BRITISH COLUMBIA | BCStats

ECONOMIC INCLUSION | AN ANTI-RACISM RESEARCH PRIORITY

Same Work, Different Pay

Which occupations in B.C. have earning gaps?

Technical Report | May 2025

Content Warning
This report covers topics related to systemic racism and oppression of racialized workers, and it may bring up difficult memories, experiences, and feelings.

The B.C. Mental Health & Crisis Response Line is available for emotional support, information and resources at 310-6789 (no area code needed). This service works 24 hours a day, seven days a week and is available in 140 languages.

The Racist Incident Helpline is available to workers who witness or experience a racist incident. The confidential helpline at 1-833-457-5463 is available Monday to Friday from 9AM to 5PM and is available in over 240 languages.

Following guidelines used by the Federal government, labels (i.e., 'racialized' and 'white') are not capitalized throughout this report. We acknowledge that in many contexts writers may prefer to capitalize terms and respect this choice.

About the Authors
The authors of this report are white public service employees who identify as women from first, second and mixed seventh-generation settler backgrounds. We have extensive knowledge and professional experience in using quantitative applied research across diverse populations.

We acknowledge our personal backgrounds, lived experiences and privileges inform our understanding and analysis of the numerous demographic characteristics captured by this analysis. In addition, we recognize our priorities and interpretations may be influenced by BC Public Service policies and procedures.

We are dedicated to anti-racism and equity in government programs and services. We have received training on diversity and inclusion, anti-racist mindset and facilitation techniques, advancing reconciliation, and intersectional approaches such as Gender Based Analysis Plus (GBA+). Team members sought impartiality and are committed to following data equity best practices.

Territorial Acknowledgment
BC Stats employees live and work with gratitude on traditional and unceded territories covering all regions of B.C. This report was developed on the ancestral homelands of the Songhees, Xwsepsum, Squamish, Hupacasath and Tseshaht Nations.

Published May 2025

Data source: Statistics Canada *2021 Census of Population: Individual File*

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Executive Summary

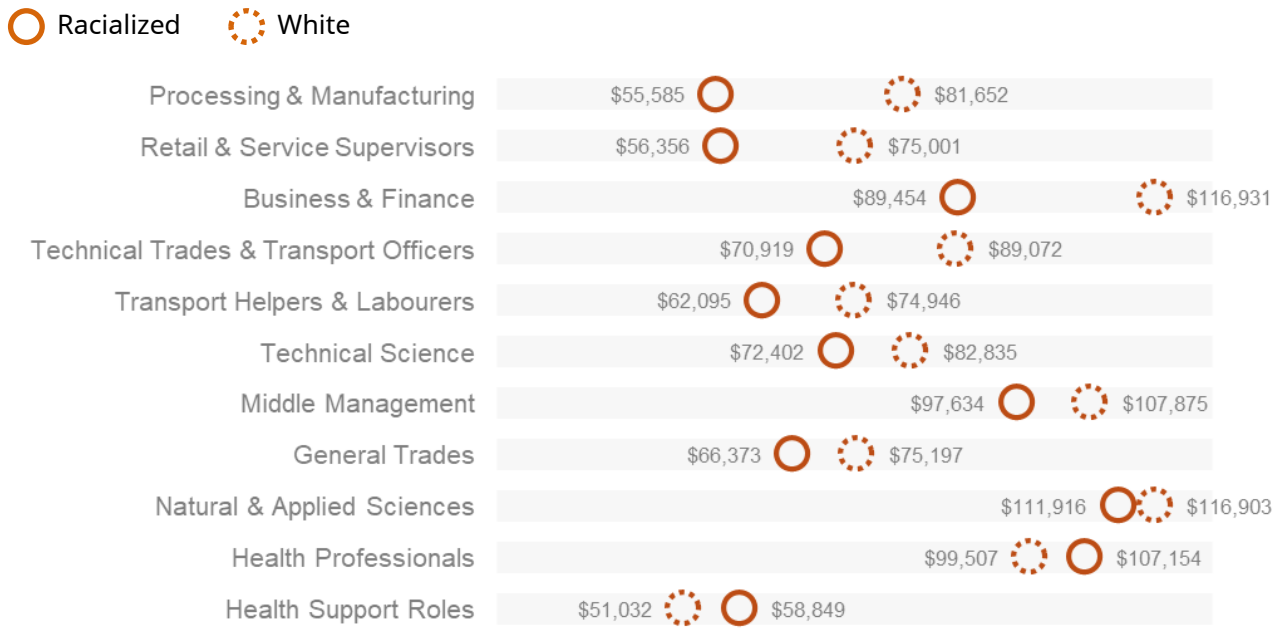
Historically, British Columbia has not been economically inclusive because of racist policies, including the immigration head tax, internment camps, restrictions on land and home ownership, racial segregation and gentrification, as well as the discrimination racialized workers face in the labour market.

BC Stats explored the current state of economic inclusion in B.C., using data and definitions from Statistics Canada to examine what racialized and white workers earn within 26 of Canada's National Occupational Classifications.

Since these occupational groups require a set level of training, education and experience, we would expect to see people working in these jobs to earn similar amounts per year. That is the meaning of economic inclusion, one of B.C.'s anti-racism research priorities.

We found robust evidence of earning gaps or differences between racialized and white workers in 11 of 26 occupational groups. In nine of 11 groups, racialized workers had lower earnings.

The graph shows average earnings in 2020 for racialized and white workers in B.C., with occupations appearing in order of largest to smallest percentage gap.



Exploring these 11 occupations, we found that demographic variables, such as age, gender, generation, and education, had complex effects on earnings, and these effects varied across occupational groups.

In three occupational groups, white workers earned more at higher ages, but older racialized workers did not receive higher earnings. This suggests older racialized workers may face unique barriers when compared to white workers in the same age group.

In the nine occupations with racial inequities, the gap disproportionately benefitted white men. In two female-dominated occupations however, the typical earnings gap was reversed, meaning that racialized workers earned more than their white counterparts. From an equity standpoint, this shift could suggest a more level playing field in these occupations where traditional power structures were less pronounced. Further research is needed to understand this reversal of trends.

We would expect workers with higher levels of education to benefit more in terms of earnings, but this was only the case for white workers and not racialized workers in six occupations. In most of these cases, racialized workers who completed their education inside and outside of Canada still earned less than white workers who did the same. Our findings challenge this common misconception that more education will always lead to more pay.

In three occupational groups, being first generation (born outside Canada) meant lower earnings for racialized workers, but not for white workers. Generation overall mattered for racialized workers' earnings in more occupations than for white workers. From an equity lens, these trends suggest that racialized first-generation workers face systemic disadvantages that prevent them from achieving the same earnings as their white peers.

BC Stats also outlines options for future research that could:

- Include more data (e.g., immigration status, language spoken at home, regional factors, and more recent years than 2020) for deeper insights.
- Consider more than income (e.g., labour force participation, unemployment, unpaid work, and barriers related to mental and physical health).
- Engage in deeper analysis with communities and partner with Indigenous Peoples to see how they would like to be involved in future research.

Introduction

Anti-racism research in B.C.

In June 2022, the Province passed the Anti-Racism Data Act, setting a foundation to begin anti-racism research in B.C. The Act enables government to collect and use demographic information for the purpose of helping to identify and eliminate systemic racism in government programs and services and to advance racial equity in British Columbia.

In 2023, the Province announced a set of ten anti-racism research priorities, developed in collaboration with the Anti-Racism Data Committee and Indigenous Peoples. The results from the research priorities are intended to guide government's approach to addressing systemic racism over the coming years.

One of the Anti-Racism Data Committee's priorities focuses on economic inclusion. In 2024, BC Stats launched a study on this broad topic using available income data from Statistics Canada.

Defining economic inclusion

Economic inclusion refers to the state and practice of ensuring that groups who have been systematically disadvantaged can equitably participate in economic life and benefit from it, regardless of race, gender or other factors (Public Policy Forum, 2023). In other words,

> in an inclusive economy, workers who work in
> **similar** jobs requiring
> **similar** education and
> **similar** experience should be earning
> **similar** pay.

We can gauge economic inclusion through a range of economic, financial, and social indicators. The most common approach is to examine the pay gap that exists between groups of workers. Previous research in the province has established the pay gaps

between men and women, non-binary workers, as well as Indigenous and non-Indigenous groups. For example:

- Pay Transparency Report (PDF, 6 MB)
- Income Supports and Indigenous Peoples in B.C.: An Analysis of Gaps and Barriers (PDF, 10 MB)

For a brief comparison of this analysis with this research on pay gaps, see Appendix A.

Further analysis is needed to explore the gaps that exist between racialized and white workers, particularly how these gaps manifest across different occupational groups. This study focuses exclusively on the annual earnings of racialized and white individuals, aiming to better understand how factors such as age, gender, generation, and education intersect with racial identity. We also examine which of these variables contribute most significantly to the earning gaps within various occupations.

In this phase of research, we excluded data on Indigenous workers due to extensive prior research noted above. Moreover, we must ensure that sufficient and meaningful engagement with Indigenous Peoples takes place if economic inclusion becomes a research priority for them. We will engage once this research priority has been requested and articulated by Indigenous communities. Similarly, we do not report on any specific racialized groups given the need for consultation with specific communities before research to ensure cultural safety and prevention of harms.

Technical Details

Research questions

BC Stats investigated two questions:

1. What earning gaps exist between racialized and white workers across occupational groups in B.C.?
2. How do age, gender, generation and education affect annual earnings differently for racialized and white workers in B.C.?

Data source

BC Stats sourced data from the 2021 Census of the Population, drawn from Canadian households from the reference date of May 11, 2021, with record-level, public-use microdata available for approximately 2.7% of the Canadian population.

This “long-form” sample included in the microdata was selected by a stratified systematic sampling design of private dwellings, including collective dwellings and attached private dwellings.

The long-form questionnaire was distributed to 25% of the households in the sample universe, with the sample selected from the list of dwellings for the 2021 Census. It gathers sociocultural information; information on daily activity, mobility, place of birth, education; and labour market activity. Although the public-use microdata only includes the 2.7% sample, weighting ensures that the sample represents the entire Canadian population based on the information gathered from the 25% sample.

Why use the 2021 Census?

We selected the Census because this is the most recent record-level dataset containing comprehensive data on income, racial identity, immigration, and other demographics of interest. It is also representative of the Canadian population, and the long-form public-use microdata is readily available online. In addition, the 2021 Census used administrative data which ensures comprehensive and accurate information on earnings.

Our sample

For our analytic sample, we selected B.C. workers aged 15 to 65 who worked full-time for at least 49 weeks in 2020.

Because we were examining systemic discrimination among employers, we focused on workers who were employed for at least 49 weeks of full-time work, including workers in fixed-term positions, temporary foreign workers, and permanent residents. This meant we excluded self-employed workers because they fell outside the scope of our research.

We also excluded workers who earned less than would be estimated for at least 49 weeks of full-time work. They may have worked for cash or made self-reporting errors that led to discrepancies between their employment status and earnings. (This issue is well-documented in Statistic Canada's Income Reference Guide, Census of Population, 2021.)

This gave us a final sample size of **25,134** B.C. workers.

Looking at the annual earnings of the 25,134 workers in our sample, the overall salary in the 2020 tax year averaged at approximately $85,000. This is higher than the average ($65,000) for B.C. by Statistics Canada because we chose this more focused sample to ensure that our analysis directly addressed the specific research questions. This approach allowed for a more precise examination of the relevant variables, providing clearer insights into the factors contributing to the observed racial disparities.

Variables of interest

Occupational groups

The Census 2021 public-use microdata included National Occupational Classifications (NOC21), a variable identifying major occupational groups based on NOC 2021 version 1.0. These major occupational groups incorporate both broad occupational categories (the first NOC digit) and TEER (training, education, experience and responsibilities) categories (the second NOC digit). (View the matrix.)

Although there are 45 major occupational groups in the National Occupation Classification system, the Census 2021 data collapsed some major groups together, giving us a total of 26 occupational groups to explore.

Using these groups enabled BC Stats to compare earnings of workers within the same occupational group, working in roles that require similar levels of education or training and experience. Within occupational groups, levels of education and training can vary, and these also affect a person's earnings.

Racial identities

BC Stats used the Census 2021 variable Statistics Canada labels as visible minority to create our primary grouping variable. We recoded "Not a visible minority" to "white" and for reasons explained above we omitted self-reports of Indigeneity. Responses for "South Asian," "Chinese," "Black," "Filipino," "Arab," "Latin American," "Southeast Asian," "West Asian," "Korean," "Japanese," "visible minority not included elsewhere," or "multiple visible minorities" were recoded as "racialized." We combined these responses because we needed larger sample sizes to explore demographic factors within each occupational group.

Statistics Canada is in the process of developing and updating their "visible minority" data standard for future censuses.

Annual earnings

The Census 2021 data include "Wages" capturing gross wages, salaries and commissions, including employee remuneration before deductions, derived from the Canada Revenue Agency (CRA) administrative data in the 2020 tax year. We used weighted data provided by Statistics Canada.

Four demographic variables

In our statistical models, we used four additional demographic variables: age, gender, generation in Canada and education.

Age and gender are well-researched demographic factors relevant to income. Age is a common proxy variable for experience, and the best available data we had to capture variation in experience within occupations. The older workers get, the more work experience they accumulate and the more money they tend to earn. Generation in Canada also links to income, with first generation immigrants generally facing greater

barriers and later generations typically having greater social capital and higher earnings. However, using this variable comes with well documented limitations, so caution is advised when interpreting age trends alone.

Statistics Canada reports a two-category gender variable in Census 2021 data including “Man+” and “Woman+”. Statistics Canada notes that due to the small size of the non-binary population, data aggregation to a two-category gender variable was necessary to protect the confidentiality of responses provided. In these cases, individuals in the category “non-binary persons” were distributed into the other two gender categories and are denoted by the “+” symbol. As a result, this research study does not capture the full diversity of gender.

For statistical testing, we used a fine-grained, ordinal variable capturing various levels of education or training. In a separate follow-up analysis, we visualized education using a second categorical variable with only three levels of education: no post-secondary education, a Canadian bachelor’s degree, or a non-Canadian bachelor’s degree. Where differences were found, we conducted further analysis based on whether education was received inside or outside of Canada. All groups could include first and later generation Canadians.

For a list of variables, definitions and our notes, see Appendix B.

Methodology

Tests for identifying significant earning gaps

We first evaluated annual earning differences between racialized and white workers for each occupational group using the ordinary least squares regression models (referred to in this report as “regression tests”).

