

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:

- making sure the pay band (min. and max. salary) for a job opportunity is posted
- prohibiting employers from asking a candidate about their previous salary
- allowing employees to talk about their wages with colleagues
- 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?