



Ministry of
Finance

Pay Transparency Annual Report

JUNE 2026



Territorial Acknowledgement

The Government of British Columbia acknowledges with respect and gratitude that this report was produced on the territories of the ləkʷəŋən People (known today as the Xwsepsum and Songhees Nations), the Sc'ianew (Beecher Bay) First Nation, the W̱SÁNEĆ Peoples represented by the W̱JOŁEŁP (Tsartlip), BOKÉĆEN (Pauquachin), S̱TÁUTW (Tsawout), W̱SÍ,ƷEM (Tseycum) and MÁLEXEŁ (Malahat) Nations, and the x̱m̱əθḵəy̱əm (Musqueam), Sḵw̱x̱w̱ú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Peoples. The work of the B.C. government extends across the lands of more than 200 First Nations, whose stewardship of the lands and waters since time immemorial continues to this day.



Joint message from the Minister of Finance & Parliamentary Secretary for Gender Equity

Pay transparency in B.C. is starting to make a measurable difference. Since the introduction of the Pay Transparency Act in 2023, alongside childcare expansion and increases to the minimum wage, the gender pay gap has narrowed from 18.4 percent in 2022 to 14.5 percent in 2025, a nearly four-point improvement.

Pay transparency is also improving workplace experiences. Job seekers increasingly know how much a job pays before applying, employees can discuss pay without reprisal, and employers and the public are more aware of the gender pay gap.

Despite this progress, pay inequities persist. Although women in B.C. earned the highest median hourly wages of any province in Canada in 2025, B.C.'s gender pay gap remained among the widest nationwide. While the pay gap improved in some sectors for some groups who are disproportionately affected by the pay gap, such as Indigenous and racialized women, these and other equity-deserving groups continued to face substantially larger gaps. As the report demonstrates, even when women and gender-diverse people have higher levels of education or enter higher-paying fields, pay disparities often endure, requiring continued attention and action.

Pay transparency matters. When women and gender-diverse people are paid less for their work, household incomes are reduced, labour market participation is constrained, and the province forgoes potential tax revenue and economic output. Amidst persistent labour shortages, particularly in health care, construction, and technology, B.C. cannot afford barriers that limit workers' ability to enter, stay or advance in the workforce. Pay transparency is a long term investment in B.C.'s economic well being.

As B.C. positions itself for long-term growth under the Province's Look West strategy, pay transparency plays a vital role. Fair and transparent pay practices help employers attract and retain talent, boost employee morale and productivity, and ensure B.C. is competitive in a global labour market.

This year's report examines progress and challenges in closing the pay gap in three of the largest sectors in B.C.'s economy: professional, scientific and technical services, retail trade, and construction.

Together, these sectors employ more than 730,000 workers, or nearly 30 percent of B.C.'s workforce, and are expected to account for a significant portion of B.C.'s job growth over the next decade. Making meaningful progress on the gender pay gap in these sectors, and across the economy, will be critical in continuing our momentum.

We recognize the leadership of so many B.C. employers in adopting pay transparency. As of November 2025, approximately 700 employers were required to report on their gender pay gap, and 64 percent met the requirement. This fall, the reporting requirement will apply to approximately 8,500 employers. As more employers begin reporting and more data becomes available, B.C. will have even better information to understand where gaps remain and how to address them.

The narrowing of the pay gap since the introduction of the Pay Transparency Act shows that transparent pay information and reporting can help reduce long-standing wage gaps. Continued progress will require further collective action from employers, workers, and government, and the Ministry of Finance will continue to support employers and employees in advancing pay transparency to ensure fair and equitable pay for everyone in B.C. Together, we can build a labour market where everyone is paid fairly for their work and all workers succeed.



**Honourable
Brenda Bailey**

Minister of Finance



Jennifer Blatherwick

Parliamentary Secretary
for Gender Equity

Executive summary

The gender pay gap is a persistent inequity that undermines workers' economic security and limits B.C.'s economic potential. Although B.C. has made progress on the pay gap since introducing the Pay Transparency Act, with the gap narrowing by almost four percentage points, from 18.4 percent in 2022 to 14.5 percent in 2025, considerable disparities remain. In 2025, women in B.C. earned 85 cents on average for every dollar men earned.¹

- ▶ Racialized women earned 26 percent less than non-racialized men. Although this was a modest improvement of 2 percentage points from 2024, the high gender pay gap between racialized women and non-racialized men persisted despite racialized women having higher levels of education.
- ▶ Canadian-born women earned 14 percent less than Canadian-born men, while recent newcomer women earned 31 percent less than Canadian-born men. Despite being highly educated, recent newcomer women increasingly worked in the lower-paid retail trade sector in 2025, and in lower-paid occupations such as sales and service representatives.
- ▶ Indigenous women earned 17 percent less than non-Indigenous men. While the overall gap improved by 2 percentage points last year due to increased employment of Indigenous women in moderate- and higher-paid sectors, including health care and social assistance, and public administration, the pay gap in public administration remained significant.
- ▶ While the gender pay gap continued to be larger for women aged 55+, the gap improved. Women aged 55+ with disabilities earned 18 percent less than men without disabilities in 2024, a 7-point improvement from the previous year.
- ▶ 2SLGBTQIA+ workers continued to face substantial pay inequity. Bisexual women on average earned 35 percent less than heterosexual men, and lesbian women earned 27 percent less. Non-binary workers earned 40 percent less than cisgender men. Nationally, incomes of transgender women and men were substantially lower than cisgender men.



This report spotlights the gender pay gap in three areas of B.C.'s economy that are expected to grow in the next decade: the professional, scientific and technical services sector, retail trade, and the construction sector. Given the size of these sectors and their anticipated growth, employers have a significant opportunity to address the gender pay gap by examining pay disparities more closely, recruiting more women and gender-diverse people, and retaining them through advancement into higher paying roles with fair and equitable pay. Action in these key sectors could meaningfully reduce B.C.'s overall pay gap in the years ahead.

- The gender pay gap in professional, scientific and technical services, a higher-paying sector, improved by 5 percentage points from 2024 to 2025 but remained high at 18 percent. Women also continued to be underrepresented in the sector.
- In 2025, retail trade had a lower gender pay gap of 9 percent between women and men. However, women, and especially racialized women, were also underrepresented in higher-paid middle-management roles.
- While women have been increasingly joining trades, they continued to be underrepresented in the construction sector. In 2025, women earned 10 percent less than men in construction, a 4-point improvement from the year earlier.

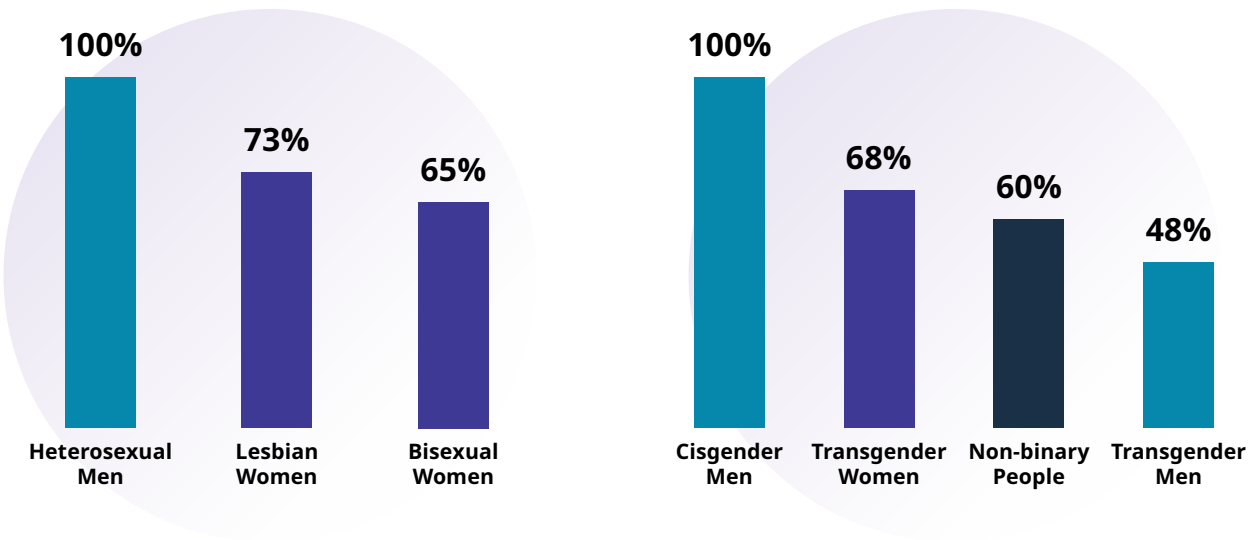
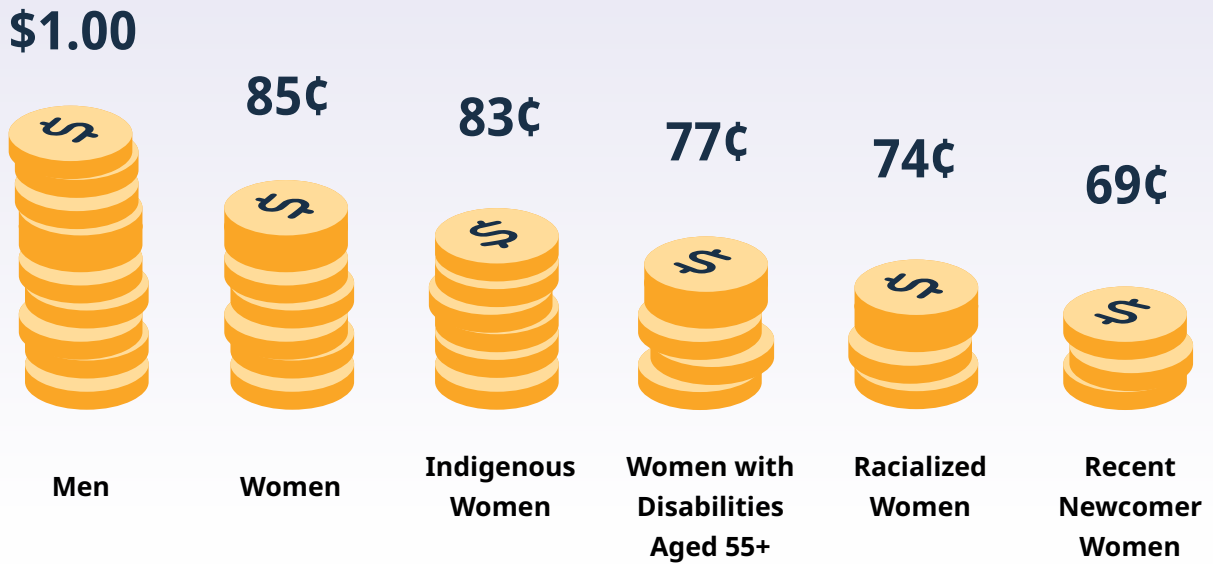
The Pay Transparency Act is making a difference by taking an educational approach that encourages and supports employers to identify and address their pay gaps. More job postings include pay ranges, the gap has narrowed, and more employers in B.C. are engaged in this issue than ever before.

- As of March 2026, 81 percent of job postings on Indeed in B.C. included pay information, compared to 56 percent across Canada.
- Approximately 700 employers with 300 or more employees were required to prepare and post pay transparency reports as of November 2025. An estimated 64 percent met the requirement.

As B.C.'s economy continues to diversify and strengthen through initiatives such as the Province's Look West strategy, pay transparency and equitable compensation are more important than ever. Transparent and fair pay practices help employers attract and retain talent, while also boosting employee morale and productivity. Addressing the gender pay gap requires the collective efforts of employers, employees, and government. Closing the gap will positively benefit thousands of B.C. workers and families and contribute to a stronger provincial labour market.

B.C. gender pay gap snapshot 2025

Women and gender-diverse people earned less than men on average, and pay gaps were even wider for some populations within these groups.



Gender pay gap in some of the largest sectors of B.C.'s economy



18%
Professional, scientific and technical services

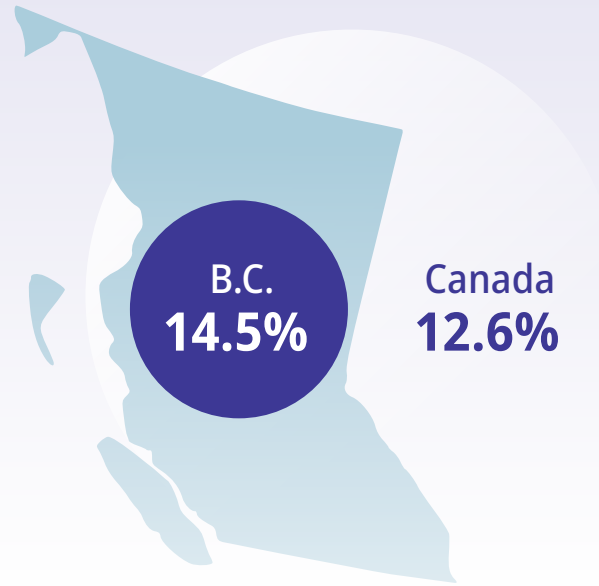


10%
Construction



9%
Retail Trade

B.C. had the 3rd largest gender pay gap of all provinces



Women earned **\$30** per hour while men earned **\$35.10**. Despite the pay gap, women in B.C. had the highest median hourly wage of women in any province in Canada.



81% of job postings in B.C. included pay details, compared to **56%** in Canada overall.



64% of 700 reporting employers published their pay transparency reports.



The Pay Transparency Unit delivered **25** employer engagement sessions, reaching approximately **275** people.



