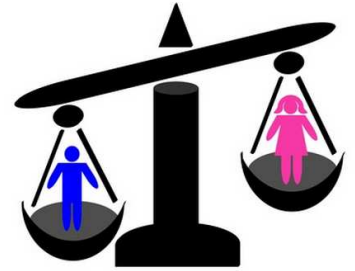


Myth = Education guarantees pay equity

Think you can avoid pay inequity by pursuing a higher level of education?
In that case, read this carefully.

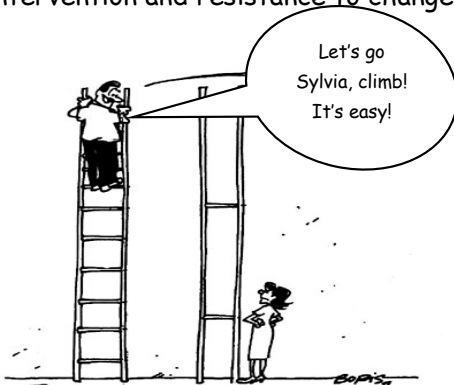
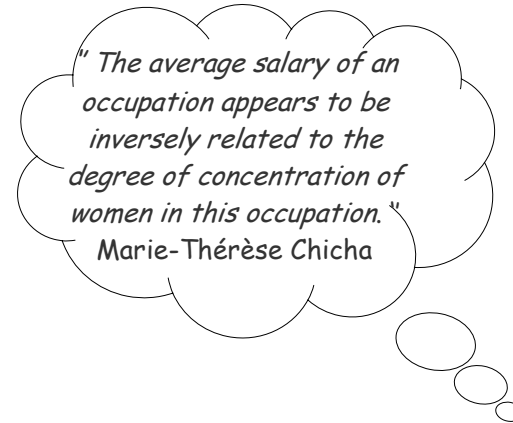
Pay equity is achieved when you are paid equal pay for work of equal value.

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).¹
- 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.²
- 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.³



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

- 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.⁵

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

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

¹(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/wges/tools/wagegapCalculation-e.asp>).

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

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

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

⁵ 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>)

⁶ 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)

⁷ *Supra*, note 5

Pay Inequity despite Post-Secondary Education

- In 2010-2011, women made up 59% of the full-time university population in NB.⁸
- 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.¹⁰ (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.¹¹
- In NB, regardless of their level of education, women who work full-time all year earn less than men in 2010 ¹² :

Table 1 - Female dominated fields of study⁹

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 %

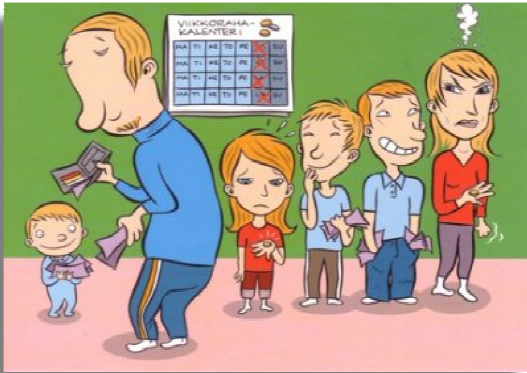


Table 2 - Average annual earnings of women and men who work full-time all year, according to level of education, 2008¹³

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
Or follow us on Facebook
and Twitter.**

⁵ *Supra*, note 5

⁹ *Ibid*

¹⁰ 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>)

¹¹ 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)

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

¹³ 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&VNAMEE=&VNAMEF=>)