We additionally calculated the gap in annual earnings between racialized and white workers following an approach commonly used to evaluate income inequality in labour economics and social sciences. We subtracted the average earnings of racialized workers from the average earnings of white workers, then divided the result by the average earnings of white workers and multiplied by 100%.

Earnings gap (%) formula:

$$\left(\frac{\text{Average earnings of white workers} - \text{average earnings of racialized}}{\text{Average earnings of white workers}} \right) \times 100\%$$

The gaps assess the extent of earning disparities within each occupational group. The earnings gap shows the gap relative to white workers' earnings in percentage terms.

We further assessed how much the gaps changed when demographics were considered. Regression tests controlled for the effect of age, gender, generation and education on earnings. This allowed us to identify occupational groups that have earning gaps that **cannot be explained** by demographic differences within racial identity groups (e.g., one group is younger than the other). For more information on these adjustments, see Appendix C.

For all tests, differences between racialized and white workers were determined using a p-value threshold of 0.05. Because we were using this type of regression test to answer the research questions, we had to use mean, or average earnings, instead of median earnings. This analysis used weighted annual earnings provided by Statistics Canada. (For reference, median earnings are shown in Appendix C.)

We further tested the robustness of these regression tests of earnings gaps by re-running them with adjustments made to account for extremely high earnings, which could inflate the averages. In these situations, top earners were winsorized by reducing their earnings to three standard deviations from the average rather than their originally higher value. This was done to reduce the effect of these outliers on the analyses.

Tests for exploring variables influencing disparities

Occupational groups that had statistically significant differences in earnings between racialized and white workers were analyzed again using regression tests to assess the significance of the four demographic variables in relation to earnings.

These models estimated the coefficient (the effects) of age, gender, generation and education separately for racialized and white workers to determine if these variables have different relationships with annual earnings for racialized and white groups separately. R-squared (R^2) values from these tests highlight how well the data fits with

each model by showing how the variation of earnings can be explained by the demographics of racialized and white workers. Find details in Appendix D.

We compared whether the effects were significant in each model, using a p-value threshold of 0.05. Beyond whether a demographic factor like age is significantly related to earnings for racialized versus white workers, we also interpret the direction of the relationship (i.e., is age positively related to earnings for both racial identity groups?) and the strength or *magnitude* of the effect (how much more do older workers earn than younger workers?) based on the regression test results. If there are differences in the significance, direction, and magnitude of the effects of demographic variables on earnings in racialized and white groups, it could suggest that racialized workers are facing extra structural barriers or systemic bias/discrimination in the workplace. This analysis used weighted annual earnings averages (unadjusted) to interpret the results.

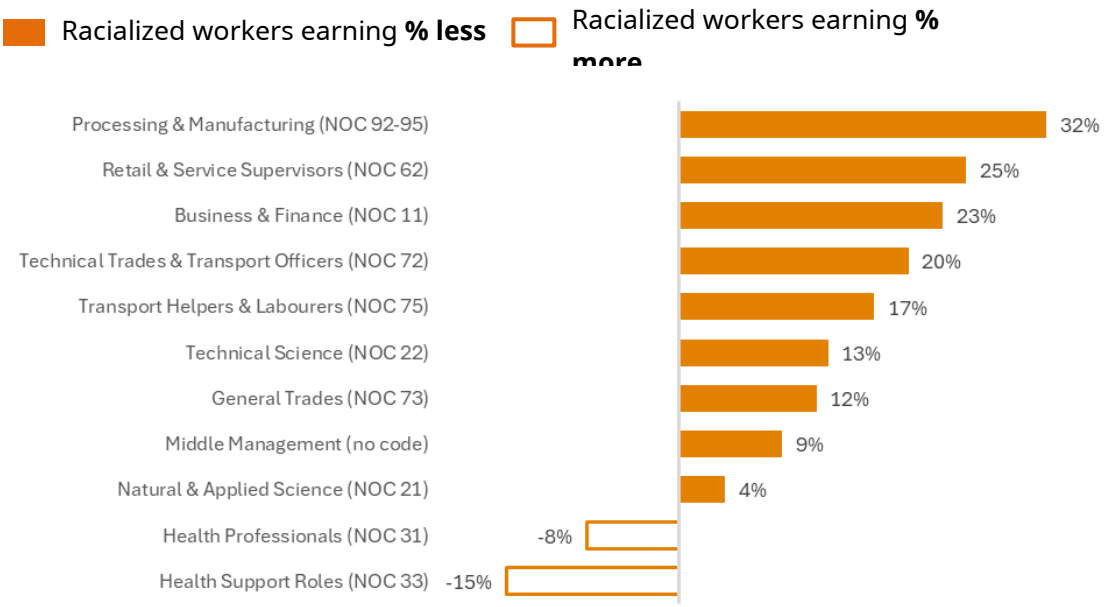
For some occupations we did a post hoc visualization of differences based on whether education was received inside and outside of Canada. This analysis was done if education had a statistically significant effect on earnings. Results were included in the report if there were any notable differences or patterns between the racialized and white groups.

All code and data to reproduce our analysis is available on github and the BC Data Catalogue.

Results

Overview

BC Stats found convincing evidence of earning gaps or differences between racialized and white workers in 11 of 26 occupational groups.



As the graph shows, in nine occupational groups, racialized workers earned less on average than white workers in 2020.

These occupational groups include:	**Earnings gap (%)**
• Processing & Manufacturing (NOC 92-95)	**32**
• Retail & Service Supervisors (NOC 62)	**25**
• Business & Finance (NOC 11)	**23**
• Technical Trades & Transport Officers (NOC 72)	**20**
• Transport Helpers & Labourers (NOC 75)	**17**
• Technical Science (NOC 22)	**13**
• General Trades (NOC 73)	**12**
• Middle Management (no code)	**9**
• Natural & Applied Sciences (NOC 21)	**4**

Importantly, these gaps remained even after accounting for demographic differences between racialized and white groups.

Within occupational groups, there are numerous factors that may differ between racialized and white workers, potentially contributing to the earning gaps beyond systemic inequities. For instance, one group may have a higher proportion of younger workers, lower education levels, a greater percentage of women, or a higher number of later-generation Canadians. In such cases, we would expect to see lower earnings regardless of racial identity, as past research has consistently shown that these factors are associated with lower income.

Analysis found, in most cases, these statistical differences persisted or grew even after accounting for variations in age, gender, generation and levels of education. See Appendix C for the full assessment of all 26 occupations and visualization of earnings differences that account for demographic factors.

In two occupational groups, racialized workers earned more on average than white workers in 2020. These differences are likely not due to systemic discrimination and are not considered earnings gaps. More analysis is needed to identify factors contributing to this reversal, such as COVID-19 pandemic-related bonus or overtime pay received during the 2020 tax year.

These occupational groups include:	**Earnings difference (%)**
• Health Support Roles (NOC 33)	**15**
• Health Professionals (NOC 31)	**8**

For the other 15 occupational groups, the gaps between racialized and white workers were not found to be statistically significant. In some cases, gaps closed after adjusting for age, gender, generation and/or education. In others, the gaps did not register as statistically significant, were too small to register as statistically significant, or the sample was too small to register a gap as statistically significant.

The rest of this report examines the 11 occupational groups with significant differences in earnings, showing how age, gender, generation and education affect annual earnings differently for racialized and white workers. You can find results for the other 15 occupational groups in a companion Excel workbook.

Processing & Manufacturing (NOC 92-95)

About this occupational group

According to Statistics Canada, this group requires varying levels of education and work experience. Jobs include:

- Assemblers, fabricators and inspectors in mechanical, electrical, electronics, motor vehicles, aircraft, and other industries
- Equipment operators
- Machine operators in metals, chemicals, plastics, pulp and paper, food and beverage, and other industries.

About the sample

The sample includes 890 B.C. workers (42% racialized):

- Racialized: 150 women, 221 men
- White: 67 women, 452 men

Average earnings

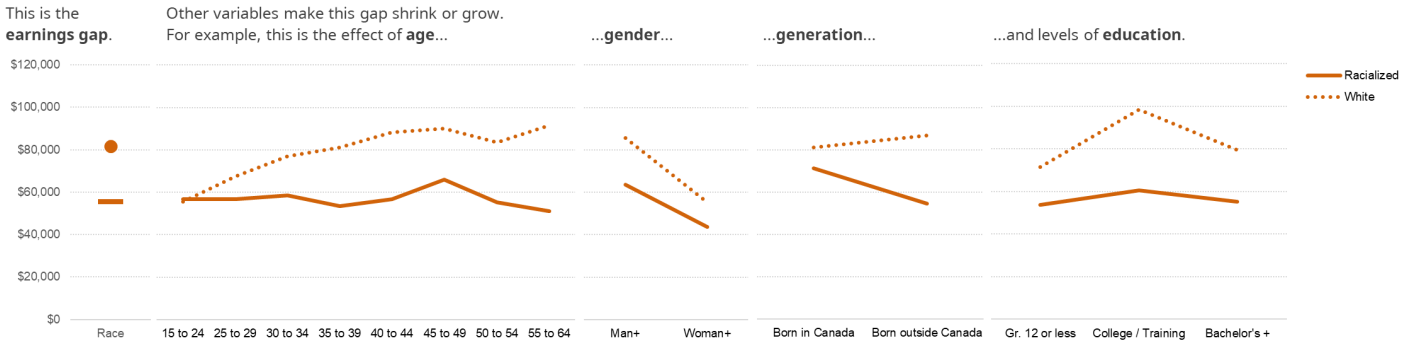
$70,786

Earnings gap

$26,067 or 32%

Findings

According to the sample, racialized workers earned less than white workers. For some subgroups (e.g., older workers), the gap was wider, while for others (e.g., women), it was smaller.



In this occupational group, racialized workers earned 32% less on average than white workers. White workers earned an average of $81,652 in 2020, compared to racialized workers who earned an average of $55,585. This earnings gap of 32% is the largest among occupational groups in our study.

Regression tests show the effect of demographic variables (age, gender, generation and education) on earnings within each group. These variables explain 17% of the variance in earnings for racialized workers and 15% for white workers. See Appendix D for detailed results.

Older age is associated with higher earnings for white workers, but the same relationship is not observed for racialized workers. The analysis reveals that older white workers benefit from higher earnings in a way that their racialized counterparts do not. At younger ages, earnings between racialized and white workers were similar. However, as workers aged, a noticeable gap in earnings emerged. For white workers, earnings increased significantly with age. By contrast, racialized workers experienced little change in their earnings at older ages. (Caution is advised when comparing groups under age 29 due to small numbers of workers in these groups.)

White men earned twice as much as racialized women on average. Earnings were significantly higher for both racialized and white men compared to women. White men were the highest earners overall at $85,552, making twice as much as racialized women at $43,827.

Being first generation Canadian (born outside Canada) meant lower earnings for racialized workers. White first-generation workers (born outside Canada) earned an average $86,814, over $30k the average of racialized first-generation workers at $54,493. Racialized workers who were first generation earned nearly $17,000 less on average than racialized workers who were second generation or later (born in Canada). White workers experienced the opposite, although this effect was not statistically significant (likely due to small sample sizes).

For racialized workers, education did not translate into the same earnings benefits as for white workers. We would expect workers with higher levels of education to have higher earnings, but this was not the case for racialized workers. Our regression tests show that for each level of education attained, racialized workers

saw a difference of $383 in annual earnings. By contrast, white workers saw a difference of $17,777 for every level of education attained.

The difference in annual earnings was most noticeable among workers with apprenticeship certificates (trade, college, or CEGEP). Racialized workers with this level of training earned $60,500 in 2020, while white workers with the same level of education earned nearly $40,000 more. The comparison with white workers requires caution since there are few white workers in this group.

Retail & Service Supervisors (NOC 62)

About this occupational group

According to Statistics Canada, this group typically requires 2–3 years of post-secondary education, a 2–5-year apprenticeship, supervisory experience, or several years of related work experience.

Jobs include retail sales and service supervisors, as well as specialized roles in sales and services.

About the sample

Our sample includes 534 B.C. workers (44% racialized):

- Racialized: 83 women, 150 men
- White: 124 women, 177 men

Average earnings

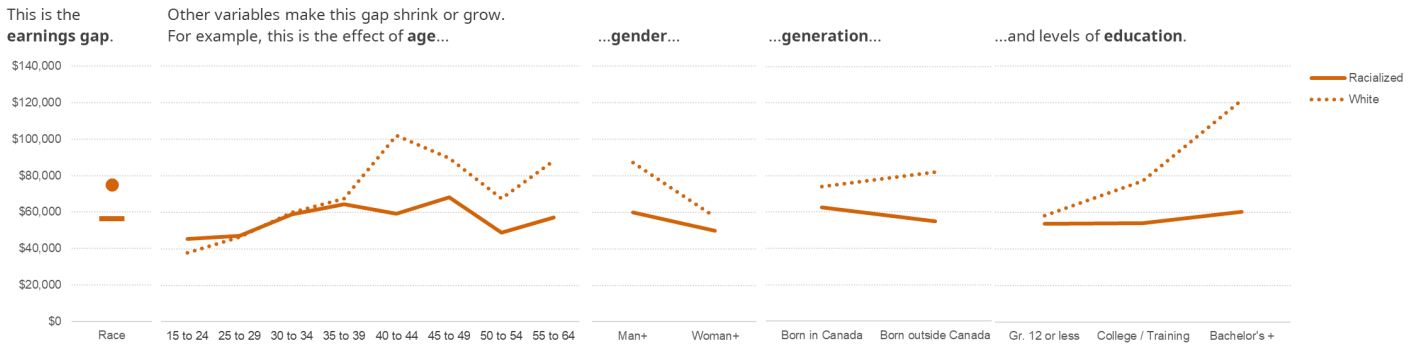
$66,866

Earnings gap

$18,645 or 25%

Findings

According to the sample, racialized workers did not experience the same earnings as white workers. For some subgroups (e.g., middle-aged workers), the gap was wider, while for others (e.g., workers with a high school education or less), it was smaller.



Racialized workers earned 25% less than white workers on average. White workers earned an average of $75,001 in 2020, compared to racialized workers who earned an average of $56,356. Regression tests show the effect of demographic variables (age, gender, generation and education) on earnings within each group. These variables explain 16% of the variance in earnings for white workers and only 6% of the variance for racialized workers. See Appendix D for detailed results.

