

SUMMARY

The salary structure in care-giving services in seven Canadian provinces:

Benchmarks for pay equity exercises in New Brunswick

Report prepared for the New Brunswick Coalition for Pay Equity
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In Canada, women earn 14% less on an hourly basis than their male counterparts, despite their higher educational levels. The gap is the result of several interrelated forms of discrimination, including:

- Within the same occupation, with the same training and the same experience, women continue to be paid less on average than men.
- Women continue to be excluded from certain well-paid occupations, such as senior management jobs and blue collar trades.
- Female-dominated jobs continue to be under-paid compared to male-dominated jobs where evaluations have shown that qualifications, responsibilities, effort and working conditions are equivalent.

Economic research and experience with pay equity laws show that the practice of paying women less than men for work of equal value is deeply rooted, in part because of prejudice towards women's capabilities, but also because employers profit from it. Even governments, acting as employers or who contract out, have a financial interest in maintaining the wage gap and resist efforts to implement real equality. We must therefore be very vigilant when pay equity exercises are conducted to ensure that evaluations of female-dominated jobs are objective and devoid of preconceptions as to the content and requirements of these jobs. In sectors where there are no male comparators, we must choose realistic external comparators and evaluate these job categories honestly and in proportion to the salaries attributed to them.

In 2012, the New Brunswick Women's Issues Branch coordinated three pay equity exercises in the child care, transition house and home-care sectors (tables 13A, 13B, 13C and 14).

These exercises concluded that the pay:

- of administrators in the child care sector was too high by \$2.16 (the average existing pay was \$16.33) ;
- of primary care workers in child care centres was too high by \$0.17;
- of child support workers in transition houses was too high by \$0.45 ;

- of support workers in transition houses was too high by \$2.21 ;
- of outreach workers in transition houses was too high by \$5.39.

Three job categories were deemed deserving of a pay increase. In two of those cases, the pay levels were close to the minimum wage: support workers in child care centres (responsible for integrating special needs children) received an increase of \$2.52 per hour, bringing their hourly wage to \$12.52; home support workers in the home care industry received an increase of \$2.15, bringing their hourly wage to \$13.15. Crisis interveners in transition houses received a pay increase of 3 cents per hour.

The fact that the supposedly fair wages are so low, even lower than the actual wages paid to existing workers, is an indication that these pay equity exercises need to be analyzed with a critical eye.

In order to assess the wages paid in New Brunswick within the Canadian context, we looked at data in seven provinces to compare employment income for all workers and in five occupational groups in the child care, seniors' homes and homecare sectors. We also evaluated the methodology used in the pay equity exercises in New Brunswick in the care-giving sectors where there are no male comparators.

An overview of the salary structure in seven provinces

The ratio of women's average employment income to that of men in New Brunswick is close to the Canadian average: New Brunswick women earn 76% of men's wages, while Canadian women earn 75%. In New Brunswick, the ratio is particularly low in the sales, transformation and manufacturing sectors. It is slightly higher for middle management employees. (table 1A).

We looked at women's average employment income in five occupational groups in the health and education sectors, where women represent the large majority of workers - between 80% and 99% (table 2).

Health - In two occupational groups in the health care sector - nurse aides, orderlies and patient service associates; and live-in aides, home-care workers and related occupations - where unfortunately no distinction is made between private and public sector workers - wages in New Brunswick are the lowest of all the provinces. The ratio to the Canadian average is 81% for nurse aides and patient service associates, and 63% for home-care workers.

Is it possible that the wages are lower because the job descriptions are different from other provinces? Maybe. In New Brunswick, 4.8% of all female workers are employed in those two occupational groups, compared to 2.8% in Canada, and 3.4% in Nova Scotia (table 3). In the four other provinces where the percentages are lower, the economies are more diversified and the populations are probably younger and need less health care. In fact, the overall percentage of women employed in the health care sector is higher in New Brunswick (8%) and in Nova Scotia (7.7%) than the Canadian average (5.9%). It would not be unreasonable to believe that New Brunswick has more support workers in the health care sector than other provinces, and that they are paid proportionately less. Employment income for registered nurses is close to the national average, and higher than in Nova Scotia or Québec. As well, general practitioners and specialists are not underpaid compared to the rest of the country.

Education - In the three occupational groups in the early child care sector, the employment income of educators and assistants and family day-care workers is also very low. On the other hand, salaries paid to primary and preschool teachers are comparable to those in the rest of Canada with a ratio of 93%.

An independent comparative study of child care services confirms the very low wages offered in New Brunswick daycare centres. The average pay for a program director is \$15 per hour, or 68% of the national average, and the lowest in the seven provinces considered (table 4). The average wage paid to educators and assistants is \$13.50 per hour, the lowest wage in all provinces except Nova Scotia.

Are these lower wages in New Brunswick compensated by a lower cost of living than other provinces? The Market Basket Measure, an indicator used to calculate the cost of basic needs for a family of four, shows that this is not the case. The provinces of Québec and New Brunswick have about the same average annual employment income, yet the Quebec market basket costs only 93% of the New Brunswick basket. Employment income in New Brunswick is generally lower than in Ontario, Alberta and British Columbia, but about the same as in Nova Scotia, Québec and Manitoba. Lower employment incomes do not seem to be justified by a lower cost of living.

Women in New Brunswick who work in caregiving services, such as support jobs in the health and home-care sectors, as well as early childhood educators and family child care providers are poorly paid compared to similar workers in other provinces.

Male comparators

With some variations, New Brunswick borrowed the methodology used in Quebec to do pay equity exercises in sectors where there are no male dominated jobs within the workplace, such as transition houses, child care centres and home-care services. Two typical jobs were used, *maintenance worker* and *foreman*, as is specified by the Québec Regulation. The important rule is to assess both male comparators and the female-dominated occupational categories without sexist bias, and to use wages for the male-dominated jobs which are representative of what really exists in the labour market. Pay equity legislation in Québec stipulates that in businesses where there are no male dominated jobs:

For the purposes of assigning an hourly rate of remuneration and determining the value of the job class, the characteristic duties and responsibilities must be assessed having regard to the conditions under which the work would be performed, the qualifications and the efforts that would be required to hold such a job in the enterprise. The assessment of those factors must reflect the organizational practices of the enterprise and its way of doing business.

In the case of a foreman, men's wages are typically 10 to 15% higher than for women in the same occupational category. In small businesses such as those used to conduct pay equity exercises in New Brunswick, this foreman could be identified with a female director - but with a male salary.

Given the great latitude possible in identifying male comparators, the Québec Regulation stipulates that "the hourly rate of remuneration assigned to the maintenance worker job class must be equal to 60% of the hourly rate of remuneration assigned to the foreman job class".

