

J'y tiens.  
ET TOI?  
I care.  
DON'T YOU?




# THE VALUE OF CARE

PAY EQUITY MAINTENANCE IN HOME CARE, TRANSITION HOUSES, AND COMMUNITY RESIDENCES

**IN NEW BRUNSWICK, WAGES DO NOT REFLECT THE VALUE OF CARE.**

## CAREGIVING IN NUMBERS

The following services underwent a pay equity evaluation by the provincial government from 2008 to 2014. The Coalition conducted a pay equity maintenance exercise in 2020. Since jobs are constantly evolving, it is necessary to review job evaluations in order to maintain pay equity.





	 Home care services	 Transition houses for women fleeing violence	 Community residences
Agencies, facilities and homes	50	14	123
Clients	5,500	1,100	712
Staff members	4,500	170	1,750

## PAY EQUITY

To achieve pay equity, the value of **female-dominated jobs** must be compared to the value of **male-dominated jobs**.

**Pay equity is equal pay for work of equal or comparable value.**

Jobs in the caregiving sector were compared to the male-dominated jobs of maintenance worker and foreman using 4 factors:

	Maintenance worker (Male job)	Home support worker (Female job)	Foreman (Male job)
SKILLS 	108	140	231
RESPONSIBILITIES 	78	158	270
EFFORT 	142	192	198
WORKING CONDITIONS 	60	80	60
<b>Total value</b>	<b>388</b>	<b>570</b>	<b>759</b>
Current job rates	\$16.40	\$15.30	\$27.33
		Adjustment: + \$6.67	
		New: \$21.97	

## WAGES ARE FAR FROM EQUITABLE.

Results of the pay equity maintenance process

Job classifications	Fair hourly wages	Current estimated hourly wages
Home support workers	\$21.97	\$15.50
Crisis interveners in transition houses	\$25.13	\$14.40 to \$16.70
Direct caregivers in community residences (adults)	\$25.25	\$16.80
Direct caregivers in community residences (children)	\$25.25	\$16.80

## THINGS HAVE TO CHANGE!

Our recommendations to the provincial government:

1

A five-year plan to reach pay equity across the caregiving sector, including:

- public investments in wages
- the development of wage scales
- pay equity exercises for jobs in the sector that have not been evaluated

2

Maintenance of pay equity every five years

3

Pay equity legislation for the private sector

Do you work in the caregiving sector? Join our Facebook discussion group.

 [www.facebook.com/groups/NBCaregivingProject](http://www.facebook.com/groups/NBCaregivingProject)



Full report available at [www.equite-equity.com](http://www.equite-equity.com) or upon request from the Coalition for Pay Equity at (506) 855-0002.

Produced by the New Brunswick Coalition for Pay Equity



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