



Pay Equity Legislation and the Closing of the Pay Gap

**Brief submitted by the
New Brunswick Advisory Council on
the Status of Women**

to the

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The New Brunswick Advisory Council on the Status of Women is a body created by provincial legislation to study and advise on issues of concern to women and to bring these before the public and the government. The Council is composed of 13 women appointed by government who meet at least four times per year to determine priorities for action on women's issues.

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Introduction

The New Brunswick Advisory Council on the Status of Women welcomes the opportunity to present its views to the Standing Committee on Law Amendments on the *Pay Equity Act* (Bill 77).

The pay gap between women and men has a long and universal history, as does the undervaluation of traditional “women’s work”. The gap can be seen as an indicator of persistent inequality between men and women. The harmful repercussions of the gap, for our society and our economy, are often ignored. The pay gap results in a pension gap, in more poverty among families and among senior women - and poorer health that accompanies poverty – in greater reliance on social programs and in reduced overall economic prosperity.

Implementation of the principle of pay equity – that is, equal pay for work of equal or comparable value – is an essential part of any effort to eliminate the pay gap. Since its creation in the late 1970s, the Advisory Council has recommended pay equity legislation and other measures to close the pay gap. We are convinced that the problem of inequity in the average pay of women and men requires government intervention. A pay equity law requiring private and public sector employers to apply the principle of equal pay for work of equal or comparable value could be a useful part of a larger strategy to reduce the gender pay gap. The strategy would need to include additional measures to target other major factors that contribute to the pay gap, notably occupational segregation and family responsibilities.

It is because the issue is so important to New Brunswick women that the Advisory Council conducted a major public awareness campaign on the pay gap in 2002-2003. In 2003, we participated on the Wage Gap Roundtable with representatives of all sectors of New Brunswick society. The Council supports the recommendations emanating from that group, as the minimum needed to potentially close the gap. What the diverse Roundtable members could agree on were voluntary measures by employers during an initial 5-year implementation period to be replaced by legislation if these proved ineffective as well as other measures to address the other factors contributing to the pay gap. The Roundtable’s recommendations have the potential to reduce the gap, if implemented with sufficient resources and an accountability framework.

Effective implementation of legislation or other measures must be built on solid ground, including provision of quality materials and expert advice, training, and

measurable goals and timelines. The private member's bill under consideration by the Standing Committee on Law Amendments contains many of the features of a sound pay equity initiative that could contribute to eliminating that part of the pay gap caused by undervaluation of women's traditional jobs.

The first section of this brief will explore the causes and consequences of the gender pay gap. The proactive measures needed to address the significant contributing factor of wage discrimination and the merits of the proposed bill will be considered in the second section. The third and final section outlines other measures to close the pay gap.

1. Wage Discrimination and the Pay Gap

The pay gap refers to the difference between the average salary of women and the average salary of men. If the earnings of both part-time and full-time workers, compared as hourly wage, are considered, the pay gap between women and men is 18%, that is, the average wage of women in New Brunswick is 82% of the average wage of men (Statistics Canada, 2003; see Table 1, Appendix). In 2003, that was a difference of nearly \$3 an hour, or as much as \$6,000 per year.

There are several ways to measure the pay gap: when the annual earnings of full-time, full-year workers are compared, women earn 72% of what N.B. men earn, a gap of 28% (Statistics Canada, 2002; see Table 2, Appendix).

The pay gap has a long and universal history. Male-female wage differentials are a matter of centuries-old practice and were in some cases consecrated in legislation in Canada and on the international scene (N.Z. Ministry of Women's Affairs 2002; Lewis 1988; Prentice *et al.*, 1996). Until 1965, the legislated minimum wage was lower for women than for men in New Brunswick (Statistics Canada 1984). It was only in the 1970s that employers in our province were prohibited from advertising for a man or a woman in job openings. Such injustices were rationalized by claiming that women were working for "pin money" to supplement the main wage of the male "breadwinner". Women's work was undervalued because it was seen as an extension of the unpaid tasks they do in the home. Job options for women were limited well into the 20th century.

