



Progress Report on New Brunswick's Five Year Wage Gap Action Plan



Winter 2007

Progress Report on New Brunswick's Five Year Wage Gap Action Plan

Winter 2007

New  Nouveau
Brunswick

**Progress Report on
New Brunswick's Five Year
Wage Gap Action Plan**

Published by :

Province of New Brunswick
P.O. Box 6000
Fredericton NB E3B 5H1

CANADA

Printed in New Brunswick

ISBN 978-1-55396-991-4

CNB 3720



Table of Contents

Message from the Minister Responsible for the Status of Women	1
Overview: Progress Report on the Wage Gap Action Plan	2
Goal 1: Changing Societal Attitudes	3
Goal 2: Increase Sharing of Family Responsibilities	5
Goal 3: Reduce the Job Clustering of Women	7
Goal 4: Increase the Use of Pay Equity Practices	10





Message from the Minister responsible for the Status of Women



As Minister responsible for the Status of Women, I am pleased to present this progress report on the implementation of New Brunswick's Five Year Wage Gap Action Plan.

Since the launch of *Facing the Economic Imperative* in June 2005, the Women's Issues Branch has worked with many partners and stakeholders to reduce New Brunswick's wage gap. They have targeted its underlying causes as well as its contributors, including pay inequity. The progress made to date demonstrates that the action plan is working and will continue to deliver results from now until its conclusion in 2010.

The objectives and strategies contained in the action plan are in keeping with key commitments made in our *Charter for Change* platform. Government committed to: ensure pay equity applies to all parts of the public service; establish government as a model employer for regular and contract staff; establish clear, measurable benchmarks and targets for the achievement of pay equity; and to bring together stakeholders to further address pay equity issues.

By working with our partners to continue implementing the action plan, we can and we will honour each of these commitments. In doing so, we will be strengthening the entire provincial economy. More women participating in the workforce, earning equitable pay and entering more non-traditional careers will bring new jobs, greater investment and more prosperity to our province, and enable New Brunswick to continue to progress toward greater self-sufficiency.

Sincerely,

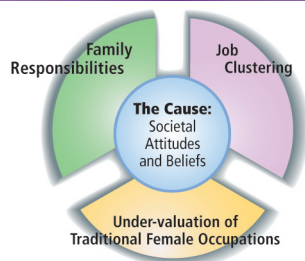
A handwritten signature in black ink that reads "Carmel Robichaud". The signature is fluid and cursive.

Carmel Robichaud
Minister responsible for the Status of Women

Overview: Progress Report on the Wage Gap Action Plan

The goals of New Brunswick's Five Year Wage Gap Action Plan are to:

Cause and Contributors to the Wage Gap



Source: Report of the New Brunswick Wage Gap Roundtable, 2003

1. *Change Societal Attitudes*

To achieve a more positive societal attitude regarding gender balance in the workplace.

2. *Increase Sharing of Family Responsibilities*

To find a balance in the sharing and support of family responsibilities among working families.

3. *Reduce the Job Clustering of Women*

To reduce job clustering so that women have access to and pursue a wide range of jobs.

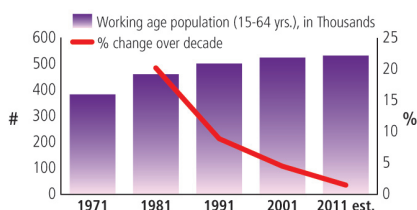
4. *Increase the Use of Pay Equity Practices*

To increase the use of pay equity practices.

To achieve these goals, 12 implementation strategies have been identified, including:

- Define a new set of attitudes;
- Publicize the new set of attitudes;
- Adopt a new set of attitudes;
- Create more policies for balancing work with home and family needs;
- Expand use of and provide equal value to flex-time/part-time work options;
- Increase access to quality day care services;
- Ensure young women explore a wider variety of career options;
- Re-orient, up-skill and/or retrain working women;
- Create gender-inclusive work places;
- Encourage the use of pay equity tools;
- Celebrate leaders and winners;
- Share lessons learned and best practices.

New Brunswick's Working Age Population



Source: Statistics Canada, 2002

To monitor the progress of the Action Plan, 14 indicators will be tracked and four targets have been set, including:

Target 1: Achieve zero pay inequity within all four parts of the public sector.

Target 2: Reduce the New Brunswick wage gap to 10% by 2010.

Target 3: Females comprise a minimum of 1/3 of all decision-making positions within the Government of New Brunswick and its Boards and Commissions.

Target 4: A maximum of 1/3 of working women are clustered within the 10 most commonly held positions by women within New Brunswick.

