

# SUMMARY

## Pay equity in care-giving services in New Brunswick

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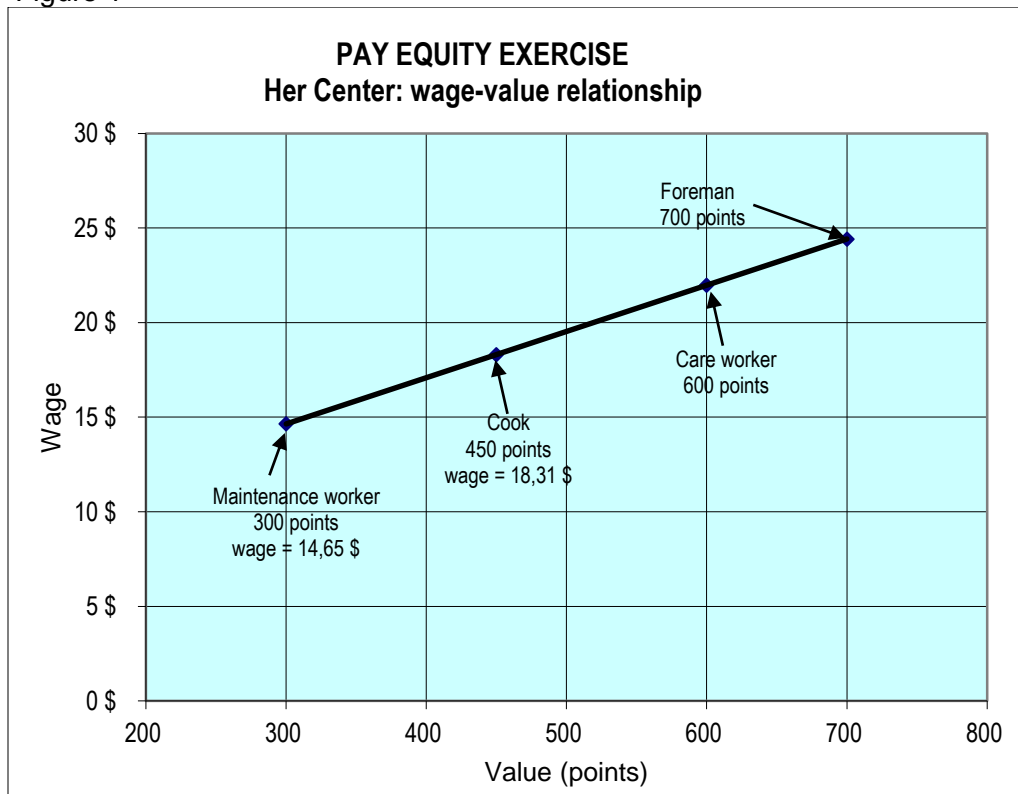
In Canada, women earn 14% less on an hourly basis than their male counterparts, despite their higher educational levels. The gap is the result of several interrelated forms of discrimination, including:

- 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.

The purpose of pay equity exercises is to correct this third form of discrimination. 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 and 2014, the New Brunswick Women's Issues Branch published the results of four pay equity exercises in the child care, transition house, home care and community residence sectors. Because these sectors had no male comparators, the method developed in Quebec was used with some adaptations. As illustrated in Figure 1, the purpose of this method is to be able to compare female-dominated job categories in proportion to a line drawn between the wages and values of two fictional male categories, maintenance workers and foremen, found in many economic sectors.

Figure 1



The results of these exercises are summarized in table 1. They concluded that, in six cases, existing salaries were too high by amounts varying between 17 cents and \$5.39. Six categories merited a salary increase, but in two cases by only 3 to 5 cents. In the four other cases, where existing salaries were close to the legislated minimum, raises between 83 cents and \$2.85 were attributed. In the community residence sector, where the exercise was carried out two years after the other sectors and where a higher salary was used in the comparison, the results were more generous.