Recent decades have seen some changes in attitudes and even more significant shifts in women's education and labour force participation. It is now expected that men and women doing the same job will get equal pay and employment standards legislation

enshrines the principle of equal pay for equal work. Women's education levels match or in some cases, surpass men's: the 2001 Census revealed that 16% of N.B. women versus 14% of N.B. men were high school graduates, while 12% of women and 11% of men in the province had university degrees (NBACSW 2004). Over three-quarters of N.B. women whose youngest child is below 6 years of age are working for pay, up from less than half in 1980 (Statistics Canada, 2003). Women are much more present today in male-dominated occupations, in jobs with higher levels of responsibility and in the unionized public sector. Yet in New Brunswick as elsewhere in Canada and the world, women's average earnings are still significantly less than men's (*Gender Equality Magazine* 2001).

The persistence of the pay gap is troubling, especially since women have taken the initiative to invest heavily in education and significantly increase their labour force participation (Table 3, Appendix). Even young university graduates face unequal pay. A recent study of salaries of Maritime provinces university graduates found that a substantial portion of the 16% gender pay gap could not be explained by differences in factors such as field of study, occupation, number of hours worked per week and career stage (MPHEC 2004). The average salary of women who work full-time all year has fluctuated between 60% and 70% of men's average salary since the early 1970s. Since 1980, the full-time, full year earnings gap has narrowed by only 6% (Table 2, Appendix). Only since 1997 does Statistics Canada provide hourly wage data broken down by sex, but there has been little improvement over that period (Table 1, Appendix).

Why do women still earn less on average than men? Part of the gap between women's and men's average pay – about half, according to recent Statistics Canada studies conducted by economist Marie Drolet - can be attributed to real differences in job-related factors, such as educational background or length of job experience (Drolet 2001, 2002a). Occupational segregation is a major factor in the pay gap: too many women go into a narrow range of traditional female jobs in low-paid industries (Table 5, Appendix). More women than men work part time – about one in four New Brunswick women versus less than one in ten men. Women are less likely than men to belong to a union (NBACSW 2004). Women work fewer hours and have fewer years on the job than men, and are more likely to have career interruptions. These patterns are often shaped by family responsibilities, as women opt for part-time work or take breaks to raise children or care for elderly relatives. A number of studies show that the pay gap is not just a workplace issue. It is closely linked to the division of unpaid labour in the home, to

the broader social supports for caring tasks and for women's autonomy (Grimshaw and Rubery 2001). Indeed a recent Canadian study reveals that women who begin their families at an early age earn less on average than those who delay having children (Drolet 2002b).

But nearly half of the male-female wage differential cannot be explained by any observable differences in women's preparation and patterns of labour force participation. This unexplained part of the pay gap is usually attributed to wage discrimination stemming from this undervaluation of women's work, that is, the age-old tradition of paying "women's" jobs less than jobs usually held by men (Drolet 2001, 2002a). The skills, effort and responsibility required to do many traditionally female jobs are often not fully appreciated by society and employers. Salaries in many female-dominated occupations including child care, home support, clerical and food services remain low since this work is seen as an extension of women's "natural" unpaid role in the home (Table 4, Appendix). Historically, the job market has overlooked certain aspects of work typically done by women, but has not overlooked these same aspects of work typically done by men. For example, employers may value and compensate the manual skills of a machinery repairman, but not the manual skills of a word processing operator. The effort of lifting heavy objects may be recognized, but not the lifting of heavy patients. The responsibility of equipment and finances may be prized, but not the responsibility of taking care of children and elderly persons.

