




OUR ACCOMPLISHMENTS AND OUR PROJECTS

The New Brunswick Coalition for Pay Equity is a community of individuals and organizations advocating for the right to pay equity and fair working conditions for women. To that end, it makes effective use of communication, information campaigns, research, lobbying for the adoption and implementation of adequate legislation on pay equity, and input in public policy development.

For more information, follow us on Facebook, Twitter, Instagram, and visit our website at www.equite-equity.com.

2020-2021 Activities	2020-2021 Results	2021-2022 objectives thanks to your donations
PAY EQUITY AND THE NEW BRUNSWICK ECONOMY		
<ul style="list-style-type: none"> » Lobbied for a provincial pay equity law for the private sector » Created a provincial network of groups advocating women's rights » Participated in provincial prebudget consultations 	<ul style="list-style-type: none"> » The provincial government issued its first statement on gender impact of its budget (2021-2022). 	<ul style="list-style-type: none"> » Obtain the commitment of provincial political parties to adopt pay equity legislation in the private sector. » Ensure women's roles and economic needs are taken into account in the government's economic recovery and development plans
COMMUNITY CARE SECTOR		
<ul style="list-style-type: none"> » Lobbied the government for pay equity in the community caregiving sector » Completed pay equity evaluations in: <ul style="list-style-type: none"> • Community residences • Home care services • Transition houses • Special care homes • ESSP agencies • Family support agencies [Funded by Women and Gender Equality Canada] » Organized a social media campaign on the value of community care 	<ul style="list-style-type: none"> » The Coalition published the reports <i>The Value of Care</i>: <ul style="list-style-type: none"> • Pay equity maintenance in home care, transition houses and community residences • Pay equity in special care homes, ESSP agencies and family support services. » The provincial government increased wages for the fourth consecutive year: <ul style="list-style-type: none"> • \$1.30/hr — Attendant care • \$1.30/hr — Family support services • \$0.75/hr — Community residences • \$0.50/hr — Special care homes • \$0.20/hr — Home care services 	<ul style="list-style-type: none"> » Demonstrate pay inequity in the community caregiving sector » Get political support for a five-year plan to achieve pay equity in community caregiving » Advocate for annual investments in community care wages » Pursue research <i>Valuing care: international perspectives</i> with Rachelle Pascoe-Deslauriers, PhD, Mount Allison University »

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CHILD CARE																											
<ul style="list-style-type: none">» Held discussions with the Department of Education and Early Childhood Development» Participated in a national forum with <i>Child Care Now</i> and discussed political action to obtain a universal childcare program, including fair wages	<ul style="list-style-type: none">» The provincial government increased wages for childcare services for a third consecutive year:<ul style="list-style-type: none">• \$0.75/hr — Trained staff» The federal government invested 30 billion dollars over five years for the development of a universal childcare program	<ul style="list-style-type: none">» Lobby for public investments in early childhood educators' wages» Achieve pay equity in childcare services» Advocate for a federal-provincial agreement on childcare services																									
PAY EQUITY AND WORKING CONDITIONS AT THE FEDERAL LEVEL																											
<ul style="list-style-type: none">» Produced a brief on proposed <i>Pay Equity Regulations</i> and participated in discussions with the Pay Equity Commissioner on the topic» Engaged with feminist organizations in Canada to exert political pressure» Participated in prebudget discussions» Developed a strategy for federal election» Submitted the project <i>Building Indigenous partnerships for pay equity</i> (pending)	<ul style="list-style-type: none">» The <i>Pay Equity Act</i> and the <i>Pay Equity Regulations</i> were implemented.» The federal parties made the following election promises (2021):<table><tr><th></th><th>Universal child care</th><th>Long-term care</th><th>Federal minimum wages</th><th>Sick leave</th></tr><tr><td>PC</td><td></td><td>✓</td><td></td><td></td></tr><tr><td>Lib</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr><tr><td>NDP</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr><tr><td>Green</td><td>✓</td><td>✓</td><td>✓</td><td>✓</td></tr></table>		Universal child care	Long-term care	Federal minimum wages	Sick leave	PC		✓			Lib	✓	✓	✓	✓	NDP	✓	✓	✓	✓	Green	✓	✓	✓	✓	<ul style="list-style-type: none">» Follow-up on the implementation of the <i>Pay Equity Act</i>» Develop a strategy to inform and support Indigenous communities in their quest to achieve pay equity
	Universal child care	Long-term care	Federal minimum wages	Sick leave																							
PC		✓																									
Lib	✓	✓	✓	✓																							
NDP	✓	✓	✓	✓																							
Green	✓	✓	✓	✓																							
PAY TRANSPARENCY																											
<ul style="list-style-type: none">» Submitted a research project on pay transparency, with Kerri Froc, PhD, from University of New Brunswick	<ul style="list-style-type: none">» The project was accepted.	<ul style="list-style-type: none">» Carry out research <i>Establishing the foundations for pay transparency legislation in New Brunswick</i>																									
OUTREACH AND ENGAGEMENT																											
<ul style="list-style-type: none">» Published press releases and letters to the editor» Posted regularly on social media» Organized 2 webinars, 13 presentations – reached 1,650 people» Sent 19 newsletters and direct letters to members and carried out 2 surveys» Celebrated the Coalition's 20th anniversary	<ul style="list-style-type: none">» 150+ mentions in the media 2,600+ friends 1015+ followers 360+ followers» 6 800 + visits of website» Membership: 1000 individuals and 100 organizations	<ul style="list-style-type: none">» Maintain an active presence in social and mainstream media» Give a voice to youth and to people who work in women-dominated jobs» Raise awareness of pay equity among New Brunswickers and mobilize them to get involved																									