**Table 1: "Fair hourly rates" resulting from the pay equity exercises in the Child Care, Home Support, Transition House and Community Residence Sectors, New Brunswick**

Job Category	Points	Existing average rate	Fair Hourly Rate	Adjustment identified
<b>Child Care Sector – March 31, 2011</b>				
Administrator/Primary Child Care Staff	751	\$16.33	\$14.17	-\$2.16
Primary Child Care Staff	590	\$13.32	\$13.15	-\$0.17
Support Worker	491	\$10.00	\$12.52	\$2.52
Foreman	855		\$14.83	
Maintenance Worker	387		\$11.86	
<b>Home Support Sector – March 31, 2011</b>				
Home Support Worker	558	\$11.00	\$13.15	\$2.15
Foreman	817		\$14.83	
Maintenance Worker	360		\$11.86	
<b>Transition House Sector – March 31, 2011</b>				
Crisis intervener	601	\$13.37	\$13.40	\$0.03
Child Support Worker	601	\$13.85	\$13.40	-\$0.45
Outreach Worker	670	\$19.20	\$13.81	-\$5.39
Support Worker	606	\$15.64	\$13.43	-\$2.21
Foreman	837		\$14.83	
Maintenance Worker	348		\$11.86	
<b>Community Residence Sector – March 31, 2013</b>				
Service Provider (adults)	575	\$11.95	\$14.80	\$2.85
Supervisor/Service Provider (adults)	756	\$15.23	\$16.06	\$0.83
Service Provider (children)	592	\$14.87	\$14.92	\$0.05
Supervisor/Service Provider (children)	773	\$18.57	\$16.18	-\$2.39
Foreman	827		\$16.55	
Maintenance Worker	350		\$13.24	

Sources : New Brunswick, Women's Issues Branch, 2012a, b and c and New Brunswick, Women's Equality Branch, 2014.

The fact that the supposedly fair wages are so low, even lower than the wages already paid to a large number of workers, is an indication that these pay equity exercises need to be analyzed with a critical eye. Here, we will evaluate the exercises with respect to three elements: the salary for the maintenance worker, the ratio between this wage and that of the foreman (and, as a consequence, the foreman's wage) and, finally, the points attributed to the foreman's job category.

At a second level, in order to assess the wages paid in New Brunswick within the Canadian context and judge the validity of our results, we compared employment income in seven provinces for all male and female workers and in five occupational groups in the health and early childhood education sectors.

## Revisiting the methodology used

When using the Quebec methodology, based on the two fictitious job categories of a *maintenance worker* and a *foreman*, it is important rule to assess all the occupations without sexist bias, and to use wages for the male-dominated jobs which are representative of what really exists in the labour market. As in Quebec, the New Brunswick job categories were evaluated using four main factors: Required Qualifications, Responsibilities, Required Effort and Working Conditions. These main factors were subdivided into 10 subfactors (see Appendix A)<sup>1</sup>.

### *Wages of the maintenance worker*

A survey commissioned by the New Brunswick Women's Issues Branch on the hourly wages paid to maintenance workers found an average wage of **\$11.86 in 2010**. However, this survey covered only non-unionized workplaces and the investigator arbitrarily excluded the highest wages. A special compilation of Statistics Canada's Labour Force Survey for the occupation *Cleaners* shows that, on average, non-unionized male cleaners earned **\$13.24 in 2012**. However, the job of a maintenance worker corresponds most closely to that of "Janitors, caretakers and building superintendents" who earn higher salaries than the other two subcategories in the larger category of *Cleaners*. We, therefore, 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 with a high school diploma was \$17.97 in 2010.

**Given the above, we consider 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.**

In the 2013 pay equity exercise for community residences, the government used Statistics Canada's \$13.24 pay for non-unionized workers, but without the 10% correction we are proposing here and without indexation for inflation and the generalized increase in income between 2012 and 2013. With only a 1% indexation, given the low level of inflation that year, the reference salary would have been \$14.70 in 2013.

### *Wages for the foreman*

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 on annual employment income for maintenance workers and foremen in all businesses regardless of size,
- 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,

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<sup>1</sup> These appendixes and the tables' numbering come from the full report available at [http://www.equitequity.com/userfiles/file/2015-10-18\\_REPORT\\_Ruth%20Rose.pdf](http://www.equitequity.com/userfiles/file/2015-10-18_REPORT_Ruth%20Rose.pdf)

- a survey of employers on the real wages paid, and
- census data on employees

As well, an examination of annual employment incomes for six groups of occupational categories in different economic sectors supports a 60% ratio. However, in the pay equity exercises conducted in the four care-giving sectors in New Brunswick, an arbitrary ratio of 80% was used, without any particular explanation. With a ratio of 60% and a wage of \$14.56 for the maintenance worker, the foreman's salary would be \$24.27.

