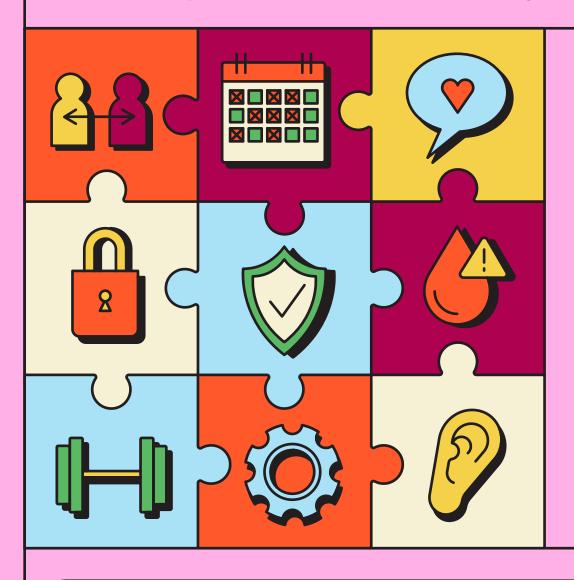# 4 Characteristics of female-dominated roles

To achieve the objectives outlined in the *Pay Equity Act*, it is essential to compare female-dominated jobs with male-dominated jobs.

To do so, we must identify the characteristics of each role.

The characteristics of female-dominated jobs are often overlooked, underestimated, or misunderstood because they are viewed as "natural," unfamiliar, or subconsciously considered less important or valuable to the organization.

Here is a nonexhaustive list of characteristics associated with female-dominated jobs:

- Requiring interpersonal skills and emotional labour, such as self-control, providing support, or demonstrating patience

- Performing physical tasks in a static position, such as fine motor work (e.g., typing), lifting children, or standing for long periods

- Working in physically hazardous conditions, including exposure to bodily fluids (e.g., blood or urine)

- Maintaining financial records, managing schedules and emergencies, or acting as the first point of contact for customer service

- Handling confidential information (e.g., professional or business secrets)

- Ensuring the safety of children

- Respecting individuals' integrity

- Coordinating a team

- Intervening in difficult relationships, needing to be a good listener

- Working irregular or unpredictable hours

EXPERTISE YOU CAN COUNT ON

Choosing an appropriate job evaluation method is a key step in fulfilling the goals of the *Pay Equity Act*. It is essential to assess all the characteristics of all jobs, regardless of whether these are traditionally female-dominated or male-dominated roles. It is equally important to assign fair value to sub-factors to ensure that female-dominated job categories receive proper recognition and compensation, while aligning with the organization's overall objectives.

The CSQ has extensive knowledge and expertise in pay equity and creating job evaluation methods that are free from discriminatory bias.

Please contact the CSQ for any questions you might have regarding pay equity.