This report highlights the progress made to date on the Wage Gap Action Plan.

Goal 1: Changing Societal Attitudes

Critical Outcome #1:

More positive attitudes about the place and value of women in the economy

Government will lead its partners in identifying a more constructive set of cultural attitudes to support a society in which men and women are economic equals. Together, business, municipalities and government as employers will outline what they need to bring their workplace cultures in line with this vision. Government will develop and distribute the needed tools and information.

Progress Made to Date:

Strategy 1: Define New Set of Attitudes

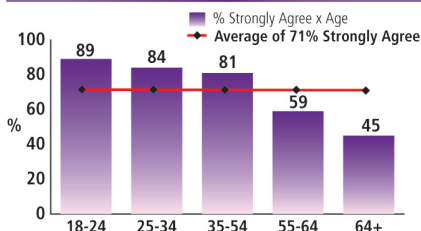
- A Minister's Wage Gap Employer Advisory Group (MEAG) was convened on November 23, 2005. Consultations are ongoing with MEAG members to garner input into the implementation of the Action Plan.
- Government departments completed an internal assessment review of workplace policies in Parts I, II and III.

Strategy 2: Publicize New Set of Attitudes

- An Employer Conference is scheduled for May 22, 2007 in Fredericton.
- The Interdepartmental Wage Gap Working Group, in conjunction with Communications New Brunswick (CNB), has developed draft public communications and marketing plans to increase the awareness of the importance of eliminating the wage gap in New Brunswick.
- Public education and informational tools on all aspects of the wage gap are being developed. Tools specifically designed for employers will allow businesses of all sizes to become aware of wage gap issues within their workplace and provide strategies to address them.
- The Canada/New Brunswick Business Service Centre (C/NBBSC) and the Wage Gap Reduction Initiative will provide employers with toll-free phone access to wage gap reduction information (1-800-668-1010).
- The Wage Gap Reduction Initiative website will be launched in spring 2007. This interactive site will provide one-stop access to wage gap tools, research and information. (www.gnb.ca keyword: Wage Gap)
- New attitudes and wage gap reduction initiatives were promoted throughout the Province at business meetings, conferences, school visits, and through advisory group meetings.

Indicator #1

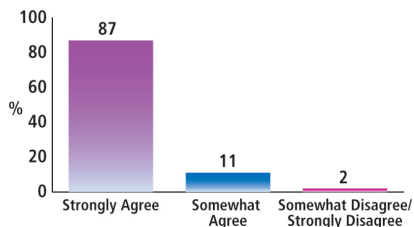
Adults who agree with the Statement:
"It is alright for women to work outside the home even if the family does not need the money."



Source: Decima Research, Attitudinal Survey on Violence Against Women, 2002

Indicator #2

Adults who agree with the Statement:
 "Couples should share equally in household chores if they are both working outside the home."



Source: Decima Research, Attitudinal Survey on Violence Against Women, 2002

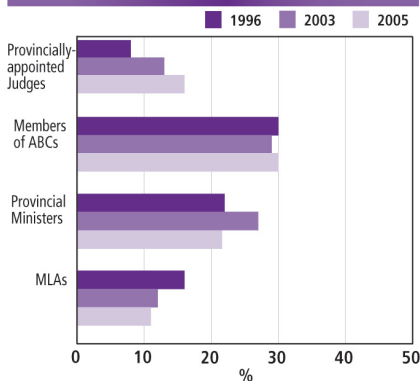
Strategy 3: Adopt New Set of Attitudes

- Partnerships with employer/business development groups were forged to work cooperatively in delivering wage gap information to their clients and to provide opportunities to meet with their members.
- Three additional advisory groups have been incorporated into the Initiative. These groups will allow for direct input into the implementation of the plan from the groups/sectors that they represent:
 - Women's Forum (Provincial Women's Groups)
 - New Brunswick Advisory Council on Youth
 - Human Resources Professionals Advisory Group

- Examined gender balance within the provincial government and within government-appointed boards and commissions.
- Gender-based analyses were completed on submissions to the Policy and Priorities Committee.
- Wage Gap Action Plan information is being incorporated into the web-based Resource Manual for Local Governments.
- Criteria are being developed for acknowledgment of private sector success stories and champions.
- A Reward and Recognition Plan for the public service has been developed and delivered to government departments for their implementation.
- Departments were provided with advice with respect to the gender impact of their policies and programs.
- The Department of Post-Secondary Education, Training and Labour has completed an evaluation of the gender analysis of the *Training and Skills Development Program* and the survey summary is in development.

