
Source: Harris/Decima Report, Attitudinal Survey on Violence Against Women, 2009

### Strategy 3: Adopt New Set of Attitudes

- Government examined the gender balance within the provincial government and within government-appointed boards and commissions.
- Government will continue to monitor annual progress on the public service gender balance within the senior executive group of Part I.
- Government continues to review programs and policies to ensure gender-based analysis is applied in any revisions to existing policies or development of new policies or programs.
- In June 2007, a web-based *Resource Manual for Local Government* was launched. The manual includes information on New Brunswick's Five Year Wage Gap Action Plan and the roles of the Department of Local Government, municipalities and rural communities in reducing the wage gap (<http://www.gnb.ca/0370/0370/0003/0012-E.asp>).

## Indicator #3

### Gender equality in societal appointments to decision-making bodies % Women in Provincial Decision-making Bodies



Source: Province of N.B., Executive Council Office, Office of Human Resources, Department of Justice, Elections NB

## 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."**

Results from the 2009 Attitudinal Survey on Violence Against Women found that of the 594 New Brunswick adults who responded, in 2009:

- 79% strongly agreed with the statement, an increase from 71% in 2002;
- 14% somewhat agreed, a decrease from 17% in 2002;
- 3% somewhat disagreed, a decrease from 5% in 2002;
- 3% strongly disagreed, a decrease from 6% in 2002; and
- 2% don't know.

Clearly, public attitudes are shifting in a positive direction on women and men's equal rights to work, regardless of financial need. The researchers also found a direct link between the age of the person asked, and their responses. Those under 55 years of age agree with the statement much more than those 55 years of age and older.

**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."**

Results from the 2009 Attitudinal Survey on Violence Against Women found that of the 594 New Brunswick adults who responded, in 2009:

- 84% strongly agreed, a decrease from 87% in 2002;
- 14% somewhat agreed, an increase from 11% in 2002; and
- 2% somewhat disagreed/strongly disagreed, remaining steady from 2002.

The survey also found that regardless of age, New Brunswickers agree that couples should share in household chores. This may reflect a belief in the presence of a true partnership within the home.

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

In 2008, New Brunswick women represented:

- 33.7 % of members of government-appointed boards and commissions, up from 28 % in 2007;
- 22 % of provincially appointed judges, an increase from 19 % in 2007;
- 13 % of MLAs, unchanged from 2007;
- 5 % of provincial ministers, down from 10 % in 2007;
- 29 % of municipal councillors, up from 25 % in 2004; and
- 15 % of mayors, up from 13 % in 2004.

## 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.

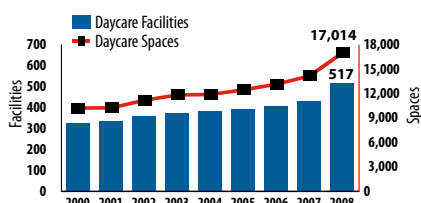
**Progress to date:**

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

- Government promoted and continues to make available tools to help employers increase their use of family-friendly policies and practices. These tools are available at [www.gnb.ca/wagegap](http://www.gnb.ca/wagegap) and in print.
- Government developed tools as part of the *Equality At Work* pilot program to help employers assess their workplaces for family-friendly and work-life balance practices, including tips and resources to implement these practices.
- Government promoted the business case of family-friendly policies with partners and employers.
- Government revised management and non-union policies for Parts I, II and III. Highlights of the changes include:
  - Inclusion of adoption leave benefits by providing a top up of 75 per cent for 17 weeks, equal to the top up provided for maternity leave.
  - Managers may approve the following leave with pay provisions:
    - Up to five days/year paternity leave surrounding the birth or adoption of the employee's child; and
    - Up to three days/year for compassionate leave to provide care to a person with whom the employee has a close family relationship.

### Indicator #4

Availability of Licensed Daycare Services

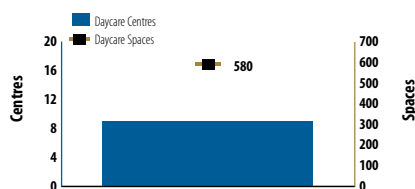


Source: NB Department of Social Development, March 2009



## Indicator #5

### Employer-sponsored Daycare Services 2003



Source: NB Advisory Council on the Status of Women, Sept. 2004

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

- A promotional plan is being developed for the work-time flexibility program to raise awareness and encourage the use of available programs and policies that assist employees with balancing work and family responsibilities.
- Government is developing a business case for employers on the use and benefits of flex-time / part-time work options.
- Government promoted the business case for the use of flex-time / part-time work options at business meetings, advisory group meetings and conferences.
- Government continues to review programs and policies to ensure that a family-friendly approach is being applied in any revisions to existing policies or development of new policies or programs for government employees in Parts I, II and III.