To present it in its most simple terms, the principle of pay equity is being put forward because it seems unfair that secretaries or child care workers, for example, are paid less than janitors or truck drivers. Indeed every traditionally female job, when paid, is low paid. Pay equity goes beyond equal pay for equal work, calling for equal pay for work of comparable value. This covers the more common situations where women do different jobs than men. Pay equity requires that jobs be evaluated and work mostly done by women be compared to work mostly done by men, based on the levels of skill, effort, responsibility and working conditions. How can different jobs have the same value? While a secretary's job may require less physical effort and have better working conditions than a janitor's job, the tasks performed by the secretary may require more mental effort and responsibility. If this is the case, the overall value of the secretary's job could be the same as the janitor's and should be paid the same.

An indicator of persistent gender inequality, the pay gap carries far-reaching economic and social costs. Lower earnings mean a total income gap between women

and men. This also leads to a pension gap in women's senior years, since women cannot save as much money as men in private retirement plans. They receive lower benefits from the earnings-based Canada Pension Plan and are not as likely to be covered by employer-sponsored pension schemes. More women and children qualify for social programs. In the end, we all lose because of reduced overall economic prosperity produced by lost tax revenues and reduced purchasing power. Indeed, a research project commissioned by the Advisory Council reveals that failure to address that part of the pay gap attributable to gender-based wage discrimination in New Brunswick results in significant lost tax revenues and increased health and social program expenditures (Akbari 2004).

The Advisory Council commissioned GPI Atlantic to study what would be the effect on the public treasury of removing wage discrimination against women in the province of New Brunswick. An estimate of the gender wage gap resulting from discrimination was used to estimate the potential effect on the provincial public treasury that would likely occur if a program aimed at removing that gap were introduced. The particular components of the public treasury that were considered include: government tax revenue, health care costs, and government transfers paid to individuals and families.

After controlling for demographic, labour market, and productivity-related characteristics (education, work experience, marital status, job tenure, job status, union status, size of firm, size of residential area, industry of employment, and occupation), the wage rate paid to women in New Brunswick was estimated to be about 17% lower than that paid to men on average.

The GPI study, conducted by Dr. Ather Akbari of St. Mary's University (Economics), concluded that the removal of gender wage discrimination could be expected to result in an increase of about 11% in personal income tax collection, federal and provincial combined, for New Brunswick. The government of New Brunswick could expect to gain about \$105 million in additional personal income tax revenues alone from removal of that wage gap. Total tax receipts for the province (including personal income tax, sales tax, etc.) could be expected to increase by about \$226 million. Rough estimates indicate that removal of wage discrimination against women would result in 2,000 new tax-paying residents in New Brunswick, who would begin to earn enough income to pay taxes.

Studies have shown that poverty contributes to lower health status within a population. One study conducted for Nova Scotia found that those belonging to lower income group (bottom 20%) use 43% more physician services than those in the upper middle to higher income groups (top 60%), those in the lower-middle income use 33% more while those in the middle income group (40-60%) use 11% more. Applying the general results found in literature on the impact of income increases on health care use, estimates of the likely savings in physician costs, hospital costs and overall health care costs were obtained. The GPI study suggests that overall savings in health care costs resulting from an anti-discrimination program in N.B. could reach \$60 million per year. These costs include other health care institutions, other health professionals, drugs, capital, public health and administrative and other public health care costs calculated as a residual from the overall savings.

Public transfers made to individuals and families depend on income and demographic composition. Estimates of likely savings in various government transfers were obtained for the Province of New Brunswick based on the removal of gender wage discrimination. The GPI study considered child benefits, CPP benefits, EI benefits, social assistance, GST / HST credit and workers' compensation. In some cases, such as for workers' compensation, higher salaries means higher payouts by government but overall, removal of gender-based wage discrimination in New Brunswick could be expected to result in a saving of about \$19 million in government transfer payments made to individuals, or about 0.7 % of the current total transfers in New Brunswick.

