

J'y tiens.  
ET TOI?



I care.  
DON'T YOU?







# THE VALUE OF CARE

## PAY EQUITY IN THE CAREGIVING SECTOR

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

### CAREGIVING IN NUMBERS

As part of its Valuing Community Caregiving Work project, the New Brunswick Coalition for Pay Equity evaluated jobs in the following services.

	 Home Care services	 Community Residences	 Transition Houses for women fleeing violence	 Special Care Homes	 Family Support Services	 Employment and Support Services Program
Agencies and facilities	55	85	14	404	48	38
Clients per year	9,300	570	1,100	6,100	N.D.	1,200
Staff members	4,500	1,000	170	4,500	600	400





These services underwent a pay equity evaluation by the provincial government from 2008 to 2014. The Coalition conducted a pay equity maintenance exercise in 2020.

### PAY EQUITY

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

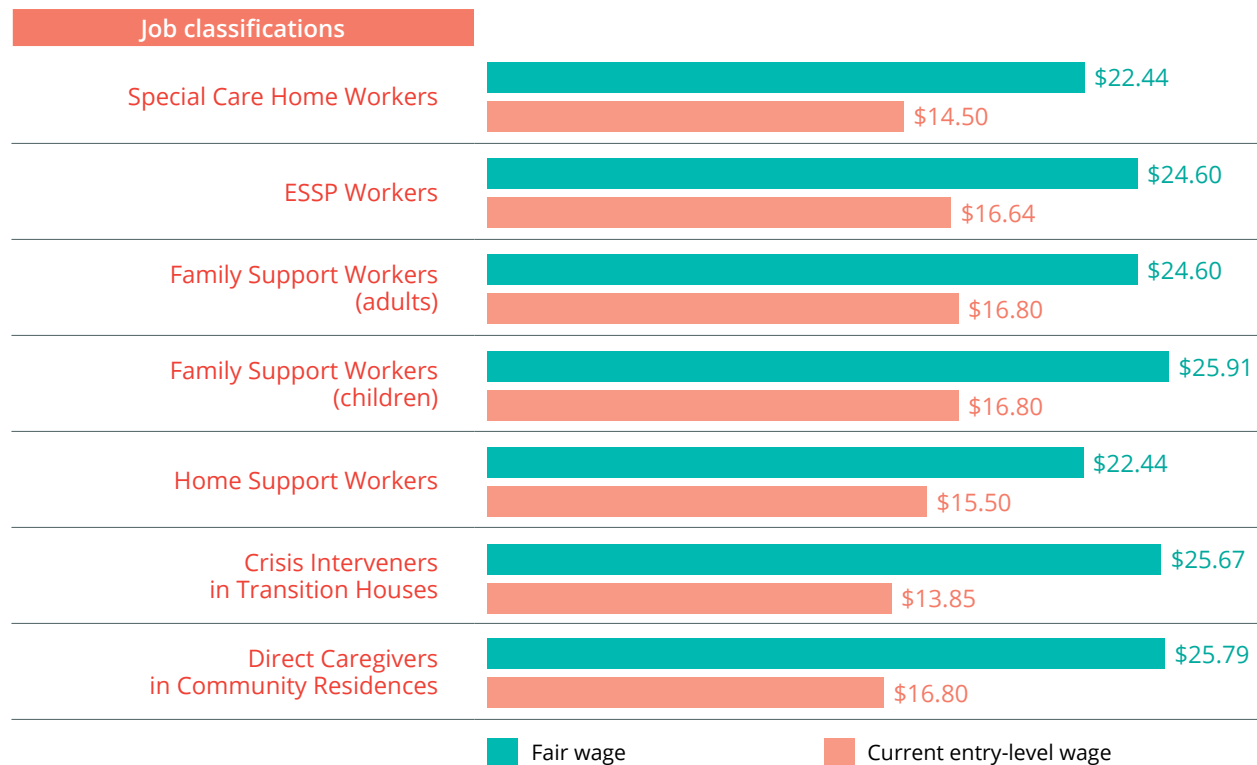
**Pay equity is equal pay for work of equal or comparable value.**

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

	<b>Maintenance worker</b> (Men-dominated)	<b>Home support worker</b> (Women-dominated)	<b>Foreman</b> (Men-dominated)
<b>SKILLS</b> 	108	140	231
<b>RESPONSIBILITIES</b> 	78	158	270
<b>EFFORT</b> 	142	192	198
<b>WORKING CONDITIONS</b> 	60	80	60
<b>Total value</b>	<b>388</b>	<b>570</b>	<b>759</b>
<b>Current job rates</b>	\$16.75	\$15.50	\$27.92
		Adjustment: + \$6.94	
		Pay equity: \$22.44	

## WAGES ARE FAR FROM EQUITABLE.

Results of the pay equity evaluations



## 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](https://www.facebook.com/groups/NBCaregivingProject)



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

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