Pay Transparency Act

The B.C. Government's Pay Transparency Act (the Act) became law on May 11, 2023. It requires B.C. employers to:

- Not ask job applicants about their past pay
- Not punish employees who ask about pay transparency, or share information about their pay
- Include expected pay or pay ranges on public job postings
- Prepare pay transparency reports by November 1 of each year, starting with large B.C. employers

The Act also places requirements on the Minister of Finance. Within 5 years of the Act coming into force, the effectiveness of the Act and the regulations must be reviewed. The minister must also publish an annual report on employer compliance with the Act, pay differences between genders, and related trends. This report responds to the latter requirement.

The Gender Equity Office

Gender equity is about removing barriers that stop women, girls and gender-diverse people from reaching their full potential. The Gender Equity Office (GEO) is working to close the gender pay gap by:

- Continuing to implement the Pay Transparency Act
- Responding to questions about the Act
- Leading public education to support employers in understanding their responsibilities under the Act
- Receiving reports from British Columbians about employer non-compliance
- Publishing B.C.'s annual pay transparency reports

What is the gender pay gap?

The gender pay gap refers to the difference in earnings between men, women and non-binary people. This report shows how much women (and, where data are available, non-binary people) earned compared to men, usually as a percentage or dollar amount. In most cases, the report refers to median hourly pay. In some cases, personal median income is used. Differences in overtime and bonus pay are also included at times to capture this key metric.

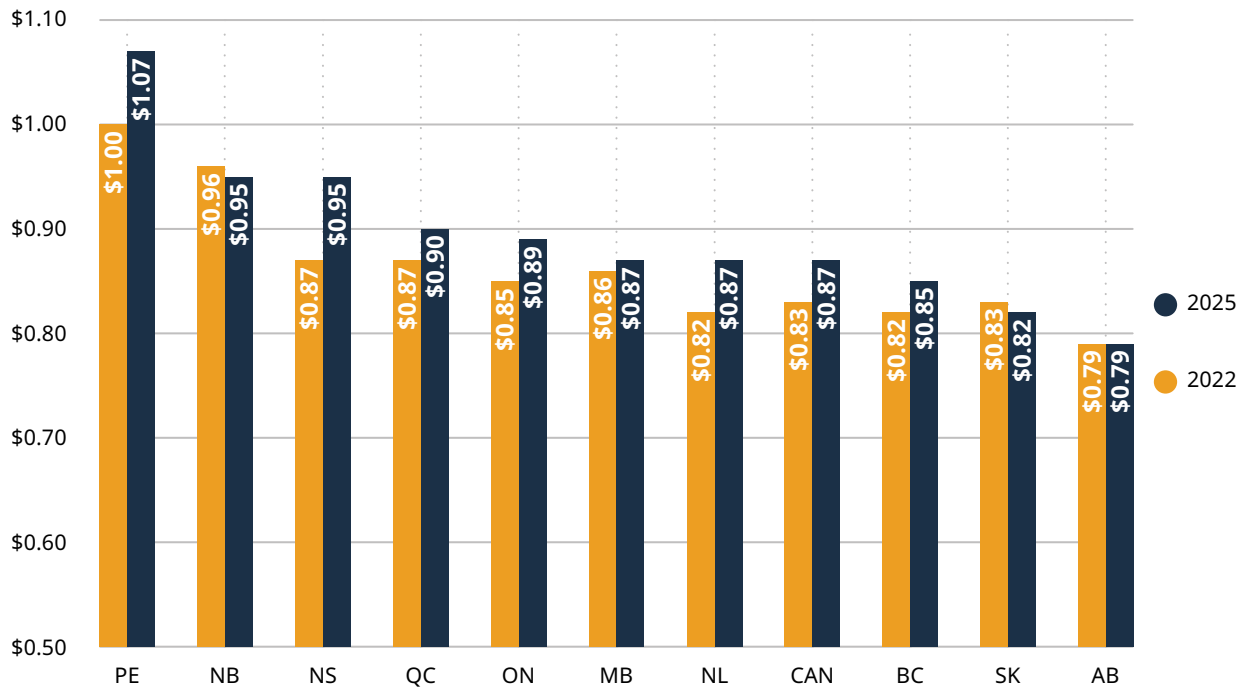
Part 1

The gender pay gap in British Columbia²

According to Statistics Canada’s Labour Force Survey estimates, nearly 2.5 million people in B.C. were employed in 2025. Women accounted for 49 percent of the workforce. While women’s participation in the labour force in B.C. increased in the last decade, it remained lower compared to men.³

Figure 1 shows how much women in each province earned in median hourly pay for every dollar men earned in 2022, before the Pay Transparency Act was in force in B.C., and in 2025. Values in Figure 1 are rounded.

Fig 1: Gender Pay Gaps Across Canada



In 2022, before the Pay Transparency Act came into force, B.C.’s gender pay gap was 18.4 percent. Since implementation, the pay gap has improved by almost four percentage points to 14.5 percent in 2025.

Across Canada, the gender pay gap held steady or improved in most jurisdictions from 2022 to 2025. Despite its strong economy, B.C. had the third largest pay gap in 2025 compared to other provinces. Differences in job types, sector wages, the availability of full and part-time work, and discrimination (particularly the disproportionately lower wages faced by newcomer and racialized workers), all likely contributed to these results.

Some provinces, especially eastern provinces, consistently had some of the smallest gender pay gaps in the country, including Prince Edward Island (PEI), which reversed its gender pay gap, New Brunswick (NB), and Nova Scotia (NS). These provinces had different industry compositions and higher proportions of public sector employees than many other provinces.⁴ Public sector work is typically associated with a smaller gender pay gap. The Atlantic provinces also had proportionately fewer racialized⁵ and newcomer⁶ workers, who are more likely to face pay inequity, than other provinces. PEI was also home to a higher proportion of workers aged 15 to 24,⁷ who also tend to have a smaller gender pay gap.

SPOTLIGHT

B.C. women highest median hourly wages in Canada

Notably, women in B.C. had the highest median hourly wages of any province in Canada in 2025.

	MB	SK	NL	NB	NS	PE	AB	QC	CAN	ON	BC
Women+	\$25.00	\$25.96	\$26.19	\$26.50	\$26.80	\$27.88	\$28.00	\$28.75	\$28.85	\$29.81	\$30.00
Men+	\$28.80	\$31.75	\$30.00	\$27.90	\$28.24	\$26.00	\$35.63	\$32.00	\$33.00	\$33.65	\$35.10

Representation of part-time and full-time employment by gender

Part-time employment

SPOTLIGHT

Part-time work in B.C. continues to disadvantage women

Women in B.C. were almost twice as likely as men to work part-time. Part-time work paid, on average, much less per hour than full-time work (\$22/hour vs. \$35/hour). While women’s hourly wages were on average higher than men’s in part-time work, this was not true for all groups of women in B.C. Low hourly wages in part-time work and an overrepresentation of women continued to disadvantage women.



Approximately 18 percent of B.C.'s workforce worked part-time in 2025. Women occupied 64 percent of part-time jobs, an overrepresentation that has been a consistent trend over time. Factors such as caregiving responsibilities, work-life balance preferences, and less flexible workplace policies may be leading more women to work part-time.

Fig 2: Part-time Employment in B.C. in 2025

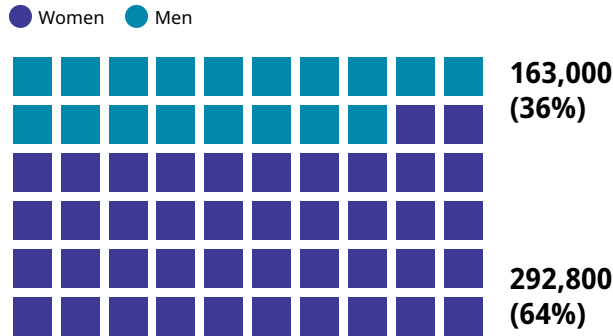


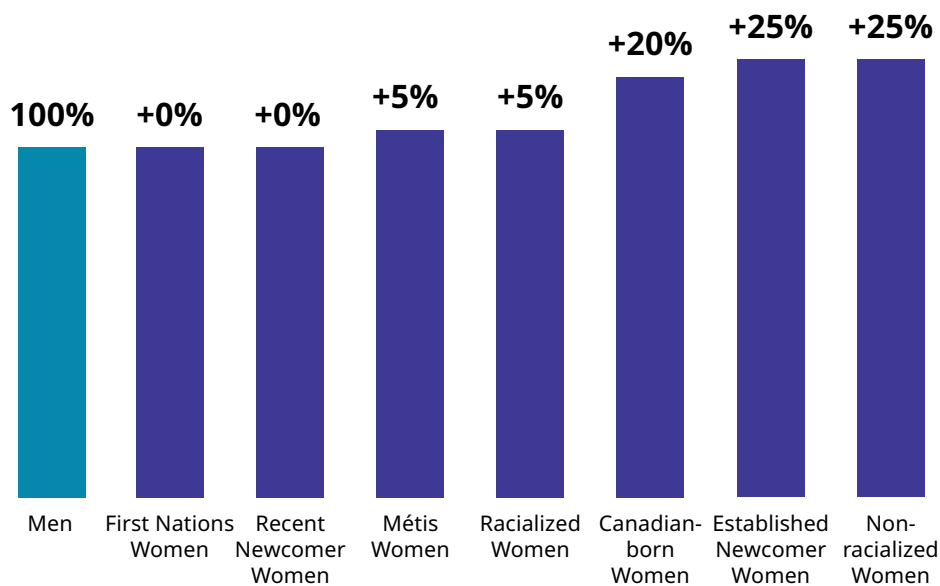
Fig 3: Median Hourly Wage in B.C. in 2025



Part-time work on average pays much less per hour than full-time work. In 2025, the median hourly wage for part-time work was \$22.00 compared to \$35.00 for full-time work.

While women's median hourly wages in part-time work increased from 2024 to 2025, men's essentially stayed flat. In 2025, women's median hourly wage for part-time work was 15 percent higher compared to men. This varied considerably for different groups of women as seen in Figure 4.⁸

Fig 4: Median Hourly Wages in Part-time Work Compared to Men, Gender Pay Gap (2025)



Yet, part-time work consistently paid less per hour than full-time work, and this disadvantaged women as they were nearly twice as likely to work part-time.

Women working part-time may have earned more per hour than men because they were more likely to seek part-time opportunities in relatively higher-paid administrative positions. Women working part-time were also most concentrated in the health care and social services sector, which offered one of the highest median hourly wages for part-time work. A higher proportion of men in part-time work were in sales and service support occupations, the lowest paid job group, and in the retail trade, and accommodation and food services, the lowest paid sectors. Women still outnumbered men in these lower-paid sectors, however.

While it's encouraging that women's hourly earnings in part-time work have increased, women still lose out simply because part-time work on average pays less than full-time work, which lowers women's overall earnings in B.C., and contributes to a persistent gender pay gap.

Full-time employment

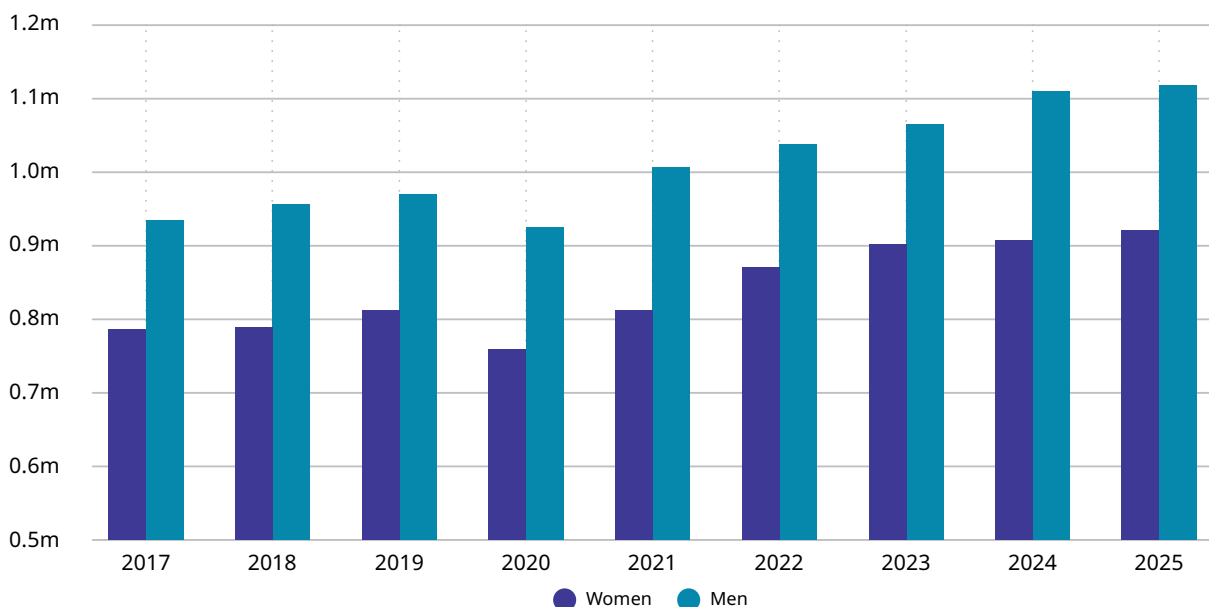
SPOTLIGHT

Women are increasingly working full-time in B.C., though gaps persist

Women's employment in full-time work increased, however women still made up less than half of full-time workers in B.C. While average hourly wages in full-time work grew for men and women from 2024 to 2025, men's wages grew more, resulting in an increase to the pay gap for full-time workers by almost 1.5 percentage points to nearly 15 percent. The gender pay gap was larger for First Nations women, racialized women and newcomer women, and smaller for Canadian-born women and non-racialized women.