Overall, provincial and federal public treasury effects of removal of gender-based wage discrimination in New Brunswick in 2003 can be estimated to be about \$688 million.

2. Proactive Measures to Address Wage Discrimination

Paying female-dominated jobs less than their value to the employer is a form of discrimination. The problem will not correct itself, because pay scales are entrenched in largely non-unionized workplaces and few employers are motivated to undertake pay reviews that may lead to salary increases. There is little reason to expect adequate wage improvements without incentives or constraints. Proactive measures are clearly needed to address wage discrimination.

Attempts to address it through public policy and legislation are not new. In the 1970s and 1980s, Canada ratified international agreements guaranteeing the right of male and female workers to equal remuneration for work of equal value (the international agreements included the International Labour Organization's Convention number 100, the United Nations International Covenant on Economic, Social and Cultural Rights, and the Convention on the Elimination of All Forms of Discrimination Against Women). Canada pledged to take appropriate steps to achieve pay equity. Provincial and federal human rights laws, as well as the Canadian Charter of Rights and Freedoms, include provisions to protect against all forms of discrimination based on sex. Since 1978, the federal government and federally regulated companies have been covered by pay equity provisions in the *Canadian Human Rights Act*. New Brunswick joined the ranks of several other provinces including Nova Scotia, Prince Edward Island and Manitoba when it legislated equal pay for work of equal value in the provincial public service in 1989. Ontario and Quebec adopted pay equity legislation for private sector employers with at least 10 employees in 1990 and 1996 respectively (CCH Canadian Master Labour Guide 2004).

Just as equal pay for equal work prevents discrimination among workers, pay equity is meant to prevent pay discrimination among jobs. Equal pay for work of comparable value means two equal-valued jobs should be paid the same. This requires that different jobs be compared using bias-free evaluations. These are usually done by breaking down female and male-dominated jobs into measurable parts and asking questions about the nature and requirements of the work. What skills and education are needed to do the job? How much problem solving is required? How much physical effort and mental stress is normally involved? Does the person in the job answer for results, or have responsibility for persons or money? Are the working conditions difficult or dangerous? Once points are given for all such factors, salaries are adjusted so that jobs of comparable value are paid comparable wages. When New Brunswick implemented pay equity in the early 1990s, 96% of the civil servants working in female-dominated jobs received an adjustment, with increases averaging \$1.31 per hour. Some received increases over 25%, including groups such as cafeteria supervisors, registered nursing assistants, dieticians and human service counselors (Government of N.B. 1991).

Pay equity principles must be applied in the private sector as well as the entire public sector. A strong pro-active stance on the pay equity problem is an essential component of a broad-based strategy designed to remedy labour force gender

inequality. A pay equity law that requires private as well as public sector employers to achieve fair pay through gender-neutral job evaluations could be a useful part of a larger strategy to reduce the male-female earnings differential.

Since its beginnings, the Advisory Council has advocated pay equity legislation and other government action to address the pay gap. In 1978, the newly established Council recommended that the equal pay for work of equal value principle be incorporated in any new employment standards legislation (NBACSW 1978-79). In a 1983 study, the Council analyzed a number of civil service jobs and concluded that the undervaluing of most female-dominated jobs and the overvaluing of the male-dominated jobs could only be attributed to discrimination on the basis of sex. The education of government, unions and employers on the need for legislation targeting gender pay discrimination in the private and public sectors, was a Council priority in 1985. A Council brief that same year focused on this “most blatant unjust employment practice” and outlined the elements of a pay equity provision to be added to the provincial employment standards act (NBACSW 1985, 2). In 1988, the Council urged the government to develop an implementation plan for equal pay for work of equal value in the private sector (NBACSW 1987-88). An in-depth study of the causes, consequences and actions to address the pay gap was produced by the Council in 1996. Pay equity legislation figured among the measures recommended in that study, a position reiterated in the years ahead (NBACSW 2001).

