

BUDGETARY ESTIMATES FOR PAY EQUITY



Coalition pour l'équité salariale
Coalition for Pay Equity

BUDGET ESTIMATES – WOMEN’S ISSUES BRANCH

**New Brunswick Coalition for Pay Equity attends
Provincial Budget Estimates for Women’s Issues
Branch, May 11, 2012**

Pay equity process

Results of pay equity program

**Preliminary questions raised by the pay equity
exercise**

PAY EQUITY PROCESS

- **Comparison process was that of Québec (workplaces where there are no male comparators)**
 - Evaluate a fictive “maintenance” job
 - Establish the market average wages for these positions
 - Draw a regression line from this data
 - Compare the female jobs to this line
 - Wages based on 2010 figures
 - Adjustments are to begin in September 2012
 - Reports made public after receipt by participating committees

CHILD CARE

	Current	Gov't identified Inequity	Government identified fair wage
Support Workers	10,00	2,52	12,52
Primary Care	13,32	(0,17)	13,15
Administrative / Primary Care	16,33	(2.16)	14,17

HOME SUPPORT WORKERS

	Current	Gov't identified inequity	Government identified fair wage
Home Support Workers	11,00	2,15	13,15

TRANSITION HOUSES

	Current	Gov't identified inequity	Government identified fair wage
Crisis Intervener	13,37	0,03	13,40
Outreach Workers	19,20	(5,39)	13,81
Support Workers	15,64	(2,21)	13,43
Child Care (Transition)	13,85	(0,45)	13,40

GROUP HOMES

Group home workers' evaluation should be completed by the end of summer

Adjustments should begin in April 2013

Adjustments would be spread over 4 years instead of 5

QUESTIONS ON THE PAY EQUITY PROCESS FOR THE FOUR GROUPS OF THE PRIVATE SECTOR...

- 1. Were the employees involved in process at all steps? In developing the job description? In the job evaluations? During the selection of the comparator and during the comparison phase? In the determination of the wage gap ?
- 2. What training and supports were provided to the participants chosen to represent the various sectors in the process?
- 3. What job evaluation system was used?



- 4. What are the job title (s) and job description (s) of the male job comparator (s)? What are the wage levels?
- 5. The adjustments are based on 2010 wages for the men – do we have the rates for 2011?
- 6. Why are the adjustments not being made in full this year? Is it fair to spread them over 5 years?



- 7. Why didn't the participants have the reports as soon as they were ready?
- 8. Given the role the NB Coalition has played over the years, why didn't we have the reports as soon as they were ready?
- 9. Why wasn't the process transparent?
- 10. Why was the process hidden from the public? How independent can we say the government was in the group process as a result?

SUMMARY

Questions / preliminary analysis demonstrate the need for full transparency of the pay equity process, the methodology, the comparators, and the analysis.

Questions demonstrate a need legislation to cover the private sector.