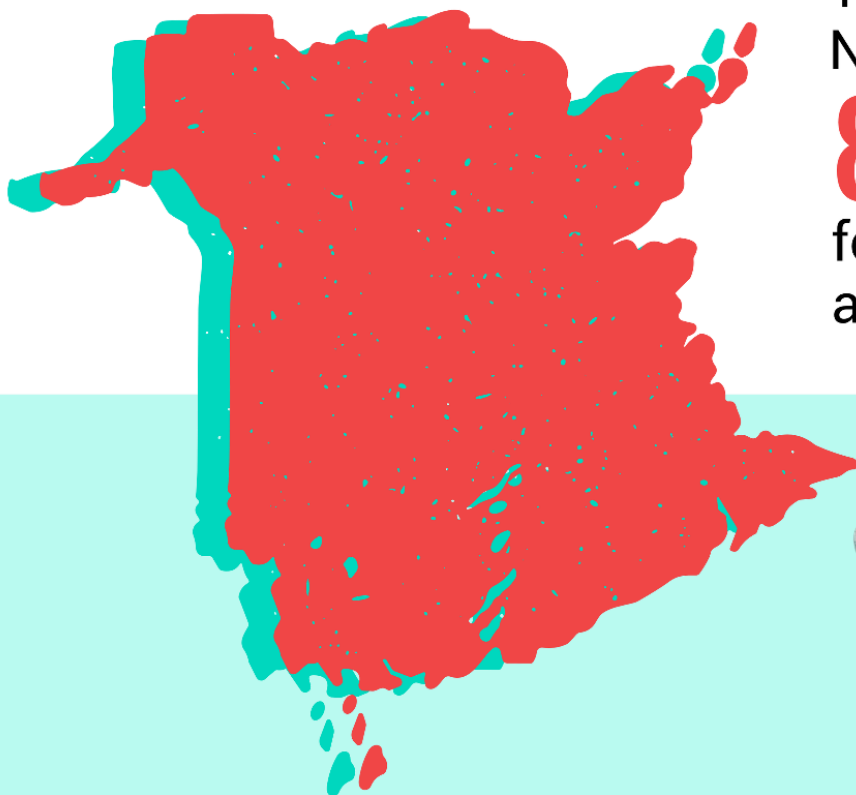


# Pay inequity in NEW BRUNSWICK

March 28th



The average woman in New Brunswick makes

**86 cents**

for each dollar the average man makes.



Average weekly earnings:

**Men**

**Women**

**\$1,258**

**\$1,077**

The average woman in New Brunswick needed to work an additional

**62 days**

to make what the average man made in 2025.

MARCH

M	T	W	T	F	S	S
30	31					1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29



CCPA  
CANADIAN CENTRE  
for POLICY ALTERNATIVES  
NOVA SCOTIA OFFICE

## FACT SHEET

# Pay inequity in New Brunswick

---

### **Weekly wage gap: \$181 or 14%**

- The weekly wage gap for women in New Brunswick is \$181. That is, the average woman in New Brunswick makes \$181 less per week than the average man, or 14 per cent less.
- For each dollar a man makes, a woman makes only 86 cents.

### **Hourly wage gap: \$1.58 or 5%**

- The hourly wage gap for women in New Brunswick is \$1.58. That is, the average woman in New Brunswick makes \$1.58 cents less per hour than the average man, or 5 per cent less.

### **Equal Pay Day: 62 extra paid work days; March 28**

- In order for the average woman to make what the average man made in 2025, she would need to work an additional 62 days into 2026. This means that Equal Pay Day for New Brunswick women was March 28. (Based on a five day work week with two days of rest).

### **Average annual employment earnings: 0.81**

- The average gender pay ratio in annual wages, salaries and commissions in New Brunswick is 0.81. The median is 0.84.

### **The pay gap is considerably higher for employees in the private sector... though the gap is still considerable for both sectors**

- In the private sector, the pay gap is \$292 (25%).
- In the public sector, the pay gap is \$123 (8%).

### **Even in woman-dominated occupations, the pay gap still persists, even if less pronounced at times.**

- Women make up 81.9 per cent of health occupations, and the average woman in that field makes 90 cents to what a man in that field makes.
- Women make up 73.8 per cent of business, finance and administrative occupations, and make 89 cents in comparison to the average man in that sector.
- Women make up more than two-thirds (69.1%) of people working in education, law, and social, community and government services, and make 83 cents to what the average man makes.

### **There are wide gender pay gaps in male-dominated occupations**

- Men make up 82.9 per cent of jobs in natural resources, agriculture, and related production occupations, meaning women only hold 17.1 per cent of these jobs. The average woman working in this sector makes 70 cents to the average man's dollar.

### **The more education a woman has, the smaller the pay gap.**

- The average New Brunswick woman who has less than a high school diploma has a 47 per cent pay gap – this is the second highest of all this category of woman compared to the other Atlantic provinces.
- Women with a bachelor's degree or higher have a wage gap of 9 per cent.

### **Unionized women face a smaller pay gap than non-unionized women.**

- The average non-unionized woman has a weekly pay gap of \$246 (21%).
- The average unionized or covered by a collective agreement woman has a weekly pay gap of \$124 (9%).

### **Racialized women in New Brunswick face high pay gaps.**

- The wage gap for racialized women (compared to non-racialized men) is 37 per cent.
- **This means that for every \$100 the average non-racialized man makes, the average racialized woman makes only \$63.**

### **Indigenous women in New Brunswick face high pay gaps.**

- The wage gap for Indigenous women (compared to non-Indigenous men) is 38 per cent – the highest rate for Indigenous women in Atlantic Canada.

## **Women with non-permanent resident status face the highest pay gap.**

- The (annual) gender wage gap for non-permanent resident women (compared to non-immigrant men) is 51 per cent.
- While it is smaller for permanent residents, it is still significant, at 27 per cent.

## **Women make up most of part-time workers.**

- In New Brunswick, women make up 49.1 per cent of all workers, but they make up 64 per cent of part-time workers. In comparison, men make up 50.9 per cent of all workers and 36 per cent of part-time workers.
- This is significant because part-time work is often low-wage work.

---

This fact sheet draws from the CCPA-NS report on pay inequity, available in both English and French: Cerdas Sandí, D. and Saulnier, C. (2026). *Closing the Gaps: Gender pay inequity in Atlantic Canada*. Canadian Centre for Policy Alternatives – Nova Scotia.

[www.policyalternatives.ca/news-research/closing-the-gaps/](http://www.policyalternatives.ca/news-research/closing-the-gaps/)

This publication is available free of charge at

[www.policyalternatives.ca/regions/nova-scotia/](http://www.policyalternatives.ca/regions/nova-scotia/)

The Canadian Centre for Policy Alternatives (CCPA) is an independent policy research organization. The opinions in this publication, and any errors, are those of the author(s) and do not necessarily reflect the views of the CCPA or funders of the publication.

The CCPA-NS office is located in Kijipuktuk in Mi'kma'ki, the unceded, un-surrendered ancestral land of the Mi'kmaq people. We recognize that we are all treaty people and have responsibilities to each other and this land.