### Strategy 3: Increase Access to Quality and Affordable Daycare

- Government is developing a business case for employer involvement in day care services for employees.
- In June 2008, government launched *Be Ready for Success*, a 10-year early childhood strategy for New Brunswick. This followed the June 2007 consultation on early learning and child care.
- Effective Sept. 1, 2008, child care staff wage enhancements were increased by 39 cents per hour for child care staff with recognized training and by 19 cents per hour for staff without recognized training. These increases resulted in a total wage enhancement of \$4.50 per hour for staff with recognized training and \$2.75 per hour for staff without recognized training.
- Effective Oct. 1, 2008, child care subsidy rates increased by 12 per cent. This represented an increase of \$2.50 per day for full-time care and up to \$1.25 per day for part-time care. Daily rates for infants increased to \$24.50, for preschoolers to \$22.50 and for part-time and school age to \$12.
- Effective Nov. 1, 2008, social assistance clients who are recently unemployed or who have recently completed training and actively seeking employment became eligible to obtain child care subsidies for up to six months.
- Government continues to support the creation of infant, rural, seasonal and non-traditional / extended hour child care spaces through the Early Learning and Child Care Trust Fund. In 2008-09 government fiscal, 324 new infant spaces, 166 new rural spaces, 122 new extended hours and 49 new seasonal spaces were created.

## Goal 2 Indicators and Desired Trends:

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

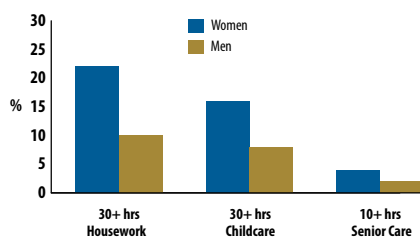
At March 31<sup>st</sup>, 2009: there were 517 daycare facilities, an increase from 470 in 2008. The number of child care spaces increased to 17,014 at March 31<sup>st</sup>, 2009 compared to 15,506 in 2008.

**INDICATOR # 5 - By 2010, more employers will be helping 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

**New Brunswick Adults Performing Unpaid Family Tasks by Gender, 2005**



Source: Hours spent doing unpaid housework; looking after children unpaid; providing unpaid care or assistance to Seniors for Pop 15 yrs+; 2006 Census, Statistics Canada

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

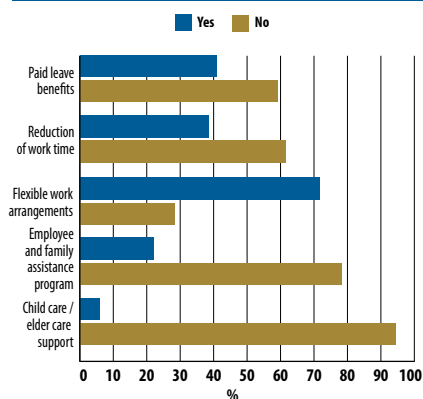
The 2006 census showed that women still do a larger share of household tasks and devote more time to unpaid work than men.

A comparison of 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

**% Employers Offering Family-friendly Workplace Practices, NB**



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

**INDICATOR # 7 - By 2010, more employers will be 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:*

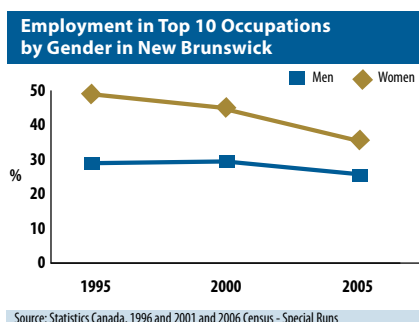
### Strategy 1: Ensure that Young Women Explore a Wider Variety of Career Options

- 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](http://www.gnb.ca/youth)) was launched to provide students with a one-stop career planning website. Government continues to monitor and maintain the website to ensure that relevant information is updated.
- Government conducts on-going promotion of N.B. Career Surf and communications of career exploration to youth through an e-newsletter, Facebook group, monthly articles in *Kaboom* magazine, and presentations to schools.
- Government developed a series of promotional cards that have been distributed to various Anglophone and Francophone school districts. These cards promote the N.B. Career Surf website in addition to providing information on exploring a wider variety of career options, non-traditional careers, and the Wage Gap Action Plan Scholarship.