Indicator #3

Gender Equality in societal appointments to decision-making bodies
 % Women in Provincial Decision-making Bodies



Source: N.B. Executive Council Office; NBACSW: N.B. Report Card 2005

Goal 1 Indicators and Desired Trends:

- By 2010, more New Brunswickers surveyed will strongly agree with the statement: "It is alright for a woman to work outside the home, even if her family does not need the money."
- By 2010, more New Brunswickers surveyed will strongly agree with the statement: "Couples should share equally in household chores if they are both working outside the home."
- By 2010, higher percentages of women will be provincially appointed judges, members of ABCs, members of cabinet and MLAs.

Goal 2: Increase Sharing of Family Responsibilities

Critical Outcome #2:
More equal sharing of family responsibilities within the family.

More family-friendly practices at workplaces and in government programs.

Government will lead partners in identifying the tools and other information needed for all employers to create better supports for the family responsibilities of their employees. Government will develop these and make them available to all employers.

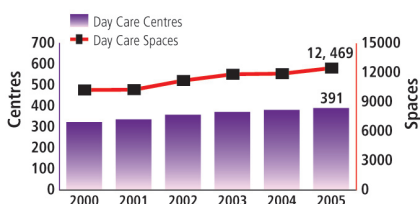
Progress Made to Date:

Strategy 1: More Policies for Balancing Work with Home and Family Needs

- Workplace Policies and Practices tools were developed that outline policies and practices, including work-life balance and family-friendly human resource practices, which employers can use at the workplace.
- A fact sheet has been developed on family responsibilities and work-life balance to help further educate and increase awareness for use of family-friendly practices.
- Continue to work with MEAG and our partners to identify companies that have successfully implemented family-friendly policies and practices to use as case studies.
- Promoted the business case and Wage Gap Reduction Initiative throughout the Province at business meetings, conferences, school visits, and through advisory group meetings.
- Work is continuing in the integration of family-friendly human resource policies and practices into government programs.

Indicator #4

Availability of Licensed Day Care Services



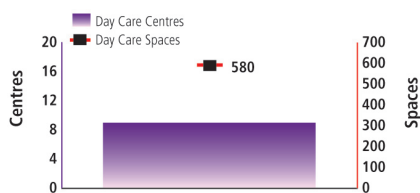
Source: NB Dept. of Family and Community Services, Sept. 2005

Strategy 2: Expand Use Of, and Provide Equal Value To, Flex-Time/Part-Time Work Options

- Promoted the business case for the use of flex-time/part-time work options and the Wage Gap Reduction Initiative at business meetings, conferences, and through advisory group meetings.
- All working practices within collective agreements and human resource policies within Parts I, II and III of the public service have been reviewed.

Indicator #5

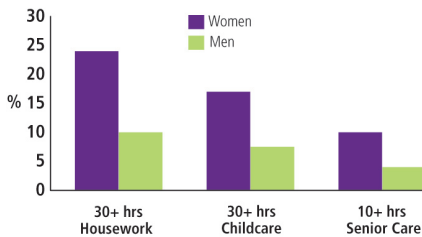
Employer-sponsored Day Care Services 2003



Source: NB Advisory Council on the Status of Women, Sept. 2004

Indicator #6

New Brunswick Adults Performing Unpaid Family Tasks x Gender, 2001



Source: Hours spent doing unpaid housework; looking after children unpaid; providing unpaid care or assistance to Seniors for Pop 15 yrs+; 2001 Census, Statistics Canada

Strategy 3: Increase Access to Quality and Affordable Day Care Services

- Developing the business case for employer involvement in day care services for employees.
- Monitoring current employer-owned day care services.
- Participated on the Adjustment Committee to develop recommendations around the ongoing training and professional development of child care staff, as well as other recommendations related to recruitment and retention.

Indicator #7

Employers with Family Friendly Workplace Practices, NB

Baseline information to be defined and gathered in 2007-2008

Description: This will be developed in partnership with the employer community. Baseline information will be collected. This will be one of the 14 indicators tracked.

Goal 2 Indicators and Desired Trends:

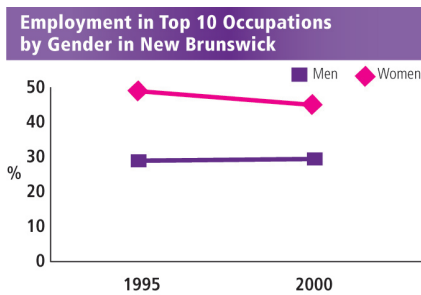
- By 2010, there will be more licensed child care spaces in New Brunswick.
- By 2010, more employers will be assisting their employees with access to child care, either through direct child care subsidies, or through actual support of child care facilities.
- By 2010, there will be greater gender equality in the number of adult New Brunswickers who are performing many hours of family responsibilities each week.
- By 2010, more employers will be offering family-friendly workplaces options.