According to the Québec Pay Equity Commission, the 60% norm was recommended because of the relative difference between the two job classes and is based on the following:

- Statistics Canada data since 1991 in all businesses regardless of size and annual employment income for maintenance workers and foremen,
- a survey conducted in 2004 of 542 businesses with 10 to 49 employees where pay equity had been implemented,
- data in the Québec public service,
- a survey of employers on the real wages paid, and
- census data on employees

As well, an examination of annual employment incomes in six pairs of occupational groups in different sectors (table 6) supports a 60% ratio.

However, in the pay equity exercises conducted in the child care, transition house and homecare services sectors in New Brunswick (tables 13A, B, C et 14), a ratio of 80% was used. This is an arbitrary number which we will discuss later.

Rating

The definitions of a foreman used in New Brunswick are more consistent with a senior manager job class than with that of a middle manager which should be used. This is particularly obvious in the child care sector where an administrator/primary care job was also assessed. The latter is described as "a person appointed by an operator to supervise the day-to-day activities of a government approved child day care facility and who spends seventy five percent of their (*sic*) time providing child day care services directly to children, and who is responsible for the safety, well-being and development of children". Paradoxically, a "primary child care staff" can be "a) an operator or b) a person" who spends at least 75% of her time providing services to children. It is also strange that it is not the operator who is responsible for the administration of the daycare centre and the coordination of the team. A foreman is described as a person who spends 100% of his time doing administrative tasks and team supervision tasks.

The foreman coordinates the activities of staff working directly with children while the administrator/primary child care worker has pretty much all of the same roles and responsibilities, but must also work directly with the children. In terms of supervisory duties, both are assigned a level 5 (70 points). However, more points were assigned to the foreman for communications/interpersonal relations and intellectual effort. The administrator must also communicate with children, parents and government representatives, and is also responsible for most other team coordination and management tasks, including the payroll and facilitation of meetings. In short, the administrator/primary child care worker is in fact the director of a small daycare centre without the resources to hire another manager. The fact that 75% of her time is taken up caring directly for the children only adds to the complexity of her job and to the stress of being entirely responsible for the operation of the centre. She does this for the "fair" hourly wage of \$14.17, while the average hourly wage in 2012 was \$16.33!

In the two other service sectors as well, the rating assigned to a foreman is higher than what a coordinator or team supervisor would normally be assigned. In Québec, the rating ratio between a foreman and an educator in early childhood centres was 119%. In New Brunswick, it was 145%. In the homecare support sector, the ratio was equivalent to 146%, while it was 139% in

transition houses. The ratio between the ratings assigned to administrators and to support workers in the child care sector was 127%, a more realistic level.

Wages

Maintenance worker – A survey was commissioned by New Brunswick to look at the hourly wages paid to maintenance workers in 46 non-unionized workplaces. The investigator decided to exclude four cases where the wages were high, judging that they were not representative of the average wage in the job class. The survey found that the wage in **2010** was \$11.86 per hour, but by rejecting the highest wages, the study deliberately underestimated the average wage. A special compilation of Statistics Canada's Labour Force Survey on *Cleaners* as an occupational group shows that the non-unionized male cleaners earned \$13.24 **in 2012**. However, this group of workers includes three sub-groups, including janitors and building superintendents. The description of the latter closely resembles the definition of a maintenance worker. Since the employment income of this sub-group was 10% higher than that of the overall *Cleaner* group in 2010, we applied a correction of 10% which resulted in a salary of \$14.56 **for 2012**. The average employment income in New Brunswick for janitors and building superintendents, both unionized and non-unionized with a high school diploma was \$17.97 **in 2010**. The average wage for the same group of workers in Québec was \$15.91 per hour.

Given the above, we feel that a salary of \$14.56 per hour for a maintenance worker in New Brunswick in 2012 is more accurate than the amount of \$11.86 which was arrived at by the New Brunswick study.

Foreman - In the pay equity exercises conducted in New Brunswick, a ratio of 80% was used versus 60%. This percentage is an arbitrary choice. According to the New Brunswick document "the 80% standard represents the New Brunswick labour market's average relativity between the remuneration of the Maintenance Worker and that of a Foreman (i.e. differential in salary between employee and supervisor)". No reference is provided. In fact, in New Brunswick, the average wage of a janitor represents 55% of that of a male supervisor in a cleaning service (table 6). In the office jobs sector, the ratio between workers and supervisors is 62%; in teaching, it is at 72%; between nurse aides or orderlies and nursing coordinators, it is 62%; between carpenters and foremen in the carpentry trade, it is 73%; and in at least one manufacturing industry, it is 68%.

The ratio of 60% used in Québec seems to have more basis in fact. In any event, given that the job description of a foreman closely resembles that of a senior manager or of a director of a care-giving service, it hardly seems likely that a man would assume all those responsibilities for a mere \$14.83 per hour. If the maintenance worker's wage was \$14.56 in 2012, with a 60% ratio, the foreman's salary would have been \$24.27. According to table 10, the salary of a director of social, community and correctional services with a postsecondary diploma but less than a Bachelor's degree (the requirement used in all three pay equity exercises) and who works 40 hours per week would correspond to \$31.46 per hour in New Brunswick compared to \$30.23 in Québec.

We have therefore used a salary of \$24.27 for a foreman.

Table A shows the hourly wages which would result by adjusting the wages referenced (\$14.56 for the maintenance worker and \$24.27 for the foreman) according to the points assigned to the various job classes.

Table A:
**"Fair hourly rates" resulting from the pay equity exercises in the Child Care, Home Support
 and Transition House Sectors, New Brunswick, 2012**
with a wage of \$14.56 for the Maintenance Worker and \$24.27 for the Foreman

Job Category	Points	Fair Hourly Rate
Child Care Sector		
Administrator/Primary Child Care Staff	751	\$22.11
Primary Child Care Staff	590	\$18.77
Support Worker	491	\$16.72
Foreman	855	\$24.27
Maintenance Worker	387	\$14.56
Home Support Sector		
Home Support Worker	558	\$18.77
Foreman	817	\$24.27
Maintenance Worker	360	\$14.56
Transition House Sector		
Crisis intervener	601	\$19.58
Child Support Worker	601	\$19.58
Outreach Worker	670	\$20.95
Support Worker	606	\$19.69
Foreman	837	\$24.27
Maintenance Worker	348	\$14.56

If, in addition, in the child care centres, the same number of points was assigned to the foreman as for the administrator/primary care worker job (751 points), the fair wage for the latter job would be 24.27\$. Table B shows the impact of a reduction of 14% to the points attributed to the foreman on the fair wage level in the three types of services.