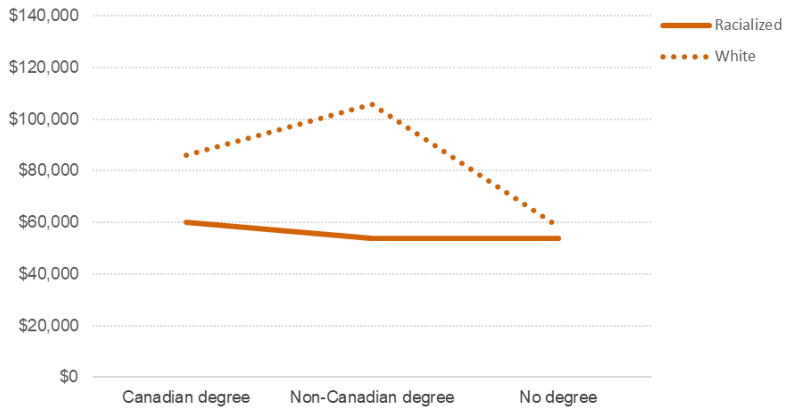
Older racialized workers experienced lower earnings compared to their white counterparts. We expect to see earnings increase with age, but this was only the case for the white workers in our sample. For racialized workers, age had little relation with earnings. Within the younger cohort, racialized and white workers had similar earnings, but a gap emerged and widened at older ages. For white workers, earnings were higher and even doubled by middle age. On the other hand, racialized workers did not see a significant increase in earnings with age, with more unpredictable earnings across different age groups. (Note: Caution is advised when comparing groups under age 29 due to small numbers of workers in these groups.)

Earnings disparities were the greatest on average between racialized women and white men. For both racialized and white groups, earnings were significantly higher for men compared to women. White men earned the most overall at $87,224. Racialized men and white women earned similar amounts (an average of $59,953 and $57,555 respectively), and racialized women earned the least at $49,855.

For racialized workers, education did not translate into the same benefits as for white workers. We would expect workers with higher levels of education to benefit with higher earnings, but this was not the case for racialized workers. According to our regression tests, white workers earned an additional $24,778 for every level of education attained, whereas racialized workers saw a non-significant increase of just $3,140.

The earnings gap was at its widest among those who had completed higher education. White workers with a bachelor’s degree or higher earned twice as much on average as racialized workers with the same level of education ($121,336 compared to $60,221).

Racialized workers who completed their education outside of Canada earned less on average than white workers.



White workers who completed their education outside of Canada earned an average $105,969 in 2020 compared to $53,721 for racialized workers. In addition, racialized workers who completed their education in Canada still earned less than white workers who did the same (about $26,000 less).

(Note: Due to the small number of white workers in our sample who completed their education outside Canada, we advise caution when interpreting these findings.)

Business & Finance (NOC 11)

About this occupational group

According to Statistics Canada, this group typically requires a university degree and/or relevant work experience.

Jobs include:

- Financial auditors
- Accountants
- Investment professionals
- Human resources professionals
- Business service professionals.

About the sample

Our sample includes 1,256 B.C. workers (45% racialized):

- Racialized: 332 women, 237 men
- White: 400 women, 287 men

Average earnings

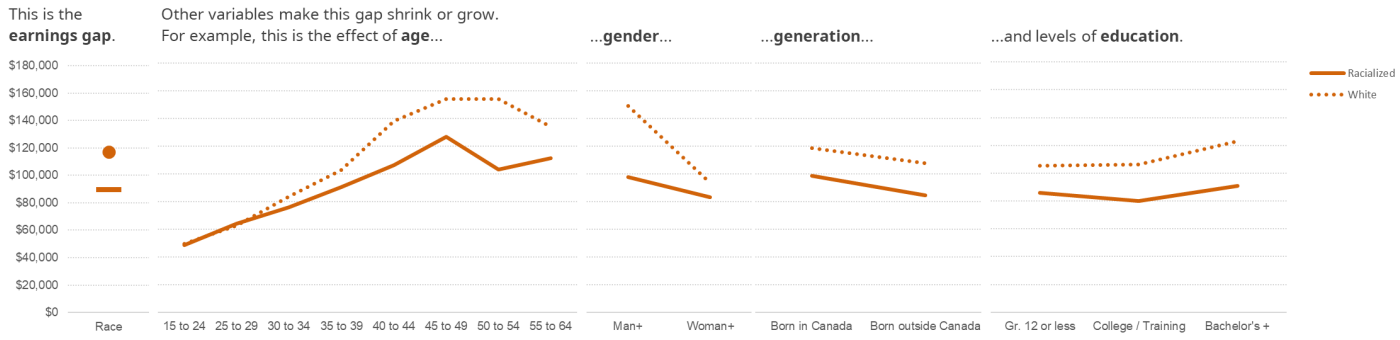
$104,483

Earnings gap

$27,477 or 23%

Findings

According to the sample, racialized workers did not experience the same earnings as white workers. The earnings gap varied across age and gender (and to a lesser extent, generation, and education). For some subgroups (e.g., men), the gap was wider, while for others (e.g., younger age groups), it was smaller.



Racialized workers earned 23% less on average than white workers. White workers earned an average of $116,931 in 2020, compared to racialized workers who earned an average of $89,454. After accounting for demographic factors, the gap reduced from $27,477 to $10,863 (see Figure 1 in Appendix C), suggesting that demographic differences between racial identity groups account for a substantial portion of the gap. Regression tests run separately on racialized and white workers show the effect of demographic variables (age, gender, generation and education) on earnings within each group. These variables explain 10% of the variance in earnings for racialized workers and 12% for white workers. See Appendix D for detailed results.

In their twenties, racialized and white workers earned similar amounts, but as they reached mid-adulthood, gaps emerged. Age had a significant effect on earnings for both racialized and white workers. For both groups, earnings were similar until age 30, after which disparities began to emerge for mid-adulthood workers. By ages 50 to 54, the earnings gap reached around $50,000 in favour of white workers. (Note: We advise caution when interpreting these findings due to the small number of workers under age 25 in our sample.)

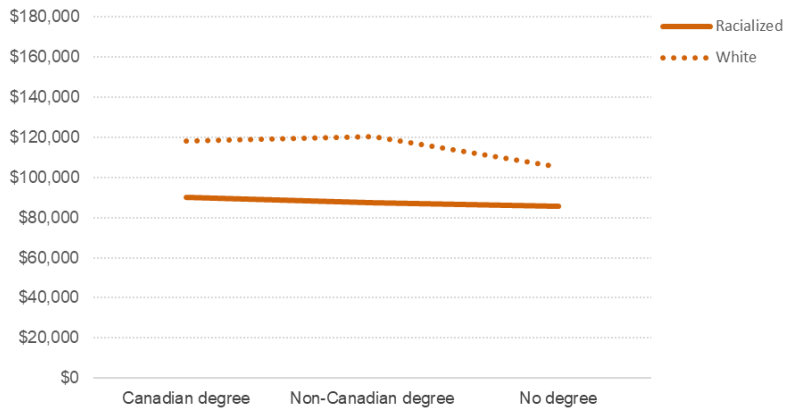
Earnings disparities were the greatest between racialized women and white men. Men earned significantly more than women in both racial identity groups. With average earnings of $149,139, white men earned the most on average in this occupational group, making nearly $66,000 more than racialized women. Racialized men and white women earned similar amounts: $98,006 and $93,822, respectively.

Being first generation (born outside Canada) meant lower earnings for racialized workers but not for white workers. We expected earnings to be lower for all first-generation workers (workers born outside Canada). However, our analysis shows this is only significant for racialized workers, who earned nearly $17,000 more on average if they were second-generation or later (born in Canada). By contrast, generation had no statistically significant effect for the white workers in our sample. Among first-generation workers, white workers earned about $23,000 more on average than racialized workers.

Racialized workers did not get the same earnings boost from their education. According to our regression tests, racialized workers saw $9,704 more earnings on average with higher levels of education (statistically this effect was non-significant). White workers saw $15,036 more on average, a significant effect.

The earnings gap was widest among those who had completed post-secondary education. White workers with a bachelor's degree or higher earned $32,000 more than racialized workers with the same level of education ($123,008 compared to $90,854).

Racialized workers earned less for completing their education outside Canada, while white workers earned more.



Racialized workers earned $3,000 less for completing their education outside Canada versus racialized workers inside Canada.

White workers did not experience this disadvantage. In fact, white workers who completed their education outside Canada earned nearly $2,000 more than white workers completing their education inside Canada.

Completing their education inside Canada however did not level the playing field for racialized workers. Racialized workers with a Canadian degree still earned $28,000 less than white workers with a Canadian degree.

Technical Trades & Transport Officers (NOC 72)

About this occupational group

According to Statistics Canada, this group typically requires 2–3 years of post-secondary education, a 2–5-year apprenticeship, significant safety responsibilities, or several years of related experience. Jobs include:

- Carpenters and cabinet makers
- Electrical trades and power line and telecommunications workers
- Machining, metal forming, shaping and erecting trades
- Masonry and plastering trades
- Plumbers, pipefitters and gas fitters.

About the sample

Our sample includes 2,052 B.C. workers (18% racialized):

- Racialized: 9 women, 361 men
- White: 60 women, 1,622 men

Average earnings

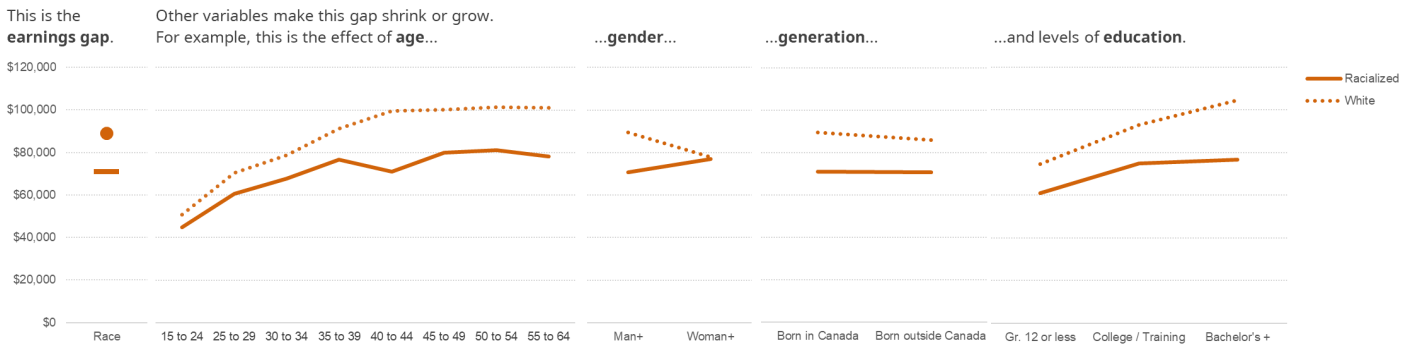
$86,015

Earnings gap

$18,174 or 20%

Findings

According to the sample, racialized workers did not experience the same earnings as white workers, with the earnings gap varying across age, gender, generation and education. For some (e.g., those with a bachelor's degree or higher), the gap was wider, while for others (e.g., those with a high school diploma or less), it was smaller or even closed (e.g., women).



Racialized workers earned 20% less on average than white workers. The white workers in our sample earned an average $89,093 in 2020, while racialized workers earned significantly less at $70,919, a 20% earnings gap. Regression tests show the effect of demographic variables (age, gender, generation and education) on earnings within each group. These variables explain 18% of the variance in earnings for racialized workers and 11% for white workers. See Appendix D for detailed results. Note that gender had no significant effect on earnings among racialized workers due to the small number of women in our sample. Our sample for this occupational group included just nine racialized women, so meaningful analysis was not possible.

The earnings gap between racialized and white workers widened during middle age. Age had significant, positive effects on earnings for both racial identity groups, although an earnings gap persists across age groups. Among workers aged 15 to 24, the earnings gap was at its narrowest, with racialized workers earning about $6,000 less than white workers. The earnings gap was the widest for middle-aged adults, at just over $28K for those in mid-adulthood (ages 40 to 44).

Being born in Canada was beneficial to both racialized and white workers's earnings. Being born in Canada translated into significantly higher wages for both racialized and white workers. Among the first-generation workers in our sample (those born outside Canada), racialized workers earned an average of $70,839, about $15,000 less than white workers who earned $85,755. Racialized workers born in Canada made $257 more earnings on average than those who were first-generation. There was a larger difference for white workers, earning $3,644 more on average.

Racialized workers did not get the same earnings benefit from having higher levels of education. Both racialized and white workers with more education benefitted from higher earnings in our sample, but a greater benefit was observed for white workers. Regression analysis reveals that, at higher levels of education, white workers earned an average of $13,503 more, while racialized workers saw an increase of only $5,457.

The earnings gap was at its widest among those with university degrees. White workers with a bachelor's degree or higher earned nearly $28,000 more compared to racialized workers with the same level of education ($104,500 compared to $76,590).

Transport Helpers & Labourers (NOC 75)

About this occupational group

This group typically requires some work experience and no formal educational requirements, according to Statistics Canada. Jobs include helpers, labourers, and transportation drivers and operators.

About the sample

Our sample includes 688 B.C. workers (34% racialized):

- Racialized: 30 women, 202 men
- White: 42 women, 414 men

Average earnings

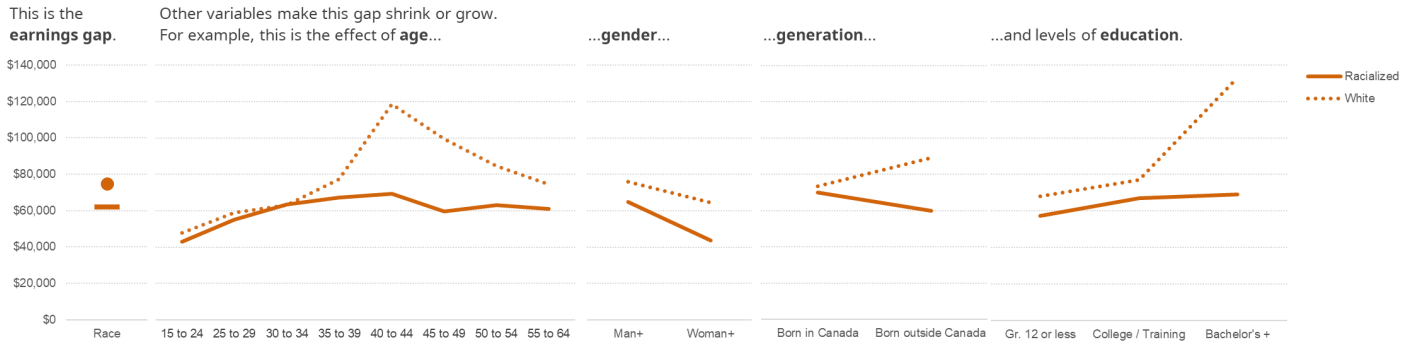
$70,612

Earnings gap

$12,852 or 17%

Findings

According to the sample, racialized workers did not experience the same earnings as white workers, with the earnings gap varying across age, gender, generation, and education. For some subgroups (e.g., those with a bachelor's degree or higher), the gap was wider. For others (e.g., those born in Canada), the gap was smaller or even closed



Racialized workers earned 17% less on average than white workers. White workers in our sample earned an average $74,946 in 2020, while racialized workers earned $62,095, an earnings gap of 17%. Regression tests show the effect of demographic variables (age, gender, generation and education) on earnings within each group. These variables explain 8% of the variance in earnings for racialized workers and 5% for white workers. See Appendix D for detailed results.

