New Brunswick's Pay Equity Act (2009) — Public-Sector Job Comparison With Slow Delivery and a 2026 Review

Gender Equality · Good practice · Canada

Quality score: 41/100

Evidence strength: Moderate

Summary

In force since 1 April 2010, the Act requires job evaluation and pay adjustment for female-dominated public-sector groups, overseen by a Pay Equity Bureau. Delivery was slow: about half of unionised units had finished after six years. A review opened in July 2026.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-11-08

Government of New Brunswick — Pay Equity Bureau — accessed 2026-11-08

Government of New Brunswick — Review of the Pay Equity Act — accessed 2026-11-08

NB Media Co-op — Pay Equity Act still not enforced in NB six years later — accessed 2026-11-08

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