Table B:
**"Fair hourly rates" resulting from the pay equity exercises in the Child Care, Home Support
 and Transition House Sectors, New Brunswick, 2012**
with a wage of \$14.56 for the Maintenance Worker and \$24.27 for the Foreman
and with a reduction of the points accorded the Foreman by 14%

Job Category	Points	Fair Hourly Rate
Child Care Sector		
Administrator/Primary Child Care Staff	751	\$24.27
Primary Child Care Staff	590	\$19.97
Support Worker	491	\$17.33
Foreman	751	\$24.27
Maintenance Worker	387	\$14.56
Home Support Sector		
Home Support Worker	558	\$19.93
Foreman	718	\$24.27
Maintenance Worker	360	\$14.56
Transition House Sector		
Crisis intervener	601	\$20.91
Child Support Worker	601	\$20.91
Outreach Worker	670	\$22.64
Support Worker	606	\$21.03
Foreman	735	\$24.27
Maintenance Worker	348	\$14.56

Society asks these workers to care for its children, its elderly population, its handicapped and invalid persons or women in difficulty. Are these wages unreasonable? These workers have at least six months to a year of training beyond a high school diploma. As a point of comparison, the yearly employment income in 2010 for a New Brunswick woman holding a postsecondary degree below a Bachelor's degree corresponded to an hourly wage of \$20.61 for a 35-hour week; a man with the same degree earned \$25.80 for a 40-hour week. In 2012, these wages would be higher. In other words, adjusting wages in the caregiving sectors to those presented in Table B would represent only the first step towards true pay equity. With the same diploma, men continue to earn 25% more than women.

Benefits

Benefits are part of remuneration. The Quebec law specifies a pay equity exercise must take them into account: overtime rates, insurance programmes, pension plans, vacation time, holidays, other kinds of leave such as parental or sick leave, etc. The New Brunswick Law limits the exercise to "pay", defined as "straight-time wages and salary" and the voluntary exercises in the contracted services are also limited to pay.

Indexation

The purpose of cost-of-living indexation is to maintain the purchasing power of wages from one year to the next. Once fair salaries have been implemented, not indexing them means losing equity. For the same reason, it is important that the wages used for male comparators refer to the same year for which the adjusted salaries for female dominated jobs will be paid.

A FEW WORDS IN CONCLUSION

It is quite commendable that the New Brunswick government went ahead with pay equity exercises for child care centres, home care services and transition houses. But these exercises must be done with wages and job descriptions which accurately reflect the state of the New Brunswick labour market. Our analysis of these exercises suggests that this is not the case:

- The wages used for the maintenance worker and the foreman, as well as the ratio between the two, are way below the levels indicated by the 2011 National Household Survey.
- The job descriptions for the foreman exaggerate the role that such a person would play in these services so that the number of points attributed is disproportionately high relative to the points attributed to the child care staff, the home care personnel and the transition house interveners.

The results of these exercises illustrate the fact that it is possible to use this instrument to block the implementation of pay equity rather than to promote it if that is the objective.

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**Table 1A: Annual employment income (a) by sex and percent of women in the labour force, Canada and seven provinces, 2010
ten representative occupational categories (persons working full year, full time)**

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
All occupations – Male - \$	65,400	54,874	55,159	55,808	68,768	55,679	80,112	65,599
Female - \$	48,820	41,532	43,009	43,131	52,371	44,761	53,952	47,970
Income ratio F/M	75 %	76%	78 %	77 %	76%	80 %	67 %	73 %
% of women in the full-time labour force	43.7 %	45.7%	45.7%	44.6%	44.2%	42.5 %	40.7%	42.9%
01-05 Specialized middle management occupations (b) - \$	91,025	70,928	75,834	83,809	97,406	75,671	100,104	85,051
Income ratio F/M - %	74	82	78	79	73	80	67	73
121 Administrative services supervisors - \$	56,945	52,033	51,751	52,645	58,678	53,344	64,202	56,112
Income ratio F/M - %	89	76	85	94	89	90	83	90
212 Life science professionals - \$	69,672	66,992	61,434	62,333	73,426	70,147	78,577	70,556
Income ratio F/M - %	83	76	83	79	87	88	81	85
22 Technical occupations – natural and applied sciences - \$	62,699	56,836	58,831	54,530	63,126	58,093	77,001	63,232
Income ratio F/M - %	83	75	81	81	88	88	79	82
62 Retail sales supervisors and specialized sales occ. - \$	59,622	47,919	49,877	53,063	64,065	52,966	65,955	57,777
Income ratio F/M - %	72	70	71	79	72	70	64	72
642 Retail salespersons - \$	37,738	31,516	32,200	33,440	39,108	36,260	44,713	38,504
Income ratio F/M - %	65	59	65	66	67	59	57	67
720 Contractors & supervisors, industrial, electrical and construction trades and related workers - \$ (c)	68,929	63,232	60,458	58,911	67,700	59,099	81,666	69,192
723 Machining, metal forming, shaping and erecting trades - \$ (c)	53,512	48,064	50,094	44,518	53,832	46,408	65,906	57,501
92 Processing, manufacturing and utilities supervisors and central control operators - \$	75,558	73,481	62,479	60,022	75,220	60,398	100,447	75,085
Income ratio F/M - %	72	60	78	73	76	74	71	73
94 Processing and manufacturing machine operators and related production workers - \$	42,722	39,991	37,897	40,692	42,789	38,350	48,687	48,038
Income ratio F/M - %	67	53	65	62	71	74	72	64

Table 1B: Ratios of annual average employment income in seven Canadian provinces compared to the Canadian average for ten selected occupational categories, 2010 (persons working full year, full time)

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
Ratios of annual average employment income in each province to the Canadian average								
All occupations – Male - \$	100	84	84	85	105	85	123	100
WoMen - \$	100	85	88	88	107	92	111	98
01-05 Specialized middle management occupations (b) - \$	100	78	83	92	107	83	110	93
121 Administrative services supervisors - \$	100	91	91	92	103	94	113	99
212 Life science professionals - \$	100	96	88	89	105	101	113	101
22 Technical occupations – natural and applied sciences - \$	100	91	94	87	101	93	123	101
62 Retail sales supervisors and specialized sales occ. - \$	100	80	84	89	107	89	111	97
642 Retail salespersons - \$	100	84	85	89	104	96	118	102
720 Contractors & supervisors, industrial, electrical and construction trades and related workers - \$ (c)	100	92	88	85	98	86	118	100
723 Machining, metal forming, shaping and erecting trades - \$ (c)	100	90	94	83	101	87	123	107
92 Processing, manufacturing and utilities supervisors and central control operators - \$	100	97	83	79	100	80	133	99
94 Processing and manufacturing machine operators and related production workers - \$	100	94	89	95	100	90	114	112

Source for Tables 1A and 1B : Statistics Canada, 2011 National Household Survey, Table 99-014-X2011042

Notes : a) Employment income includes wages and salaries as well as net income of self-employed workers.

b) This category includes 011 Administrative services managers, 012 Managers in financial and business services, 013 Managers in communication (except broadcasting), 021 Managers in engineering, architecture, science and information systems, 031 Managers in health care, 041 Managers in public administration, 042 Managers in education and social and community services, 043 Managers in public protection services and 051 Managers in art, culture, recreation and sport.

c) There are so few women in these occupational categories that the data was considered to be unreliable.