In recognition of the ongoing importance of this issue, the Advisory Council conducted a major public awareness campaign on the pay gap in 2002-2003. Building on earlier studies of the problem, the campaign aimed to disseminate information about the problem and encourage public debate about possible solutions. Fact sheets, television ads, posters and other educational materials were offered to New Brunswickers. The campaign was based on a few key messages such as “*Introduce your daughter to the facts of life – Give her 79% of your son’s allowance*”. Council members and staff spoke to groups throughout the province. This campaign and public awareness and lobbying efforts of the Coalition for Pay Equity have contributed to public recognition of the pay gap and wage discrimination as unacceptable problems.

In 2003, the Advisory Council participated on the Minister’s Wage Gap Roundtable along with representatives of all sectors of New Brunswick society. The Council supports the recommendations emanating from that group, as the minimum needed to potentially close the gap. It is exceedingly important to note that such a

diverse group of persons agreed that closing the pay gap is an economic imperative for the province. We are happy to note that in N.B., the debate about the pay gap revolves around solutions and how to close it most efficiently. We are beyond arguing about whether it is a problem and whether action should be taken.

The Roundtable called for a government action plan based on a series of suggested actions aimed at job clustering, family responsibilities and the valuation of women's work. Private sector employers would be encouraged to undertake self audits of pay practices and to apply the necessary adjustments for female-dominated jobs. If voluntary measures implemented during an initial five-year period were not effective, the Roundtable members agreed that legislation would then be warranted.

The proposed measures have the potential to close the gap, if implemented with sufficient resources and an accountability framework that is focused on results.

The Advisory Council has given thought to what must be included in a good pay equity initiative or law. First, it should be proactive rather than complaints-based, meaning that employers have a responsibility to ensure fair pay rather than requiring employees to file complaints. The experience of anti-discrimination efforts under provincial human rights legislation and pay equity cases under the federal human rights law highlight the weaknesses of complaints-based mechanisms. The federal task force enquiring into revision of federal pay equity provisions recently concluded that existing complaints-based human rights legislation should be replaced by a stand-alone, proactive model, with comprehensive coverage, adequate institutional support and training, obligations for maintenance and new pay equity oversight agencies equipped to support compliance with the legislation (Pay Equity Task Force 2004).

Pay equity legislation should also provide comprehensive coverage, protecting part-time, casual, non-unionized and contract workers in the private as well as public sectors. An independent body with a mandate for employer and employee education, assistance and enforcement is essential. The law should promote the use of effective job evaluation methods and require mandatory posting of the results for employees. Strong monitoring and enforcement mechanisms must be established to ensure that pay equity is achieved, including compulsory reporting by employers and an ongoing obligation to maintain pay equity once it is achieved. Unions should be guaranteed a role throughout the process, and a consulting and advocacy service should be set up to encourage the participation of non-unionized, part-time and contractual workers (NBACSW 2002; NAWL 2002).

We can learn from the private sector pay equity legislation experiences in Ontario and Quebec. These laws have had varying degrees of success, mostly because of inadequate enforcement and monitoring (Genge 1994; Chicha 2000). While the relatively short life and uneven enforcement of these laws make assessment of their impact difficult, both jurisdictions have produced a wealth of material and expertise on the subject. The Internet sites of these two province's pay equity commissions offer an abundance of guides, tools and fact sheets designed to assist employers in doing job evaluations and complying with the law, as well as information for employees.

Pay equity initiatives in other parts of the world also provide useful models. Following up on the recommendations of the United Kingdom's Equal Pay Task Force (1999-2001), the U.K. government and its Equal Opportunities Commission have since 2001 produced materials to aid employers in doing pay reviews, set targets for the number of companies to have assessed their pay systems, introduced awards to recognize steps taken by individual employers to address unfair pay and conducted monitoring efforts and awareness campaigns for employers. (Equal Opportunities Commission 2004; Brett and Milsome 2004).