#### *Valuation of the job categories (points)*

For all four exercises, we are of the opinion that the evaluation done of the female-dominated job categories was done systematically and the points assigned reasonably reflect the relative value of these occupations (see tables A.1, A.2, A.3 and A.4)

However, we also believe that the points assigned to the job of foreman in all four exercises were exaggerated. The definitions used are more consistent with that of a senior manager than with that of a more appropriate middle manager. This is particularly obvious in the child care and the community residence sectors where administrator/primary-care and supervisor/direct-care jobs were also assessed.

In these two sectors, the job descriptions of the administrators or supervisors filled three pages, compared to two for the foreman. Their tasks include all the same functions, including supervision and management of personnel, relations with clients, application of standards and reporting to the government. In addition, they were expected to work directly with children or with the clients of the residences.

We, therefore, assigned the same number of points to the foreman as to the administrator/primary-care worker in the child care sector and the supervisor/direct-care job in the community residence sector. In the home support and transition house sectors, we reduced the number of points assigned to the foreman by 14%, or the same percentage reduction as in the child-care sector.

Table 2 shows the impact on the fair wage levels of these corrections: the maintenance worker's wage, the foreman's wage and the points assigned to the foreman.

**Table 2:**  
**"Fair hourly rates" resulting from the pay equity exercises**  
**in the Child Care, Home Support, Transition House and Community Residence Sectors**  
**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, New Brunswick, 2012**

Job Category	Points	Existing Average Rate (a)	Fair Hourly Rate	Adjustment identified
<b>Child Care Sector</b>				
Administrator/Primary Child Care Staff	751	\$16.33	\$24.27	\$7.94
Primary Child Care Staff	590	\$13.32	\$19.97	\$6.65
Support Worker	491	\$10.00	\$17.33	\$7.33
Foreman	751		\$24.27	
Maintenance Worker	387		\$14.56	
<b>Home Support Sector</b>				
Home Support Worker	558	\$11.00	\$19.93	\$8.93
Foreman	718		\$24.27	
Maintenance Worker	360		\$14.56	
<b>Transition House Sector</b>				
Crisis intervener	601	\$13.37	\$20.91	\$7.54
Child Support Worker	601	\$13.85	\$20.91	\$7.06
Outreach Worker	670	\$19.20	\$22.64	\$3.44
Support Worker	606	\$15.64	\$21.03	\$5.39
Foreman	735		\$24.27	
Maintenance Worker	348		\$14.56	
<b>Community Residences Sector</b>				
Service Provider (adults)	575	\$11.95	\$19.72	\$7.77
Supervisor/Service Provider (adults)	756	\$15.23	\$23.88	\$8.65
Service Provider (children)	592	\$14.87	\$20.11	\$5.24
Supervisor/Service Provider (children)	773	\$18.57	\$24.27	\$5.70
Foreman	827		\$24.27	
Maintenance Worker	350		\$14.56	

Note: a) The average rates are those applicable as of March 31, 2011 in the case of the first three sectors, and as of March 31, 2013 in the case of the community residences, while our assessment of the fair rates applies to 2012. These different dates must be taken into account when the wage adjustments are determined.

**The results shown in table 2 indicate that personnel directly responsible for intervening with or care for adult clients or children should have earned about \$20 an hour in 2012, and that the people who supervise them should have earned about \$24.**

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 2 would represent only the first step towards true pay equity. With the same diploma, men continue to earn 25% more than women.

### **Do lower wages in New Brunswick justify such low pay for care-giving occupations?**

In order to better assess the validity of our results compared to the government's, we compared, for seven provinces, the average annual employment income of all women and of those working in five occupations belonging to the health care and education sectors in which women are in the majority - between 80% and 99% (see table D3).

Over all, New Brunswick women earn the lowest salaries of the seven provinces examined, with an average of \$41,532 compared to the Canadian average of \$48,820. New Brunswick men also learn less than in the rest of Canada but the gap is smaller relative to the earnings of men in Nova Scotia, Quebec and Manitoba. Specifically, employment income of women in New Brunswick represents 85% of the Canadian average compared to 88% in Nova Scotia and Quebec, 92% in Manitoba and between 98% and 111% in British Columbia, Ontario and Alberta. For men, the New Brunswick ratio is 84% compared to 84% and 85% in Nova Scotia, Quebec and Manitoba, but 105% in Ontario and 123% in Alberta.