Table 2: Annual employment income by sex, Canada and seven provinces, 2010
Selected occupational categories in the health, education and early childhood education sectors
(persons working full year, full time)

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
Annual employment income								
All occupations – Male - \$	65,400	54,874	55,159	55,808	68,768	55,679	80,112	65,599
Female - \$	48,820	41,532	43,009	43,131	52,371	44,761	53,952	47,970
3413 Nurse aides, orderlies and patient service associates – Female - \$	34,728	28,186	31,799	29,391	37,533	33,857	39,907	38,569
4412 Home support workers, housekeepers and related occupations - Female - \$	28,582	18,061	29,283	25,263	30,262	29,692	32,748	31,070
4032 Elementary school and kindergarten teachers – Female - \$	63,911	59,380	58,296	53,490	68,248	62,790	71,628	62,217
4214 Early childhood educators and assistants – Female - \$	25,732	21,566	21,176	25,564	27,077	24,565	25,164	25,474
4411 Home child care providers – Female - \$	19,107	15,721	13,548	17,426	19,025	17,803	22,189	19,298
Ratios of average annual employment income to the Canadian average								
All occupations – Male	100	84	84	85	105	85	123	100
Female	100	85	88	88	107	92	111	98
3413 Nurse aides, orderlies and patient service associates – Female	100	81	92	85	108	98	115	111
4412 Home support workers, housekeepers and related occupations - Female	100	63	103	88	106	104	115	109
4032 Elementary school and kindergarten teachers – Female	100	93	91	84	107	98	112	97
4214 Early childhood educators and assistants – Female	100	84	82	100	105	96	98	99
4411 Home child care providers – Female	100	82	71	91	100	93	116	101

Source : Statistics Canada, 2011 National Household Survey, Table 99-014-X2011042

Table 3: Percent of the female labour force working in five selected occupations, Canada and seven provinces, 2010

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
Percent of the female labour force								
3413 Nurse aides, orderlies and patient service associates – Female	1.9	2.8	2.2	2.2	1.5	2.9	1.5	1.9
4412 Home support workers, housekeepers and related occupations - Female	0.9	2.0	1.2	0.7	0.8	1.3	0.6	0.9
The two occupations in the health sector	2.8	4.8	3.4	2.9	2.3	4.2	2.1	2.8
4032 Elementary school and kindergarten teachers – Female	3.5	4.1	3.6	3.0	3.9	3.6	3.1	3.0
4214 Early childhood educators and assistants – Female	2.1	1.7	1.6	3.5	1.7	2.4	1.4	1.3
4411 Home child care providers – Female	0.7	0.5	0.5	0.4	0.8	0.4	0.9	0.9
The three occupations in early childhood education	6.3	6.3	5.7	6.9	6.4	6.4	5.4	5.2

Source: Statistics Canada, 2011 National Household Survey, Table 99-014-X2011042

Table 4: Some data on Early childhood education centers in Canada, seven provinces, 2012

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
Average hourly wages (or median wages) (a)								
Program directors	\$22.00	\$15.00	\$17.56	\$32.64	\$22.50	\$24.70	\$20.00	\$20.83
Ratio relative to the Canadian average	100	68	80	148	102	112	91	95
Program staff	\$16.50	\$13.50	\$12.84	\$19.13	\$17.29	\$16.00	\$15.33	\$17.00
Ratio relative to the Canadian average	100	82	78	116	105	97	93	103
Ratio of staff income to that of the director	75	90	73	59	77	65	77	82
Average (or median) full-time monthly fees in full-day centres by age group (a)								
Infants	\$761	\$740	\$825	\$152	\$1,152	\$631	\$900	\$1,047
Ratio relative to the Canadian average	100	97	108	20	151	83	118	138
Toddlers	\$701	\$653	\$694	\$152	\$925	\$431	\$825	\$907
Ratio relative to the Canadian average	100	93	99	22	132	61	118	129
Pre-schoolers	\$674	\$620	\$685	\$152	\$835	\$431	\$790	\$761
Ratio relative to the Canadian average	100	92	102	23	124	64	117	113
Percent of children 0-5 years for whom there is a regulated full or part-time centre-based child care space								
	22.5 %	30.7 % (b)	23.9 %	36.3 % (b)	20.8 %	20.5 %	19.9 %	24.6 % (b)

Source : Friendly, *et al.* (2013, p. 57-58, 66). This information was provided by provincial government officials responsible for Early childhood education.

Notes : a) The source uses the term "Average (median) gross hourly wages", which is confusing because the average and the median do not measure the same thing. Perhaps some jurisdictions provided average wages and others provided median wages.

b) In these provinces, the figure applies to children aged 0 to 4 years because 5 year-olds are included in the figures for school-age places.

**Table 5: Market basket measure thresholds, for seven provinces, 2011
pour une famille de 4 personnes**

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
Market Basket Measure thresholds	n.d.	\$34,872	\$36,085	\$32,520	\$37,054	\$33,541	\$36,430	\$37,239
Ratio relative to New Brunswick		100	103	93	106	96	104	107

Source : Statistics Canada, CANSIM Table 202-0809

Methodological note: "The Market Basket Measure (MBM) attempts to measure a standard of living that is a compromise between subsistence and social inclusion. It also reflects differences in living costs across regions. The MBM represents the cost of a basket that includes: a nutritious diet, clothing and footwear, shelter, transportation, and other necessary goods and services (such as personal care items or household supplies). The cost of the basket is compared to disposable income for each family to determine low income rates." - quoted from CANSIM Table 202-0809

For each province, Statistics Canada publishes this measure for rural regions, Census agglomerations (CAs) with fewer than 30,000 persons, CAs with between 30,000 and 99,000 persons and each of the Census metropolitan areas (CMAs) which have between 100,000 and 499,999 persons or 500,000 persons and more. We estimated the MBM for each province by weighting the threshold for the different CAs or CMAs by a factor approximating their relative population. In several provinces, notably New Brunswick and Nova Scotia, the cost of living seems to be higher in the rural regions and the small towns than in the medium-sized towns. However, in Quebec, Ontario, Alberta and British Columbia, the threshold is highest in the large cities.