In our view, the bill under consideration by the Standing Committee on Law Amendments sets out a reasonable framework for achieving pay equity in the private and public sectors. It seems to be based on a careful study of the pay equity experience in other jurisdictions. The proposed bill would offer comprehensive coverage, require employers to take proactive steps and would establish an independent agency to help promote and achieve pay equity in the province. Its provisions are worthy of consideration when designing future pay equity initiatives.

3. Other Measures to Close the Pay Gap

Since the pay gap is the product of a number of factors, it requires action on several fronts. Addressing wage discrimination is essential, but pay equity legislation or programs only deal with that part of the pay gap – usually estimated at about half – that is caused by paying female-dominated jobs less because they are “women’s” work. We must also tackle other contributors to gender wage disparity, notably occupational segregation and family responsibilities.

The pay gap would be reduced if more women and girls entered non-traditional professions and occupations that offer better pay. It is important that girls and women be informed about the average salary for male-dominated jobs compared to that for female-dominated jobs requiring the same years of study or training. We must also provide opportunities for groups of girls and women to be exposed to non-traditional jobs, through job shadowing or other mentorship initiatives. Efforts should also be focused on making training and study in non-traditional fields more accessible and welcoming to girls and women. Training grants and training places should be equally available to women and men, and programs designed to support to women who face prejudices in preparing for and performing these jobs. Employment equity programs should be expanded through legislation, contract compliance and tax incentives to help women get their fair share of hirings and promotions in all jobs. Currently only federally regulated businesses and contractors are legally obligated to take steps to achieve employment equity for women, Aboriginal peoples and other traditionally underrepresented groups.

Efforts to improve the situation of low wage earners would also help reduce the pay gap. Increasing the minimum wage by indexing and adjusting the rate according to an objective standard such as Statistics Canada Low-Income Cut-Offs or a percentage of the average industrial wage would improve the situation of many women. Flat or same-dollar increases instead of percentage wage increases would better serve women in low paying jobs. Part-time workers must be given equal treatment with full-time workers doing the same work. Part-timers should receive pro-rated wages and benefits: that means that workers who put in half the hours of a full-time worker would receive half the pay and benefits. Unionization offers important protection and boosts wages, but only about one in five female workers in New Brunswick belongs to a union (NBACSW 2004).

Many women are disadvantaged in the labour force because of the burden of caring and household responsibilities that they must shoulder. Public and private sector workplaces must be made more family friendly. All workers, and especially women, need help to better balance the demands of work and family. Chief among these is making quality, affordable and flexible child care available in all regions. Paid parental leaves and flexible scheduling are also examples of policies that can make a difference.

Conclusion

A commitment to true equality for women and men requires that we fully and fairly value the contribution of all citizens and work to eliminate significant wage disparities. Moreover, as the final report of the Wage Gap Roundtable noted, closing the pay gap is an economic imperative. Recent New Brunswick-based research demonstrates that failure to address that part of the pay gap attributable to gender-based wage discrimination results in significant lost tax revenues and increased expenditures. Some say that we cannot afford to improve women's salaries and work opportunities. That discussion must take into account the real costs to women, to taxpayers and to our economy, of the current pay gap. Solid proactive measures are urgently required to tackle the long-standing problem of the gender pay gap.

Appendix

Table 1: Pay Gap: Average Hourly Wage of Women and Men, N.B., 1997 – 2003*

	1997	1998	1999	2000	2001	2002	2003
Women	\$11.40 (80.1%)	\$11.72 (81.5%)	\$11.85 (80.8%)	\$12.16 (77.7%)	\$12.45 (78.7%)	\$12.89 (80.9%)	\$13.34 (82.2%)
Men	\$14.24	\$14.38	\$14.66	\$15.65	\$15.81	\$15.93	\$16.22

*Average hourly female and male wage rates of all part-time and full-time employees; (average hourly female wage rate as a % of average hourly male wage rate).

