




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.

2021-2022 Activities	2021-2022 Results	2022-2023 goals thanks to your donations
WOMEN, PAY EQUITY AND THE ECONOMY		
<ul style="list-style-type: none"> » Advocated for a provincial pay equity law for the private sector » Led a provincial network of groups advocating women's rights » Participated in provincial prebudget consultations » Featured in several webinars and meetings on the economic recovery 	<ul style="list-style-type: none"> » The provincial government published a Gender Impact Statement of its budget for the second consecutive year. We appreciated the transparency, but were disappointed to see that the government still does not use gender-based analysis in most of its budget. 	<ul style="list-style-type: none"> » Increase the commitment of provincial political parties to adopt pay equity legislation in the private sector. » Obtain legislation for the private sector.
COMMUNITY CARE SECTOR		
<ul style="list-style-type: none"> » Advocated for pay equity in the community caregiving sector » Launched a campaign on the value of community care in provincial newspapers and social media, including ads and commentaries » Equipped caregivers with tools to carry out political action » Partnered on a research project lead by Rachelle Pascoe-Deslauriers, PhD from Mount Allison University. 	<ul style="list-style-type: none"> » The provincial government provided a temporary wage top-up of \$3 for care workers earning less than \$18/h, in winter 2022. » The provincial government invested \$38.6 million for the fourth consecutive year to increase wages of all community care workers by \$2/h. 	<ul style="list-style-type: none"> » Continue to raise awareness on pay inequity in the community caregiving sector. » Get political commitment to increase public investments in wages and achieve pay equity in the community caregiving sector within four years.
CHILDCARE		
<ul style="list-style-type: none"> » Encouraged the provincial and federal governments to reach an agreement on child care. 	<ul style="list-style-type: none"> » New Brunswick will receive \$491 million in federal funding and invest an additional \$53 million over the next five years for the development of a universal childcare program. 	<ul style="list-style-type: none"> » Increase public investments in early childhood educators' wages until they reach pay equity.

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<ul style="list-style-type: none"> » Held a webinar on the implementation of a child care system in New Brunswick » Coordinated with <i>Child Care Now</i> to develop a chapter in New Brunswick 	<ul style="list-style-type: none"> » The provincial and federal governments signed an agreement on child care. » The provincial government increased the wages of Early Childhood Educators from \$19 to \$23.47/h (trained) and \$14.90 to \$16.90/h in 2022-2023. 	
PAY EQUITY AND WORKING CONDITIONS AT THE FEDERAL LEVEL		
<ul style="list-style-type: none"> » Engaged with feminist organizations in Canada to exert political pressure » Participated in prebudget consultations and a roundtable discussion with the Deputy PM and Minister of Finance. » Promoted women's interests in consultations on the development of a modern employment insurance program. 	<ul style="list-style-type: none"> » The federal <i>Pay Equity Act</i> and the <i>Pay Equity Regulations</i> came into force. 	<ul style="list-style-type: none"> » Keep watch on the implementation of the federal <i>Pay Equity Act</i> » Increase knowledge sharing with Indigenous women on pay equity in Indigenous communities » Analyze whether changes to the employment insurance program will meet women's needs
PAY TRANSPARENCY		
<ul style="list-style-type: none"> » Partnered on a research project on pay transparency, with Kerri Froc, PhD, from University of New Brunswick » Held workshops, with the involvement of national and international panelists, to consult with various stakeholders. 	<ul style="list-style-type: none"> » The research project produced a model law on pay transparency tailored to New Brunswick. 	<ul style="list-style-type: none"> » Raise awareness on pay transparency and the tools to achieve it
OUTREACH AND ENGAGEMENT		
<ul style="list-style-type: none"> » Published 12 press releases and 5 opinion letters » Posted regularly on social media » Partnered with CFUW to facilitate national and provincial workshops aimed at youth » Organized 6 webinars, and gave 22 presentations – reaching over 1,700 people » Sent 16 newsletters and direct letters to members and carried out 2 surveys 	<ul style="list-style-type: none"> » 140+ mentions in the media  2,840+ friends  1080+ followers  470+ followers » 9 400 + visits of website » Membership: 1000 individuals and 100 organizations » The Coalition was the recipient of the 2022 Lieutenant-Governor's Dialogue Award. 	<ul style="list-style-type: none"> » Provide reliable information on pay equity and working conditions » Continue to give a voice to youth and to people working in women-dominated jobs » Continue to raise awareness on pay equity » Mobilize our members to advocate for pay equity and pay transparency legislation

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