

# STAND UP FOR OUR RIGHTS: LEGISLATE PAY TRANSPARENCY

## The problem

We have been taught that talking about our wages is a no-no. This reinforces a **culture of secrecy**. Who benefits the most from this social norm? Employers.

Since talking about wages is taboo, it is hard to know:

- ▶ what salary is offered for an advertised job;
- ▶ how our past wages have a bearing on our future salary;
- ▶ if women are paid less than men for the same work;
- ▶ if predominantly female jobs are undervalued.

The people of New Brunswick demand more transparency.

## The solution

Legislating pay transparency.

Pay transparency puts an end to a culture of secrecy by giving people better access to wage information.



**PAY TRANSPARENCY**  
is gaining ground nationally and internationally! (in yellow)



MEDIAN ANNUAL INCOME (2020)		PERCENTAGE OF MEN'S INCOME
All women	\$29,600	78,7%
Indigenous women	\$21,800	58%
Immigrant women	\$26,400	70%
Women from visible minorities	\$22,400	59,6%
Women not from visible minorities	\$30,000	79,8%
All men	\$37,600	

Pay transparency legislation must include:

- Q making sure the pay band (min. and max. salary) for a job opportunity is posted
- Q prohibiting employers from asking a candidate about their previous salary
- Q allowing employees to talk about their wages with colleagues
- Q requiring companies to submit an annual report on wage gaps in their organization

*If there is no transparency, how can we know if there are inequities?*