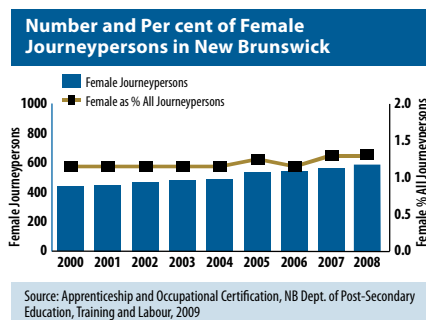


## Indicator #8



- Government is working with the research from 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.
- Government worked with the Women in Trades Committee in Saint John to engage more young women to explore careers in the trades in the Saint John area. The committee hosted a networking dinner for female students in grades 9-12 in Saint John in May 2009. About 150 students, mentors and guests participated. The event provided networking opportunities for women working in the skilled trades and technology and students who are interested in pursuing or getting more information on non-traditional careers.
- *Explore My Future*, an interactive career expo, continues to provide opportunities for high school students to explore career options in trades and technology in an interactive setting and inform students of career options available in New Brunswick. More than 85 per cent of students surveyed at a recent expo reported (after attending the event) that they were more aware of regional and provincial career opportunities.
- In 2008-09, 57 Wage Gap Action Plan Scholarships were awarded to students entering non-traditional training at the New Brunswick Community College (NBCC – CCNB) in both Anglophone and Francophone regions. The recipients this year consisted of 45 females and 12 males. The scholarship covered the first-year tuition cost of an eligible program of study (value: \$2,600). Five scholarships valued at \$2,600 each were awarded to students attending NBCC-CCNB contracted non-traditional training programs.
- Government continues to provide mentorship for students entering non-traditional training programs at NBCC-CCNB. Two mentors (one in NBCC, one in CCNB) promote the Wage Gap Action Plan Scholarship, N.B. Career Surf website, and encourage students to explore all of their career options, including non-traditional, through high school visits, and at Explore My Future expos and various career fairs. This year, mentors have provided workshops to students in non-traditional training programs at NBCC-CCNB. The workshops have been developed to help students succeed in completing their program of studies and help them to find employment after graduation, and they include subjects such as time management, resume workshops, and interviewing skills.
- Apprenticeship and certification staff continue to visit and distribute information to high school students. School visitations will extend to middle schools.
- Government continues to implement the *Diversity in Learning* initiative, which is designed to increase learning opportunities related to the trades and arts. Additional courses are being made available to students in the following subjects: visual arts, music and culinary technology.
- Government continued to invest in equipment upgrades to support trade, vocational and technology education in schools across the province.
- Government continued to provide online course options in the trades, technology and the arts for students in small and rural schools.

## Indicator #9



- Government is exploring options for partnerships with the private sector to support the trades, the arts and technology options in schools. For example, the Francophone sector created partnerships with Energy New Brunswick, and the Anglophone sector continues to share best practices related to establishing these types of partnerships.
- The *Writers in Schools* and the *Artist in Schools* programs continue to be offered in Anglophone schools, while *Artist in Residence*, a pilot project, will begin to be offered in Francophone schools.
- Government established partnerships with organizations such as Science East and Huntsman Marine Science Centre to engage students in Anglophone schools in science through experiential learning and hands-on experiments. Work was ongoing to institute Expo-Sciences in Francophone schools.
- Government is developing a strength-based guidance model for grades 6-12 using current research.
- Government is using research to improve guidance programs and transitions to post-secondary education, training and work.
- Schools continue to work on facilitating the transition between school, school levels, post-secondary education, training and work.
- Government offered post-secondary experience camps to students. In 2008, more than 500 students participated in post-secondary experience camps through the Francophone sector, while students in the Anglophone sector participated in music camps in partnership with the University of New Brunswick.
- Government continues to provide practical, work-based learning opportunities for students, such as co-op and work study programs.
- Government is exploring options for high school students to take courses at the high school level that may qualify for a post-secondary credit upon entrance to community college or university.
- Government continues to provide up-to-date career and labour market information through career fairs, information guides and the strength-based guidance model to high school students.
- In 2008, the Take Our Kids to Work program was highly successful with a 94 per cent participation rate among Grade 9 students.
- 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. Government provided training in the trades to more than 20 teachers in the Anglophone sector as part of the STTE program, in partnership with industry stakeholders.

### Strategy 2: Re-Orient, Up-Skill and / or Retrain Working Women

- Government is working with private and public stakeholders to explore and enhance opportunities for Women in Business.
- Government continued to provide the Summer Mentorship Program for Female Students. This program pairs female students with civil servants and allows them to gain 14 weeks of valuable employment experience in non-traditional or senior level jobs.