In all provinces, women earn considerably less than men with female/male ratios varying between 67% in Alberta to 75% in the whole of Canada, 76% in New Brunswick and 80% in Manitoba.

#### *Health sector*

Women working in care-giving services are particularly underpaid in Nouveau-Brunswick compared to the other provinces. Among "nurse aides, orderlies and patient service associates", New Brunswick women earn only \$28,186 or 81% of the Canadian average of \$34,728, the lowest salary in the seven provinces studied. Among "home support workers, housekeepers and related occupations", the category which corresponds most closely to that of the home support workers in the pay equity exercise, average employment income is only \$18,061 or 63% of the Canadian average of \$28,582.

On the other hand, employment income for registered nurses is close to the national average, and higher than in Nova Scotia or Québec. As well, general practitioners and specialist physicians are not underpaid compared to the rest of the country (figures not shown here).

#### *Early childhood education sector*

The employment income of "early childhood educators and assistants" is \$21,566 in New Brunswick, or 84% of the Canadian average (\$25,732); only Nova Scotia offers a salary that low. Among "home child-care providers", New Brunswick women earn \$15,721 or 82% of the Canadian average of \$19,701. There, as well, Nova Scotia has the lowest earnings.

On the other hand, the earned income of "elementary school and kindergarten teachers" (\$59,380) compares reasonably well with that of teachers in the rest of Canada (\$63,911) with a ratio of 93%. It is even higher than in Nova Scotia or Quebec.

An independent, comparative study of child care services confirms the very low wages offered in New Brunswick child care centres. The average pay for a program director is \$15.00 per hour, or 68% of the national average, and the lowest in the seven provinces considered (table C.2). The average wage paid to program staff 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. In the five other provinces, including Alberta where employment incomes are high, the market basket costs about the same as in New Brunswick.

### **Other issues in remuneration policy**

#### *Pay scales versus single pay rate*

The documents on the New Brunswick pay equity exercises do not mention pay scales, whereas in Québec, pay scales are frequently used. In a pay equity exercise, the top level of the scale is considered the level of fair pay.

Using a single pay rate or a scale with only 2 or 3 levels for low-qualified jobs implies that the person has reached "fair pay" immediately or after a maximum of 2 years. Many male jobs, especially in construction or other blue-collar sectors, have a single pay rate. However, women in jobs considered to be of equal value after a pay equity exercise could take 5, 8 or 10 years to reach fair pay.

Pay scales are meant to acknowledge that people who hold the same position for 5 years, for instance, are more productive and have a better understanding of all aspects of their job than people who have just been hired. The scales are also effective staff-retention tools and help avoid basing pay-increase decisions on arbitrary factors such as gender or even special favours obtained by the employer or the supervisor.

#### *Benefits*

Benefits are part of remuneration. The Quebec pay equity act 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 Act limits the exercise to "pay", defined as "straight-time wages and salary".

#### *Indexation*

The purpose of cost-of-living indexation is to maintain the purchasing power of wages from one year to the next. Even better, indexation to the growth of average wages aims to maintain the relative position of job categories for which pay equity has been established in line with the growth of real income in the society. Once fair salaries have been implemented, not indexing them means losing equity. For this same reason, it is important that either the wages used for male comparators refer to the same year for which the adjusted salaries for female-dominated jobs will be paid or that the fair wages be indexed at the beginning.



### *The period of time for pay equity adjustments*

It is preferable to raise wages to the fair equity level as quickly as possible in order to end the injustice to which women have been subject for a long time. However, especially when the adjustments are significant, the financial situation of the employer may justify spreading them over a period of time. The New Brunswick regulation for the public sector (and Quebec law) provides for a period of four years or 5 payments, with the possibility of extension for an additional two years. It is also important that the adjustments be of equal size over the period, although the New Brunswick regulations limit the yearly adjustment to 1% of payroll.

### *Maintaining pay equity*

Once pay equity is established, mechanisms should be put in place to insure its maintenance, particularly when new job categories are created, job descriptions are changed or the organization of work or wage structures are changed in any other way. These mechanisms should provide for the participation of women workers as well as a system for appeals.