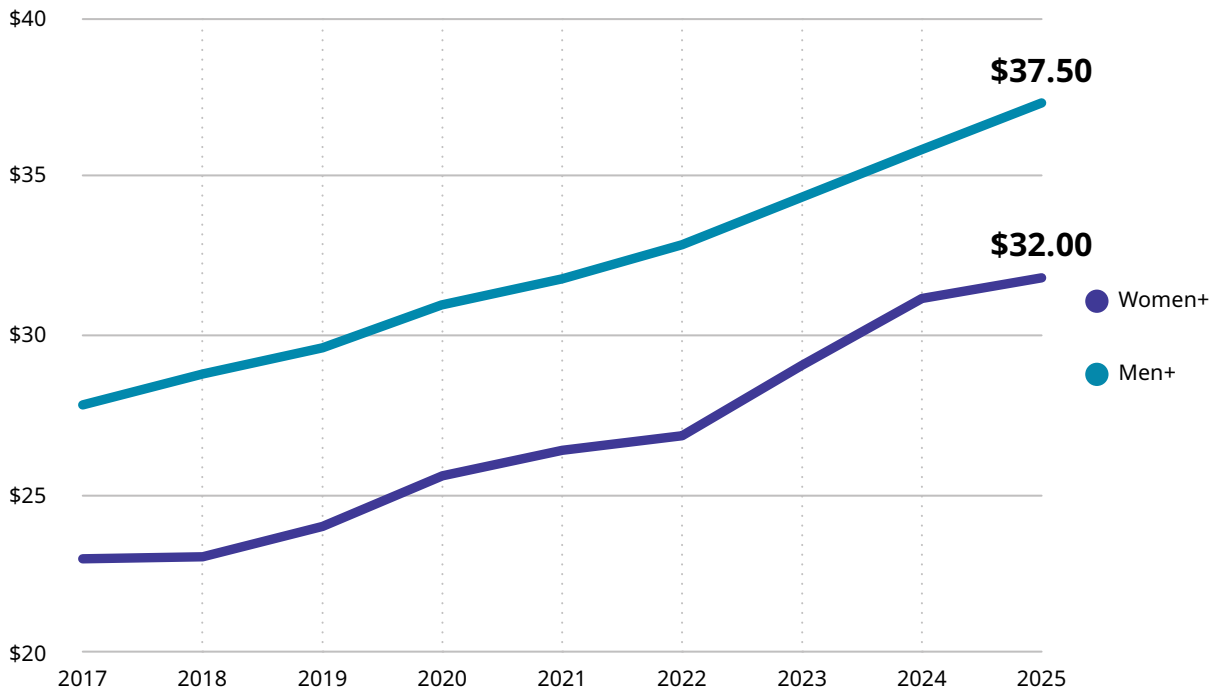
Women's employment in full-time work increased consistently over the last nine years in B.C., with the exception of 2020 during the COVID-19 pandemic (Figure 5). Women however were still underrepresented among full-time employees. In 2025, women made up less than half (45 percent) of full-time workers.

Fig 5: Full-time Employment by Gender in B.C.

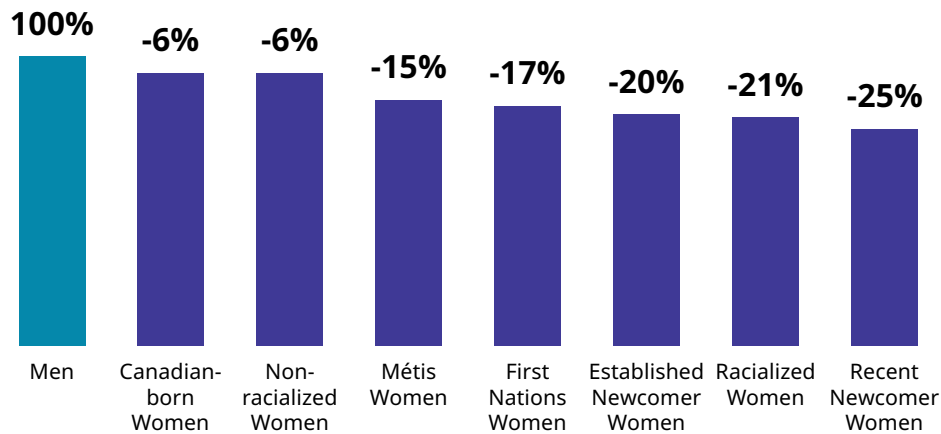


In 2025, the median hourly wage for full-time workers in B.C. was \$35.00. From 2024 to 2025, average hourly wages grew for both women and men working full-time; however, wage growth was stronger for men (Figure 6). This widened the pay gap by almost 1.5 percentage points to nearly 15 percent. Wages did not grow for recent or established newcomer women, who represented approximately one-third of all women employees. Recent newcomer men, who represented 7 percent of total men employees, saw wages decline in 2025, resulting in a modest impact on overall wages for men.

Fig 6: Full-time Median Hourly Wages by Gender in B.C.



The gender pay gap in full-time work varied for different groups of women (Figure 7). The gender pay gap among full-time workers was larger for recent newcomer women (25 percent), racialized women (21 percent), established newcomer women (20 percent), First Nations women (17 percent), and Métis women (15 percent). This likely reflects systemic factors, including worker segmentation in some lower- and moderately-paid sectors, as well as discrimination and barriers to accessing higher-paid work. Non-binary full-time workers in B.C. also faced a large gender pay gap. The gap was much smaller for Canadian-born women (6 percent) and non-racialized women (6 percent).

Fig 7: Median Hourly Wages in Full-time Work Compared to Men, Gender Pay Gap (2025)

Similar to part-time work, the gender pay gap for full-time work may have been influenced by where women and men worked. For example, women who worked full-time, especially Indigenous women, were more likely to work in the health care and social assistance sector than any other sector, which had a median hourly wage of \$33.06 for full-time work. Men who worked full-time were more likely to work in the construction sector than in other sectors, which had a higher median hourly wage of \$37.02 for full-time work.

Racialized women made up almost half (47 percent) of women employees who worked full-time, but they were underrepresented in some sectors that paid higher full-time wages like public administration (28 percent); educational services (31 percent); construction (36 percent); and information and cultural industries (36 percent).

Unionized workers and the gender pay gap in B.C.

Unionized workers tend to face a smaller gender pay gap partly because wage increases are administered more uniformly and systemically for both men and women, compared to non-unionized workplaces. In 2025, B.C. women in unionized jobs had a gender pay gap of 13 percent (compared to unionized men), while women in non-union jobs had a 19 percent gender pay gap compared to men in non-union jobs.⁹ While both men's and women's wages benefitted from unionization, unionization made a bigger positive difference for women's wages in both permanent and temporary work. In 2025, unionization was much more common in B.C. in the public sector (79 percent) than the private sector (15 percent).¹⁰

Some sectors of the economy with low unionization rates were also associated with more a significant gender pay gap, leaving workers in those sectors with fewer protections against unfair pay. These gaps were seen in the agriculture, professional, scientific and technical services, and finance, insurance, real estate, rental and leasing sectors.¹¹ Women were most likely to be unionized in the public administration, educational services, and health care and social assistance sectors.¹² These sectors faced more moderate gender pay gaps ranging from 9 to 15 percent.

Men's full-time wages grew more than women's full-time wages from 2024 to 2025. In 2025, the gender pay gap for full-time workers remained larger for newcomer, racialized, and Indigenous women, suggesting that access to full-time work alone does not remove the pay gap. Ongoing systemic barriers and structural differences in the types of sectors where various groups of women and men worked continued to influence the overall pay gap, preventing women's full-time wages from catching up to men's.

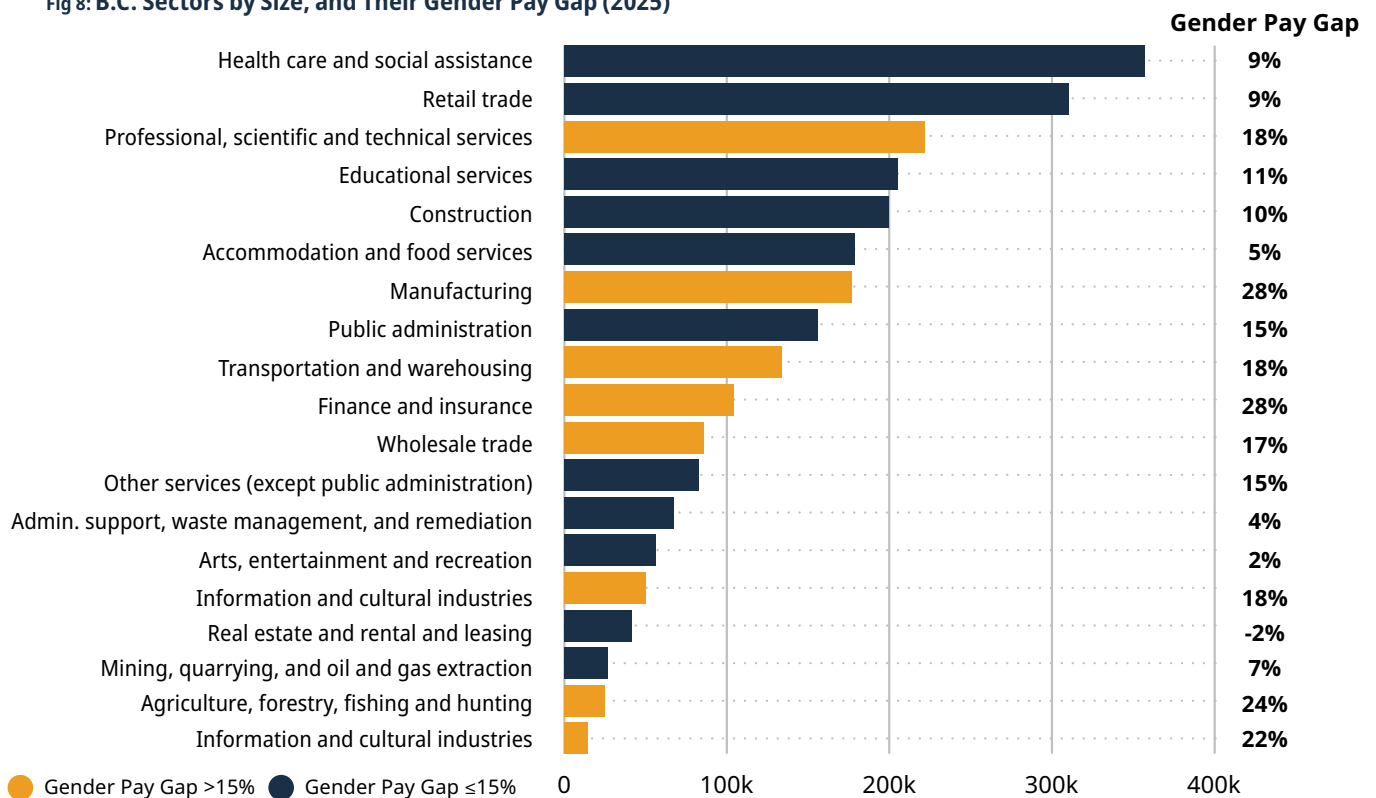
The gender pay gap by sector

With an estimated 1.3 million workers combined, in 2025 B.C.'s largest employment sectors were health care and social assistance, retail trade, professional, scientific and technical services, educational services, and construction. These five sectors comprised more than half of B.C.'s workforce. These sectors are also anticipated to generate a large part of job growth in B.C. over the next decade.

The largest sector of employment for women, health care and social assistance, continued to have one of the smallest pay gaps, at 9 percent. Several smaller sectors saw substantial improvements in their gender pay gap. From 2024 to 2025, the gender pay gap improved most in mining, quarrying, and oil and gas extraction (dropping 10 percentage points); administrative and support, waste management and remediation services (dropping 11 percentage points); and agriculture, forestry, fishing and hunting (dropping 12 percentage points), although the gap in this sector remained high.

Over the past five years, employment growth for women and men has diverged significantly in some sectors, potentially slowing progress on B.C.'s gender pay gap. For example, employment growth for men was twice that of women in construction, a relatively high-paid sector with a median hourly wage of \$37.00. The growth in real estate and rental and leasing, a relatively low-paid sector with a median hourly wage of \$30.77, was however more than four times higher for women than men.

Fig 8: B.C. Sectors by Size, and Their Gender Pay Gap (2025)



The following section spotlights the gender pay gap in three large areas of B.C.'s economy that are expected to grow in the next decade: professional, scientific and technical services, retail trade, and construction.

