

OUR ACCOMPLISHMENTS AND PROJECTS

The New Brunswick Coalition for Pay Equity is a group of individuals and organizations advocating for the right to pay equity and fair working conditions for women through communication, awareness campaigns, research, lobbying for the enactment and implementation of adequate legislation, as well as participation in public policy dialogue and development.

2022-2023 Activities	2022-2023 Results	Our 2023-2024 goals thanks to your donations
PAY EQUITY		
<ul style="list-style-type: none"> » Lobbying all political parties so their next election platform includes a provincial pay equity law for the private sector » Participating in provincial prebudget consultations to ensure pay equity and a gender-based analysis are part of the budget process. 	<ul style="list-style-type: none"> » Three of the four parties said they will support a law for the private sector. » The provincial government did not heed our call to enact pay equity legislation. » As part of its budget process, the provincial government published a third statement on gender impact. While we welcome this transparency, the fact is unfortunately the government is still not using a gender-based analysis for most of its budget process. 	<ul style="list-style-type: none"> » Convince all provincial political parties to include a pay equity law for the private sector in their electoral platform. » Get a law passed for the private sector » Push for an actual gender-based analysis as part of the provincial budget process
COMMUNITY-BASED CARE SECTOR		
<ul style="list-style-type: none"> » Calculating indexed fair wages for the community care sector » Lobbying for public investments in wages for community care sector workers » Holding a summit on long term care with participants from different sectors, in collaboration with Mount Allison University (March 2023) » Organizing a literary event on long term care in collaboration with the Frye Festival (May 2023) 	<ul style="list-style-type: none"> » In 2023 the provincial government invested \$54.6 million dollars to increase wages for workers in the care sector to \$20 per hour (an hourly hike of \$1 to \$2). Pay equity has now been assessed to be between \$25 and \$29 per hour, depending on services offered. » We shared data on indexed fair wages with all associations in community care. » Media coverage on wages in community, our summit and the literary event was excellent. 	<ul style="list-style-type: none"> » Continue organizing awareness campaigns on pay inequity in community care » Get political commitment to increase public investments in wages and achieve pay equity in community care by 2026

CHILD CARE

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| <ul style="list-style-type: none"> » Advocating for pay equity in child care services during consultations with government » Organizing a webinar on the implementation issues of child care services in New Brunswick. » Assisting in setting up a Childcare Now chapter in New Brunswick and helping it in its activities. | <ul style="list-style-type: none"> » The provincial government and employers established a pay scale but so far, they have not done pay equity evaluations. » In 2022-2023, the province invested 20.8 million dollars in childcare services. » The provincial government increased wages for trained early childhood educators from \$23.47 to \$24.47/h, and from \$16.90 to \$17.90/h for untrained staff. | <ul style="list-style-type: none"> » Convince government to do a pay equity analysis pour childcare services » Obtain public investments so that early childhood educators achieve pay equity |
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MUNICIPALITIES

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| <ul style="list-style-type: none"> » Lobbying government and municipal associations for pay equity for municipal employees | <ul style="list-style-type: none"> » Municipal associations want to inform their members (municipalities) on pay equity. » The <i>Pay Equity Act 2009</i> does not apply to municipalities. | <ul style="list-style-type: none"> » Build on municipal reform to encourage municipalities to establish a pay equity programme for their staff |
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PAY TRANSPARENCY

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| <ul style="list-style-type: none"> » Informing elected representatives on pay transparency » Lobbying Women's Equality and Postsecondary Education, Training and Labour civil servants on our model law on pay transparency | <ul style="list-style-type: none"> » Many decision makers are now familiar with pay transparency and our model law. | <ul style="list-style-type: none"> » Raise awareness among the public on pay transparency and ways to achieve it » Advocate for pay transparency legislation |
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PAY EQUITY AT THE FEDERAL LEVEL

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| <ul style="list-style-type: none"> » Following up on implementation of federal pay equity law, which has been in place since 2021 | <ul style="list-style-type: none"> » The 5000 federally-regulated employers (telecommunications, interprovincial transportation, banks, federal government) must draw a pay equity plan in three years, and then start paying wage adjustments. | <ul style="list-style-type: none"> » Keep an eye on federal law implementation » Share more knowledge with Indigenous women on pay equity in their communities |
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RAISING AWARENESS AND MOBILIZATION

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| <ul style="list-style-type: none"> » Publishing six press releases and three op-eds » Posting regularly on social media » Organizing 1 webinar and giving 29 presentations – reaching more than 650 people » Sending 13 newsletters and letters to members | <ul style="list-style-type: none"> » 115+ mentions in media »  3 045+ friends »  1095+ followers »  575+ followers » 12,000 + website visits » Membership: 675 individuals and 107 organizations | <ul style="list-style-type: none"> » Continue raising awareness of pay equity » Tour the province this fall to mobilize activists and members, the goal being the enactment of a law on pay equity and pay transparency » Continue giving voice to young people and workers in female-dominated jobs |
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