## ABC Company Pay transparency report

ABC Company is committed to pay transparency and helping close the gender pay gap.

## Employer details

| Employer: | ABC Company |
| :--- | :--- |
| Address: | 555 Main St, Victoria, BC |
| Reporting Year: | 2024 |
| Time Period: | May 1, 2023 - April 30, 2024 |
| NAICS Code: | 54 - Professional, scientific and technical services |
| Number of Employees: | $300-999$ |

## Hourly pay

| Mean hourly pay gap ${ }^{1}$ |  | Median hourly pay gap ${ }^{2}$ |  |
| :---: | :---: | :---: | :---: |
| \$1.00 | Men | \$1.00 | Men |
| \$0.94 | Women | \$0.94 | Women |
| \$0.84 | Non-binary | \$0.83 | Non-binary |
| \$0.90 | Prefer not to say <br> / Unknown | \$0.91 | Prefer not to say / Unknown |

In this organization women's average hourly wages are In this organization women's median hourly wages are $6 \%$ less than men's and non-binary people's average hourly wages are $16 \%$ less than men's. For every dollar men earn in average hourly wages, women earn 94 cents and non-binary people earn 84 cents in average hourly wages.

6\% less than men's and non-binary people's median hourly wages are $17 \%$ less than men's. For every dollar men earn in median hourly wages, women earn 94 cents and non-binary people earn 83 cents in median hourly wages.

## Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.

Overtime pay

| Mean overtime pay ${ }^{3}$ |  |  |
| ---: | :--- | :--- |
|  | $\$ 1.00$ | Men |
| $\$ 0.70$ | Women |  |
| $\$ 0.66$ | Non-binary <br> Prefer not to say <br> / Unknown |  |
| $\mathbf{\$ 0 . 7 2}$ |  |  |

In this organization women's average overtime pay is $30 \%$ less than men's and non-binary people's average overtime pay is $34 \%$ less than men's. For every dollar men earn in average overtime pay, women earn 70 cents and non-binary people earn 66 cents in average overtime pay.

## Mean overtime paid hours ${ }^{5}$

Difference as compared to reference group (Men)

| Women | -4 |
| :--- | :---: |
| Non-binary | -4 |
| Prefer not to say / Unknown | -3 |

In this organization the average number of overtime hours worked by women was 4 less than by men and the average number of overtime hours worked by non-binary people was 4 less than by men.

Median overtime pay ${ }^{4}$

|  | $\$ 1.00$ |
| :---: | :--- |
| $\$ 0.67$ | Men |
| $\$ 0.60$ | Women |
| $\mathbf{\$ 0 . 7 0}$ | Non-binary <br> Prefer not to say <br> / Unknown |

In this organization women's median overtime pay is $33 \%$ less than men's and non-binary people's median overtime pay is $40 \%$ less than men's. For every dollar men earn in median overtime pay, women earn 67 cents and non-binary people earn 60 cents in median overtime pay.

## Median overtime paid hours ${ }^{6}$

Difference as compared to reference group (Men)

| Women | -4 |
| :--- | :---: |
| Non-binary | -3 |
| Prefer not to say / Unknown | -4 |

In this organization the median number of overtime hours worked by women was 4 less than by men and the median number of overtime hours worked by nonbinary people was 3 less than by men.

## Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

# Percentage of employees in each gender category receiving overtime pay 

| 77\% | Men |
| :---: | :--- |
| $61 \%$ | Women |
| $58 \%$ | Non-binary |
| $65 \%$ | Prefer not to say / Unknown |

## Bonus pay

Mean bonus pay ${ }^{7}$


In this organization women's average bonus pay is $11 \%$ In this organization women's median bonus pay is $19 \%$ less than men's and non-binary people's average bonus less than men's and non-binary people's median bonus pay is $8 \%$ less than men's. For every dollar men earn in pay is $13 \%$ less than men's. For every dollar men earn in average bonus pay, women earn 89 cents and nonbinary people earn 92 cents in average bonus pay.

Median bonus pay ${ }^{8}$

## Percentage of employees in each gender category receiving bonus pay

| $12 \%$ | Men |
| :--- | :--- |
| $15 \%$ | Women |
| $8 \%$ | Non-binary |
| $10 \%$ | Prefer not to say / Unknown |

## Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

## Percentage of each gender in each pay quartile ${ }^{9}$

Upper hourly pay quartile (highest paid)
Men (40\%) Women (30\%)
Non-binary (10\%) Prefer not to say / Unknown (20\%)

Upper middle hourly pay quartile


In this organization, women occupy 30\% of the highest paid jobs and 17\% of the lowest paid jobs. Non-binary people occupy $10 \%$ of the highest paid jobs and $44 \%$ of the lowest paid jobs.

## Explanatory notes

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.