SECTOR SPOTLIGHT



Professional, Scientific & Technical Services

Current state

- Skilled worker shortage
- Many interprovincial migrants
- Growth in natural and applied sciences

Top job openings (2025-2035)

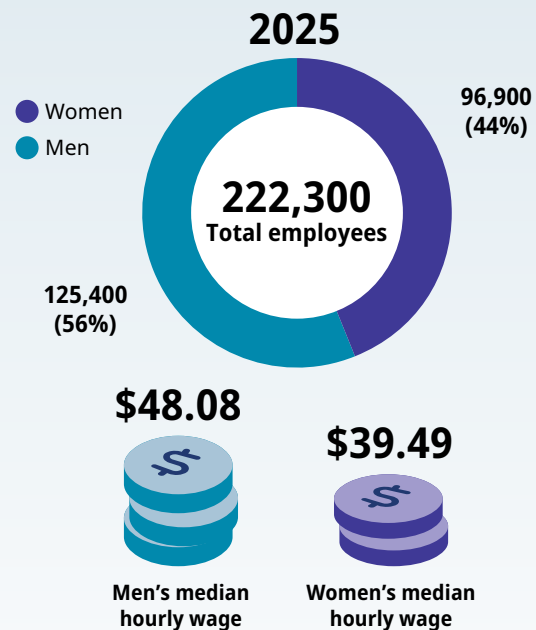
- Software engineers and designers
- Software developers and programmers

Industry groups (examples)

- Computer systems design and related services
- Other professional, scientific and technical services
- Accounting, tax preparation, bookkeeping and payroll services
- Advertising, public relations, and related services
- Legal Services
- Management, scientific and technical consulting services

Gender pay gap: 18%

- Larger gap for Indigenous women, newcomer women, and racialized women



This sector is one of B.C.'s largest, with an estimated 222,300 employees. It is also one of B.C.'s highest-paid sectors. The sector is experiencing growth, in part due to increasing development and prevalence of automation, artificial intelligence and other technologies in the natural and applied sciences occupations.¹³ Going forward, most of the sector's job openings are expected to be for software engineers and designers, software developers and programmers, and information systems specialists.¹⁴

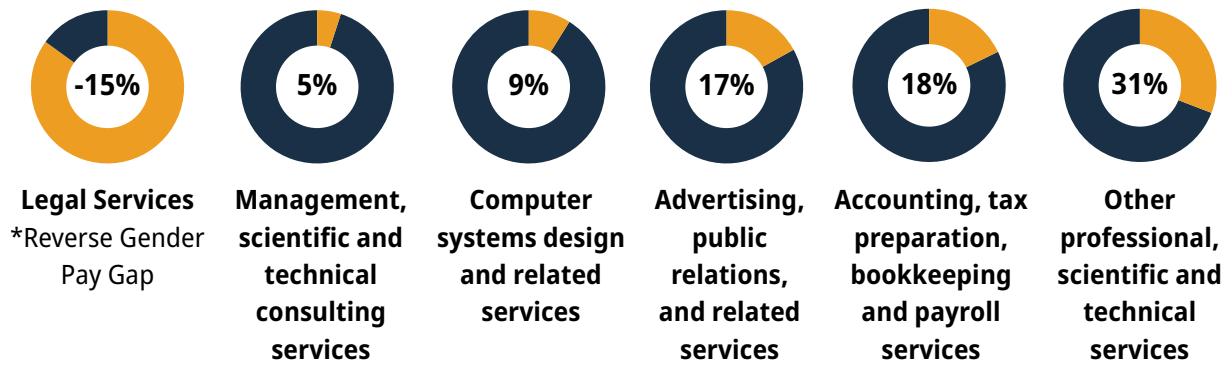
At the same time, businesses report the sector is experiencing a skilled worker shortage.^{15, 16} It had one of the highest shares of interprovincial migrants in 2021,¹⁷ which suggests B.C. employers in these industries may be going to greater lengths to recruit workers.

In 2025, women were underrepresented in the sector, making up 44 percent of employees.

Employers have an opportunity to recruit women from B.C. to fill skills shortages and prepare for growth in the sector.

From 2024 to 2025, the gender pay gap improved by 5 percentage points, however it remained higher than the provincial gap at 18 percent, meaning women in the sector earned just 82 cents for every dollar earned by men. While racialized women and recent newcomer women were well represented among women workers in the sector, recent newcomer women and racialized women – especially those who were South Asian, Latin American, Southeast Asian, Korean or Japanese – earned less than other women. This disparity raises concerns about systemic employment barriers in this sector, including possible discrimination in hiring and advancement, which may limit access by racialized and newcomer women to higher-paying roles and perpetuate the pay gap.

Fig 9: Gender Pay Gaps in Professional, Scientific and Technical Services Sector in B.C. by Industry Group (2025)



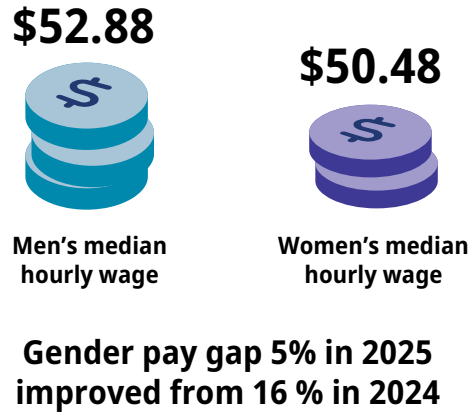
In 2025, the industry group ‘other professional, scientific and technical services’ – which includes marketing research and public opinion polling houses, photo studios, translators and interpreters, veterinary practices, and more – drove up the pay gap for this sector (31 percent gap). Other industry groups within the sector also had high gaps, including accounting, tax preparation, bookkeeping and payroll services (18 percent gap); and advertising, public relations, and related services (17 percent gap). Some industry groups had a low or reverse gender pay gap in 2025, including the legal services industry group (women were paid 15 percent more than men in 2025), and the management, scientific and technical consulting services industry group (where men were paid 5 percent more than women in 2025). The computer systems design and related services industry group employed the most people of all the industry groups and had a 9 percent gender pay gap in 2025.

The connection between women’s enrollment in sciences, technology, engineering and math (STEM) studies, and employment in these fields, is important. Women’s enrollment has generally increased in STEM programs in B.C. in recent years, and women are now well represented in sciences studies.

Although women remain underrepresented in math and engineering studies, improvements are occurring. Employers have an opportunity to carry this progress forward into the workplace. Research points to challenges for women transitioning from studying STEM to working their first job in STEM, as well as issues with workplace culture and bias,¹⁸ which may impact retention. In one B.C. survey, women in sciences and engineering listed manager or supervisor support as a top factor for career advancement.¹⁹

In 2025, women were greatly underrepresented in two key STEM occupations: professional occupations in applied sciences²⁰ and professional occupations in engineering. The gender pay gaps in these two occupations saw improvement from 2024 to 2025. The gap for professional occupations in engineering dropped significantly from 16 to 5 percent. The gap in professional occupations in applied sciences dropped slightly from 15 to 13 percent. This progress is encouraging, though year to year results have been inconsistent. There is an opportunity to build on the gains made and strengthen consistency over time.

Fig 10: Professional Occupations in Engineering



“At STEMCELL, pay equity is a core objective of our compensation program and integral to our overall commitment to diversity, equity, and inclusion. Eliminating the gender pay difference remains a primary focus of our efforts. By understanding where any gender pay gaps currently exist, we can continue working to eliminate them.

We are proud of STEMCELL’s work towards closing the gender pay gap. Our compensation program is anchored in a framework to ensure employees are compensated fairly and equitably. We acknowledge that pay equity is a continuous journey and more work remains to be done. We are committed to continuing to systematically analyze pay, enhance transparency in our practices, and champion initiatives that support the professional growth and advancement of women and other equity-deserving groups.”

STEMCELL Technologies

In 2025, the gender pay gap for the professional, scientific and technical services sector overall was 18 percent. This is significant because it was one of B.C.’s highest paid sectors and is expected to grow substantially in the next decade. If women continue to be underrepresented in the sector, and racialized and newcomer women in particular continue to be underpaid, this will slow overall progress in reducing the gender pay gap.

SECTOR SPOTLIGHT



Retail Trade

Current state

- Overrepresentation of younger workers, and part-time work
- Potential fluctuations

Top job openings (2025-2035)

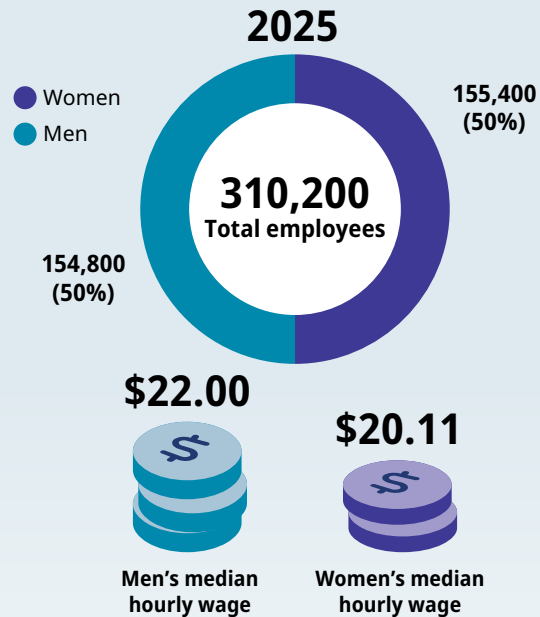
- Retail and wholesale trade managers
- Retail salespersons and visual merchandisers

Industry groups (examples)

- Building material and garden equipment and supplies dealers

Gender pay gap: 9%

- The gender pay gap was twice as big for recent newcomer women



The retail sector was B.C.'s second largest sector in 2025, with an estimated 310,200 employees. In 2025, the retail trade sector had an overall lower gender pay gap of 9 percent between women and men (similar to its 2024 gap of 8 percent) than B.C. overall. While an encouraging result, given the size of this sector in B.C.'s economy, even a smaller gap affects thousands of workers.

The lower gap may in part be due to younger workers being overrepresented in the retail sector, as younger workers generally face a smaller gender pay gap. B.C.'s increases to the minimum wage may have also led to a smaller gender pay gap, as women are among those who benefit most from minimum wage increases.²¹

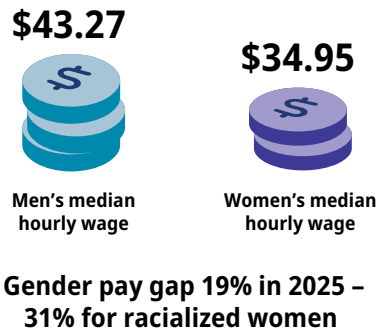
Regardless, this sector has consistently, year over year, been one of the lowest-paid sectors, with more women working part-time than men in the sector. Employment has grown in recent years, which may be attributed to expansions in e-commerce, cannabis retail and motor vehicle sales.²² In 2025, this sector had a fairly equal representation of women and men.

Although growth in the sector can fluctuate, B.C. expects long term growth in the sector over the next ten years.²³ Top job openings are expected for retail and wholesale trade managers and retail salespersons and visual merchandisers.²⁴

One of retail's smallest subsectors, building material and garden equipment and supplies dealers, saw a larger 16 percent gap, despite women comprising nearly half of employees.

Other groups of women that faced a higher gender pay gap in retail included recent newcomer women, overrepresented in this sector, who faced double the sector gap at 18 percent. While wage information for racialized women in retail trade was unavailable, data on the combined retail trade and wholesale trade sectors showed an overrepresentation of racialized women, and a 20 percent gender pay gap for racialized women in 2025 (the gap for non-racialized women was 12 percent). Retail trade was more than three times bigger than wholesale trade and would have had a greater impact on the gap.

Fig 11: Middle Management Occupations in Retail and Wholesale Trade and Customer Services



In 2025, women overall working as middle managers in retail, wholesale trade and customer services were paid 19 percent less than men on average, and racialized women were paid 31 percent less than men on average. In this higher-paid occupation group, only about one-third of middle managers were women, and racialized women were particularly underrepresented, contributing to the larger pay gap this group faces overall.

Among retail salespersons and non-technical wholesale trade sales and account representatives, a lower-paid job group where women and men were proportionately represented, women were still paid 16 percent less than men in 2025. The gap was larger for Indigenous women and recent newcomer women who experienced a gender pay gap of 20 percent and 21 percent, respectively. Recent newcomer women were also overrepresented in these jobs, further indicating the vulnerability of newcomer women who work in retail.

The gender pay gap may persist in the retail trade sector due to several structural factors: the underrepresentation of women in higher-paid middle management jobs, particularly racialized women; more women working part-time in the sector than men; the prevalence of private sector and non-unionized jobs, both of which are associated with bigger pay gaps; and labour market barriers faced by recent newcomer women.

“We believe that pay transparency plays a vital role in promoting fairness, trust, and accountability in the workplace. As part of this commitment, MEC annually reviews and updates our compensation practices to ensure they are equitable, competitive, and aligned with our values. Our pay transparency reporting helps us validate our compensation practices and reinforces our commitment to fairness, equity, and accountability.”

Janet Hughes, VP People, Mountain Equipment Company (MEC)



SECTOR SPOTLIGHT



Construction

Current and future state

- Skilled worker shortage
- Demand for workers fluctuates and is driven by activity in housing, transportation and green building

Top job openings (2025-2035)

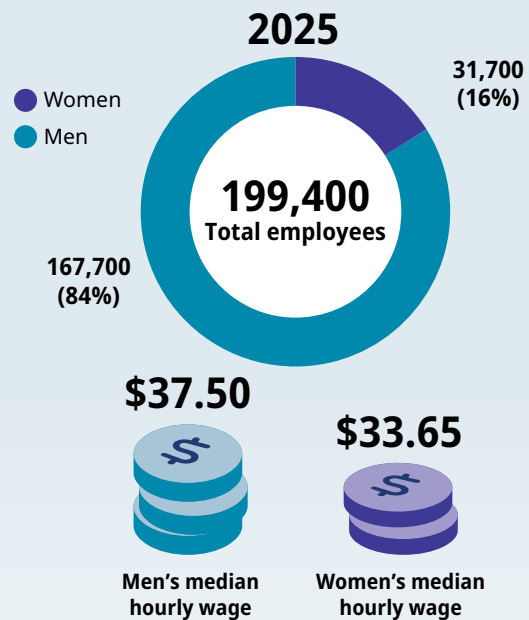
- Construction trades helpers and labourers
- Carpenters

Subsectors

- Construction of buildings
- Heavy and civil engineering construction
- Specialty trade contractors

Gender pay gap: 10%

- Women underrepresented



The construction sector was B.C.'s fifth largest sector in 2025, with an estimated 199,400 employees. While growth in the sector fluctuates, it is experiencing a skilled worker shortage and demand for workers continues to be fueled by B.C.'s focus on housing, transportation infrastructure and green building initiatives. An opportunity exists to significantly impact the provincial gender pay gap by increasing the overall representation of women and gender-diverse people in this high-paying sector.