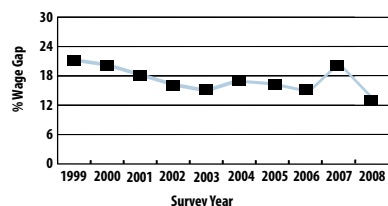
- In January 2009, the first of four *Women Leading Women* pilot programs took place. The pilot program is designed to develop female leaders by offering tools and support through coaching and peer-to-peer interactions over a nine-month period. These pilots will continue through 2009-10 in Fredericton, Saint John and Moncton. Government will continue to work with partners to support and assess the results of this program.
- Government is working with partners to develop board training for women. Areas that will be covered in the training include: how to be on a board; board etiquette; and board opportunities to help equip women to take on roles as board members or directors.
- Through the *Partners Building Futures* pilot project, 13 women were placed in workplace job exposures – of the 13, nine are working in a non-traditional area.
- In January 2009, 89 women were registered in a skilled trade compared to 78 for the same timeframe last year. The number of women receiving their certification has increased to 607 from 581 during the past year.

### Strategy 3: Create Gender-Inclusive Workplaces

- Government developed and implemented a resource guide and an InfoSheet for *Recruiting and Retaining Women in Non-Traditional Workplaces* to help employers increase the occupational diversification of women in workplaces. These tools are available in print and online at [www.gnb.ca/wagegap](http://www.gnb.ca/wagegap).
- Government developed and implemented an InfoSheet on *Recruiting and Retaining Mature Workers in Your Workplace*. This tool is available in print and online at [www.gnb.ca/wagegap](http://www.gnb.ca/wagegap).
- In 2007-08, the gender breakdown for Employer Wage Subsidy (one component of Workforce Expansion) was 49 per cent female, and 51 per cent male.
- Government used gender lens as a regular aspect of analyzing and evaluating employment programs, and made appropriate program adjustments. In 2007-08, results for participants of the regular component of Training and Skills Development (TSD) did not show major gender clustering that required immediate program adjustment:
  - 83 per cent of female participants were employed after the completion of an intervention, compared to 80 per cent of male participants; and
  - 85 per cent of female participants obtained employment in a related field of study, compared to 82 per cent of male participants.

## Indicator #10

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

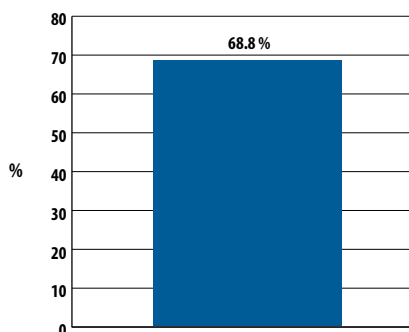


Source: NB Dept. of Post Secondary Education, Training and Labour, "Survey of New Brunswick Community College Graduates" (1999-2008)

## Goal 3 Indicators and Desired Trends:

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

In 2005, 35 per cent of working women in New Brunswick worked in the top 10 female occupations based on the 2006 census figures. This is a 10-per-cent decrease of job clustering from the 2001 census of 45 per cent of employed women who worked in the top 10 most commonly held positions by women.

**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 2008, there were 583 certified female journeypersons, which represented 1.3 per cent of all certified journeypersons in New Brunswick. This was an increase from 564 certified female journeypersons in 2007.

In addition, there were 86 female apprentices, which represented 2.4 per cent of all apprentices. This was an increase from 64 female apprentices in 2007.

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

The *Survey of 2007 New Brunswick Community College Graduates* showed that, in 2008, male graduates earned on average \$664 per week, while female graduates earned on average \$576 per week.

This resulted in a wage gap of 13 per cent (based on full-time positions) in 2008. This indicated a seven-per-cent decrease in the wage gap, from 20 per cent in 2007.

**INDICATOR # 11 - By 2010, more women will be 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 employed 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 workplaces. Government will implement pay equity in all parts of the public service. It will develop internal recognition programs for leaders in pay equity implementation and participate in those of the private sector.

#### Progress to date:

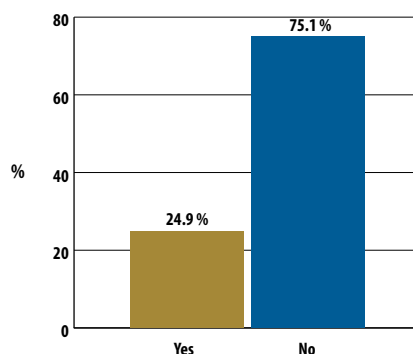
#### Strategy 1: Encourage the Use of Pay Equity Tools