**Table 6: Employment income and ratios of the income for certain occupational categories to the occupational category which supervises it
Canada and seven provinces, persons working full year, full time, 2010**

Occupational categories	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia	Canada	% female Canada
Social and community services – both sexes									
0423 Managers in social, community and correctional services	55,668	59,414	61,815	73,629	57,513	64,775	63,430	66,251	70 %
4214 Early childhood educators and assistants	21,650	21,272	25,769	27,351	24,787	25,376	25,516	25,898	97 %
Income ratio 4214/0423	39	36	42	37	43	39	40	39	
Office occupations									
1211 Supervisors, general office & - Male administrative support workers - Female	59,124 47,350	55,598 51,839	57,542 52,583	83,615 58,145	66,678 49,135	82,365 57,704	71,936 55,003	72,619 55,552	71 %
14 Office support occupations – F + M	36,861	36,845	38,171	43,445	39,533	46,586	41,120	41,803	85 %
Income ratio 14/1211 -F+M/M	62	66	66	52	59	57	57	58	
Primary and Secondary Education									
0422 School principals, administrators - M of elementary & secondary education - F	82,135 83,947	92,024 83,215	84,542 78,545	109,827 97,727	90,596 85,757	107,686 94,555	103,327 91,616	101,485 90,969	55 %
4032 Elementary school and kindergarten teachers - F+ M	59,441	58,811	54,132	69,279	63,391	73,119	63,355	65,016	82 %
Income ratio 4032/0422 F+M/M	72	64	64	63	70	68	61	64	
Nursing personnel – both sexes									
3011 Nursing co-ordinators & supervisors	64,356	61,531	67,715	66,921	66,353	68,526	65,968	67,309	88 %
3012 Registered nurses, psychiatric nurses	66,884	65,172	59,653	70,934	72,631	78,236	69,510	69,212	92 %
3233 Licensed practical nurses	39,662	41,697	39,843	49,157	47,418	52,253	49,847	46,019	89 %
Income ratio 3233/3011	62	68	59	73	71	76	76	68	
3413 Nurse aids, orderlies and patient service associates	28,810	32,564	30,571	38,070	34,303	40,716	39,431	35,412	84 %
Income ratio 3413/3011	45	53	45	57	52	59	60	53	
Cleaning and Building Maintenance Services									
6315 Cleaning supervisors - M - F	61,836 23,717	45,120 35,996	49,635 29,694	51,711 38,237	n.d.	70,968 41,758	49,738 36,762	52,915 35,768	34 %
6733 Janitors, caretakers and building superintendents F+M	34,163	32,851	33,210	40,077	34,598	42,565	37,074	37,865	21 %
Income ratio 6733/6315 F+M/M	55	73	67	78	n.d.	60	75	72	

Occupational categories	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia	Canada	% female Canada
Carpenters – both sexes									
7204 Contractors and supervisors, carpentry trades	49,443	46,973	52,856	59,548	50,918	74,110	55,924	59,937	2 %
7271 Carpenters	35,926	33,867	41,063	42,607	36,798	50,542	42,343	42,528	2 %
Income ratio 7271/7204	73	72	78	72	72	68	76	71	
Processing, Manufacturing of Food, Beverages and Related products									
9213 Supervisors, food, beverage & - M associated products - F	54,826 35,527	56,178 43,483	52,044 40,180	63,008 50,259	52,077 36,607	57,766 48,022	63,790 44,175	58,211 45,090	26 %
946 Machine operators & related, food, beverage, associated processing F+M	37,269	33,341	39,027	44,382	37,769	44,845	41,432	41,749	29 %
Income ratio 946/9213 F+M/M	68	59	75	70	73	78	65	72	

Source : Statistics Canada, National Household Survey, Table 99-014-X2011042

Table 7: Highest certificate, diploma or degree held by persons working full time, full year in selected occupational categories, Canada and seven provinces, 2010

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
All occupations - Females								
No certificate diploma or degree	7.3 %	8.0 %	7.0 %	8.1 %	6.4 %	10.1 %	8.9 %	5.9 %
High school diploma or equivalent	22.8 %	25.6 %	19.8 %	19.3 %	22.6 %	27.0 %	25.9 %	25.7 %
Postsecondary diploma below bachelor level	39.6 %	40.5 %	42.1 %	44.6 %	37.6 %	36.1 %	37.3 %	38.0 %
University diploma or degree at bachelor level or above	30.2 %	25.9 %	31.0 %	28.1 %	33.4 %	26.8 %	27.8 %	30.4 %
All occupations - Males								
No certificate diploma or degree	11.0 %	11.3 %	11.4 %	13.3 %	9.2 %	16.8 %	11.8 %	8.4 %
High school diploma or equivalent	23.4 %	27.5 %	22.5 %	18.7 %	24.0 %	27.8 %	24.3 %	25.4 %
Postsecondary diploma below bachelor level	39.8 %	40.9 %	42.4 %	44.7 %	37.3 %	35.1 %	40.5 %	39.1 %
University diploma or degree at bachelor level or above	25.8 %	20.3 %	23.6 %	23.3 %	29.5 %	20.3 %	23.4 %	27.1 %
3413 Nurse aids, orderlies and patient service associates- Female								
No certificate diploma or degree	8.3 %	16.0 %	4.9 %	12.3 %	5.1 %	9.6 %	8.9 %	3.7 %
High school diploma or equivalent	17.1 %	30.8 %	17.5 %	21.3 %	12.9 %	18.6 %	18.3 %	11.6 %
Postsecondary diploma below bachelor level	67.0 %	49.5 %	72.5 %	63.0 %	72.6 %	64.1 %	61.0 %	72.4 %
University diploma or degree at bachelor level or above	7.6 %	3.7 %	5.1 %	3.4 %	9.4 %	7.7 %	11.8 %	12.3 %
4412 Home support workers, housekeepers and related occupations - Female								
No certificate diploma or degree	13.8 %	31.8 %	17.5 %	14.9 %	7.6 %	22.3 %	14.5 %	7.9 %
High school diploma or equivalent	19.4 %	29.5 %	11.0 %	18.9 %	14.8 %	21.1 %	25.0 %	20.2 %
Postsecondary diploma below bachelor level	55.8 %	37.5 %	65.8 %	60.6 %	63.1 %	45.6 %	46.3 %	55.2 %
University diploma or degree at bachelor level or above	11.0 %	1.0 %	5.8 %	5.6 %	14.6 %	11.0 %	14.3 %	16.5 %
0423 Managers in social, community and correctional services - Male								
No certificate diploma or degree	1.6 %	n.d.	n.d.	1.4 %	1.1 %	0.0 %	2.0 %	1.9 %
High school diploma or equivalent	12.2 %	n.d.	n.d.	8.9 %	11.5 %	23.2 %	13.2 %	13.9 %
Postsecondary diploma below bachelor level	29.6 %	17.4 %	25.0 %	31.6 %	31.3 %	19.6 %	36.4 %	24.9 %
University diploma or degree at bachelor level or above	56.5 %	73.9 %	62.5 %	58.3 %	56.4 %	58.9 %	47.7 %	59.3 %

