

STAND UP FOR OUR RIGHTS: PAY EQUITY LEGISLATION FOR THE PRIVATE SECTOR!

The problem

Most working women in New Brunswick are employed in female-dominated jobs. This is especially true for racialized and immigrant women.

These jobs are often undervalued and underpaid compared to male-dominated jobs. **WHY?**



The solution

A provincial pay equity legislation for the private sector.

Because of discrimination!

This discrimination has adverse consequences for women and their families, such as:

- ▶ more financial strain
- ▶ lower pension at retirement
- ▶ fewer opportunities
- ▶ a feeling of worthlessness

PROTECTED BY LAW

- ▶ Provincial civil service
- ▶ Schools and hospitals
- ▶ Crown corporations
- ▶ Federal civil service
- ▶ Telecommunications
- ▶ Interprovincial transportation
- ▶ Banks

NOT PROTECTED BY LAW

- ✗ Private sector under provincial jurisdiction
- ✗ Parapublic sector, such as;
 - municipalities
 - caregiving
 - universities

65%

of New Brunswick women work in the private sector and are **not protected by law.**



To reach pay equity, the value of female-dominated jobs must be compared with that of male-dominated jobs. Jobs are evaluated based on four criteria:

Responsibilities Skills Working conditions Efforts

Pay equity is an internationally recognized human right. Legislation for the private sector would finally recognize the value of these jobs, which are essential for a well functioning society and our economy.

New Brunswick will be that much fairer!

EQUAL VALUE? EQUAL PAY!