White workers experienced higher earnings in older age groups, while racialized individuals did not see the same increase. Earnings were similar for workers until a gap emerged at mid-adulthood (40 to 44 years of age). Only white workers experienced a substantial increase in earnings, reaching $118,665 in this age group, while earnings for racialized individuals remained steady, approximately $49,000 lower. From aged 45 on, earnings declined for white workers in our sample and remained over $13,000 higher than the earnings of racialized workers. (Note: We advise caution when interpreting these findings due to the small number of workers under age 25 in our sample).

Racialized women experienced the greatest earning disparities. Earnings were higher for men than women in our sample, but this gap was statistically significant only for racialized workers. Racialized men earned about $21,000 more than racialized women, a gap twice as large as the one between white men and women. Racialized men and white women earned similar amounts of $64,822 and $64,449, respectively. White men were the highest earners overall, with an average of $76,011 in 2020. This is about $32,000 more than racialized women, who earned an average of $43,733.

Being first generation Canadian (born outside Canada) meant lower earnings for racialized workers. The first-generation racialized workers in our sample earned an average $59,945 in 2020, almost $29,000 less than first-generation white workers who earned an average $89,053. Being second or later generation (born in Canada) meant significantly higher earnings for racialized workers, who earned nearly $10,000 more. For the white workers in our sample, it meant a non-significant decrease of nearly $16,000. This narrowed the earnings gap between white and racialized workers to $3,519.

For racialized workers, more education had little benefit on earnings. Although this occupational group has no formal educational requirements, our tests showed that education still had a significant effect on earnings for white workers only. For the

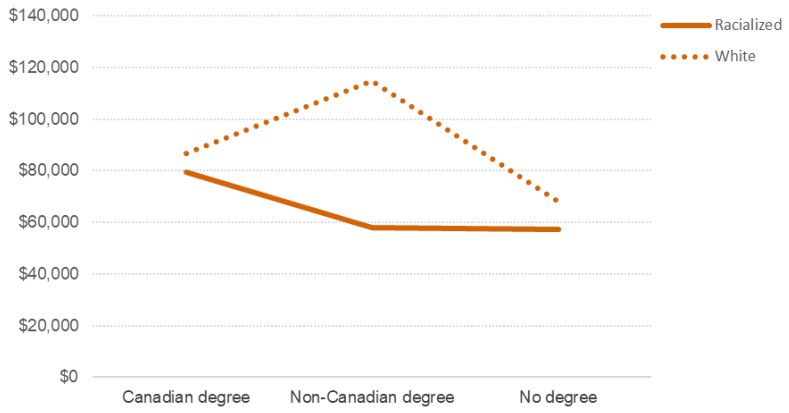
white workers in our sample, they benefitted more in higher earnings with more education. For racialized workers, earnings remained consistently lower, regardless of education level.

The earnings gap was widest among workers with university degrees. White workers with a bachelor's degree or higher earned twice as much as racialized workers with the same level of education ($132,989 compared to $68,905).

Racialized workers earned less for obtaining a university degree outside Canada, while white workers earned more on average.

For workers who completed their post-secondary education outside Canada, white workers earned an average $114,708 while racialized workers earned $58,133 — a nearly $57,000 difference. Completing their post-secondary education inside Canada did not level the playing field. Racialized workers with a Canadian degree still earned about $7,000 less than white workers with a Canadian degree.

(Note: Due to the small number of white workers in our sample who completed their education outside Canada, we advise caution when interpreting these findings.)



Technical Science (NOC 22)

About this occupational group

This group typically requires 2–3 years of post-secondary education or 2–5 years of apprenticeship training, according to Statistics Canada. Jobs include:

- Architecture, drafting, surveying, geomatics and meteorology
- Civil, mechanical and industrial engineering
- Computer and information systems
- Electronics and electrical engineering
- Physical sciences and life sciences.

About the sample

Our sample includes 920 B.C. workers (32% racialized):

- Racialized: 59 women, 234 men
- White: 132 women, 495 men

Average earnings

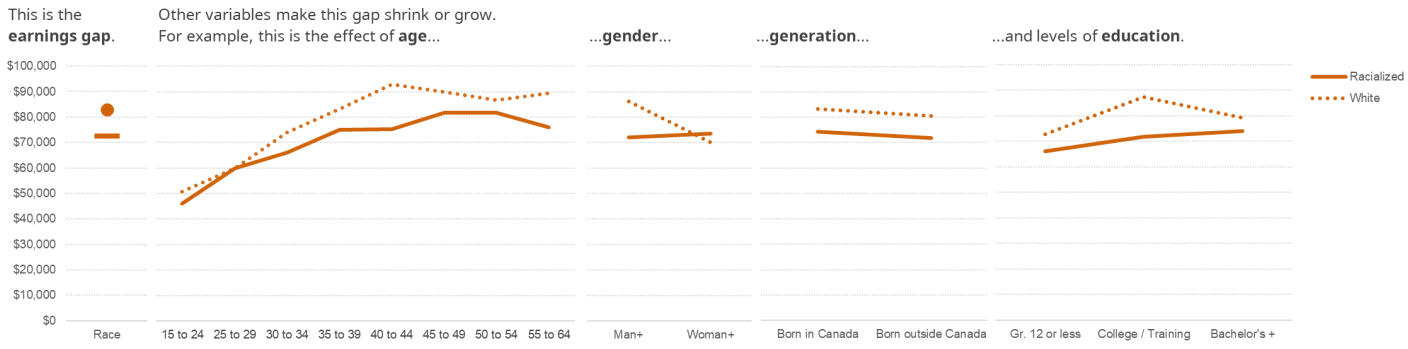
$79,512

Earnings gap

$10,432 or 13%

Findings

According to the sample, racialized workers did not experience the same earnings as white workers, with the earnings gap varying by age, gender and education. For some subgroups (e.g., those with college or training), the gap was wider, while for others (e.g., women), the gap was smaller or closed.



Racialized workers earned 13% less on average than white workers. White workers earned an average of $82,835 in 2020, compared to racialized workers who earned an average of $72,402, an earnings gap of 13%. Regression tests show the effect of demographic variables (age, gender, generation and education) on earnings within each group. These variables explain 8% of the variance in earnings for white workers, and 6% of the variance in earnings for racialized workers, with age being the sole variable that was statistically significant for the latter group. See Appendix D for detailed results.

Age had a somewhat stronger effect on earnings among white workers, with a large gap in earnings observed towards middle age. Earnings were significantly higher across older age groups for both racialized and white workers. For workers under 29, the earnings gap between racialized workers and white workers fluctuated unpredictably likely due to small samples sizes. However, from aged 30 onward, white workers earned more on average. Around mid-adulthood (ages 40 to 44), the gap was at its widest – nearly $18,000. By age 55, earnings had declined for white workers in our sample but remained $13,542 higher than for racialized workers.

(Note: Caution is advised when comparing groups under age 25 due to small number of workers in these groups.)

For white workers but not racialized workers, gender had a significant effect on earnings. The racialized men and women in our sample had consistent earnings, averaging between $72,000 and $74,000 in 2020. Both racialized men and women earned more than white women, earning just over $70,000. White women earned over $16,000 less than white men, who earned an average of $86,233.

Racialized workers did not receive the same earnings benefits from higher levels of education. There was a significant effect of more education and training for white workers's earnings, but not for racialized workers. The earnings gap was at its widest between workers who had completed college-level training, with racialized workers earning $15,550 less than white workers ($71,758 to $87,308, on average). In addition, racialized workers who had completed college-level programs and other post-secondary education were earning about the same as white workers who had a high school diploma or less (between $72,000 and $73,000 annually, on average).

General Trades (NOC 73)

About this occupational group

According to Statistics Canada, this group typically requires less than two years of post-secondary education, an apprenticeship, or more than six months of relevant training or experience. Jobs include construction, transportation, building maintenance, drilling, and blasting.

About the sample

Our sample includes 952 B.C. workers (27% racialized):

- Racialized: 12 women, 243 men
- White: 29 women, 668 men

Average earnings

$72,833

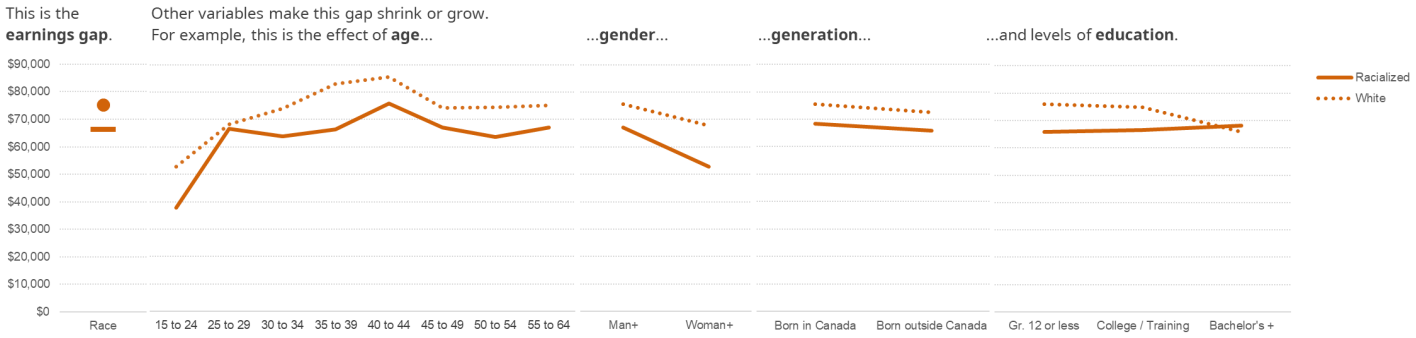
Earnings gap

$8,824 or 12%

Findings

According to the sample, racialized workers did not experience the same earnings as white workers, regardless of demographic factors.

Although the gap was wider or smaller among some subgroups, we found that age, gender, generation and education's effects on earnings were not significant for neither white workers nor racialized workers.



Racialized workers earned 12% less on average than white workers. White workers earned an average of $75,197 in 2020, compared to racialized workers who earned an average of $66,373, a 12% gap.

Regression tests showed age, gender, generation and education did not have a statistically significant effect on earnings within each group. These variables explain just 3% of the variance in earnings for racialized workers and 1% for white workers. This suggests that other unmeasured factors, such as Union membership or sector (e.g., construction versus industrial) contribute to variation in earnings in this occupational group. See Appendix D for detailed results.

Middle Management (no code)

About this occupational group

This group encompasses all middle management jobs across industries and typically requires more years of education and experience than other roles.

About the sample

Our sample includes 3,620 B.C. workers (28% racialized):

- Racialized: 424 women, 591 men
- White: 1,062 women, 1,543 men

Average earnings

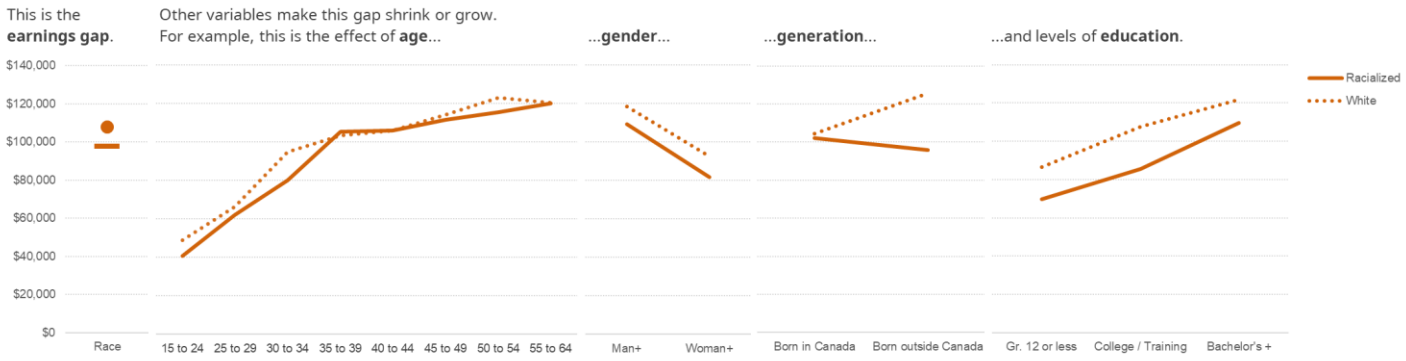
$105,004

Earnings gap

$10,241 or 9%

Findings

According to the sample, racialized workers did not experience the same earnings as white workers. For some subgroups (e.g., first generation, or those born outside Canada), the gap was wider, while for others (e.g., workers aged 40 to 44), the gap closed.



Racialized workers earned 9% less on average than white workers. White workers earned an average of $107,875 in 2020, compared to racialized workers who earned an average of $97,634, a 9% gap. Regression tests show the effect of demographic variables (age, gender, generation and education) on earnings within each group. These variables explain 12% of the variance in earnings for both racialized workers and white workers. See Appendix D for detailed results.

Both racialized and white workers earned more with age. Age had a positive effect on earnings for both racialized workers ($1,827 per year) and white workers ($1,435 per year) in our sample. Earnings were mostly similar across age groups, with very few gaps. The exception is among workers aged 30 to 34. In this age group, white workers in our sample earned $14,546 more than racialized workers (an average of $94,731 compared to $80,185).

Racialized women faced the greatest earnings disparities in this occupational group. Overall, men earned significantly more than women in both racial identity groups. White men were the highest earners, with average earnings of $118,390 in 2020. This was about $9,000 more than racialized men, about $26,000 more than white women, and about $37,000 more than racialized women, who earned the least with an average of $81,714.

First-generation workers (those born outside Canada) earned the most if they were white and the least if they were racialized. Generation had significant, yet opposing effects for racialized versus white workers. Racialized workers earned $6,145 more if they were second generation or later (born in Canada) than if they were first generation (born outside Canada) (an average of $102,054 compared to $95,909). By contrast, white workers born inside Canada earned $21,001 less than those born outside of Canada. This meant the earnings gap nearly closed between Canadian-born workers, with an average of $102,000 for racialized workers and $104,000 for white workers. However, among first generation workers, the gap was at its widest, with racialized workers earning nearly $30,000 less.