Table 7: Highest certificate, diploma or degree held by persons working full time, full year in selected occupational categories, Canada and seven provinces, 2010 (suite)

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
4032 Elementary school and kindergarten teachers – Female								
No certificate diploma or degree	0,2 %	0,0 %	0,0 %	0,2 %	0,1 %	0,7 %	0,7 %	0,1 %
High school diploma or equivalent	0,4 %	0,5 %	0,0 %	1,4 %	0,6 %	1,5 %	0,6 %	0,2 %
Postsecondary diploma below bachelor level	6,4 %	4,4 %	6,4 %	6,5 %	7,0 %	5,9 %	4,8 %	6,4 %
University diploma or degree at bachelor level or above	92,6 %	95,2 %	93,5 %	91,8 %	92,3 %	91,9 %	93,9 %	93,3 %
4214 Early childhood educators and assistants - Female								
No certificate diploma or degree	7.5%	10.4 %	3.5 %	9.1 %	4.8 %	10.3 %	10.9 %	5.5 %
High school diploma or equivalent	18.2 %	19.0 %	16.3 %	14.9 %	18.8 %	26.5 %	24.6 %	16.6 %
Postsecondary diploma below bachelor level	60.0 %	55.9 %	54.7 %	63.6 %	61.7 %	48.0 %	46.0 %	60.9 %
University diploma or degree at bachelor level or above	14.3 %	14.4 %	25.0 %	12.5 %	14.7 %	14.9 %	18.4 %	17.1 %
4411 Home child care providers – Female								
No certificate diploma or degree	11.4 %	21.0 %	9.5 %	17.1 %	10.1 %	9.6 %	9.3 %	8.3 %
High school diploma or equivalent	28.1 %	48.0 %	31.9 %	22.5 %	27.3 %	43.5 %	32.6 %	25.9 %
Postsecondary diploma below bachelor level	39.7 %	21.0 %	52.6 %	43.8 %	39.7 %	30.4 %	35.9 %	41.9 %
University diploma or degree at bachelor level or above	20.8 %	10.0 %	6.0 %	16.7 %	22.8 %	15.7 %	22.3 %	23.9 %
6733 Janitors, caretakers and building superintendents - Male								
No certificate diploma or degree	23.6 %	21.0 %	30.3 %	32.1 %	20.0 %	28.0 %	22.7 %	17.5 %
High school diploma or equivalent	33.8 %	40.4 %	25.4 %	26.1 %	39.5 %	32.6 %	28.5 %	33.9 %
Postsecondary diploma below bachelor level	36.8 %	35.1 %	42.6 %	38.9 %	33.7 %	36.1 %	40.1 %	39.2 %
University diploma or degree at bachelor level or above	5.8 %	3.8 %	1.5 %	3.1 %	6.7 %	3.4 %	8.4 %	9.4 %
6315 Cleaning supervisors - Male								
No certificate diploma or degree	17.3 %	n.d.	n.d.	24.5 %	16.5 %	n.d.	14.9 %	12.4 %
High school diploma or equivalent	29.4 %	n.d.	n.d.	19.9 %	31.1 %	n.d.	38.6 %	27.0 %
Postsecondary diploma below bachelor level	45.8 %	n.d.	n.d.	46.5 %	46.0 %	n.d.	39.6 %	50.6 %
University diploma or degree at bachelor level or above	7.5 %	n.d.	n.d.	9.1 %	6.7 %	n.d.	5.9 %	11.2 %

Source : National Household Survey, 2011, Table 99-014-X2011042

Table 8: Minimum post-secondary early childhood training requirements for staff in full-time child care centres, seven provinces, 2012

Province	Centre directors	Other full-time staff
New Brunswick	Director or designate OR ¼ of staff - one year ECE certificate or equivalent	See centre directors
Nova Scotia	Training program in ECE or equivalent	Training program in ECE or equivalent – 2/3 of staff
Quebec	Not specified	2/3 of staff in centres – college/university ECE or one year
Ontario	Two year ECE diploma/approved College of Arts and Technology (CAAT) or equivalent	One staff per group – two year ECE diploma from approved CAAT or equivalent
Manitoba	Post-ECE diploma – continuing education certificate or degree program from an approved Manitoba post-secondary institution	ECE diploma from recognized Manitoba community college or Manitoba Child Care Program's Competency Based Assessment (CBA) Program – 2/3 of staff or 0-6 year olds and ½ of staff for school-age and nursery school. All – 40 hours of approved training within first year of work.
Alberta	Two year ECE diploma	25 % of staff – one year ECE certificate. All – orientation course or equivalent ECE-related course work (45 hours)
British Columbia	Not specified	With infant/toddler groups up to 36 months – one staff with basic ECE training (902 hours) at approved training institution plus one infant/toddler educator with specialized post-basic training (200 hours). With groups 30 months to school-age – one staff with basic ECE training.

Source : Friendly *et al.* (2013), p. 59.

Table 9: Annual employment income by sex and highest certificate, diploma or degree, and ratio of female to male income, Canada and seven provinces, 2010 (persons working full year, full time)

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
All diploma or degree levels – Male	65,400 \$	54,874 \$	55,159 \$	55,808 \$	68,768 \$	55,679 \$	80,112 \$	65,599 \$
– Female	48,820 \$	41,532 \$	43,009 \$	43,131 \$	52,371 \$	44,761 \$	53,952 \$	47,970 \$
Income Ratio F/M	75 %	76 %	78 %	77 %	76 %	80 %	67 %	73 %
No certificate diploma or degree – Male	43,522 \$	41,678 \$	38,745 \$	36,382 \$	44,330 \$	40,831 \$	55,123 \$	47,066 \$
– Female	30,597 \$	25,989 \$	27,000 \$	25,242 \$	32,222 \$	29,941 \$	36,637 \$	33,078 \$
Ratio F/M	70 %	62 %	70 %	69 %	73 %	73 %	66 %	70 %
High school diploma or equivalent – Male	51,453 \$	44,043 \$	45,552 \$	45,263 \$	51,357 \$	45,598 \$	62,247 \$	53,673 \$
– Female	38,761 \$	31,683 \$	31,770 \$	34,417 \$	41,024 \$	36,152 \$	42,680 \$	39,024 \$
Ratio F/M	75 %	72 %	70 %	76 %	80 %	79 %	69 %	73 %
Postsecondary diploma below bachelor level – Male	61,073 \$	53,658 \$	53,283 \$	51,395 \$	62,252 \$	56,096 \$	78,526 \$	62,778 \$
– Female	44,335 \$	37,506 \$	38,715 \$	38,577 \$	46,843 \$	42,915 \$	51,650 \$	45,231 \$
Ratio F/M	73 %	70 %	73 %	75 %	75 %	77 %	66 %	72 %
University diploma, degree, bachelor level or above – Male	93,610 \$	78,839 \$	75,389 \$	83,394 \$	98,241 \$	80,429 \$	113,612 \$	86,427 \$
– Female	66,313 \$	61,736 \$	59,392 \$	61,083 \$	69,755 \$	61,054 \$	72,663 \$	61,649 \$
Ratio F/M	71 %	78 %	83 %	73 %	71 %	76 %	64 %	71 %
Ratios of average annual income to the Canadian average								
All diploma or degree levels – Male	100	84	84	85	105	85	122	100
– Female	100	85	88	88	107	92	111	98
No certificate diploma or degree – Male	100	96	89	84	102	94	127	108
– Female	100	85	88	82	105	98	120	108
High school diploma or equivalent – Male	100	86	89	88	100	89	121	104
– Female	100	82	82	89	106	93	110	101
Postsecondary diploma below bachelor level – Male	100	88	87	84	102	92	129	103
– Female	100	85	87	87	106	97	116	102
University diploma, degree, bachelor level or above – Male	100	84	81	89	105	86	121	92
– Female	100	93	90	92	105	92	110	93