Goal 3: Reduce the Job Clustering of Women

Critical Outcome #3:
Women occupy a wider diversity of occupations

Government will lead partners in identifying the tools and information they need to assess and then correct in-house hiring and human resources practices on the range of jobs open to women. Government will develop these tools and information and ensure they are available to everyone. Government will shift its programs and policies so that the economic potential of women is developed equally with that of men.

Indicator #8



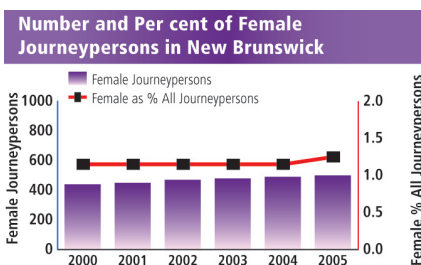
Source: Statistics Canada, 1996 and 2001 Census - Special Runs

Progress Made to Date:

Strategy 1: Ensure Young Women Explore A Wider Variety of Career Options

- Promoting the business case for employers to hire women in a wider range of jobs, including non-traditional work.
- Developing and distributing promotional information and programs targeted to young women, their parents and peers and the employer community.
- Provided labour market data to partners, MEAG, public education system and the public to reinforce the projected skills shortages and the availability of female workers.
- Worked with partners to identify strategies to help attract and retain women in non-traditional workplaces.
- Developing employer information on the value of attracting and retaining mature workers.
- Developed a fact sheet on job clustering to help further education and awareness for employers on the benefits of hiring women in a wider range of jobs, including non-traditional areas.
- Networking with partners to find ways of integrating students with different career exploration activities and initiatives.
- The provincial and federal governments invested in a joint initiative (\$4.48 million) to help introduce women receiving social assistance to skilled trades in New Brunswick. Partners Building Futures, a three-year pilot project, is the first program of its kind in Canada.
- Raising awareness among Kindergarten to Grade 12 students of apprenticeship opportunities in trades and technologies through school visits and an interactive website designed specifically for this age group – N.B. Career Surf (www.gnb.ca keyword: Youth) N.B. Career Surf was launched in February 2007 to provide youth with one-stop access to information on all aspects of career planning.

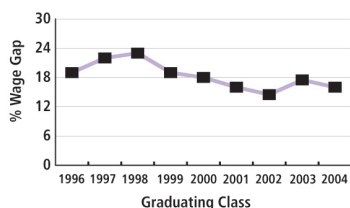
Indicator #9



Source: Apprenticeship and Occupational Certification, NB Dept. of Post-Secondary Education, Training and Labour, 2006

Indicator #10

Wage Gap of NBCC Graduates - Full-time Earnings One Year After Graduation



Source: NBCC Student Information System, NB Dept. of Post-Secondary Education, Training and Labour, 2006

- High school students can participate in the Youth Apprenticeship Program. This program provides students who have a career interest with work experience and occupational-specific skills training over a period of two paid summer work terms.
- Explore my Future interactive career expos were provided around the province.
- Released a report on guidance and career planning in New Brunswick high schools:

(English - <http://www.gnb.ca/0000/publications/comm/GuidanceReport.pdf>)

(French - <http://www.gnb.ca/0000/publications/comm/Rapportdororientation.pdf>)

- Supporting a variety of initiatives that improve post-secondary awareness for students and parents such as Take Our Kids to Work Day, providing co-op training in high schools and other work-study programs.
- Teachers can participate in the Applications of Work and Learning (AWAL) program, where available, to increase their knowledge of various occupations and work experiences.
- Participating in a series of national pilot projects entitled Future to Discover that are designed to provide information on the effectiveness and efficiency of different types of interventions used to encourage greater participation in post-secondary education.
- Expanding course offerings to include technical and vocational studies, as per the *Charter for Change* commitment.
- In 2006-2007, 57 Wage Gap Reduction Initiative Scholarships were awarded to students entering non-traditional training at New Brunswick Community Colleges (One-year full tuition for the first year of a 1-3 year eligible program).
- Two mentors (one in NBCC, one in CCNB) were appointed in May 2006 to support students in non-traditional training programs within the NBCC/CCNB campuses.
- Developed promotional brochures for parents on non-traditional career training.