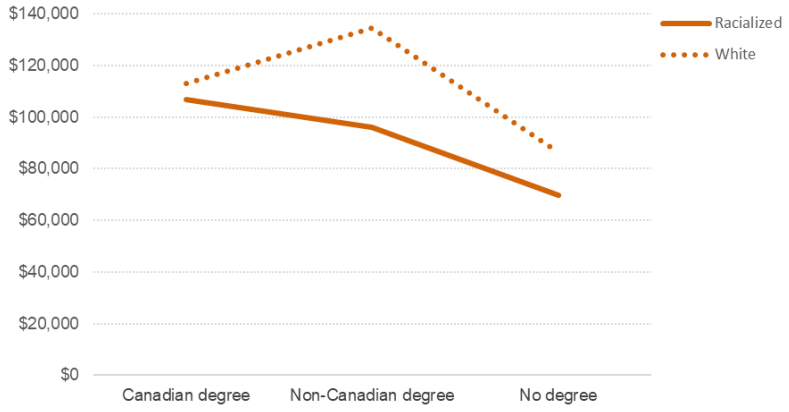
Both white and racialized workers saw earning benefits with higher levels of education. The workers in our sample earned more with higher levels of education, but racialized workers still earned less than white workers on average with similar levels of education and training. According to regression tests for each level of

education attained, white workers earned $17,473 more in annual earnings, while racialized workers earned $19,244 more.

The gap is widest among those with college degrees, with white workers earning $22,000 more than racialized workers (an average of $107,567 compared to $85,614). In fact, racialized workers with a college degree earned about the same as white workers with a high school diploma or less (approximately $86,000).

Racialized workers earned less for completing their education outside Canada, while white workers earned more. We also examined average earnings of workers who completed their post-secondary education inside versus outside of Canada.

Those who obtained a degree in Canada earned similar amounts, with white workers earning about $6,000 more than racialized workers. For those who obtained a degree outside Canada, the earnings gap was larger. White workers earned an average of $134,473, while racialized workers earned $96,229, or $38,244 less.



Health Support Roles (NOC 33)

About this occupational group

This group typically requires post-secondary education of less than two years, or completion of an apprenticeship training program of less than two years, according to Statistics Canada. Jobs include:

- Dental and dental laboratory assistants
- Medical laboratory assistants
- Nurse aides, orderlies and patient service associates
- Pharmacy technical assistants.

About the sample

Our sample includes 596 B.C. workers (53% racialized):

- Racialized: 275 women, 41 men
- White: 243 women, 37 men

Average earnings

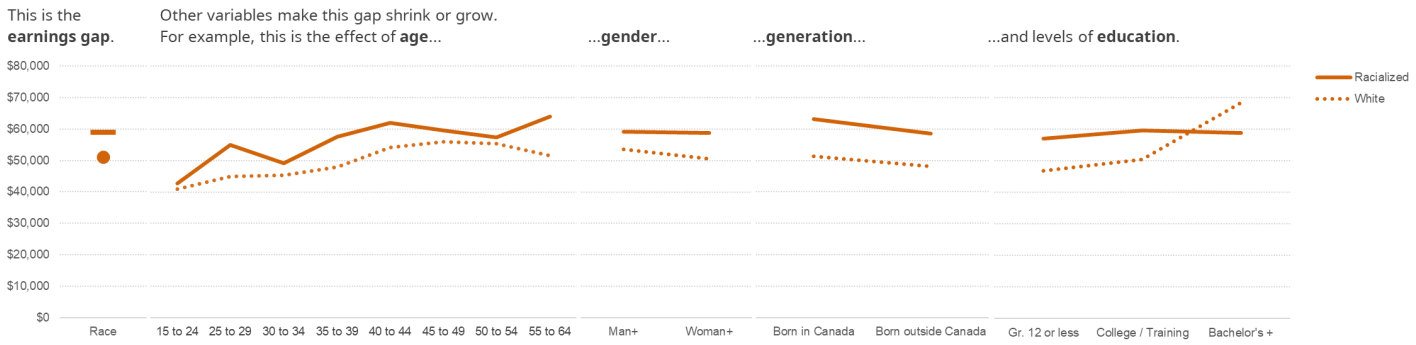
$55,176

Earnings difference

$7,817 or 15%

Findings

According to the sample, racialized workers received similar or higher earnings relative to white workers. The difference benefitted racialized workers across all but one subgroup, those with a bachelor's degree or higher.



Racialized workers earned 15% more than white workers on average. Racialized workers had average earnings of $58,849 compared to $51,032 for white workers (a 15% gap). Further research is required to gain a deeper understanding of the reversal of trends (e.g., COVID-19 pandemic-related bonus or overtime pay). Our regression tests showed that for racialized workers, 3% of the variation in earnings was explained by demographic variables, compared to 7% for white workers. Only age had a significant effect on earnings for both groups, and education a significant effect for white workers only.

Racialized workers aged 55 to 64 years earned the most. Older workers earned significantly more annually than younger workers, regardless of racial identity. Earnings varied across different age groups, but caution is needed when interpreting trends for workers under 25 years of age due to the small sample size. Racialized workers earned more than white workers in every age category, with the largest difference appearing among those aged 55 to 64. In this age group, racialized workers formed 23% of the sample and had the top earnings with an average of $64,087 in 2020. This is $12,446 higher than white workers in the same age group.

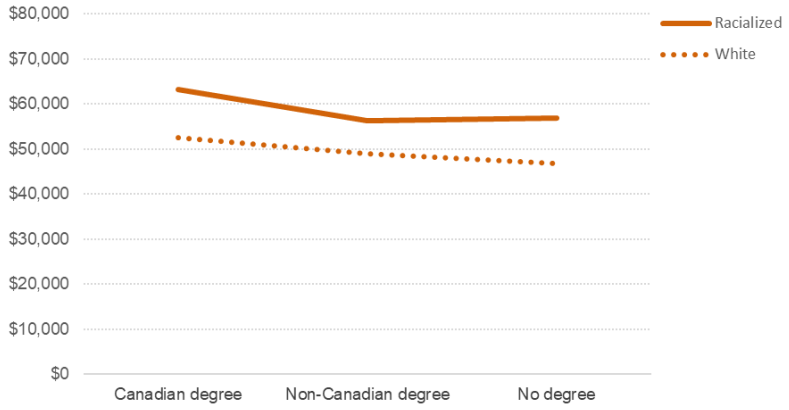
Gender had a minimal effect on earnings. Average earnings varied by no more than $9,000 across gender groups in our sample with non-significant differences between men and women. Note that women formed the majority (87%) of workers in our sample. This demographic breakdown reinforces the importance of considering both gender and racial identity in understanding earning differences.

Racialized workers saw their earnings remain about the same, regardless of their level of education. We would expect to see a differences in earnings with higher levels of education and training, but this was not the case for the racialized workers in our sample. For each level of education attained, white workers saw an earnings benefit of $6,348, a significant effect from the regression test.

Among those with a high school or college-level education, racialized workers earned $10,000 more than white workers. Among those with a university degree, white workers earned approximately $10,000 more than racialized workers ($68,429 compared to $58,707).

Given that 94% of the racialized workers in our sample are first generation (born outside Canada), we also looked at the impact of where that post-secondary education

was completed. Workers with a Canadian degree earned more than workers with a non-Canadian degree; however, it mattered more for racialized workers, who saw a larger advantage in earnings for their Canadian education than white workers on average. (Note: Caution is advised when interpreting these results, however, due to the small number of white workers with non-Canadian degrees in our sample.)



Health Professionals (NOC 31)

About this occupational group

This occupational group includes all professional occupations in health related to health treatment and consultation, therapy and assessment, and nursing and allied health professionals. Jobs include:

- Physicians and nurses
- Dentists
- Veterinarians
- Pharmacists
- Dieticians and nutritionists
- Other diagnosing, treating, therapy and assessment professionals.

About the sample

Our sample includes 893 B.C. workers (41% racialized):

- Racialized: 279 women, 87 men
- White: 456 women, 71 men

Average earnings

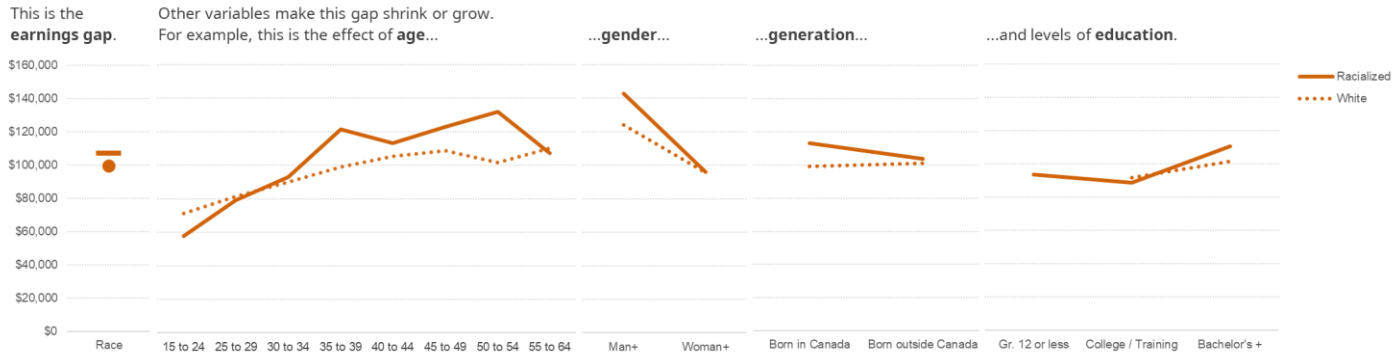
$102,641

Earnings difference

$7,646 or 8%

Findings

According to the sample, racialized workers earned more than white workers. For some subgroups (e.g., those born in Canada), the difference widened, while for others (e.g., women), it narrowed or closed.



Note: Our sample does not include data on white workers with a high school education or less.

Racialized workers earned an average of $107,154 in 2020, compared to white workers who earned an average of $99,507, an 8% gap. Regression tests show that age, gender and education, but not generation, significantly relate to each group's earnings. These variables explain 12% of the variance in earnings for racialized workers and 10% for white workers. See Appendix D for detailed results. Further research is required to gain a deeper understanding of the reversal of trends (e.g., COVID-19 pandemic-related bonus or overtime pay).

Older white and racialized workers received higher earnings. The effect of age on earnings was positive and significant for both groups, though the effect was somewhat stronger for racialized workers ($1,502 per year of age compared to $921 per year of age for white workers). Average earnings were similar among the youngest and oldest age groups, but the difference widened among workers aged 35 to 54. In the age 50 to 54 group, racialized workers earned an average of $131,977, nearly $31,000 more than white workers. (Caution is advised when comparing groups under age 29 due to the small number of workers in these groups.)

Racialized men were the highest earners in this occupational group, and the earnings difference closed between women. Women formed the majority (82%) of workers in our sample; however, men earned significantly more in both racial identity groups. Racialized men were the highest earners, with average earnings of $142,787, $18,636 more than white men and $47,000 more than both racialized and white women. There was no earnings difference between racialized women and white women, with both earning about the same amount, an average of $96,000 in 2020.

Having post-secondary education meant higher earnings, particularly for racialized workers. Both racialized and white workers saw significantly higher earnings with higher levels of education and training. Racialized workers saw a difference of $24,079 in average earnings for each level of education attained, while white workers saw a difference of $18,058. Workers with college degrees earned similar amounts regardless of racial identity, approximately $89,000 to $92,000 per year. However, earnings were higher among those with university degrees, with racialized workers earning $110,779 — a notable difference over their college-educated peers. By contrast, white workers saw a smaller difference, earning $101,641 with a university degree. (Note: The sample does not include data on white workers with a high school education or less for this occupational group.)

Natural & Applied Sciences (NOC 21)

About this occupational group

According to Statistics Canada, this group typically requires a university degree. Jobs include:

- Architects, urban planners and land surveyors
- Civil, mechanical, electrical and computer engineers
- Mathematicians, statisticians, data scientists, and computer and information systems professionals
- Professionals in physical and life sciences, and in public and environmental health and safety.

About the sample

Our sample includes 1,901 B.C. workers (47% racialized):

- Racialized: 212 women, 674 men
- White: 217 women, 798 men

Average earnings

$114,579

Earnings gap

$4,987 or 4%

Findings

According to our sample, racialized workers earned less than white workers. For some subgroups (e.g., first generation, or those born outside Canada), the gap widened, while for others (e.g., women), the gap narrowed or reversed.

Racialized workers earned 4% less on average than white workers. The white workers in our sample earned an average of $116,903 in 2020, compared to racialized workers who earned an average of $111,916. This earnings gap of 4% was statistically significant once we accounted for extreme positive outliers (i.e., winsorized extreme values).

The earnings gap became more apparent when focusing on most workers whose earnings fall closer to the average, without being distorted by the highest earners. Regression tests show the effect of demographic variables (age, gender, generation and education) on earnings within each group. These variables explain 3% of the variance in earnings for racialized workers and 5% for white workers. See Appendix D for detailed results.

Both racialized workers and white workers saw earnings increase significantly with age. Under the age of 40, racialized workers earned $4,000-$10,000 more than the white workers in our sample. In the 40 to 44 age group, this trend reversed with white workers earning $20,090 more than racialized workers. From there, earnings leveled off, with an earnings gap that consistently favoured white workers. Among those age 55 to 64, earnings became roughly equal.

Both racialized women and white women earned less than racialized and white men. Women earned significantly less than men in this occupational group, with white women earning the least at $93,182 and racialized women earning slightly more at $98,060. White men were the top earners at $123,353 while racialized men earned $116,274. (Note: the gender earnings gap is enlarged by a small number of extremely high earners, with both racialized men (n = 9) and white men (n = 12) making around $700,000 per year.)

White workers earned significantly less if they were second or later generation (born in Canada). Generation had a significant effect on earnings for white workers only, but with similar trends for both groups. Workers born in Canada earned less than those born outside Canada. Racialized workers who are second or later generation (born in Canada) earned $12,828 less than the first generation (born outside Canada). The white workers in our sample saw a larger difference, with those who are second or later generation earning $20,364 less than the first generation. Possibly, employers in the education and technology sectors use higher earnings to recruit non-Canadian born scientists.

Still, the white workers in our sample earned more than racialized workers. Among the first-generation workers, white workers earned an average $16,351 more, $130,786 compared to an average $114,435 for racialized workers. Among the second or later generation, the gap narrowed to $8,815 more earnings for white workers than racialized workers.