Source : Statistics Canada, 2011 National Household Survey, Table 99-014-X2011042

Table 10: Annual employment income by sex and highest certificate, diploma or degree, selected occupational categories, Canada and seven provinces, 2010 (persons working full year, full time)

Occupational category	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
No certificate diploma or degree								
3413 Nurse aides, orderlies, patient serv. assoc – Female - \$	30 987	24 503	31 597	26 314	36 901	33 472	36 437	37 019
4412 Home support workers, housekeepers, etc. - Female - \$	24 111	16 802	23 717	19 398	29 857	24 566	27 441	29 120
4032 Elementary school & kindergarten teachers – Female - \$	47 154	n.a.	n.a.	51 848	31 231	27 019	57 452	33 534
4214 Early childhood educators and assistants – Female - \$	18 557	20 411	11 581	18 402	17 376	19 514	20 345	19 272
4411 Home child care providers – Female - \$	17 568	13 449	13 267	15 124	17 657	12 254	19 989	18 693
6733 Janitors, caretakers, building superintendents – Male- \$	34 984	30 303	30 138	31 736	37 830	30 341	39 954	34 767
0423 Managers, social, community, correctional serv.-Male - \$	60 287	n.a.	n.a.	30 017	71 642	n.a.	62 856	63 468
301 Professional occupations in nursing – both sexes - \$	52 407	n.a.	n.a.	53 708	49 585	31 600	56 747	36 959
6315 Cleaning supervisors – Male - \$	52 288	n.a.	n.a.	42 490	52 289	n.a.	70 755	50 657
High school diploma or equivalent								
3413 Nurse aides, orderlies, patient serv. assoc – Female - \$	31 590	25 756	29 592	28 252	36 284	29 840	35 483	34 594
4412 Home support workers, housekeepers, etc. - Female - \$	27 056	19 401	34 441	24 173	27 304	28 377	36 322	29 660
4032 Elementary school & kindergarten teachers – Female - \$	37 960	22 808	n.a.	31 160	44 358	23 459	53 105	51 449
4214 Early childhood educators and assistants – Female - \$	19 274	16 907	17 767	20 552	18 654	17 687	20 037	18 866
4411 Home child care providers – Female - \$	17 943	13 867	15 097	15 534	17 710	15 898	20 197	19 936
6733 Janitors, caretakers, building superintendents – Male- \$	38 600	37 378	35 850	33 085	40 774	35 314	43 178	36 812
0423 Managers, social, community, correctional serv.-Male - \$	61 727	n.a.	n.a.	61 824	64 325	45 772	53 279	61 868
301 Professional occupations in nursing – both sexes - \$	59 971	63 064	54 517	56 729	62 308	54 178	66 115	53 988
6315 Cleaning supervisors – Male - \$	46 524	37 016	39 614	43 026	44 078	29 950	62 291	47 530
Postsecondary diploma below bachelor level								
3413 Nurse aides, orderlies, patient serv. assoc – Female - \$	35 224	29 724	31 268	29 936	37 226	34 874	41 071	38 743
4412 Home support workers, housekeepers, etc. - Female - \$	29 768	17 827	28 409	26 974	31 099	30 470	32 781	32 113
4032 Elementary school & kindergarten teachers – Female - \$	53 245	53 985	54 893	42 497	57 125	48 566	57 569	52 287
4214 Early childhood educators and assistants – Female - \$	27 040	21 354	21 778	26 105	29 503	26 415	25 455	27 374
4411 Home child care providers – Female - \$	19 644	18 159	12 487	18 135	20 042	18 288	22 618	18 880
6733 Janitors, caretakers, building superintendents – Male- \$	42 309	35 910	39 061	36 466	44 388	41 720	50 214	41 362
0423 Managers, social, community, correctional serv.-Male - \$	81 536	65 429	83 368	62 887	101 513	71 757	61 868	68 068
301 Professional occupations in nursing – both sexes - \$	67 532	63 573	62 025	57 290	70 296	70 578	75 746	68 165
6315 Cleaning supervisors – Male - \$	56 444	54 369	52 784	52 709	56 787	42 676	83 204	49 995

Table 10: Annual employment income by sex and highest certificate, diploma or degree, selected occupational categories, Canada and seven provinces, 2010 (persons working full year, full time) ... suite

Occupational category	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
University diploma or degree at bachelor level or above								
3413 Nurse aides, orderlies, patient serv. assoc – Female - \$	41 440	42 327	47 111	37 652	41 884	35 482	43 615	41 804
4412 Home support workers, housekeepers, etc. - Female - \$	30 808	27 265	45 753	26 218	29 731	40 262	31 635	30 261
4032 Elementary school & kindergarten teachers – Female - \$	64 881	59 818	58 587	54 562	69 268	64 451	72 534	62 935
4214 Early childhood educators and assistants – Female - \$	31 802	29 440	23 561	34 419	30 222	33 841	33 428	26 529
4411 Home child care providers – Female - \$	20 366	21 815	16 550	19 886	19 331	24 785	25 296	19 496
6733 Janitors, caretakers, building superintendents – Male - \$	42 360	29 443	31 516	36 228	45 043	32 720	47 574	38 729
0423 Managers, social, community, correctional serv.-Male - \$	83 761	82 743	75 279	76 839	93 401	70 928	87 211	76 197
301 Professional occupations in nursing – both sexes - \$	71 667	69 564	68 619	65 150	72 023	74 833	80 250	70 942
6315 Cleaning supervisors – Male - \$	57 647	n.a.	n.a.	67 554	51 622	n.a.	51 169	52 230