Construction is projected to be one of the fastest-growing sectors over the next decade.²⁵ The greatest number of job openings are expected for carpenters and construction trades helpers and labourers, including roles such as demolition workers, asphalt spreaders, plumber helpers, and roof helpers.

While more women are entering the trades, they remain underrepresented and often face barriers such as limited access to apprenticeships, challenging workplace cultures, and fewer advancement opportunities. From 2023 to 2025, the number of women working in construction increased in B.C., but their share of the sector stayed fairly constant, as overall growth included men at a similar rate. In 2025, 16 percent of workers in the construction sector were women. Women were similarly underrepresented in job groups like helpers and labourers (19 percent) and technical construction trades (4 percent), which includes carpenters (7 percent).²⁶ There is an opportunity to hire more women in construction to help fill the skilled worker shortage and to support workers to succeed.

SPOTLIGHT

Factory-based construction in B.C. may support more diverse workforce

B.C.’s Look West strategic plan affirms that, as part of the Province’s Construction Innovation Action Plan, B.C. will boost productivity through factory-based construction using low-carbon wood systems. In addition to productivity and sustainability benefits, factory-based construction may help support greater gender diversity in the construction workforce. Compared to traditional on-site construction, factory-based settings can reduce physically intensive work, may be located closer to housing and schools, and can often provide more consistent work environments, such as improved lighting, dedicated changing areas, and lunchrooms, which can make these settings more attractive and accessible.

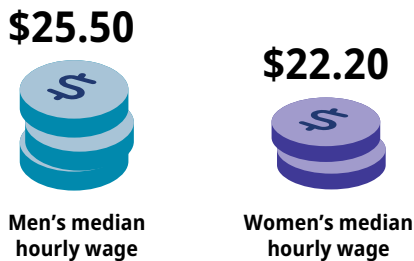


From 2024 to 2025, there was an improvement in the gender pay gap for women in construction. While women were paid 14 percent less than men in 2024, this reduced to 10 percent in 2025. The gap has also recently improved for racialized women and Indigenous women in construction.

The pay gap also improved in the helpers and labourers job group, from 19 percent in 2024 to 13 percent in 2025, although newcomer women, who were highly overrepresented in this job group, were paid less. The gap also improved in the technical construction trades job group, from 22 percent in 2024 to 14 percent in 2025. These gaps can fluctuate year to year and targeted efforts to increase equity in pay are vital.

Construction wages are high, and the pay gap in this sector is shrinking, but women remain underrepresented. Women may be more likely to occupy entry-level jobs in construction and less likely to be unionized or in work full-time in the sector compared to men. Expanding advancement opportunities in construction could help reduce the sector’s gender pay gap, while increasing women’s overall participation in construction could also narrow the provincial pay gap.

Fig 12: Helpers and Labourers



Gender pay gap 13% in 2025 – 22% for newcomer women

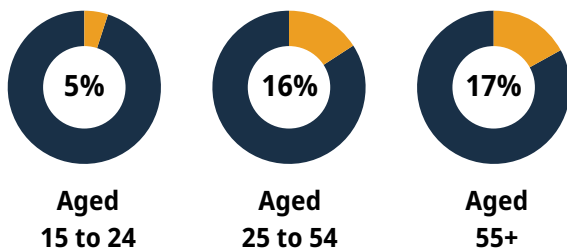
“TEM’s pay transparency report supports our ongoing commitment to transparency, equity, and accountability in compensation. The reporting process provides us with insights, which we can use to evaluate our progress and identify opportunities to make meaningful improvements where compensation practices support fairness, inclusion, and long-term employee growth.”

TEM Industrial Electric Mfg. (Canada), Inc.

Age and the gender pay gap

The gender pay gap in 2025, like in recent years, continued to be smaller for younger women (aged 15 to 24) and was larger among women in the core working age group (aged 25 to 54) and older workers (aged 55+).

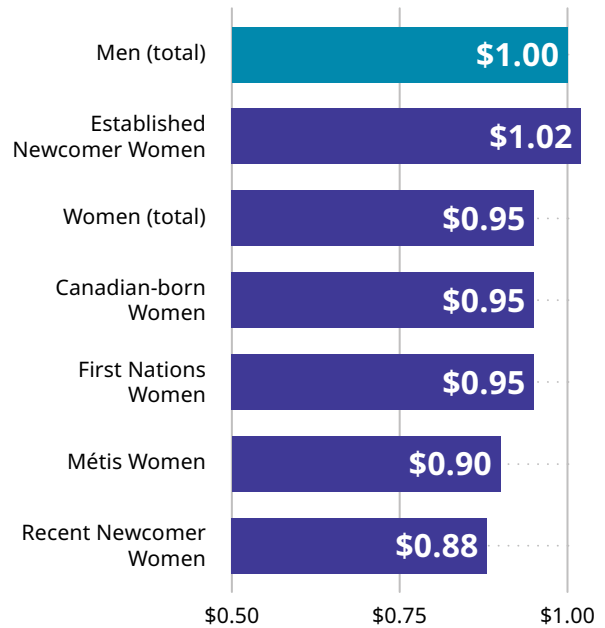
Fig 13: Gender Pay Gap by Age Group in B.C. (2025)



In 2025, the gender pay gap between women and men aged 15 to 24 was 5 percent, an increase of 4 percentage points from the previous year. The gender pay gap is generally smaller among younger workers because many are just beginning their careers, are less likely to have experienced career interruptions, and typically earn lower wages across all genders.²⁷ The fact that the gap increased for this age group last year suggests that younger workers can also be vulnerable to the pay gap early in their career development, before major life events like parenthood and family/elder care factor in.

Importantly, the gender pay gap between men aged 15 to 24 and recent newcomer women in this age group was more than double, at 12 percent in 2025, pointing to more barriers for these women.

Fig 14: Gender Pay Gap by Age Group in B.C. Aged 15 to 24 (2025)



Unlike younger workers, workers in the core working age group and older workers may experience greater differences in education, jobs, and the impact of career interruptions, which affect the gender pay gap. Women aged 25 to 54, and those aged 55+, have consistently experienced larger gender pay gaps in recent years, although these gaps improved from 2024 to 2025.

In 2025, workers aged 25 to 54, the core working age group, made up 68 percent of employees in B.C. Women in this group faced a 16 percent gender pay gap, a 2-point improvement from 2024. As these are typically prime earning years, the gender pay gap for workers in the core working age population has a long-term impact on workers' lifetime earnings, retirement savings, economic security, and B.C.'s economy, impacting consumer spending and tax revenues.

Fig 15: Gender Pay Gap by Age Group in B.C. Aged 25 to 54 (2025)

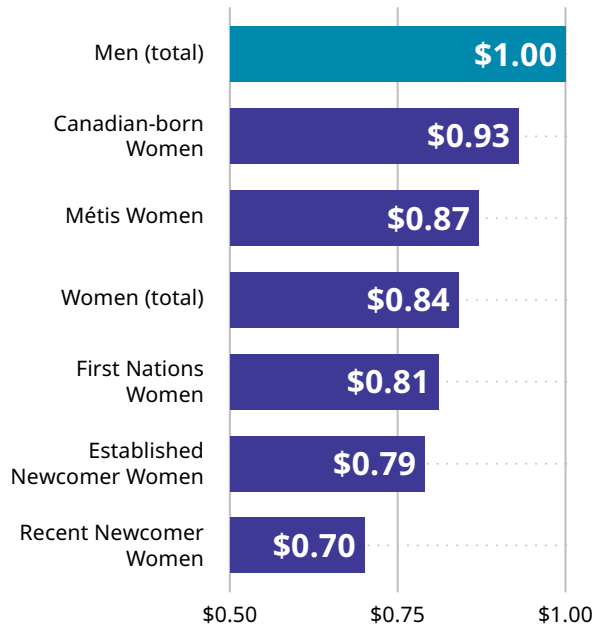
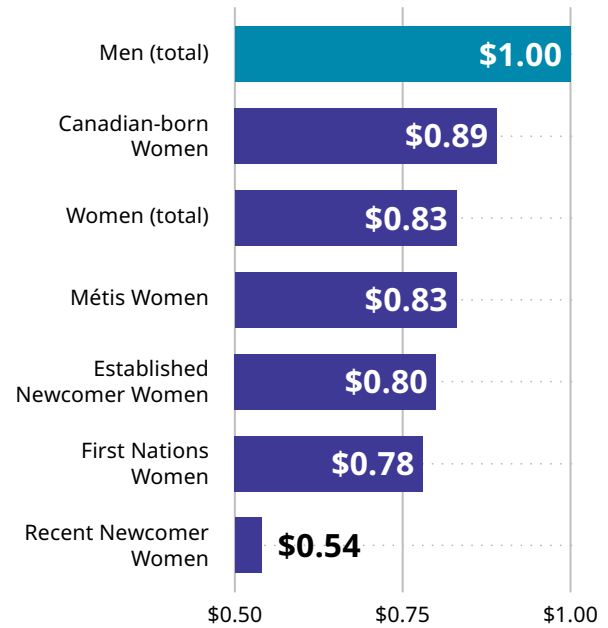


Fig 16: Gender Pay Gap by Age Group in B.C. Aged 55+ (2025)



In 2025, the gender pay gap was much smaller for Canadian-born women (7 percent) in the core working age group. The gap was larger for established newcomer women (21 percent) and recent newcomer women (30 percent). The gender pay gap for First Nations women in the core working age group was also large (19 percent) in 2025, while the gap for Métis women was moderate (13 percent) in 2025.

In 2025, the gender pay gap was 17 percent for women aged 55+, down from 19 percent in 2024. The 2025 gap was again smaller for Canadian-born women aged 55+ (11 percent) than other groups of women. The gender pay gap was larger for established newcomer women (20 percent) and substantially higher for recent newcomer women (46 percent). First Nations women aged 55+ also faced a large gender pay gap (22 percent). The gap for Métis women aged 55+ was also high (17 percent).

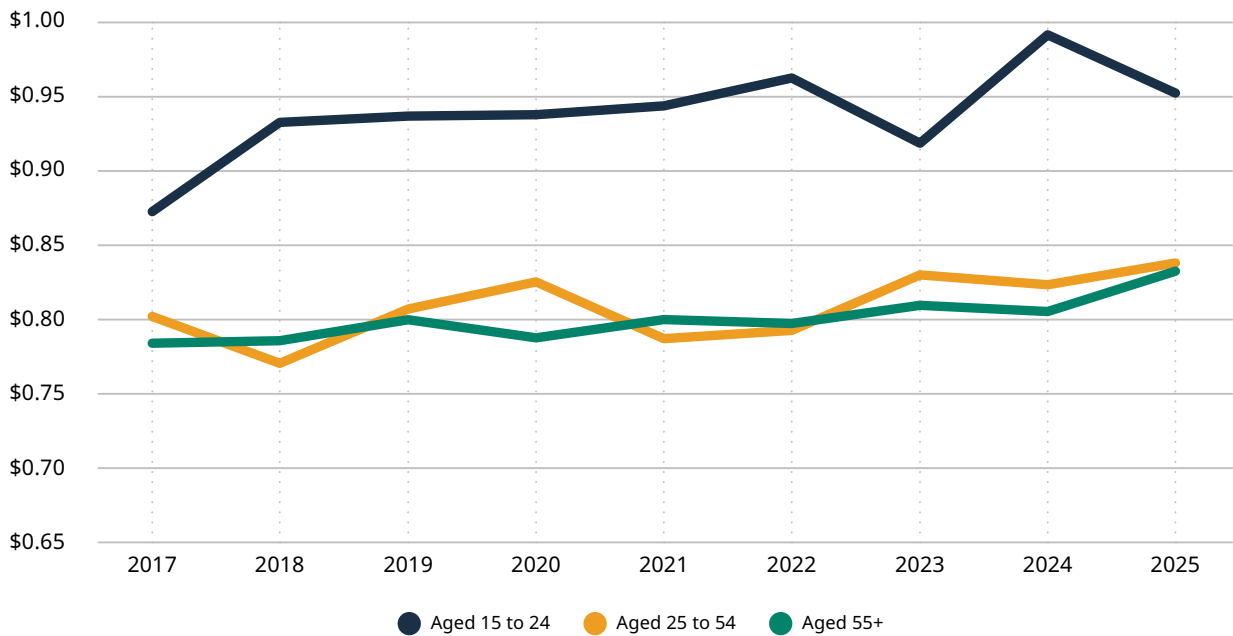
SPOTLIGHT

Gender pay gap for women 55 and over in B.C.

Until recently, the gender pay gap facing women aged 55+ in B.C. remained relatively unchanged. In 2017, women aged 55+ earned \$0.78 for every dollar men in this age group earned; by 2024 this figure was \$0.81. In 2025, the wages of women aged 55+ increased slightly more, rising to \$0.83 for every dollar men aged 55+ earned. It remains to be seen whether this positive momentum will continue and if it will benefit diverse groups of women.



Fig 17: Gender Pay Gap by Age Group in B.C. (2017 to 2025)



Despite modest improvement in 2025, a consistent pattern persisted over several years: the gender pay gap in B.C. was larger among older women, particularly those who were Indigenous, racialized or newcomers.