Racialized workers with higher levels of education saw an earnings benefit, but not enough to close the gap. Education had significant effects on earnings for racialized workers only. Our analysis showed that education and training were significantly linked to higher earnings for racialized workers, who earned an average of $13,400 more with each additional level of education. Education did not have a significant effect for white workers.

Note: There were a few workers with a high school education or less who had extremely high incomes, which skewed the average income for this group higher than that of workers with bachelor’s degrees.

Future Research

Future research needs more data for deeper insights.

This study relies on the record-level data made publicly available by Statistics Canada. Although the Census data is representative of the Canadian population and highly accurate, there are limited sample sizes available within the long-form public use microdata, which is limited further by performing analyses on separate occupations.

The relatively small sample of 25,134 B.C. workers constrains the depth of our modeling analysis and the demographic disaggregation we can perform.

Given the diversity within the 26 occupational groups included our study and the range of racial identities among workers in the province, more data is needed to identify gaps that reliably reflect the varied experiences and barriers faced by racialized workers. Including other variables, such as immigration status and language spoken at home, could strengthen the analysis. Larger samples that allow analysis by specific racial identities would likely highlight, as previously shown with Canadian Census data, that earnings differentials between white and racialized workers depend on the specific racial identity group. Regional factors could also provide insights that are currently missing from this study.

Additionally, Census 2021 data provide labour information from 2020, which was an abnormal year for many workers due to the COVID-19 pandemic. Exploring earnings gaps in other, more recent years would help ensure our findings generalize to a less volatile economic period.

Finally, the relationships between age and earnings and education and earnings for some occupations and some racial identities may have been better represented with non-linear regression approach. Age was modeled both categorically and numerically, and education was modeled as an ordinal variable across our models for simplicity of interpretation in this report.

Despite these limitations, our research lays the foundation for evaluating B.C.'s progress towards economic inclusion, using data from the upcoming Census 2026.

Future research needs to consider more than income.

In this study, our analysis focused on workers working full-time for at least 49 weeks in 2020. We excluded part-time workers, those in precarious employment, self-employed workers, and individuals unable to enter the labour market or find jobs that align with their skills and experience. Racialized workers may be overrepresented in this excluded group due to barriers in obtaining more reliable work.

More research is needed on economic exclusion regarding labour force participation, self employment, unemployment, unpaid work, and barriers related to mental and physical health.

In addition, this report omits findings from occupational groups that showed mixed or limited evidence of earning inequities, but this should not imply such inequities do not exist. We may not have identified inequities due to our small sample of B.C. workers, due to the definition of occupational categories by Statistics Canada, or due to the complexity of issues that may manifest differently across racial groups.

Although demographic factors could partially explain the earnings for most occupations, this study does not explain the source of earnings gaps. These gaps could be explored further within specific communities and occupations, opening new insights into systemic inequity and economic inclusion.

Future research into systemic inequities needs community input.

For this study, we chose not to use more advanced methodologies (e.g., Oaxaca-Blinder decompositions) without having community input to guide the direction of our analysis.

We chose a simpler approach that would be transparent to readers and facilitate dialogue (e.g., about our reference groups for comparison, the variables we are using, and how to interpret interactions). We avoided deeper analysis that calls for more input from workers with lived experience and subject matter expertise.

If you have any feedback on this report or would like to provide input on future research, please contact BC Stats online: BC Stats request management system

Or by Mail: 9410 Stn Prov Govt
Victoria, B.C. V8W 9V1

Appendix A: Similar Research

BC Stats' research on economic inclusion exists within the context of previous research done on employment and income in groups that historically have faced systemic discrimination.

REPORT: Income Supports and Indigenous Peoples in B.C.
Ministry of Social Development and Poverty Reduction

First Nations, Métis and Inuit Peoples have been, and continue to be, impacted by systemic racism. As part of the Guaranteed Basic Income project commissioned by the Ministry of Social Development and Poverty Reduction, this report looks at labour force participation, average incomes, and poverty rates. The average before-tax total annual income for Indigenous on-reserve families is almost $50,000 less than non-Indigenous families. For Indigenous off-reserve families, this gap is just over $18,000.

In our research on economic inclusion, BC Stats did not focus on Indigenous workers to ensure that sufficient and meaningful engagement with Indigenous Peoples takes place before any data analysis or reporting with Indigenous communities. Similarly, we do not report on any specific racialized groups given the need for consultation with specific communities before research to ensure cultural safety and prevention of harms.

REPORT: Pay Transparency Report
Ministry of Finance

As required under the Pay Transparency Act, This Ministry of Finance must publish an annual report that examines the gender pay gap, which is defined as the difference in median hourly pay or income between women and nonbinary workers compared to men. The 2025 report reveals that racialized women earn $0.72 for every $1.00 earned by non-racialized men. Note that 'non-racialized' refers to the Statistics Canada and federal Employment Equity Act term 'not a visible minority' including workers who self-identify as white or Indigenous. The 2025 report also reveals the largest gaps between men and women workers in three sectors: 1) agriculture, forestry, fishing and hunting; 2) manufacturing; and 3) professional, scientific and technical services.

Where the Pay Transparency Report focused on the gender pay gap, with racial identity considered, our research on economic inclusion centres on racial identity pay gaps, with additional consideration of gender.

See Table 1 for an overview of key distinctions between these reports.

Table 1: Comparing this report to other recent government reports on pay gaps in B.C.

	Economic Inclusion	**Pay Transparency Report**	**Income Supports & Indigenous Peoples in B.C.**
Author	BC Stats	Gender Equity Office, Ministry of Finance	Ministry of Social Development & Poverty Reduction
Data source	Census (2021)	Labour Force Survey (2017-2024) Canadian Community Health Survey (2022-2023)	Census (2016)
Sample size	~26,000 B.C. workers	Labour Force Survey: ~68,000 B.C. households Canadian Community Health Survey: ~65,000 respondents	Does not specify (long form, 1 percent sample)
Occupation classification	National Occupation Classification	North American Industry Classification System and National Occupation Classification	N/A
Analysis	Descriptive and inferential	Descriptive	Descriptive
Outcome	Median and mean annual wage (before tax)	Median hourly pay	Mean annual family income and individual income

Appendix B: Variables

Table 2: Census 2021 variables used in BC Stats' analysis in this report

Outcome

VARIABLE (CENSUS CODE)	DESCRIPTION	NOTES
Annual earnings ("Wages")	The Census 2021 data include "Wages" capturing gross wages, salaries and commissions, including employee remuneration before deductions, derived from CRA administrative data.	We did not select "EmpIn" capturing employment income because this variable includes self-employment, which would be included instead in a study comparing small businesses.

Primary Predictor

VARIABLE (CENSUS CODE)	DESCRIPTION	NOTES
Racial identities ("VISMIN")	The Census 2021 variable "VISMIN" or visible minority was used to create our primary grouping variable, such that "Not a visible minority" was recoded as "white", and other responses for "South Asian", "Chinese", "Black", "Filipino", "Arab", "Latin American", "Southeast Asian", "West Asian", "Korean", "Japanese", "visible minority not included elsewhere", or "multiple visible minorities" were recoded as "racialized".	We aggregated "VISMIN" categories into "white" and "racialized" for this initial exploration due to the need for consultation and cooperation with specific groups before research. Statistics Canada is in the process of developing and updating the visible minority data standard.

Explanatory Factors

VARIABLE (CENSUS CODE)	DESCRIPTION	NOTES
Education ("HDGREE" and "LOC_ST_RES")	The highest certificate, diploma or degree an individual has completed is the classification used in the census to measure 'Educational attainment'. This variable was coded as ordinal in linear models for the primary analysis with the following levels: 1. No certificate, diploma or degree	An ordinal coding scheme for the primary analysis allows for fine grained levels of education and training to be accounted for in the estimation of the effect of racial identity on income. The reduction to three categories for exploring results

VARIABLE (CENSUS CODE)	DESCRIPTION	NOTES
	2. High (secondary) school diploma or equivalency certificate 3. Non-apprenticeship trades 4. Apprenticeship certificate 5. Program of 3 months to less than 1 year (College, CEGEP and other non-university certificates or diplomas) 6. 6 Program of 1 to 2 years (College, CEGEP and other non-university certificates or diplomas) 7. Program of more than 2 years (College, CEGEP and other non-university certificates or diplomas) 8. University certificate or diploma below bachelor level 9. Bachelor's degree 10. University certificate or diploma above bachelor level 11. Degree in medicine, dentistry, veterinary medicine or optometry 12. Master's degree 13. Earned doctorate We followed up on this explanatory variable with broader categories, including 1. no postsecondary education, 2. Canadian bachelor's degree and higher, and 3. Non-Canadian bachelor's degree or higher (derived from "LOC_ST_RES"/ "Education: Location of study compared with province or territory of residence").	of Blinder-Oaxaca modeling simplified visualization (larger subgroups within each category of education, for which the effect of racial identity might differ).
Generation ("GENSTAT")	Generation status refers to whether the person or the person's parents were born in Canada, including first, second, and third generation or more. In models this variable was dummy coded with first generation (not born in Canada) serving as the baseline category, relative to later generations. (Note: Dummy coding converts categorical variables into multiple binary variables with nominal variables (0 or 1) such that the directionality of effects depends on the category selected to be represented by 0 (baseline) or 1. The effect of each level of a category is thus understood relative to the baseline category.)	

VARIABLE (CENSUS CODE)	DESCRIPTION	NOTES
Age (“AGEGRP”)	Age is included in the Census 2021 data as a categorical variable. We included participants at least 15 years of age (“15 to 17” years) and less than 65 years of age (“60 to 64 years”). Beginning at 20 years, ages are categorized in bins of 5 years. We used the numerical middle value in models to explore explanatory factors.	
Gender (“Gender”)	Statistics Canada reports a two-category gender variable in Census 2021 data including “Man+” and “Woman+” which aggregates non-binary responses into the two gender categories. “Man+” served as the baseline category.	

Appendix C: Overall Assessment

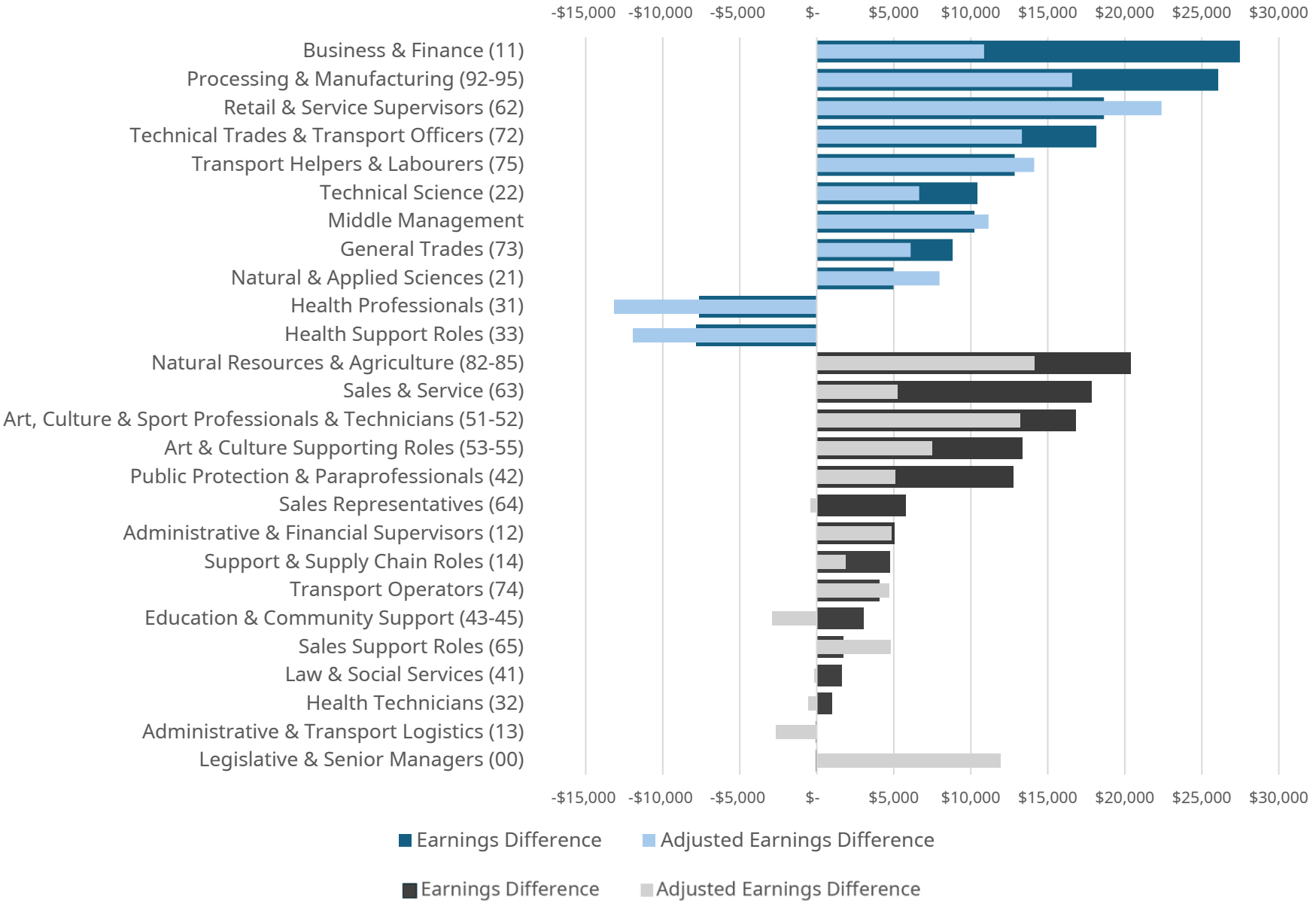
Table 3: Key metrics from test results on income gaps in each occupational group

