



DEFINITIONS

PAY EQUITY

Pay equity is equal pay for work of equal or comparable value. It compares the value of jobs usually done by women (female jobs) to the value of jobs usually done by men (male jobs) based on four factors: skill, effort, responsibility and working conditions. A female job which is approximately equal in value to a male job must be subject to the same pay rate. Pay equity is about the value of jobs traditionally and predominantly held by women.

For example:

Say we compare the pay given to a secretary (a job usually done by women) and a technician (a job usually done by men). If the job value is the same, the pay should be the same.

WAGE PARITY

Wage parity means that two individuals holding identical jobs receive the same salary. The goal of wage parity is to ensure equality between men and women in the same work situation.

For example:

Male and female nurses receive the same pay. Professors at a university in New Brunswick receive the same pay as their counterparts in Nova Scotia.

EMPLOYMENT EQUITY

The purpose of employment equity is to develop a representative workforce by ensuring that no one with the ability to work is denied employment opportunities.

At the recruitment, hiring, and promotion stages, employment equity works to eliminate discrimination against the members of certain designated groups such as aboriginal peoples, visible minorities, persons with disabilities, and women.

For example:

A company would ensure that its workforce is proportionately representative of the four groups mentioned above.