## **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, transition houses and community residences. But these exercises must be done with reference 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 Statistics Canada data.
- 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 female-dominated job categories

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.

Our conclusion is that pay equity exercises in the four care-giving services were deliberately modified in order to reduce their cost to the government. According to our calculations, the fair salaries for the personnel in those services – whose jobs generally require six months to two years of post-secondary education - should be around \$20 an hour. That includes primary child-care educators, home support staff, transition home workers and direct service providers in community residences.

The salaries of people with administrative or supervisory duties, specifically in child care services and in community residences, should be around \$24. Salaries in other job categories should be fixed in proportion to the values determined by the pay equity exercises.

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**APPENDIX A:  
SUMMARY OF THE EVALUATION OF JOB CATEGORIES IN THE CARE-GIVING  
SERVICES IN NEW BRUNSWICK**

**Table A.1: Points assigned to various job categories in the pay equity exercise  
for the Child Care Sector, New Brunswick, 2012**

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

Note a) The job of "Primary Child Care Staff" corresponds to that of an educator in Quebec's Early childhood centres (Centre de la petite enfance ou CPE)

**Table A.2: Points assigned to various job categories in the pay equity exercise for the Home Support Sector, New Brunswick, 2012**

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

**Table A.3: Points assigned to various job categories in the pay equity exercise for the Transition House Sector, New Brunswick, 2012**

<b>Factors and sub-factors</b>	<b>Crisis Intervener</b>	<b>Child Support Worker</b>	<b>Outreach Worker</b>	<b>Support Worker</b>	<b>Foreman</b>	<b>Maintenance Worker</b>
<b>Qualifications</b>	<b>215</b>	<b>215</b>	<b>220</b>	<b>220</b>	<b>255</b>	<b>114</b>
Education	93	93	93	93	111	56
Experience	86	86	103	103	120	34
Dexterity and coordination	36	36	24	24	24	24
<b>Responsibilities</b>	<b>134</b>	<b>134</b>	<b>174</b>	<b>134</b>	<b>250</b>	<b>74</b>
Accountability/Decision Making	60	60	80	60	80	40
Communications	60	60	80	60	100	20
Supervision	14	14	14	14	70	14
<b>Efforts required</b>	<b>192</b>	<b>192</b>	<b>216</b>	<b>192</b>	<b>272</b>	<b>120</b>
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
<b>Working conditions</b> Unpleasant or hazardous	<b>60</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>40</b>
<b>Total points</b>	<b>601</b>	<b>601</b>	<b>670</b>	<b>606</b>	<b>837</b>	<b>348</b>

**Tableau A.4: Points assigned to various job categories in the pay equity exercise  
for the Community Residences Sector, New Brunswick, 2014**

<b>Factors and sub-factors</b>	<b>Service Provider (adults)</b>	<b>Supervisor/ Service Provider (adults)</b>	<b>Service Provider (children)</b>	<b>Supervisor/ Service Provider (children)</b>	<b>Foreman</b>	<b>Maintenance Worker</b>
<b>Qualifications</b>	<b>185</b>	<b>230</b>	<b>202</b>	<b>247</b>	<b>231</b>	<b>108</b>
Education	86	86	103	103	103	51
Experience	57	102	57	102	100	29
Dexterity and coordination	42	42	42	42	28	28
<b>Responsibilities</b>	<b>138</b>	<b>250</b>	<b>138</b>	<b>250</b>	<b>270</b>	<b>78</b>
Accountability/Decision Making	60	80	60	80	80	40
Communications						
Supervision	60	80	60	80	100	20
	18	90	18	90	90	18
<b>Efforts required</b>	<b>192</b>	<b>216</b>	<b>192</b>	<b>216</b>	<b>266</b>	<b>124</b>
Intellectual effort	72	96	72	96	120	48
Concentration & sensory attention						
Physical effort	66	66	66	66	110	22
	54	54	54	54	36	54
<b>Working conditions</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>60</b>	<b>40</b>
Unpleasant or hazardous						
<b>Total points</b>	<b>575</b>	<b>756</b>	<b>592</b>	<b>773</b>	<b>827</b>	<b>350</b>

Sources: New Brunswick, Women's Issues Branch, 2012a, b and c and New Brunswick, Women's Equality Branch, 2014.