Occupational Group (NOC code)	Percent racialized	Sample size	Median earnings $	Mean earnings $	Mean earnings white $	Mean earnings racialized $	Earnings difference $	Earnings difference (adjusted estimate) $	Adjusted percent gap**	Standard error	p-value	Adjusted R2
Processing & Manufacturing (92-95)	42%	890	61,000	70,786	81,652	55,585	26,067	16,579	23%	4,602	0.00	21%
Retail & Service Supervisors (62)	44%	534	54,000	66,866	75,001	56,356	18,645	22,381	33%	6,433	0.00	14%
Technical Trades & Transport Officers (72)	18%	2,052	78,000	85,799	89,072	70,919	18,153	13,318	16%	2,883	0.00	14%
Transport Helpers & Labourers (75)	34%	688	57,000	70,612	74,946	62,095	12,851	14,116	20%	6,900	0.04	7%
Technical Science (22)	32%	920	74,000	79,512	82,835	72,402	10,432	6,648	8%	3,141	0.03	10%
General Trades (73)	27%	952	68,000	72,833	75,197	66,373	8,824	6,094	8%	3,092	0.05*	5%
Middle Management	28%	3,620	89,000	105,004	107,875	97,634	10,241	11,152	11%	3,360	0.00	12%
Natural & Applied Sciences (21)	47%	1,901	94,000	114,579	116,903	111,916	4,987	7,970	7%	4,360	0.07*	5%
Health Professionals (31)	41%	893	96,000	102,641	99,507	107,154	- 7,646	- 13,159	-13%	5,043	0.01	11%
Health Support Roles (33)	53%	596	51,000	55,176	51,032	58,849	- 7,817	- 11,940	-22%	3,400	0.00	6%
Business & Finance (11)	45%	1,256	78,000	104,483	116,931	89,454	27,477	10,863	10%	6,297	0.08*	13%
Public Protection & Paraprofessionals (42)	26%	844	68,000	77,290	80,591	67,813	12,778	5,116	7%	2,875	0.08	29%
Art, Culture & Sport Professionals & Technicians (51-52)	33%	413	77,000	90,063	95,680	78,870	16,810	13,235	15%	7,615	0.08	9%
Administrative & Financial Supervisors (12)	37%	833	64,000	72,000	73,884	68,806	5,078	4,853	7%	3,261	0.14	11%

Occupational Group (NOC code)	Percent racialized	Sample size	Median earnings $	Mean earnings $	Mean earnings white $	Mean earnings racialized $	Earnings difference $	Earnings difference (adjusted estimate) $	Adjusted percent gap**	Standard error	p-value	Adjusted R2
Administrative & Transport Logistics (13)	33%	1,199	55,000	60,775	60,754	60,818	- 64	- 2,639	-4%	1,804	0.14	7%
Natural Resources & Agriculture (82-85)	20%	252	64,000	73,536	77,662	57,275	20,388	14,142	19%	9,960	0.16	7%
Art & Culture Supporting Roles (53-55)	26%	88	56,500	61,636	65,123	51,783	13,340	7,503	12%	7,126	0.30	3%
Transport Operators (74)	26%	207	66,000	68,995	70,065	65,963	4,102	4,709	7%	4,644	0.31	10%
Sales Support Roles (65)	49%	877	43,000	50,432	51,277	49,558	1,718	4,795	10%	5,205	0.36	5%
Support & Supply Chain Roles (14)	36%	1,250	52,000	57,967	59,686	54,899	4,787	1,894	3%	2,736	0.49	5%
Education & Community Support (43-45)	32%	288	67,000	68,264	69,240	66,183	3,057	- 2,889	-4%	4,595	0.53	13%
Sales & Service (63)	49%	488	51,000	73,471	82,259	64,390	17,869	5,266	7%	9,960	0.60	14%
Legislative & Senior Managers (00)	20%	367	160,000	206,674	206,657	206,740	- 83	11,958	6%	23,168	0.61	10%
Health Technicians (32)	36%	394	71,000	71,008	71,375	70,364	1,011	- 567	-1%	3,063	0.85	11%
Sales Representatives (64)	39%	1,151	52,000	62,777	65,013	59,243	5,770	- 399	-1%	3,473	0.91	8%
Law & Social Services (41)	24%	2,181	84,000	90,621	91,019	89,366	1,653	- 179	0%	3,067	0.95	11%

Source: Statistics Canada Census of population, 2021, Individual File. https://www150.statcan.gc.ca/n1/en/catalogue/98M0001X2021001
Note * = significant p-value after winsorizing extreme values (i.e., the earnings difference between groups is significant for majority of workers, but not if extreme high earners are reduced to the normal distribution).
Note ** = Adjusted percent gap was calculated as the adjusted difference divided by the overall average earnings to show how the gap changed when controlling for age, gender, education and generation differences between groups.

Figure 1: Earnings difference and the adjusted earnings difference for each occupational group.



Note. Blue shades = significant differences, grey shades = non-significant differences. The adjusted difference is the difference in earnings between white and racialized groups after accounting for age, gender, generation, and education. For some occupations, statistical adjustment did not substantially change the earnings difference, while for others the difference widens or narrows. When there are important differences between groups in distributions of demographic variables, and these demographic variables are related to earnings, adjustment can lead to a change in the difference. For example, in Business & Finance (11), there are different distributions of age (a greater number of older and fewer young white workers relative to racialized) and generation (a much higher proportion of later generation white workers than racialized), which account for a substantial contribution to the earnings difference.

Appendix D: Demographic Details

Processing and Manufacturing (92-95) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference category	Regression Coefficient (*b*)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	740	443	1037	5	0
n = 519	Gender (Woman+)	Man+	-31503	-42121	-20885	-6	0
(58%)	Generation (2nd+)	1st	7356	-5967	20679	1	0.28
R2 = 0.15	Education (more)	Less	17777	12074	23480	6	0
Racialized	Age (older)	Younger	133	-97	364	1	0.26
n = 370	Gender (Woman+)	Man+	-19248	-24189	-14308	-8	0
(42%)	Generation (2nd+)	1st	15432	5570	25294	3	0
R2 = 0.17	Education (more)	Less	383	-2072	2838	0	0.76

Processing and Manufacturing (92-95) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under25	56857	36143	77571	7	2%	55600	46655	64545	35	7%
25 to 29	56706	47027	66385	17	5%	67500	58722	76278	60	12%
30 to 34	58581	48758	68403	31	8%	77039	69304	84774	51	10%
35 to 39	53489	45603	61374	45	12%	81122	72326	89918	74	14%
40 to 44	56786	50032	63539	42	11%	88318	75057	101578	60	12%
45 to 49	65894	56429	75358	47	13%	89942	78149	101736	52	10%
50 to 54	55328	49816	60840	61	16%	83457	74386	92528	81	16%
55+	51074	46817	55332	121	33%	91634	80968	102300	106	20%
Gender										
Woman+	43827	41303	46351	150	40%	55343	50771	59915	67	13%
Man+	63566	59888	67244	221	60%	85552	81326	89777	452	87%
Generation										
First	54493	51962	57024	347	94%	86814	76098	97530	43	8%
2nd +	71375	55434	87316	24	6%	81185	77127	85244	476	92%
Education										
No training / certificate	53775	50313	57237	218	59%	71446	67445	75446	303	58%
Training program	60500	54405	66595	64	17%	98329	90807	105852	189	36%
BA+	55307	50643	59970	88	24%	79444	65440	93449	27	5%
Education Origin										
Canadian	73525	64865	82185	40	11%	97205	89974	104436	201	39%
NonCanadian	52726	48809	56642	113	30%	79400	62259	96541	15	3%
None	53775	50313	57237	218	59%	71446	67445	75446	303	58%

Retail & Service Supervisors (NOC 62) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	975	394	1557	3	0
n = 301	Gender (Woman+)	Man+	-30154	-44699	-15609	-4	0
(56%)	Generation (2nd+)	1st	-4376	-25736	16984	0	0.69
R2 = 0.16	Education (more)	Less	24778	15525	34032	5	0
Racialized	Age (older)	Younger	287	-11	584	2	0.06
n = 233	Gender (Woman+)	Man+	-9937	-17225	-2649	-3	0.01
(44%)	Generation (2nd+)	1st	8983	-541	18507	2	0.07
R2 = 0.06	Education (more)	Less	3140	-492	6773	2	0.09

Retail & Service Supervisors (NOC 62) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	45391	32388	58395	23	10%	37933	33405	42462	15	5%
25 to 29 years	47281	41246	53317	32	14%	46606	40615	52597	33	11%
30 to 34 years	58759	48505	69012	29	12%	60000	51538	68462	39	13%
35 to 39 years	64406	52070	76743	32	14%	67677	55751	79604	31	10%
40 to 44 years	59143	49942	68344	28	12%	102008	68011	136005	42	14%
45 to 49 years	68148	56052	80244	27	12%	89679	72399	106958	28	9%
50 to 54 years	49000	42951	55049	28	12%	67371	55041	79702	35	12%
55+	57088	48592	65584	34	15%	88168	68439	107897	78	26%
Gender										
Woman+	49855	44455	55255	83	36%	57555	52362	62747	124	41%
Man+	59953	55394	64512	150	64%	87224	74837	99611	177	59%
Generation										
First	55082	51320	58844	194	83%	82008	48191	115826	40	13%
2nd+	62692	52740	72644	39	17%	73928	66599	81256	261	87%
Education										
No training / certificate	53870	48265	59474	69	30%	58178	53664	62692	135	45%
Training program	54295	48353	60236	78	33%	77268	68624	85912	123	41%
BA+	60221	53639	66803	86	37%	121336	77669	165002	43	14%
Education Origin										
Canadian	60010	53606	66415	96	41%	86042	73677	98408	144	48%
NonCanadian	53721	47905	59536	68	29%	105969	46668	165270	22	7%
None	53870	48265	59474	69	30%	58178	53664	62692	135	45%

Business & Finance (NOC 11) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	2666	1912	3420	7	0
n = 687	Gender (Woman+)	Man+	-53634	-70465	-36803	-6	0
(55%)	Generation (2nd+)	1st	17342	-4822	39507	2	0.13
R2 = 0.12	Education (more)	Less	15036	4509	25563	3	0.01
Racialized	Age (older)	Younger	2027	1443	2611	7	0
n = 567	Gender (Woman+)	Man+	-17751	-29348	-6153	-3	0
(45%)	Generation (2nd+)	1st	22769	10476	35062	4	0
R2 = 0.1	Education (more)	Less	9704	-443	19851	2	0.06

Business & Finance (NOC 11) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	48400	36712	60088	10	2%	49583	40704	58462	12	2%
25 to 29 years	64228	59693	68763	114	20%	62888	57430	68345	89	13%
30 to 34 years	75867	68775	82960	114	20%	83846	75288	92405	92	13%
35 to 39 years	90366	77670	103061	113	20%	102824	85707	119940	114	17%
40 to 44 years	106530	90842	122217	67	12%	138327	107851	168803	80	12%
45 to 49 years	126732	83422	170041	49	9%	154076	120316	187837	86	13%
50 to 54 years	103301	86740	119862	59	10%	154104	119425	188783	85	12%
55+	111413	85988	136839	43	8%	134017	114569	153465	129	19%
Gender										
Woman+	83348	77776	88920	332	58%	93822	87965	99679	400	58%
Man+	98006	86100	109913	237	42%	149139	130310	167968	287	42%
Generation										
First	84713	78570	90856	374	66%	107844	92967	122721	121	18%
2nd+	98546	85851	111241	195	34%	118873	108672	129075	566	82%
Education										
No training/certificate	85899	59615	112183	21	4%	105255	80419	130092	90	13%
Training program	80266	68319	92213	63	11%	106274	92509	120038	154	22%
BA+	90854	84113	97595	483	85%	123008	111274	134741	443	64%
Education Origin										
Canadian	90328	83387	97268	415	73%	118436	108387	128485	513	75%
NonCanadian	87287	74468	100107	133	23%	120248	93418	147079	84	12%
None	85899	59615	112183	21	4%	105255	80419	130092	90	13%

Technical Trades & Transport Officers (NOC 72) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	1104	926	1281	12	0
n = 1679	Gender (Woman+)	Man+	-14491	-25683	-3299	-3	0.01
(82%)	Generation (2nd+)	1st	9922	2591	17254	3	0.01
R2 = 0.11	Education (more)	Less	13503	9584	17423	7	0
Racialized	Age (older)	Younger	768	534	1002	6	0
n = 369	Gender (Woman+)	Man+	7331	-10617	25280	1	0.42
(18%)	Generation (2nd+)	1st	7764	1422	14105	2	0.02
R2 = 0.12	Education (more)	Less	5457	2128	8785	3	0

Technical Trades & Transport Officers (NOC 72) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	44886	40869	48902	35	9%	50752	47664	53840	113	7%
25 to 29 years	60581	53358	67805	43	12%	70303	66140	74467	178	11%
30 to 34 years	67862	61318	74406	58	16%	78784	75501	82067	268	16%
35 to 39 years	76660	68871	84448	47	13%	91111	86108	96114	261	16%
40 to 44 years	71000	63532	78468	36	10%	99425	92898	105952	198	12%
45 to 49 years	79935	73146	86723	46	12%	100216	92882	107549	172	10%
50 to 54 years	81000	67186	94814	32	9%	101459	94632	108287	194	12%
55+	78082	70896	85269	73	20%	100905	94151	107659	298	18%
Gender										
Woman+	77000	53252	100748	9	2%	77833	66560	89107	60	4%
Man+	70767	67820	73714	361	98%	89488	87255	91721	1622	96%
Generation										
First	70839	67182	74496	255	69%	85755	79328	92182	151	9%
2nd+	71096	66276	75915	115	31%	89399	87075	91723	1531	91%
Education										
No Training/certificate	61009	56614	65404	112	30%	74663	70991	78335	401	24%
Training program	74844	70668	79019	179	49%	93052	90395	95709	1210	72%
BA+	76590	69430	83749	78	21%	104500	92666	116334	68	4%
Education Origin										
Canadian	76820	72300	81341	167	45%	94187	91479	96896	1207	72%
NonCanadian	72286	66246	78326	91	25%	83716	76272	91160	74	4%
None	61009	56614	65404	112	30%	74663	70991	78335	401	24%

Transport Helpers & Labourers (NOC 75) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	717	218	1216	3	0.01
n = 456	Gender (Woman+)	Man+	-13152	-35740	9435	-1	0.25
(66%)	Generation (2nd+)	1st	-186	-23081	22709	0	0.99
R2 = 0.05	Education (more)	Less	19496	9472	29520	4	0
Racialized	Age (older)	Younger	307	-96	710	1	0.14
n = 232	Gender (Woman+)	Man+	-21060	-33968	-8152	-3	0
(34%)	Generation (2nd+)	1st	13432	2167	24697	2	0.02
R2 = 0.08	Education (more)	Less	4640	-128	9408	2	0.06