Source: Statistics Canada, *Labour Force Historical Review 2003*, Table CD3t01an.

Table 2: Pay Gap: Average Annual Earnings of Women Working Full-Time As a Percentage of Men's Earnings, N.B., 1971 – 2002

Year	Ratio female/male earnings
1971	62%
1975	62%
1980	66 %
1981	64%
1982	66%
1983	66%
1984	65%
1985	64%
1986	64%
1987	65%
1988	69%
1989	62%
1990	66%
1991	66%
1992	70%
1993	62%
1994	64%
1995	65%
1996	69%
1997	69%
1998	71%
1999	71%
2000	73%
2001	72%
2002	72%

Source: Statistics Canada, *Income Trends in Canada, 1980-2002*;
 Statistics Canada, *Earnings of Men and Women*.

Table 3: Average hourly earnings of women as a percentage of men's earnings, by education, New Brunswick, 2002

Highest level of schooling attained	Total (FT & PT)	Full Time Employment	Part Time Employment
All persons	80.1%	80.4%	131.5%
Less than high school	71.5%	64.5%	*
Never attended school	F	F	F
1-4 years of elementary school	F	F	F
5-8 years of elementary school	63.8%	62.6%	F
9-10 years of elementary and secondary school	67.2%	64.6%	F
11-13 years of elementary and secondary school but did not graduate	80.2%	61.7%	F
Graduated high school	71.8%	73.2%	*
Some postsecondary but no graduation	80.5%	81.9%	*
Some non-university postsecondary (no certificate)	84.3%	85.1%	F
Some university (no certificate)	77.6%	78.6%	F
Non-university postsecondary certificate	78.9%	78.2%	*
Trade certificate, vocational school, apprenticeship training	72.4%	72.3%	F

Community college, CEGEP, school of nursing, etc.	80.0%	79.0%	*
University graduation	79.5%	81.1%	F
University certificate below Bachelor's	F	F	F
Bachelor's degree	79.1%	79.3%	F
University certificate above Bachelor's	F	F	F
Master's	*	F	F
Degree in medicine, dentistry, veterinary medicine or optometry	F	F	F
Doctorate (PhD)	F	F	F

*Data for males too unreliable to be published.

F: too unreliable to be published.

Source: Statistics Canada, Survey of Labour and Income Dynamics, Custom table R2142OPS.

Table 4: Average Hourly Wages for Some Traditionally Male and Female-Dominated Jobs, N.B., 2003

Male jobs	Female jobs
Guards and other occupations in protective services: \$16.20	Childcare & home support workers: \$9.36
Construction trades: \$ 15.30	Chefs & cooks, & other food and beverage service occupations, including supervisors: \$8.20
Machine operators & assemblers in manufacturing, including supervisors: \$16.14	Clerical occupations, including supervisors: \$12.98

Source: Statistics Canada, *Labour Force Historical Review 2003*, Table CD3t01an.

Table 5: Distribution by Sex for Selected Occupations, N.B., 1987, 2003

Occupation Group	Women (%)		Men (%)	
	2003	1987	2003	1987
Health	85%	83%	15 %	17%
Business, finance & administration (includes clerical jobs)	75 %	70%	25 %	30%
Sales & service	61 %	61%	39 %	39%
Social sciences, education, government service & religion	65 %	53%	35 %	47%
Arts, culture, recreation & sport	55 %	52%	45 %	48%
Management	38 %	29%	62 %	71%
Processing, manufacturing & utilities	27 %	31%	73 %	69%
Natural & applied sciences	19 %	16%	81 %	84%
Primary industry	13 %	12%	87 %	88%
Trades, transport & equipment operators	4 %	3%	96 %	97%

*Part-time and full-time employees. Female or male workers as a percentage of the occupational group.

Source: Statistics Canada, *Labour Force Historical Review, 2003*, Table CD1t06an.

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