- Government promoted and maintained links to online pay equity tools. These tools are available in print and online at [www.gnb.ca/wagegap](http://www.gnb.ca/wagegap).
- Government is making progress toward achieving pay equity in all parts of the public service. Updates include:
  - Parts I and 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). A review of pay equity maintenance in Part I was completed in 2008 and work will be done to ensure pay equity is maintained.
  - Part III (hospitals) – The results of the job evaluation study for Part III Canadian Union of Public Employees (CUPE) hospital workers were implemented with the September 2008 signing of the collective agreement. Other groups will follow.
  - Part IV (government agencies and corporations) – A review of government corporations, boards, commissions and agencies began in May 2007, and it is expected to be complete by 2010.
- Government committed to introducing a new Pay Equity Act that applies to all parts of the public service in Spring 2009.
- Government continues to work toward achieving pay equity through a joint job evaluation process for:
  - home support workers working in agencies contracted by government; and
  - child care staff working in provincially registered child care facilities.
- Government implemented a pay equity program targeting the transition house sector including all transition houses, second stage houses and outreach workers.
- The Town of Quispamsis and the Village of Memramcook both achieved pay equity for their municipal employees. Government continues to support one additional Francophone municipality in their progress towards implementing and achieving pay equity.



### Indicator #12

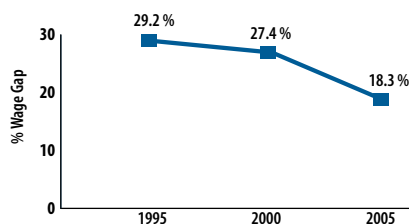
Employees Paid using Gender-Neutral Job Evaluation in New Brunswick



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

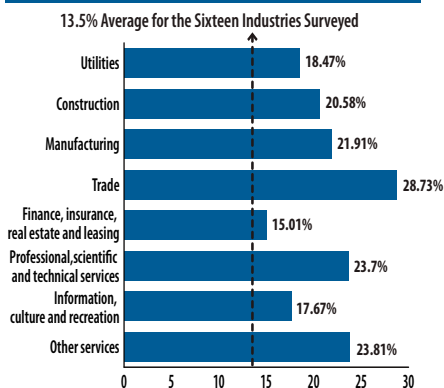


Source: Statistics Canada, 1996, 2001 and 2006 Census – Special Runs

#### Strategy 2: Celebrate Leaders and Winners

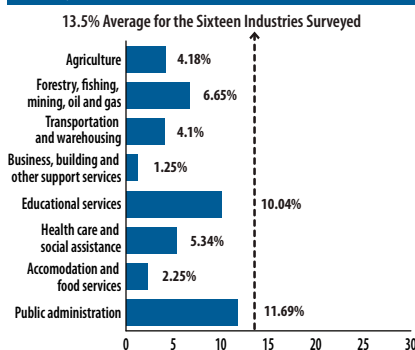
- Government developed *Equality At Work*, a one-year human resources

### Industries With the Highest Hourly Wage Gaps, 2008



Source: Statistics Canada, Labour Force Historical Review, 2008 - 71F0004XCB

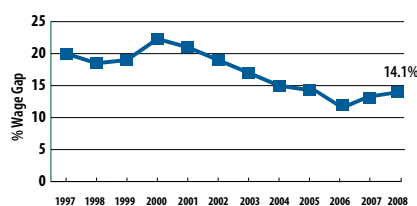
### Industries With the Lowest Hourly Wage Gaps, 2008



Source: Statistics Canada, Labour Force Historical Review, 2008 - 71F0004XCB

## Indicator #14

### Wage Gap Based on Hourly Earnings in New Brunswick



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

designation pilot program to recognize employers who implement equality and wage gap strategies in their workplace.

- 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

- Government developed an employer workbook as part of the *Equality At Work* pilot program that provides resources and best-practice tools to help employers in assessing their workplaces and develop action plans.
- Government developed and disbursed employer wage gap case studies profiling best practices from *Assumption Life* and *Worksafe NB* (formerly *Workplace Health, Safety and Compensation Commission of New Brunswick*).
- Government continues to work 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 had a written, formal gender-neutral process of evaluating jobs done by women and men based on 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 2005 was \$22,753. The weighted average annual wage for the 10 most common jobs for men in 2005 was \$27,846. This made for an 18.3 per cent wage gap (2005), down from 27.4 per cent in 2000.

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

The wage gap between women and men increased to 14.1 per cent in 2008 from 12.6 per cent in 2007.

New Brunswick has been affected by the economic downturn, and job losses in many sectors have contributed to the wage gap increase in 2008.

Continuing employment and wage increases in the traditionally male-dominated construction sector and skilled trades have also pushed the gap wider.

New Brunswick ranks as the province with the fifth-lowest wage gap, following Quebec and Nova Scotia.