Transport Helpers & Labourers (NOC 75) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	42857	33473	52242	7	3%	47824	43133	52514	51	11%
25 to 29 years	55097	47455	62739	31	13%	58895	52380	65410	57	12%
30 to 34 years	63368	52430	74306	38	16%	63088	56720	69456	68	15%
35 to 39 years	67182	54247	80117	33	14%	77333	66285	88382	51	11%
40 to 44 years	69429	51607	87250	28	12%	118665	67644	169685	37	8%
45 to 49 years	59696	48606	70785	23	10%	99624	63030	136218	39	9%
50 to 54 years	62941	49353	76529	34	15%	84486	57193	111779	48	11%
55+	60947	51218	70677	38	16%	74419	66385	82453	105	23%
Gender										
Woman+	43733	37698	49768	30	13%	64449	49551	79347	42	9%
Man+	64822	59871	69772	202	87%	76011	68860	83161	414	91%
Generation										
First	59945	55145	64745	182	78%	89053	58450	119656	44	10%
2nd+	69920	58903	80937	50	22%	73439	66858	80020	412	90%
Education										
No training/certificate	57138	51522	62755	123	53%	68041	61396	74685	311	68%
Training program	66925	57701	76150	67	29%	77017	67392	86642	112	25%
BA+	68905	58218	79592	42	18%	132989	77518	188460	33	7%
Education Origin										
Canadian	79388	67327	91449	49	21%	86661	73033	100289	129	28%
NonCanadian	58133	50917	65350	60	26%	114708	33107	196309	16	4%
None	57138	51522	62755	123	53%	68041	61396	74685	311	68%

Technical Science (NOC 22) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	772	498	1045	6	0
n = 626	Gender (Woman+)	Man+	-15818	-23149	-8487	-4	0
(68%)	Generation (2nd+)	1st	8330	-332	16993	2	0.06
R2 = 0.08	Education (more)	Less	4659	681	8637	2	0.02
Racialized	Age (older)	Younger	611	324	899	4	0
n = 292	Gender (Woman+)	Man+	1020	-6909	8949	0	0.8
(32%)	Generation (2nd+)	1st	5149	-2645	12942	1	0.2
R2 = 0.06	Education (more)	Less	2491	-1660	6643	1	0.24

Technical Science (NOC 22) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	46143	37106	55180	7	2%	50778	40527	61029	9	1%
25 to 29 years	59977	53484	66470	43	15%	59915	56289	63542	71	11%
30 to 34 years	66083	59939	72228	48	16%	74143	67665	80621	77	12%
35 to 39 years	75083	67680	82486	48	16%	83306	76748	89864	98	16%
40 to 44 years	75171	65677	84665	35	12%	92817	81063	104570	81	13%
45 to 49 years	81700	74534	88866	30	10%	89952	83072	96832	83	13%
50 to 54 years	81622	67741	95503	40	14%	86765	78117	95413	89	14%
55+	75929	69266	82591	42	14%	89471	81991	96951	119	19%
Gender										
Woman+	73472	63252	83693	59	20%	70091	65854	74328	132	21%
Man+	72132	68990	75275	234	80%	86233	82629	89836	495	79%
Generation										
First	71828	67954	75702	227	77%	80636	74602	86671	88	14%
2nd+	74379	68982	79776	66	23%	83193	79815	86572	539	86%
Education										
No training/certificate	66133	58864	73403	30	10%	72851	66656	79045	114	18%
Training program	71758	65496	78020	108	37%	87308	83030	91586	371	59%
BA+	74143	70074	78212	154	53%	79177	74128	84227	141	23%
Education Origin										
Canadian	73104	68374	77834	162	55%	85545	81874	89216	461	74%
NonCanadian	73139	68050	78228	101	34%	80692	72442	88942	52	8%
None	66133	58864	73403	30	10%	72851	66656	79045	114	18%

General Trades (NOC 73) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	167	-43	376	2	0.12
n = 697	Gender (Woman+)	Man+	-7265	-19408	4878	-1	0.24
(73%)	Generation (2nd+)	1st	2457	-5575	10490	1	0.55
R2 = 0.01	Education (more)	Less	-3174	-7150	803	-2	0.12
Racialized	Age (older)	Younger	239	-50	527	2	0.11
n = 254	Gender (Woman+)	Man+	-14621	-28929	-312	-2	0.05
(27%)	Generation (2nd+)	1st	5203	-2971	13376	1	0.21
R2 = 0.03	Education (more)	Less	987	-2388	4362	1	0.57

General Trades (NOC 73) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	37857	31464	44250	7	3%	52879	47558	58200	33	5%
25 to 29 years	66652	53228	80076	23	9%	68186	61043	75329	43	6%
30 to 34 years	63824	54615	73032	34	13%	74030	67261	80798	67	10%
35 to 39 years	66400	59501	73299	40	16%	82866	75525	90207	67	10%
40 to 44 years	75839	65006	86672	31	12%	85560	74870	96251	77	11%
45 to 49 years	67167	60210	74123	36	14%	74248	67513	80982	101	14%
50 to 54 years	63517	57616	69419	29	11%	74475	70128	78822	101	14%
55+	67091	61265	72917	55	22%	75068	70598	79537	208	30%
Gender										
Woman+	52833	42145	63522	12	5%	67828	60312	75343	29	4%
Man+	67041	63922	70160	243	95%	75517	73006	78027	668	96%
Generation										
First	65888	62613	69163	205	80%	72486	67544	77429	74	11%
2nd+	68360	60628	76092	50	20%	75519	72867	78171	623	89%
Education										
No training/certificate	65809	61292	70326	136	54%	76096	72749	79444	448	64%
Training program	66478	61055	71900	67	26%	74764	71244	78283	216	31%
BA+	68059	62129	73989	51	20%	65818	60708	70929	33	5%
Education Origin										
Canadian	71039	64254	77825	51	20%	73659	70254	77064	226	32%
NonCanadian	64000	59359	68641	68	27%	72783	66181	79384	23	3%
None	65809	61292	70326	136	53%	76096	72749	79444	448	64%

Middle Management (no code) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	1435	1166	1703	10	0
n = 2597	Gender (Woman+)	Man+	-28730	-34497	-22963	-10	0
(72%)	Generation (2nd+)	1st	-13352	-21086	-5619	-3	0
R2 = 0.12	Education (more)	Less	17473	14653	20292	12	0
Racialized	Age (older)	Younger	1827	1340	2313	7	0
n = 1014	Gender (Woman+)	Man+	-26180	-36212	-16148	-5	0
(28%)	Generation (2nd+)	1st	15531	4362	26701	3	0.01
R2 = 0.12	Education (more)	Less	19244	13813	24674	7	0

Middle Management (no code) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	40778	37677	43879	36	4%	49036	43881	54190	28	1%
25 to 29 years	62108	57078	67139	120	12%	66276	62294	70258	174	7%
30 to 34 years	80185	74498	85871	157	15%	94731	86386	103076	304	12%
35 to 39 years	105222	91350	119095	183	18%	103203	95188	111218	364	14%
40 to 44 years	105802	96767	114836	162	16%	106057	100394	111720	388	15%
45 to 49 years	111585	95258	127912	134	13%	113983	105599	122368	384	15%
50 to 54 years	115338	92613	138062	113	11%	122883	114293	131474	380	15%
55+	120070	98515	141625	110	11%	120293	112930	127655	583	22%
Gender										
Woman+	81714	77019	86409	424	42%	92599	89485	95712	1062	41%
Man+	109056	100822	117290	591	58%	118390	113826	122953	1543	59%
Generation										
First	95909	89399	102418	730	72%	125458	114060	136856	424	16%
2nd+	102054	93646	110463	285	28%	104457	101624	107291	2181	84%
Education										
No training / certificate	69877	64887	74867	171	17%	86405	82191	90618	732	28%
Training program	85614	76056	95173	222	22%	107567	102618	112517	755	29%
BA+	109688	102112	117265	621	61%	121689	116348	127029	1110	43%
Education Origin										
Canadian	107015	99654	114377	550	54%	113039	109446	116632	1591	61%
NonCanadian	96229	85177	107282	294	29%	134473	119532	149415	282	11%
None	69877	64887	74867	171	17%	86405	82191	90618	732	28%

Health Support Roles (NOC 33) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	262	68	457	3	0.01
n = 280	Gender (Woman+)	Man+	-2683	-9579	4212	-1	0.45
(47%)	Generation (2nd+)	1st	6875	-1177	14926	2	0.1
R2 = 0.07	Education (more)	Less	6348	2780	9917	3	0
Racialized	Age (older)	Younger	352	110	595	3	0
n = 314	Gender (Woman+)	Man+	-758	-8295	6780	0	0.84
(53%)	Generation (2nd+)	1st	8001	-3047	19049	1	0.16
R2 = 0.03	Education (more)	Less	1352	-1819	4523	1	0.4

Health Support Roles (NOC 33) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	42750	36826	48674	8	3%	40900	35541	46259	10	4%
25 to 29 years	54909	45100	64718	22	7%	44857	41945	47770	28	10%
30 to 34 years	49125	43886	54364	24	8%	45381	39884	50877	21	8%
35 to 39 years	57647	51040	64254	34	11%	48036	45738	50333	28	10%
40 to 44 years	62040	55134	68946	50	16%	54219	48153	60284	32	11%
45 to 49 years	59519	54915	64123	52	16%	55908	40012	71804	34	12%
50 to 54 years	57333	52620	62046	54	17%	55400	51129	59671	35	12%
55+	64087	56990	71184	72	23%	51641	48969	54313	92	33%
Gender										
Woman+	58808	56062	61554	275	87%	50637	47973	53302	243	87%
Man+	59122	52835	65409	41	13%	53622	49098	58145	37	13%
Generation										
First	58588	56051	61125	298	94%	48185	44607	51764	27	10%
2nd+	63167	48941	77393	18	6%	51335	48721	53950	253	90%
Education										
No training / certificate	56854	51479	62229	48	15%	46855	43916	49794	69	25%
Training program	59558	55660	63456	140	45%	50436	48762	52110	188	67%
BA+	58707	54585	62829	126	40%	68429	45110	91748	23	8%
Education Origin										
Canadian	63311	58670	67952	113	36%	52589	49435	55744	200	71%
NonCanadian	56214	52778	59649	155	49%	48909	44185	53633	11	4%
None	56854	51479	62229	48	15%	46855	43916	49794	69	25%

Health Professionals (NOC 31) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	921	550	1292	5	0
n = 527	Gender (Woman+)	Man+	-22471	-34161	-10781	-4	0
(59%)	Generation (2nd+)	1st	6385	-6445	19216	1	0.33
R2 = 0.1	Education (more)	Less	18058	9867	26248	4	0
Racialized	Age (older)	Younger	1502	710	2294	4	0
n = 364	Gender (Woman+)	Man+	-39165	-57193	-21136	-4	0
(41%)	Generation (2nd+)	1st	14690	-2179	31560	2	0.09
R2 = 0.12	Education (more)	Less	24079	9266	38892	3	0

Health Professionals (NOC 31) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	58000	35297	80703	4	1%	71250	51465	91035	4	1%
25 to 29 years	79035	73351	84720	57	16%	81574	77557	85591	61	12%
30 to 34 years	93110	86367	99853	73	20%	90033	85601	94465	91	17%
35 to 39 years	121500	95025	147976	67	18%	98808	88150	109465	72	14%
40 to 44 years	113121	85032	141210	44	12%	105425	94469	116381	76	14%
45 to 49 years	122918	94857	150979	48	13%	108643	97174	120112	62	12%
50 to 54 years	131977	102555	161398	34	9%	101461	91149	111773	71	13%
55+	107159	91850	122469	39	11%	110227	94658	125795	90	17%
Gender										
Woman+	96042	91623	100462	279	76%	95670	92701	98640	456	87%
Man+	142787	113507	172068	87	24%	124151	101164	147137	71	13%
Generation										
First	103881	96525	111237	239	65%	101033	90568	111499	56	11%
2nd+	113314	94977	131650	127	35%	99326	94914	103738	471	89%
Education										
No Training / Certificate	93500	58179	128821	4	1%				0	0%
Training program	88625	79564	97686	53	15%	91690	86731	96650	113	21%
BA+	110779	101468	120091	307	84%	101641	96625	106657	414	79%
Education Origin										
Canadian	106227	95475	116978	253	69%	98215	94139	102291	490	93%
NonCanadian	109807	100162	119452	109	30%	116623	95032	138215	37	7%
None	93500	58179	128821	4	1%				0	0%

Natural & Applied Sciences (NOC 21) – Regression Test Results

Demographic variables in relation to earnings for the racialized and white workers in our sample

Model	Variables	Reference Category	Regression Coefficient (b)	Lower CI	Upper CI	t-value	p-value
White	Age (older)	Younger	1203	703	1702	5	0
n = 1014	Gender (Woman+)	Man+	-29798	-42543	-17052	-5	0
(53%)	Generation (2nd+)	1st	-15243	-26750	-3735	-3	0.01
R2 = 0.05	Education (more)	Less	5830	-1367	13028	2	0.11
Racialized	Age (older)	Younger	745	235	1256	3	0
n = 883	Gender (Woman+)	Man+	-17322	-29576	-5067	-3	0.01
(47%)	Generation (2nd+)	1st	-5508	-18965	7948	-1	0.42
R2 = 0.03	Education (more)	Less	13400	4494	22306	3	0

Natural & Applied Sciences (NOC 21) – Weighted Mean Earnings

Weighted mean earnings ($) by demographic variables for the racialized and white workers in our sample

	Racialized					White				
Group	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**	**Mean**	**Lower CI**	**Upper CI**	**Size**	**Proportion**
Age										
Under 25	70107	54962	85252	28	3%	62333	48334	76333	15	1%
25 to 29 years	93338	80936	105739	167	19%	83160	76106	90213	126	12%
30 to 34 years	113911	100621	127201	167	19%	104593	94185	115002	183	18%
35 to 39 years	119784	108355	131213	152	17%	116122	105630	126613	174	17%
40 to 44 years	121407	104439	138375	110	12%	141497	122417	160578	159	16%
45 to 49 years	117001	101752	132249	99	11%	126600	108248	144953	106	10%
50 to 54 years	108716	97225	120207	81	9%	121295	105059	137531	104	10%
55+	129672	111276	148067	82	9%	130844	116856	144831	148	15%
Gender										
Woman+	98060	89962	106158	212	24%	93182	87444	98920	217	21%
Man+	116274	109870	122678	674	76%	123353	116845	129861	798	79%
Generation										
First	114435	108538	120332	712	80%	130786	119896	141677	323	32%
2nd+	101607	90010	113204	174	20%	110422	104568	116277	692	68%
Education										
No training/certificate	145282	59263	231302	20	2%	127834	102110	153558	59	6%
Training program	84269	75378	93160	85	10%	97362	89311	105413	178	18%
BA+	113976	108533	119418	778	88%	120573	114207	126940	777	77%
Education Origin										
Canadian	103056	97896	108216	524	59%	110973	105305	116641	721	71%
NonCanadian	123540	113735	133345	342	39%	132351	119005	145697	235	23%
None	145282	59263	231302	20	2%	127834	102110	153558	59	6%