

Wage Gap Contributor: Job Clustering

Women work in a narrow range of jobs with more than one third of New Brunswick working women clustered within 10 different occupations.

The Wage Gap Roundtable has identified that the job clustering of women is a key contributor to the wage gap. These jobs typically employ the same skills that women have used in nurturing their families and managing their homes for centuries. In addition, many of these jobs offer limited career opportunities for women.

Where are Women Working?

Over the last decade, the labour force participation of women in eastern Canada has increased more than that of women in western Canada.

- In 2011, 59% of N.B. women 15 years and over were in the paid labour force.
- In 2011, 62% of all New Brunswickers who held more than one job were women, up from 39% in 1987.
- Almost 1 in 4 employed N.B. women worked part-time in 2011.

Source: Statistics Canada.

Canada's primary source of increased labour supply has been from the increased participation of women in the labour force.

The Link Between Job Clustering and the Wage Gap?

There is a clear link between job clustering and wages when looking at the top ten most common jobs for each gender and comparing their average earnings.

Seven of the top ten female occupations earned less than the average female income. Furthermore, five of the top ten male occupations earned more than the average female income.

Did You Know?

Women accounted for almost two-thirds of minimum wage workers, but less than half of all employees. This translated into a higher proportion of women working for minimum wage—1 in 17 compared with 1 in 30 men.

Source: Fact Sheet on Minimum Wage: Statistics Canada, September 2005

"Employers need to ensure that the right people, with the right skills, are in the right places to successfully implement their business strategies. By investing in and supporting initiatives that promote education and training to all groups, we will ensure that we meet our labour force needs. The Wage Gap Reduction Initiative provides information and tools that encourage both women and men to explore all of their career options, both traditional and non-traditional work."

- Hilary Howes, Executive Director
Construction Association of New Brunswick



Common Occupations Held by Women and Men (New Brunswick, 2005)

Top 10 Most Common Female Occupations

1. Retail salespersons and sales clerks
 2. Registered nurses
 3. Cashiers
 4. Customer service (information and related clerks)
 5. Secretaries (except legal and medical)
 6. Elementary school and kindergarten teachers
 7. General office clerks
 8. Food counter attendants (kitchen helpers and related occupations)
 9. Light duty cleaners
 10. Nurse aides, orderlies and patient service associates
- Average Employment Income: \$24,742
 - Seven of the top ten occupations earned less than the average female income.
 - 35% of working women in N.B. work in the top ten female occupations.

Top 10 Most Common Male Occupations

1. Truck drivers
 2. Retail salespersons and sales clerks
 3. Carpenters
 4. Janitors (caretakers and building superintendents)
 5. Automotive service technicians, truck and bus mechanics and mechanical repairers
 6. Retail trade managers
 7. Construction trades helpers and labourers
 8. Material handlers
 9. Other ranks, armed forces
 10. Customer service, information and related clerks
- Average Employment Income: \$35,896
 - Five of these ten occupations earned more than the average female income.
 - 24% of working men in N.B. work in the top ten male occupations.

Source: Statistics Canada.

N.B. Facts & Figures

Women are still under-represented in many male dominated jobs and industries.

Trades and Journeypersons :

- Women represent only 4% of workers in trades, transport and equipment operators
(Source: New Brunswick Advisory Council on the Status of Women, Report Card 2008)
- 1.3% of N.B. journeypersons are women
(Source: Apprenticeship and Occupational Certificate, PETL, 2008)

Science and Engineering Professions:

- Two-thirds of pharmacists are women
- One-third of family doctors are women
- 21% of specialist physicians are women
- 12% of engineers in New Brunswick are women
(Source: New Brunswick Advisory Council on the Status of Women, Report Card 2006)

Women in Politics:

- 15% of N.B. MLAs are women
- 25% of N.B. municipal councilors are women
- 16% of N.B. mayors are women
(Source: Elections New Brunswick, 2011)

Women in key decision-making positions:

- In 2012, 31% of government-appointed members of boards and commissions in New Brunswick are women.
(Source: Executive Council Office, 2012)
- In 2011, 26% of provincially appointed judges are women. (Source: Department of Justice, 2012)

An Opportunity for Economic Growth

The continued increase of participation of women in the labour force, and employment of women and men across diverse occupations and industries will be important for the growth of New Brunswick's economy. With an aging population and projected labour and skills shortages, New Brunswick will need to fully utilize all of its labour force in order to be competitive in a growing global economy. By closing the wage gap, New Brunswick will move towards a more competitive economy and progressive society.

Want To Know More About The Wage Gap?

Visit our website at:
www.gnb.ca/economic_security

For more information, contact us:
1-877-253-0266 web-edf@gnb.ca and sign up for our WomenFemmes NB newsletter.