Education and the gender pay gap

Similar to recent years, the gender pay gap in 2025 tended to be smaller between women and men with higher levels of formal education, though there were some notable shifts. Figure 18 shows the gender pay gap from 2017 to 2025 between women and men with the same level of education.

In 2025, women with bachelor's degrees continued to have a lower gender pay gap, earning 11 percent less than men with bachelor's degrees. However, this gap widened by 2 percentage points from 2024 to 2025, reversing earlier improvements from 2021 to 2024.

SPOTLIGHT

Persistent gender pay gap for women in B.C. with education above a bachelor's degree

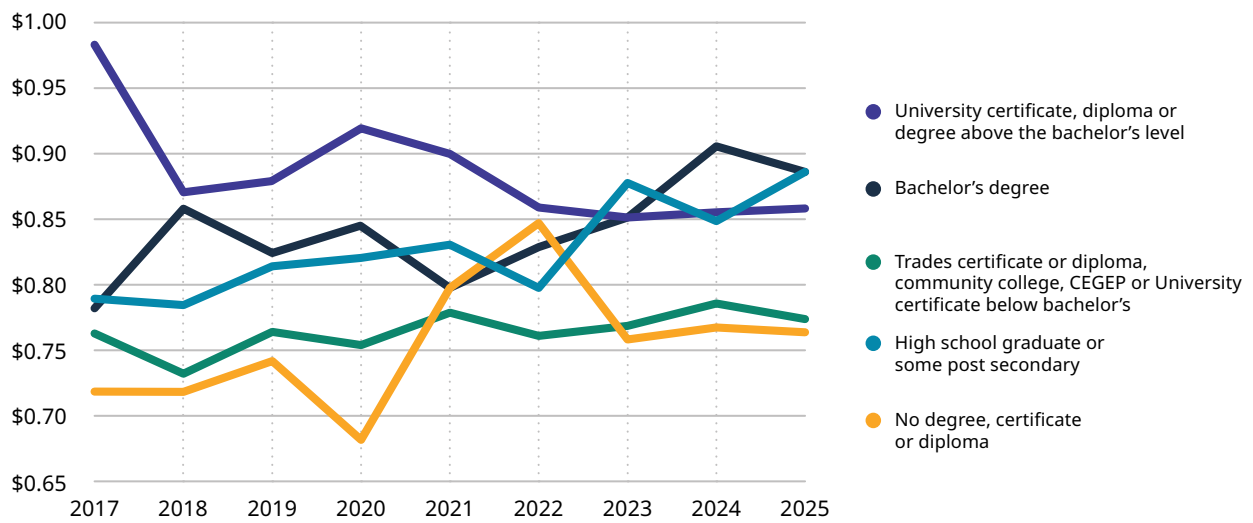
The gender pay gap for women with education above the bachelor's level in B.C. widened between 2021 to 2023 and then remained unchanged at 14 percent in 2024 and 2025. This trend appears to be partly driven by demographic changes and wage inequality for older established newcomer women. After 2021, established newcomer women became a larger part of the 55 plus cohort of women with education above a bachelor's level and they had substantially lower earnings than Canadian-born women. This may have led to a lower median hourly wage for women (total) with education above the bachelor's level.

The gender pay gap between women and men who were high school graduates or had some post-secondary education improved, from 15 percent in 2024 to 11 percent in 2025, representing one of the smallest gaps for women by education level. However, these gains were not evenly shared. Most of the improvement was driven by Canadian-born women aged 55 and over, with some improvement also seen among First Nations women aged 25 to 54. In contrast, the pay gap widened for newcomer women and for Indigenous women aged 55 and over. From 2017 to 2025, the gender pay gap improved somewhat between women who were high school graduates or had some post-secondary education and men with the same level of education, although the improvement was not consistent, with newcomer women and Indigenous women 55 plus continuing to experience persistent inequities.

In 2025, the gender pay gap continued to be largest between women and men with no degree, certificate or diploma, with women earning 23 percent less than men. Women workers in this group tended to be younger than men, and this has been consistent over time. As younger employees tend to earn less, this may have contributed to the larger gender pay gap, although it likely does not account for the full gap and warrants further examination.

In 2025, the gender pay gap continued to be high for women with a trades certificate or diploma or other diploma below a bachelor's level; they earned 22 percent less than men with the same education. The gap steadily improved for women aged 15 to 24, however it remained large for women workers aged 25 and older with a trades certificate or diploma or other diploma below a bachelor's level, indicating less fairness in pay for women workers aged 25 and older.

Fig 18: Gender Pay Gap Between Women and Men (Aged 15+) in B.C. with the Same Educational Attainment



Racialized²⁸ workers and the gender pay gap

In 2025, there were an estimated 1.1 million employees in B.C. who were racialized. Half were women.



In 2025, the gender pay gap between racialized women and non-racialized men remained high at 26 percent, as racialized women earned 74 cents for every dollar that non-racialized men earned.²⁹ Compared to 2024, there was a modest improvement in this gap by 2 percentage points.

From 2024 to 2025, the gender pay gap remained high but showed improvements for Southeast Asian women (by 8 percentage points), West Asian women (by 8 points), and Japanese women (by 6 points), Filipino women (by 3 points), and Chinese women (by one point). The gap widened for Latin American women (by one point), Korean women (by 3 points), and other racialized women (by 3 points). The gender pay gaps faced by South Asian women, Black women, and Arab women remained persistently high, showing no improvement for South Asian women, some minor improvement for Black women (by 2 points), and worsening for Arab women (by 2 points).



The improvement to the overall gender pay gap for many racialized women may be due to improvements in the gap in sectors such as forestry, fishing, mining, quarrying, and oil and gas, construction, business, building and other support services, agriculture, and public administration.³⁰

- The gender pay gap for racialized women in the forestry, fishing, mining, quarrying, oil and gas sector was nearly eliminated by 2024, at 2 percent. By 2025, the gap reversed and racialized women were paid 13 percent more than non-racialized men. This was a significant improvement for racialized women who in 2022 and 2023 earned 22 percent less and 34 percent less, respectively, than non-racialized men in the sector.
- From 2024 to 2025, the gender pay gap improved from 21 percent to 15 percent for racialized women in the construction sector. This may have been largely because the gap for Chinese women and South Asian women, representing more than half of B.C.'s racialized women employees, improved by 5 percent in construction. The gap also improved for most other groups of racialized women, where wage data was available.

The exception was for Korean women in construction who went from being paid 16 percent more than non-racialized men in 2024 to being paid 22 percent less in 2025.

- From 2023 to 2025, the gender pay gap in the business, building and other support services sector improved each year. In 2023, racialized women earned 24 percent less than non-racialized men in this sector, and this decreased to 11 percent by 2025. Still, the gap was much bigger for South Asian women (17 percent), Black women (30 percent) and Arab women (15 percent).
- Since 2022, the gap steadily improved in public administration, and it fell to 17 percent in 2025. In 2025, the gap was higher for South Asian women (22 percent), Black women (30 percent), Filipino women (22 percent), Latin American women (26 percent), Southeast Asian women (27 percent), Japanese women (32 percent) and other racialized women (20 percent).
- In agriculture, the gender pay gap for racialized women decreased from 31 percent in 2024 to 22 percent in 2025. While this was an improvement, the gap remained high. The agriculture sector showed volatility over the years, likely because it is B.C.'s smallest sector and is therefore more sensitive to changes. Since 2022, the number of racialized women in the sector decreased each year.

The modest improvements to the gender pay gap for racialized women may also be attributed to changes in full-time employment and shifts in sectors of employment. From 2024 to 2025, the proportion of racialized women workers who worked full-time grew from 76 percent to 78 percent. A shift from part-time to full-time employment is beneficial, given that hourly wages for full-time employees have consistently been higher.

There were also shifts in sectors of employment among racialized women. From 2024 to 2025, the number of racialized women decreased by 5 percent in the lowest paid accommodation and food services sector, although racialized women continued to be overrepresented in the sector, which may indicate that they had fewer opportunities for higher-paying work. The sectors with the largest growth for racialized women were the finance, insurance, real estate, rental and leasing sector and the construction sector, both higher-paid sectors which, from 2024 to 2025, experienced increases of 37 percent and 33 percent, respectively. As these were higher paid sectors, this growth may have helped reduce the overall gender pay gap for racialized women.

From 2022 to 2025, racialized women consistently experienced a higher gender pay gap in the manufacturing sector and, to a lesser extent, the professional, scientific and technical services sector.

- The gender pay gap between racialized women and non-racialized men in manufacturing ranged from 37 percent to 43 percent. Within the sector, the collective gap among manufacturing and utilities operators and supervisors, and aircraft assemblers and inspectors grew substantially from 17 percent in 2022 to 48 percent in 2025, suggesting a growing inequity in pay at supervisor and technical levels.
- In the professional, scientific and technical services sector, the gap remained high and steady at 30 to 31 percent. Although, within the sector, the gender pay gap in professional occupations in engineering narrowed significantly, with the gap between racialized women and non-racialized men declining from 30 percent in 2022 to 2 percent in 2025. Similarly, the gap was lower in professional occupations in applied sciences in 2025, at 11 percent.

The gender pay gap for racialized women widened from 2024 to 2025 in the health care and social assistance sector, and the wholesale and retail trade sector, two sectors which employed the highest number of racialized women and women in total.

- In health care and social assistance, racialized women earned 15 percent less than non-racialized men in 2025, a worsening from 8 percent the previous year. The gender pay gap in the sector grew 5 points between women and men overall (as men's wages increased more than women's wages) yet the gap was particularly large for racialized women.
- In wholesale and retail trade, the gender pay gap between racialized women and non-racialized men worsened by 2 percentage points to 26 percent in 2025. As previously mentioned, racialized women were especially underrepresented among middle managers in retail, a higher-paid occupation group however one in which racialized women faced substantial pay inequity.



SPOTLIGHT

Gender pay gap in B.C. persisted despite racialized women’s education level

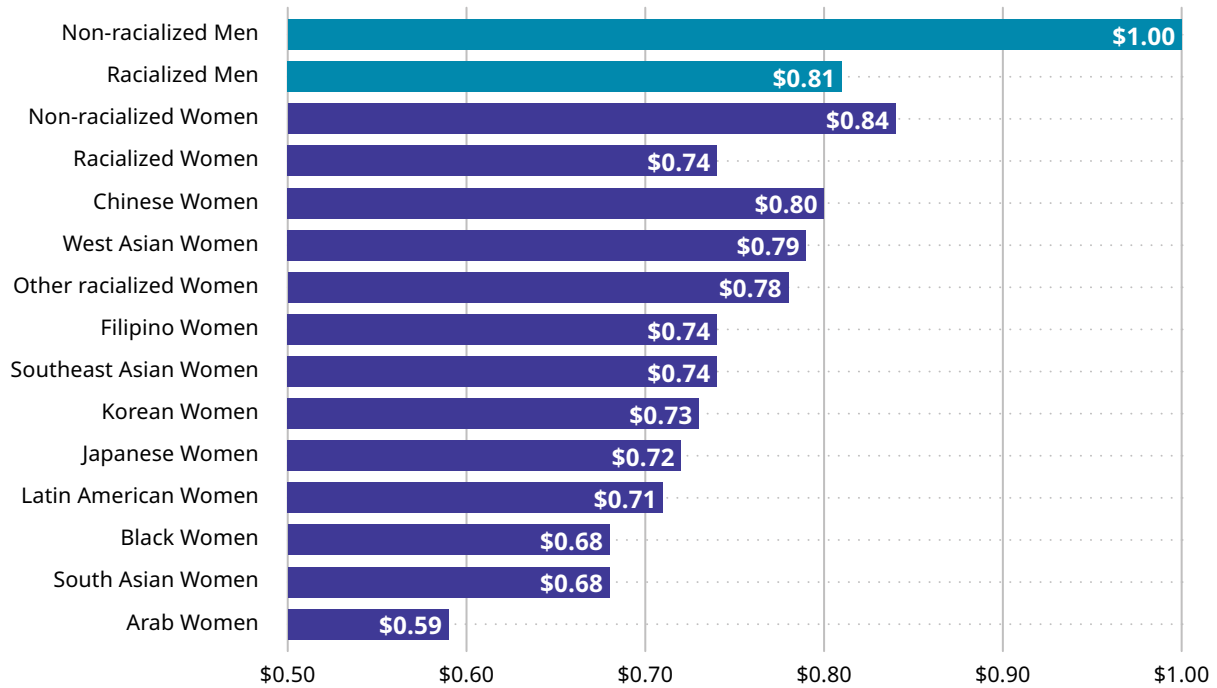
Racialized women had higher education levels than non-racialized men in B.C., yet they still earned significantly less. According to the 2021 census, 39 percent of racialized women in B.C. aged 15 and over earned a bachelor’s degree or higher compared to 22 percent of non-racialized men aged 15 plus. And racialized women aged 25 to 54 were twice as likely to have a bachelor’s degree or higher as non-racialized men in the same age group.

Despite high levels of education, racialized women were consistently overrepresented in sectors that were mostly lower- or moderately-paid, like accommodation and food services, wholesale and retail trade, and business, building and other support services, manufacturing, and transportation and warehousing.

The overrepresentation of racialized women in lower- and moderately-paid sectors, combined with persistently large pay gaps across sectors despite their educational attainment, points to systemic barriers and potential discrimination in the workforce.

Figure 19 shows how much racialized women, racialized men, and non-racialized women earned compared to every dollar non-racialized men earned in 2025.