**APPENDIX C:  
INFORMATION ON CHILD CARE SERVICES IN SEVEN PROVINCES AND THE RESULTS  
OF THE SECTORAL PAY EQUITY EXERCISE IN QUEBEC**

**Table C.1: Minimum post-secondary early childhood training requirements for staff child care centres offering full-time programs, seven provinces, 2012**

<b>Province</b>	<b>Centre directors</b>	<b>Other full-time staff</b>
<b>New Brunswick</b>	Director or designate OR ¼ of staff - one year ECE certificate or equivalent	See centre directors
<b>Nova Scotia</b>	Training program in ECE or equivalent	Training program in ECE or equivalent – 2/3 of staff
<b>Quebec</b>	Not specified	2/3 of staff in centres – college/university ECE or one year
<b>Ontario</b>	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
<b>Manitoba</b>	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.
<b>Alberta</b>	Two year ECE diploma	25 % of staff – one year ECE certificate. All – orientation course or equivalent ECE-related course work (45 hours)
<b>British Columbia</b>	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 C.2: Some data on Early childhood education centers in Canada, seven provinces, 2012

	Canada	New Brunswick	Nova Scotia	Quebec	Ontario	Manitoba	Alberta	British Columbia
<b>Average hourly wages (or median wages) (a)</b>								
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
<b>Average (or median) full-time monthly fees in full-day centres by age group (a)</b>								
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
<b>Percent of children 0-5 years for whom there is a regulated full or part-time centre-based child care space</b>								
	22.5 %	30.7 % (b)	23.9 %	36.3 % (b)	20.8 %	20.5 %	19.9 %	24.6 % (b)

Source: Friendly, and *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 fees while others provided median figures.

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 C.3: Points assigned to certain job categories in the sector-wide pay equity exercise for Early childhood centres (Centres de la petite enfance-CPE) in Quebec, 2007**

<b>Factors and sub-factors</b>	<b>Educators</b>	<b>Assistant-educators</b>	<b>Administrative assistants</b>	<b>Foremen</b>	<b>Maintenance workers</b>
<b>Qualifications:</b>	<b>178</b>	<b>46</b>	<b>201</b>	<b>219</b>	<b>44</b>
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
<b>Efforts:</b>	<b>183</b>	<b>90</b>	<b>201</b>	<b>201</b>	<b>83</b>
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
<b>Responsibilities:</b>	<b>133</b>	<b>69</b>	<b>99</b>	<b>186</b>	<b>41</b>
Programmes	46	10	46	58	10
People	32	24	8	24	16
Communications	49	29	39	59	9
Supervision	6	6	6	45	6
<b>Working conditions:</b>	<b>32</b>	<b>32</b>	<b>18</b>	<b>22</b>	<b>28</b>
Psychological conditions	10	10	6	10	6
Physical conditions	10	10	6	6	10
Risks	12	12	6	6	12
<b>Total points</b>	<b>526</b>	<b>237</b>	<b>519</b>	<b>628</b>	<b>196</b>

Source: AQCPE, 2006, appendix 6.



Table C.4: Salary scales for educators and assistant educators in the Quebec CPEs and child care centres

Level	April 1 <sup>st</sup> , 2012 to March 31 <sup>st</sup> , 2013 (\$ (a))	April 1 <sup>st</sup> , 2014 to March 31 <sup>st</sup> , 2015 (\$)
<b>Qualified educators (b)</b>		
10	22.25	23.09
9	21.56	22.38
8	20.88	21.68
7	20.26	21.02
6	19.63	20.37
5	19.02	19.74
4	18.45	19.15
3	17.88	18.55
2	17.33	17.98
1	16.79	17.42
<b>Assistant educators</b>		
5	15.61	16.20
4	14.97	15.53
3	14.34	14.88
2	13.76	14.28
1	13.19	13.69
Salaries for Assistant directors. by the type, number and size of the organisation		
<b>Minimum</b>	39, 351	40,833
<b>Maximum</b>	57, 642	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](http://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 1<sup>st</sup>, 2010 and April 1<sup>st</sup>, 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 (14 years of education).

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 \$14.83 on April 1<sup>st</sup> 2012 and at \$15.39 on April 1<sup>st</sup> 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 D.3: 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
<b>Annual employment income</b>								
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
<b>Ratios of average annual employment income to the Canadian average</b>								
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