

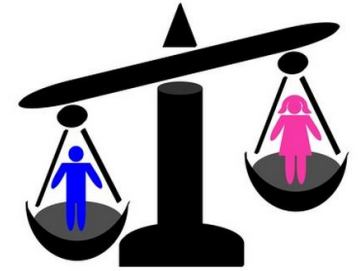
# Myth = Education guarantees pay equity

Think you can avoid pay inequity by pursuing a higher level of education?

In that case, read this carefully.

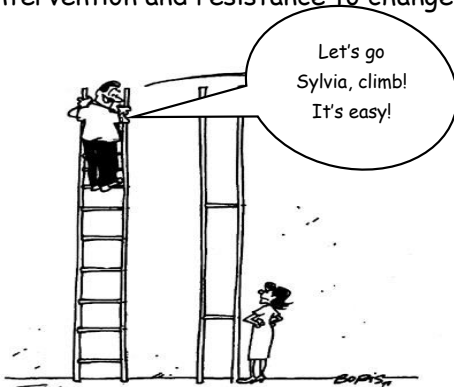
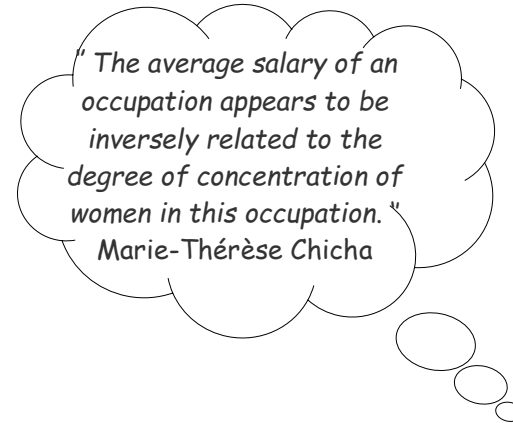
Pay equity is achieved when you are paid equal pay for work of equal value.

To ensure pay equity in a workplace, you need to compare the value of female dominated jobs with the value of male dominated jobs. This is done by evaluating four elements: responsibility, skills, working conditions and effort.



## The employment sector in general

- In NB, in 2012, women earned 88.9% of what men earned, a 11.1% pay gap. (women: \$19.51/h, men: \$22.01/h).<sup>1</sup>
- In 2009, 67% of women in the workforce worked in the following sectors: teaching, nursing and other health related professions, office and administrative jobs, sales and services.<sup>2</sup>
- Women's jobs are often under-paid and under-valued. This happens as a result of prejudice and stereotyping, pay practices, power of negotiation, State intervention and resistance to change.<sup>3</sup>



- In NB, 80% of the hourly wage gap is said to be caused by sex discrimination in the workplace.<sup>4</sup>

- Men who work in female dominated jobs tend to earn more than women. Furthermore, women who work in male dominated jobs tend to earn less than men.<sup>5</sup>

- The average annual salary for women in the private sector is \$43,841, compared to \$60,531 for men (2011).<sup>6</sup>

- 35% of women work in the public sector while 65 % work in the private sector.<sup>7</sup> While the Pay Equity Act of 2009 covers the public sector, it's becoming increasingly crucial to legislate pay equity in the private sector.

<sup>1</sup>(Based on the comparison of the average hourly earnings of all full-time and part-time workers in NB.) Statistics Canada. (2013). Custom table (<http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/labr69e-eng.htm>). Calculations of wage gaps can be done on the NB government's web Site using average hourly wages of men and women (<http://www.gnb.ca/0012/womens-issues/wages/tools/wagegapCalculation-e.asp>).

<sup>2</sup> Ferrao, Vincent (2010). *Paid Work*, Statistics Canada. (<http://www.statcan.gc.ca/pub/89-503-x/2010001/article/11387-eng.htm#a16>)

<sup>3</sup> Chicha, M.-T. (2000). *L'équité salariale: Mise en œuvre et enjeux*. Cowansville : Les Éditions Yvon Blais Inc.

<sup>4</sup> Akbari, A. (2004). *The Gender Wage Gap in New Brunswick*. Halifax : GPI Atlantic.