Fig 19: Gender Pay Gap by Race in B.C. (2025)



The gender pay gap was worse for racialized women than non-racialized women in most sectors. This has been the case in previous years as well. Of all sectors, manufacturing consistently had the highest gender pay gap between racialized women and non-racialized men. It was also the sector that consistently showed the starkest difference in how racialized women experienced the gender pay gap compared to how non-racialized women experienced the gap.

Gender pay gap for racialized women and non-racialized women compared to non-racialized men (2025)

Sector	Gender Pay Gap for Racialized Women	Gender Pay Gap for Non-racialized Women
Total, All Industries	26%	16%
Agriculture	22%	20%
Forestry, fishing, mining, quarrying, oil and gas	-13%	12%
Utilities	19%	29%
Construction	15%	18%
Manufacturing	40%	18%
Wholesale and retail trade	26%	19%
Transportation and warehousing	33%	20%
Finance, insurance, real estate, rental and leasing	30%	21%
Professional, scientific and technical services	30%	20%
Business, building and other support services	11%	-6%
Educational services	24%	15%
Health care and social assistance	15%	4%
Information, culture and recreation	22%	22%
Accommodation and food services	9%	9%
Other services (except public administration)	27%	8%
Public administration	17%	15%

In 2025, racialized women earned 26 percent less than non-racialized men in B.C., a gender pay gap much larger than B.C.'s overall gap. While this was a 2-point improvement from the year before, progress has been slow.

Despite higher education outcomes, racialized women still earned much less, were underrepresented in some higher-paid sectors and occupation groups and potentially underpaid in some technical roles. Research across Canada shows these workers face hiring discrimination and other barriers to higher-paid work. For newcomer women, these barriers include foreign credential recognition.

This is of significance to B.C. as racialized women make up a growing share of B.C.'s workforce. Larger pay gaps for this group impact their economic security and B.C.'s overall economic growth. Closing this gap will positively impact thousands of B.C. families and benefit the province's labour market.

Indigenous workers and the gender pay gap

In 2025, there were an estimated 105,500 Indigenous workers in B.C. Just under half (48 percent) were Indigenous women.



The gender pay gap for Indigenous women, compared to non-Indigenous men,³¹ decreased by 2 percentage points from 2024 to 2025, from 19 percent to 17 percent. Despite modest improvement, Indigenous women continued to face a persistent high gender pay gap in 2025.

Among Indigenous women workers, First Nations women and Métis women earned 83 cents for every dollar earned by non-Indigenous men in 2025. The gender pay gap for First Nations women improved by 4 percentage points – from 21 percent in 2024 to 17 percent in 2025. The gender pay gap for Métis women improved from 18 percent in 2024 to 17 percent in 2025. The gender pay gap impacting Inuit women in B.C. was unknown as wage data was unavailable due the small population size of Inuit women and insufficient wage data.

While the gender pay gap for Indigenous women has improved in the last nearly decade, as shown in figures 20 and 21, progress has been incremental, and Indigenous women continue to face serious inequities in pay.

Fig 20: Gender Pay Gap Between Indigenous Women and Non-Indigenous Men in B.C.

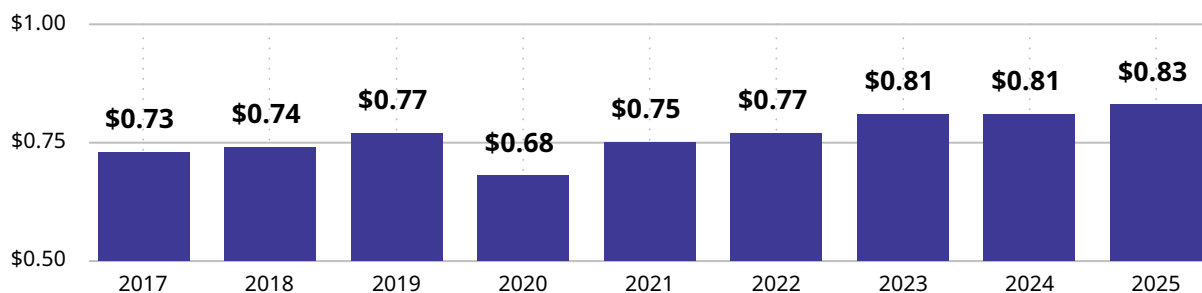
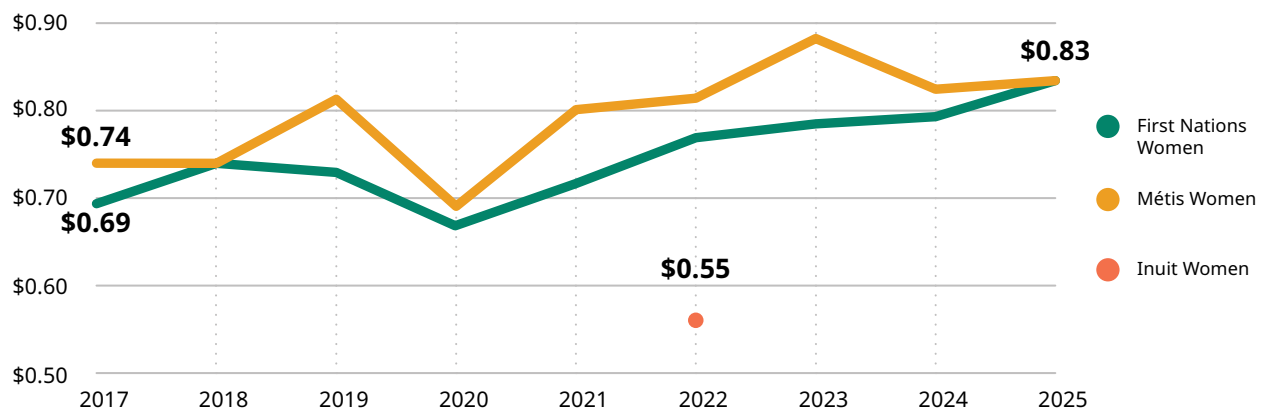




Photo by CIRA.CA

Fig 21: Gender Pay Gap Between Non-Indigenous Men and First Nations, Métis and Inuit Women in B.C.



In recent years, the gender pay gap, when compared to non-Indigenous men, has mostly, though not always, improved for Indigenous women in health care and social assistance, and in retail trade, the two largest sectors of employment for Indigenous women and women overall in B.C. This may have contributed to modest improvement in the overall gender pay gap faced by Indigenous women.

- In 2020, Indigenous women in the health care and social assistance sector faced a 22 percent gender pay gap with non-Indigenous men; by 2025 the gap was 11 percent. Notably, there was a break in the trend when the gender pay gap rose for First Nations women in the sector from 5 percent in 2024 to 14 percent in 2025. In a positive trend, the gender pay gap for Métis women in the sector fell from 6 to 4 percent from 2024 to 2025.
- In 2020, Indigenous women in the retail sector faced a 27 percent gender pay gap with non-Indigenous men, while in 2025 the gap lowered to 9 percent. Most recently, from 2024 to 2025 the gender pay gap for First Nations women in the retail trade sector fell from 17 to 9 percent, and for Métis women in the sector from 13 to 6 percent.

Changes in sectors of employment among Indigenous women may also have contributed to the modest improvement to the gender pay gap for Indigenous women. From 2020 to 2025, there was a reduction in the number of Indigenous women working in accommodation and food services in B.C., the lowest paid sector in the province. At the same time, there was growth in Indigenous women's employment in public administration (a higher paid sector) and mostly recently in health care and social assistance (a moderately paid sector).

SPOTLIGHT

Gender pay gap for Indigenous women in public administration in B.C.

Public administration is a higher-paid sector, in which Indigenous women continue to face large pay gaps, despite this sector often including union roles. Public administration was the third largest sector of employment for First Nations women and Métis women in B.C. in 2025. Indigenous women in the sector earned average hourly wages (\$36.50/hour) that were higher than the average hourly wages for Indigenous women in all industries combined (\$28.98/hour). **Yet, despite the higher pay, Indigenous women in public administration in B.C. still faced a significant pay gap: public administration had the second highest gender pay gap for Indigenous women in 2025, with First Nations and Métis women earning 24 percent less than non-Indigenous men.** This was an increase from 2024, when the gap was 18 percent for First Nations women and 22 percent for Métis women. The gap increased for Indigenous women in public administration at a time when their representation in the sector increased, showing that higher rates of representation in the sector and higher wages overall for this sector do not eliminate the inequities faced by Indigenous women in B.C.'s labour market. This is a key sector of employment for Indigenous women with an opportunity to impact change, particularly in the BC Public Service.

Indigenous women also faced substantial pay gaps in educational services, a sector in which, like public administration, non-Indigenous women had lower to moderate pay gaps. This indicates that Indigenous women in particular faced challenges in these sectors including potential barriers to career advancement and lower-paid roles in these sectors.

- The educational services sector had the fourth largest gender pay gap for Indigenous women in 2025 at 20 percent. The gap for First Nations women lowered slightly from 19 percent in 2024 to 16 percent in 2025. The gender pay gap for Métis women in the educational services sector was 27 percent in 2024 and 21 percent in 2025. By contrast, non-Indigenous women faced a lower gender pay gap of 13 percent in 2024 and 11 percent in 2025.

In 2025, the highest gender pay gap for Indigenous women was in the manufacturing sector at 27 percent; this sector also had one of the highest gender pay gaps for non-Indigenous women.³² In 2022, the most recent additional year for which data was available, the gender pay gap for Indigenous women in manufacturing was also high at 22 percent.

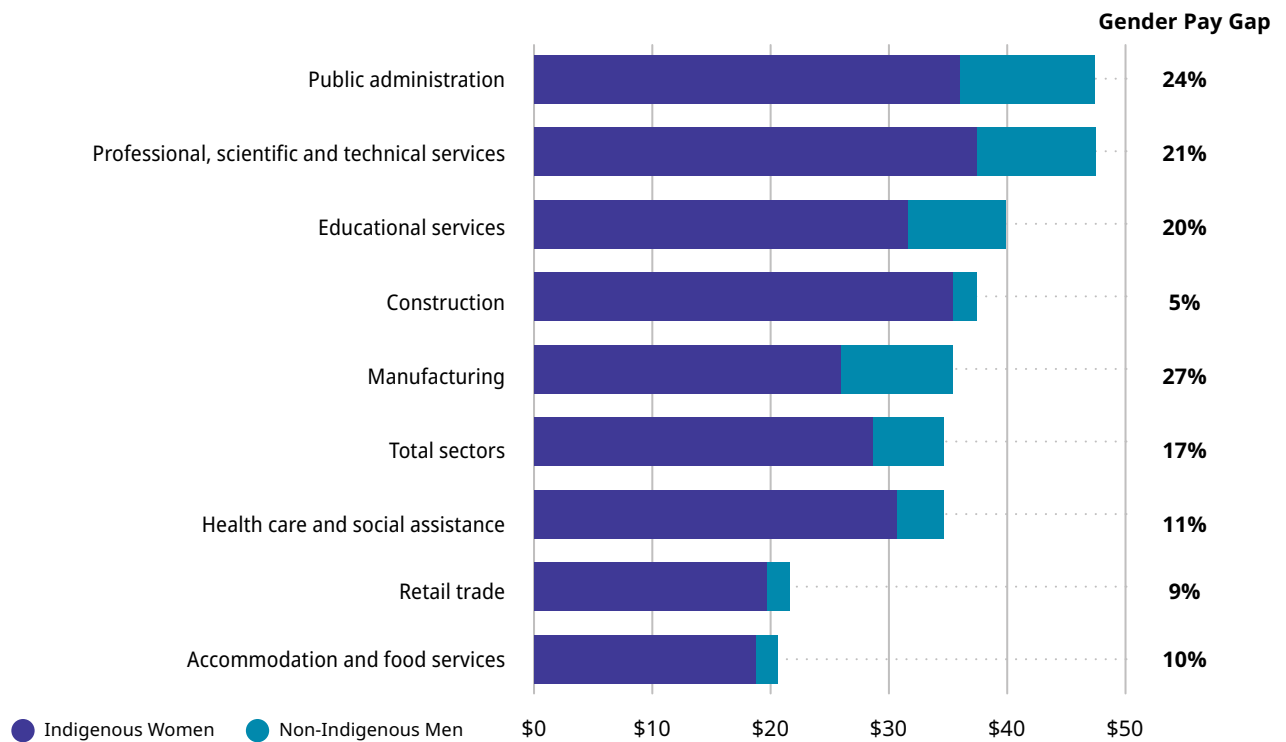
In 2025, Indigenous women in the construction sector had the lowest gender pay gap of any sector of employment, based on available sector data.³³ In construction, the gender pay gap between Indigenous women and non-Indigenous men was 5 percent in 2025, an improvement from 14 percent in 2023, the next most recent year for which data is available. Indigenous women represented 5 percent of women in the construction sector in 2025, and 4 percent of women employees overall in B.C.

As previously mentioned, the 'professional, scientific and technical services' sector is one of B.C.'s largest and highest-paid sectors. In 2025, only 2 percent of women employees in this sector were Indigenous. The sector's gender pay gap for Indigenous women improved from 47 percent in 2023 to 21 percent in 2025, with Indigenous women continuing to earn less than non-Indigenous men. At the same time, the number of Indigenous women in the sector dropped substantially from 2023 to 2025 and it is possible that women in lower-paying roles left the sector. Recent improvements to the gender pay gap for Indigenous women in professional occupations in finance and business may have also contributed to improving the gap in the sector. Still, the sector had one of the largest gender pay gaps for Indigenous women in 2025. The high gender pay gap and underrepresentation of Indigenous women in this sector suggest Indigenous women may have less access to higher-paid work, which may have contributed to the high overall gender pay gap for Indigenous women.

