

# Pay Equity: A Matter of Justice

Pay equity

Help us make it happen!

“In some villages, men fish and women weave and in other villages women fish and men weave. In all villages, the work done by men was valued more highly than work done by women.”

- Margaret Mead, anthropologist

## What is pay equity?

Pay equity is equal pay for different jobs of equal value. It means jobs traditionally and predominantly held by women should be paid according to their worth.

## Pay equity is not guaranteed in New Brunswick

In New Brunswick, jobs predominantly occupied by women are often undervalued and underpaid. Women need their wages and their financial autonomy.

- Why should a secretary earn less than a technician working for the same employer?

- Why should a patient attendant make less than a painter in the same facility?
- Why should a cashier make less than a shelf stocker working at the same grocery store?

## We need a law!

We want the New Brunswick government to adopt a pay equity law for both private and public sectors.

A pay equity law would ensure that employers:

- compare the value of jobs predominantly occupied by women to the ones predominantly occupied by men based on skill, responsibility, effort and working conditions; and
- adjust the salaries associated with female-dominated jobs based on the results of this evaluation.

## Who we are

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations that actively advocates for pay equity legislation in both public and private sectors.

## What you can do

- Talk to your M.L.A.
- Become a member of the Coalition.
- Join a regional committee of the Coalition or form one in your region.
- Invite us to give a presentation on pay equity.
- Talk about pay equity with your family, friends and colleagues.
- Read our newsletter.

## Member application form

To become a lifetime member of the Coalition, simply complete this form and mail it with your \$5 payment to the New Brunswick Coalition for Pay Equity.

## New Brunswick Coalition for Pay Equity

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Pay equity



Coalition pour l'équité salariale  
Coalition for Pay Equity

NEW BRUNSWICK COALITION FOR PAY EQUITY

Name: \_\_\_\_\_  
Organization name (if applying as a member organization): \_\_\_\_\_  
Address: \_\_\_\_\_  
Province: \_\_\_\_\_ Postal Code: \_\_\_\_\_  
Telephone (work): \_\_\_\_\_ Telephone (home): \_\_\_\_\_  
Fax: \_\_\_\_\_ Email: \_\_\_\_\_  
Website (organization): \_\_\_\_\_

**Member category - please check the appropriate box:**

Individual member  
 Member organization (Please include a confirmation by the organization)

Preferred language of correspondence:  English  French

Provincial riding: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_