Table 11: Points assigned to certain employment categories in the sector-wide pay equity exercise for Early childhood centres (Centres de la petite enfance-CPE) in Quebec, 2007

Factors and sub-factors	Educators	Assistant-educators	Administrative assistants	Foremen	Maintenance workers
Qualifications:	178	46	201	219	44
Education	114	14	114	114	14
Experience/Initiation	16	4	32	48	8
Knowledge update	14	6	22	22	6
Physical skills	10	10	15	5	10
Interpersonal relations	24	12	18	30	6
Efforts:	183	90	201	201	83
Autonomy	47	9	66	66	28
Reasoning	47	28	66	66	9
Creativity	39	9	39	39	9
Concentration	24	18	24	24	6
Physical Effort	26	26	6	6	31
Responsibilities:	133	69	99	186	41
Programmes	46	10	46	58	10
People	32	24	8	24	16
Communications	49	29	39	59	9
Supervision	6	6	6	45	6
Working conditions:	32	32	18	22	28
Psychological conditions	10	10	6	10	6
Physical conditions	10	10	6	6	10
Risks	12	12	6	6	12
Total points	526	237	519	628	196

Source : AQCPE, 2006, annexe 6.

Table 12: Salary scales for educators and assistant educators in the Quebec CPEs and child care centres

Level	April 1st, 2011 to March 31st, 2012 (\$ (a))	April 1st, 2014 to March 31st, 2015 (\$)
Qualified educators (b)		
10	21.92	23.09
9	21.24	22.38
8	20.57	21.68
7	19.96	21.02
6	19.34	20.37
5	18.74	19.74
4	18.18	19.15
3	17.61	18.55
2	17.07	17.98
1	16.54	17.42
Assistant educators		
5	15.38	16.20
4	14.75	15.53
3	14.13	14.88
2	13.55	14.28
1	12.99	13.69
Salaries for Assistant directors. by the type, number and size of the organisation		
Minimum	38,766	40,833
Maximum	56,784	59,826

Source : Famille Québec. 2013. p. 22-23

The wage ranges for assistant directors and directors are available at <www.mfa.gouv.qc.ca>.

Note : a) April 1st 2011 marks the fifth, and last, year of salary adjustments resulting from the pay equity exercise. The increase in the scales between April 1st, 2010 and April 1st, 2011 varied, therefore, according to the results of the exercise. In April 2012, indexation was 1.5%; in April 2013, 1.7% and in April 2014, 2.0%.

b) A qualified educator holds a College degree (Diplôme d'étude collégiales - DEC) in Early childhood education techniques or in Educational techniques in child care or an equivalent qualification recognized by the Ministry.

No minimum requirements are specified for an unqualified educator, but two-thirds of the staff who work with children must be qualified. There is a separate scale for unqualified educators: the highest 10 levels are the same as for qualified educators but the scale has 4 lower levels, starting at \$14.61 on April 1st 2011 and at \$15.39 on April 1st 2014. In other words, the fair wage for an educator without specific professional training is considered to be the same as for a qualified educator because she acquires the qualifications through on-the-job training, but it takes her four additional years to reach the fair wage level.

The wage scale for administrative assistants is very close to that for educators.

Table 13A: Points assigned to various job categories in the pay equity exercise for the Child Care Sector, New Brunswick, 2012

Factors and sub-factors	Administrator/ Primary Child Care Staff	Primary Child Care Staff	Support Worker	Foreman	Maintenance Worker
Qualifications	245	182	147	263	115
Education	93	93	74	111	56
Experience	110	110	31	110	31
Dexterity and coordination	42	42	42	42	28
Responsabilités	222	128	90	242	70
Accountability/Decision Making	72	54	36	72	36
Communications	80	60	0	100	20
Supervision	70	14	14	70	14
Efforts requis	248	244	218	326	166
Intellectual effort	104	78	52	130	52
Concentration & sensory attention	78	78	78	130	26
Physical effort	66	88	88	66	88
Unpleasant or hazardous environmental conditions	36	36	36	24	36
Total points	751	590	491	855	387

Table 13B : Points assigned to various job categories in the pay equity exercise for the Home Support Sector, New Brunswick, 2012

Factors and sub-factors	Home Support Worker	Foreman	Maintenance Worker
Qualifications	136	225	106
Education	74	111	56
Experience	26	90	26
Dexterity and coordination	36	24	24
Responsabilités	134	250	74
Accountability/Decision Making	60	80	40
Communications	60	100	20
Supervision	14	70	14
Efforts requis	216	288	144
Intellectual effort	72	120	48
Concentration & sensory attention	72	120	24
Physical effort	72	48	72
Unpleasant or hazardous environmental conditions	72	54	36
Total points	558	817	360

**Table 13C : Points assigned to various job categories in the pay equity exercise
for the Transition House Sector, New Brunswick, 2012**

Factors and sub-factors	Crisis Intervener	Child Support Worker	Outreach Worker	Support Worker	Foreman	Maintenance Worker
Qualifications	215	215	220	220	255	114
Education	93	93	93	93	111	56
Experience	86	86	103	103	120	34
Dexterity and coordination	36	36	24	24	24	24
Responsabilités	134	134	174	134	250	74
Accountability/Decision Making	60	60	80	60	80	40
Communications	60	60	80	60	100	20
Supervision	14	14	14	14	70	14
Efforts requis	192	192	216	192	272	120
Intellectual effort	72	72	96	72	120	48
Concentration & sensory attention	72	72	72	72	120	24
Physical effort	48	48	48	48	32	48
Unpleasant or hazardous environmental conditions	60	60	60	60	60	40
Total points	601	601	670	606	837	348

Sources : New Brunswick, Women's Issues Branch. 2012a, b and c respectively.

Table 14: "Fair hourly rates" resulting from the pay equity exercises in the Child Care, Home Support and Transition House Sectors, New Brunswick, 2012

Employment Category	Points	Fair Hourly Rate
Child Care Sector		
Administrator/Primary Child Care Staff	751	\$14.17
Primary Child Care Staff	590	\$13.15
Support Worker	491	\$12.52
Foreman	855	\$14.83
Maintenance Worker	387	\$11.86
Home Support Sector		
Home Support Worker	558	\$13.15
Foreman	817	\$14.83
Maintenance Worker	360	\$11.86
Transition House Sector		
Crisis intervener	601	\$13.40
Child Support Worker	601	\$13.40
Outreach Worker	670	\$13.81
Support Worker	606	\$13.43
Foreman	837	\$14.83
Maintenance Worker	348	\$11.86

Sources : New Brunswick. Women's Issues Branch. 2012a. b et c respectively.