<sup>5</sup> Women's Issues Branch, Executive Council Office. (2012). *Equality Profile- Women in New Brunswick* (<http://www2.gnb.ca/content/dam/gnb/Departments/eco-bce/WI-DQF/pdf/en/EqualityProfile.pdf>)

<sup>6</sup> Canadian Union of Public Employees (2011). *Battle of the Wages: Who gets paid more, public or private sector workers?* ([http://cupe.ca/updir/Battle\\_of\\_the\\_Wage\\_ENG\\_Final-0.pdf](http://cupe.ca/updir/Battle_of_the_Wage_ENG_Final-0.pdf))

<sup>7</sup> Supra, note 5

## Pay Inequity despite Post-Secondary Education

- In 2010-2011, women made up 59% of the full-time university population in NB.<sup>8</sup>
- In Canada, despite university degrees, we note a decrease of real wages in female dominated fields of study (health, education), while the real wages in male dominated fields of study (engineering, mathematics, computer science, physical sciences) are increasing.<sup>10</sup> (See table 1 for female dominated fields of study)
- Female graduates of the Community College of New Brunswick occupying full-time jobs in their field of training earn about 97% of the annual average salary of men graduates occupying a full time job as well.<sup>11</sup>
- In NB, regardless of their level of education, women who work full-time all year earn less than men in 2010 <sup>12</sup> :

Table 1 - Female dominated fields of study<sup>9</sup>

Level	Field of study	Percentage of women
College	Health-related professions	88 %
	Early childhood studies	100 %
	Secretarial work	100 %
University	Health	86 %
	Education	72 %
	Social Sciences	70 %



Table 2 - Average annual earnings of women and men who work full-time all year, according to level of education, 2008<sup>13</sup>

Level of education	Women ♀	Men ♂
No certificate, diploma or grade	25 989 \$	41 678 \$
Secondary degree	31 683 \$	44 043 \$
Post secondary diploma inferior to a bachelor	37 506 \$	53 658 \$
University degree	61 736 \$	78 839 \$

### Are you offended by this information?

- If you have answered yes, talk to your friends, parents and colleagues.
  - Why is it that in 2013, women's average hourly wages are still less than men's?
    - Is this something you have noticed in your surroundings?
      - How is this injustice allowed to continue? How can it be corrected?
- Be informed. Go on the web and look up the average salary in your field of work, and negotiate your salary.
- Listen to what politicians have to say about the issue. Tell them you want pay equity legislation in all sectors.
- Pay equity in the private sector is part of the solution. It is one of the ultimate goals of the New Brunswick Coalition for Pay Equity.

Want to know more?  
Go to our website at:  
[www.equite-equity.com](http://www.equite-equity.com)  
Or follow us on Facebook  
and Twitter.

<sup>5</sup> Supra, note 5

<sup>9</sup> Ibid

<sup>10</sup> Statistics Canada (2007). *Study: Rising education of women and the gender earnings gap*. The Daily ( <http://www.statcan.gc.ca/daily-quotidien/070612/dq070612b-fra.htm>)

<sup>11</sup> Jolicœur et associés, études et sondages (2013). *Survey of 2012 New Brunswick Community College Graduates* ([http://ccnb.nb.ca/media/96925/sondage\\_2011\\_diplomes\\_2010.pdf](http://ccnb.nb.ca/media/96925/sondage_2011_diplomes_2010.pdf))

<sup>12</sup> Statistics Canada (2006). *2006 Census : Data Product 97-563-xwf-2006002*

<sup>13</sup> Enquête nationale auprès des ménages (2011) Tableau 99-014-X2011042. (<http://www12.statcan.gc.ca/nhs-enm/2011/dp-pd/dt-td/Ap-fra.cfm?LANG=F&APATH=3&DETAIL=0&DIM=0&FL=A&FREE=0&GC=0&GID=0&GK=0&GRP=0&PID=106738&PRID=0&PTYPE=105277&S=0&SHOWALL=0&SUB=0&Temporal=2013&THEME=98&VID=0&VNAME=&VNAMEF=>)