

Pay Equity in New Brunswick

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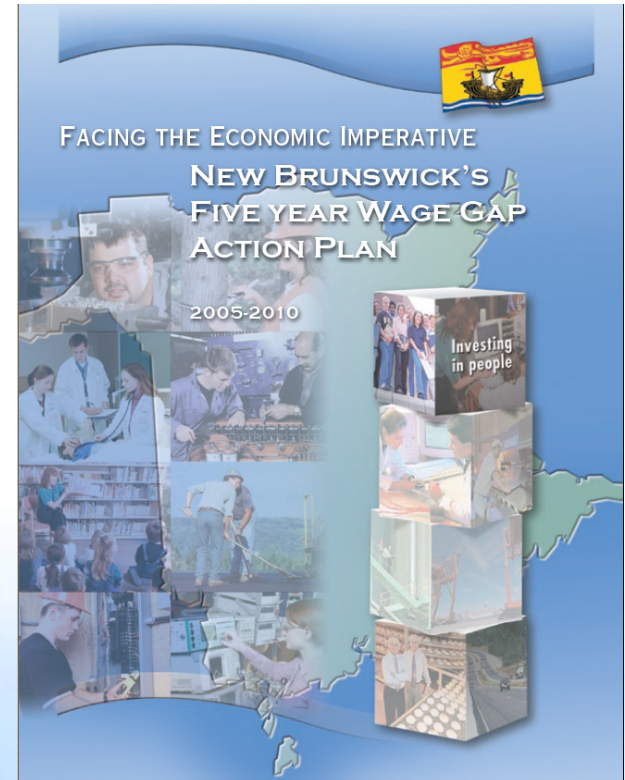
What is The Economic Imperative?



- Our population is aging and shrinking at a faster rate than the national average.
- Our economy is facing important skills shortages.
- To improve our overall prosperity we need more people working with the right skills.

Wage Gap Reduction Initiative

- *5-Year Action Plan*
- *Made-for New Brunswick solution*
- *Partnership between government and the private sector*
- *Spells out governments commitments*
- *Suggests voluntary actions for employers*



Causes & Contributors to the Wage Gap



Increase Use of Pay Equity Practices

Stakeholder Strategies

- Encourage the use of pay equity tools
- Celebrate leaders and winners
- Share lessons learned and best practices

Indicators of Success

- Increase % of women in workplace decision-making positions
- Increase # of employees paid under gender-sensitive pay systems
- Reduced wage gap between gender-clustered jobs

Pay Equity – New Brunswick

Government is making progress towards achieving pay equity in all parts of the public service.

- *Departments*
- *Public Schools*
- *Hospitals*
- *Government agencies and corporations*

Pay Equity – New Brunswick

Pay Equity for agencies contracted by government:

- *Child Care Staff*
- *Home Support Workers*
- *Transition House Workers*

Government supporting two municipalities in their progress towards implementing pay equity.

Pay Equity – New Brunswick

Government exploring the feasibility of pilot projects within the private sector.

Employer Tools

- Fact sheets
- Links to pay equity tools

Social Marketing Campaign

- Employer Designation – Wage Gap Reduction Strategies
- Encourage use of pay equity tools & practices

More Information:

Learn more by visiting the
Wage Gap Reduction Initiative website at:
www.gnb.ca/wagegap

Or Contact:

Toll-Free Line: 1-888-576-4444

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