Strategy 2: Re-Orient, Up-Skill And/Or Retrain Working Women

- Working with partners to facilitate the development of a network of female apprentices and journey persons to provide support for women in non-traditional training and as a support mechanism for programs such as Partners Building Futures.
- Reviewing research material to determine the viability of initiatives used by other provinces.

Indicator #11

% Women in Key Decision-making Positions in New Brunswick

Baseline information to be defined and gathered in 2007-2008

Description: This will be developed in partnership with the employer community. Baseline information will be collected. This will be one of the 14 indicators tracked.

Strategy 3: Create Gender-Inclusive Workplaces

- Developed Internal Assessment Tools and Workplace Policies and Practices to encourage gender-inclusive workplaces.
- An employer resource guide is in development to help employers attract and retain women in non-traditional workplaces.
- Working with departmental partners and employer advisory groups to determine best approaches to assist employers to assess current practices and to develop strategies for improvement of job clustering.
- Working with advisory groups to identify sectors in need of specific intervention and to develop appropriate strategies.

Goal 3 Indicators and Desired Trends:

- By 2010, there will be fewer women working in the ten most common jobs held by women.
- By 2010, there will be more female journeypersons registered in New Brunswick, and women will represent more of all registered journeypersons.
- By 2010, wage gaps between male and female graduates of post-secondary institutions will be reduced.
- By 2010, there will be more women in key decision-making positions in the workplace.

Goal 4: Increase the Use of Pay Equity Practices

Critical Outcome #4:
Increased use of gender-sensitive pay practices

Government will work with partners to develop information and tools regarding pay equity practices that are practical in New Brunswick work places. Government will implement pay equity in all Parts of the public service. Government will develop internal recognition programs for leaders in pay equity implementation and participate in those of the private sector.

Progress Made to Date:

Indicator #12

Employees Paid According to Equitable Pay Systems in New Brunswick

Baseline information to be defined and gathered in 2007-2008

Description: This will be developed in partnership with the employer community. Baseline information will be collected. This will be one of the 14 indicators tracked.

Strategy 1: Encourage the Use of Pay Equity Tools

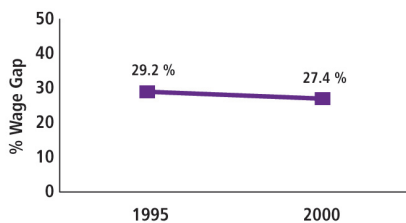
- Created partnerships with the Quebec Pay Equity Commission and the Ontario Pay Equity Commission to allow for the sharing of best practices and employer tools.
- Developed a fact sheet on the under-valuation of work traditionally done by women and pay equity practices to help further education and awareness.
- An Employer Conference scheduled for May 22, 2007 will offer workshops to assist employers on the use of pay equity tools.
- Developing a strategy and process to evaluate pay inequities within all parts of the public service.
- Undergoing two joint job evaluation exercises to examine pay equity within Part III and the Nursing Home sector.
- Creating expertise within the francophone municipal government on pay equity through the implementation of two pilot projects.

Strategy 2: Celebrate Leaders and Winners

- Reviewing current public service Employee Recognition and Appreciation program to include recognition for leaders/champions in wage gap reduction initiatives.
- Working with our advisory groups and partners to identify companies who have successfully implemented these work practices to use as case studies.
- Developing criteria for acknowledgment of private sector success stories and champions.

Indicator #13

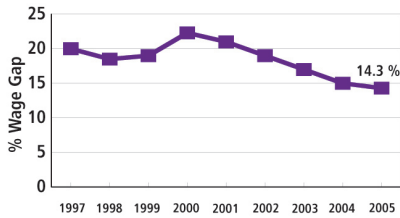
Average Wage Gap Between 10 Most Common Jobs per Gender in New Brunswick



Source: Statistics Canada, 1996 and 2001 Census - Special Runs

Indicator #14

Wage Gap Based on Hourly Earnings in New Brunswick



Source: Statistics Canada, CANSIM Tables 282-0072, 282-0074, 2006

Strategy 3: Share Best Practices

- Developed a section on the Wage Gap Reduction Initiative website for acknowledgment of private sector success stories, champions and their best practices.
- Developed an online submission form for employers to submit their success stories for inclusion and promotion on the Wage Gap Reduction Initiative website.

Goal 4 Indicators and Desired Trends:

- By 2010, more employers will be using gender-sensitive job evaluation.
- By 2010, the wage gap between male and female traditional jobs (defined as the ten most common), based on the weighted average annual earnings, will be reduced.