Indigenous women faced a larger gender pay gap than non-Indigenous women, and a significantly larger gap compared to non-Indigenous men. Data suggests that even when Indigenous women worked in higher-paid sectors, the pay gap persisted, signalling that the gap may be rooted in systemic barriers in B.C.’s labour market and tied to systemic discrimination. Aside from the clear equity implications, this is a significant finding for B.C. as Indigenous women are an important and growing component of the province’s total workforce. Large pay gaps such as these reduce economic security, and limit opportunities for Indigenous women and families to succeed in B.C.

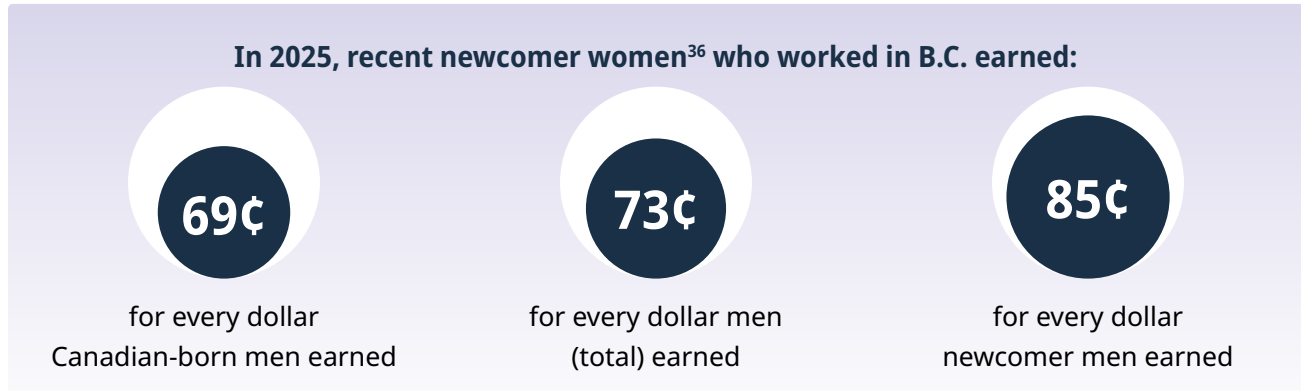
Figure 22 shows the average hourly earnings in 2025 for Indigenous women and non-Indigenous men and the gender pay gap between Indigenous women and non-Indigenous men in these sectors.

Fig 22: Median Hourly Wage and Gender Pay Gap Between Indigenous Women and Non-Indigenous Men in B.C. by Sector (2025)



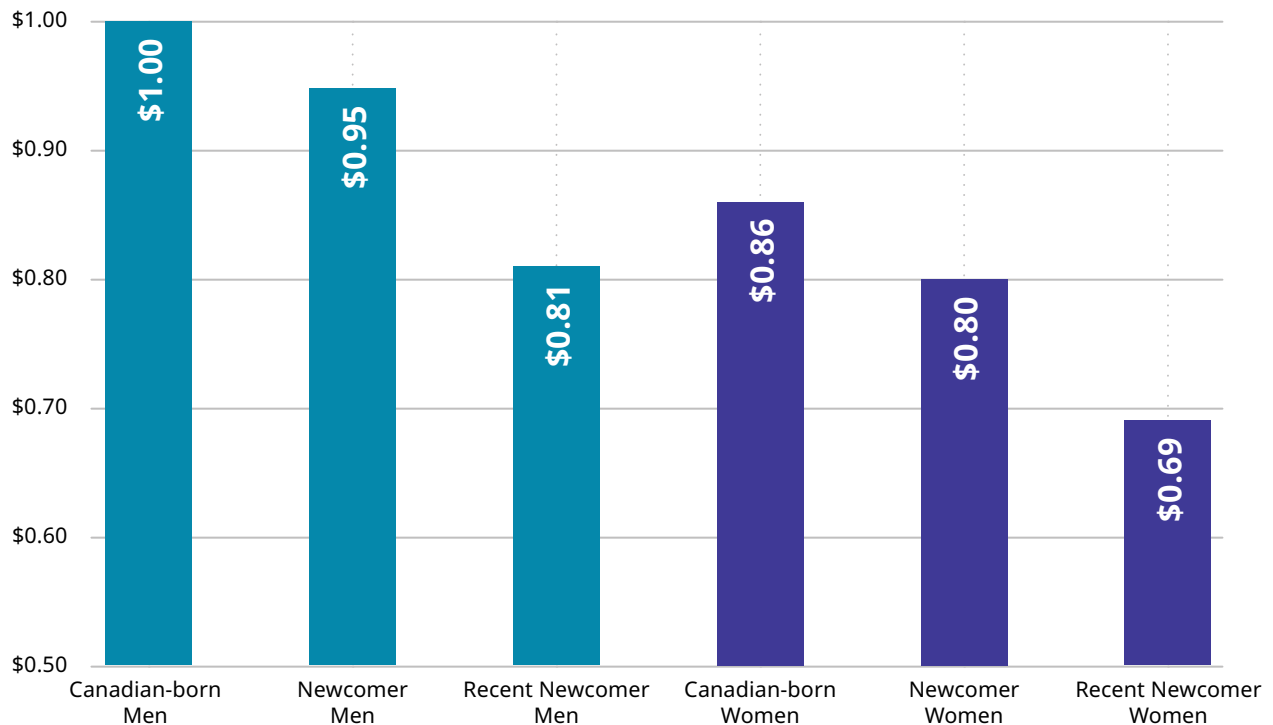
Newcomer³⁴ workers and the gender pay gap

In 2025, there were nearly 820,000 newcomer workers in B.C., and approximately one fifth were recent newcomers.³⁵ Just under half of recent newcomer workers were women.³⁶



The gender pay gap was the most acute when newcomer women’s average wages were compared to average wages for Canadian-born men, and recent newcomer women earned 31 percent less than Canadian-born men. Newcomer women also earned less per hour, on average, than newcomer men. The median hourly wage fell for recent newcomer women in 2025, which may indicate there were fewer opportunities for recent newcomer women in higher-paid roles.

Fig 23: Gender Pay Gap Compared to Canadian-born Men in B.C. (2025)



From 2024 to 2025, the pay gap between recent newcomer women and Canadian-born men rose 4 percentage points to 31 percent. This increase can be explained in part by changes to the gender pay gap in sectors and occupations.

In 2025, half of recent newcomer women worked in the health care and social assistance sector; the retail trade sector; and the professional, scientific and technical services sector. From 2024 to 2025, the gender pay gaps for newcomer women in these sectors worsened respectively by 8, 10, and 5 percentage points, compared to wages of Canadian-born men. This could help explain why the overall gender pay gap between recent newcomer women and Canadian-born men worsened.

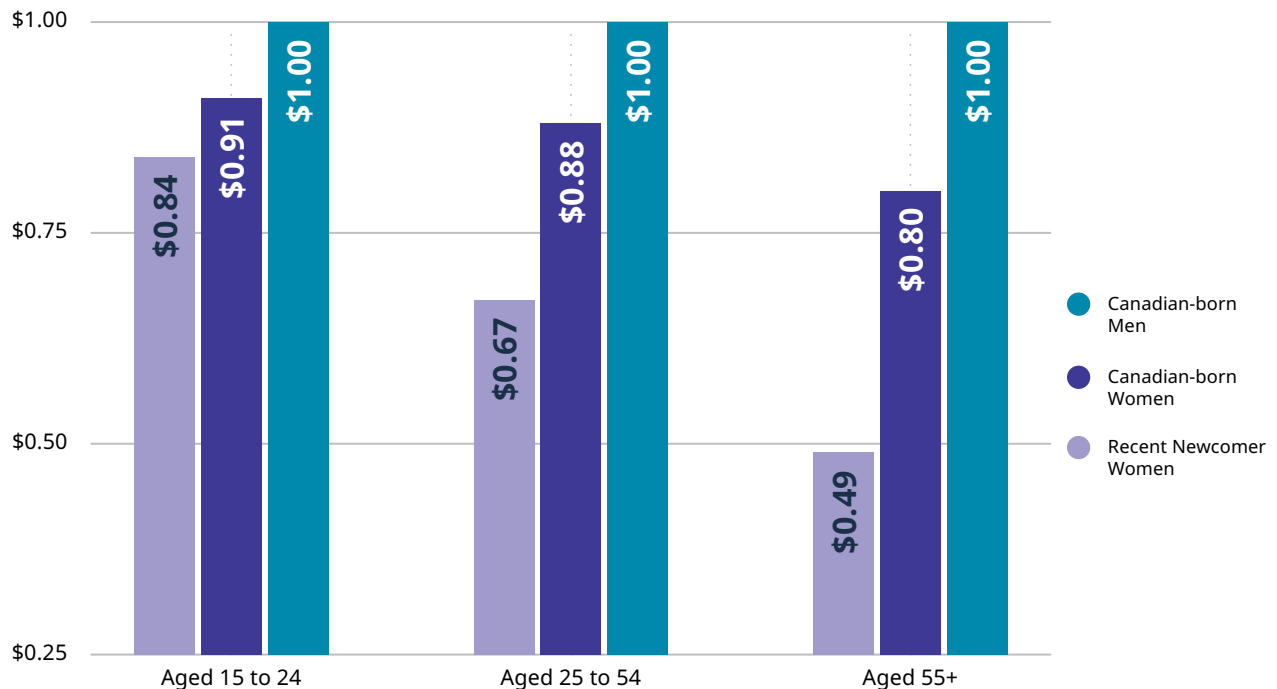
During that time, the proportion of recent newcomer women grew in occupation groups where the median hourly wage either fell or was

low relative to other job groups, including sales and service representatives and other customer and personal services occupations; professional occupations in finance and business; and front-line public protection and paraprofessional occupations in legal, social, community, education services.

At the same time, the proportion of recent newcomer women fell in the natural and applied sciences job group, the highest-paid job group for recent newcomer women, which was no longer in the top two most common occupation groups for recent newcomer women in 2025.

While recent newcomer women faced a larger gender pay gap than average across all age groups, these gaps were most acute for women aged 25 to 54 and 55 plus. Figure 24 shows how much recent newcomer women and Canadian-born women earned for every dollar Canadian-born men earned, by age group.

Fig 24: Gender Pay Gap Compared to Canadian-born Men by Identity and Age Groups in B.C. (2025)



SPOTLIGHT

Credential recognition challenges may contribute to gender pay gap in B.C.

Newcomer women experienced a large gender pay gap despite being highly educated. In 2025, 77 percent of recent newcomer women employees aged 25 to 54 had a bachelor’s degree or higher, compared to 29 percent of Canadian-born men employees.

One reason for the wage gap may be that newcomer women experienced credential recognition barriers, especially if those credentials were earned outside of Canada.³⁷

B.C.’s introduction of the International Credentials Recognition Act in 2024 aims to improve credential recognition and may help to reduce the gender pay gap that newcomer women experience.

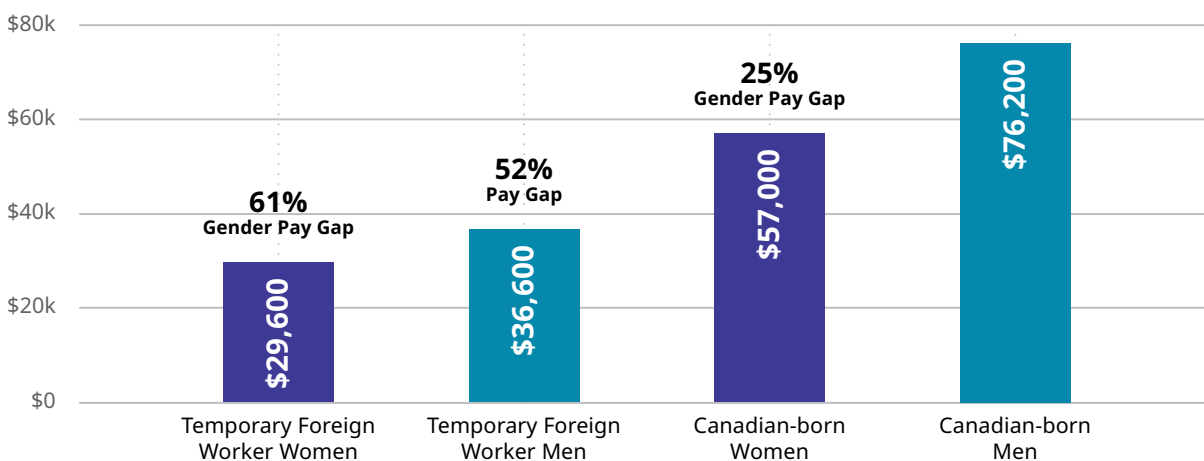
In a 2023 survey, 85 percent of internationally trained professional respondents, compared to 56 percent of domestically trained professional respondents, found the credential recognition application process to be difficult. The struggle to receive certification can lead to significant financial consequences. Internationally trained professional respondents were significantly less likely to be employed in their field, regardless of sector.³⁷

Gender pay gap for women temporary foreign workers

In 2023, women in B.C. who were temporary foreign workers earned 61 percent less than Canadian-born men. Women temporary foreign workers were most likely to work in accommodation and food services, and retail trade – the two lowest-paid sectors in B.C., which employed almost a third of women temporary foreign workers.³⁸

Women temporary foreign workers are at high risk of pay inequities and vulnerable to exploitation as they depend on their employer for legal status and their work permit may tie them to a single employer.

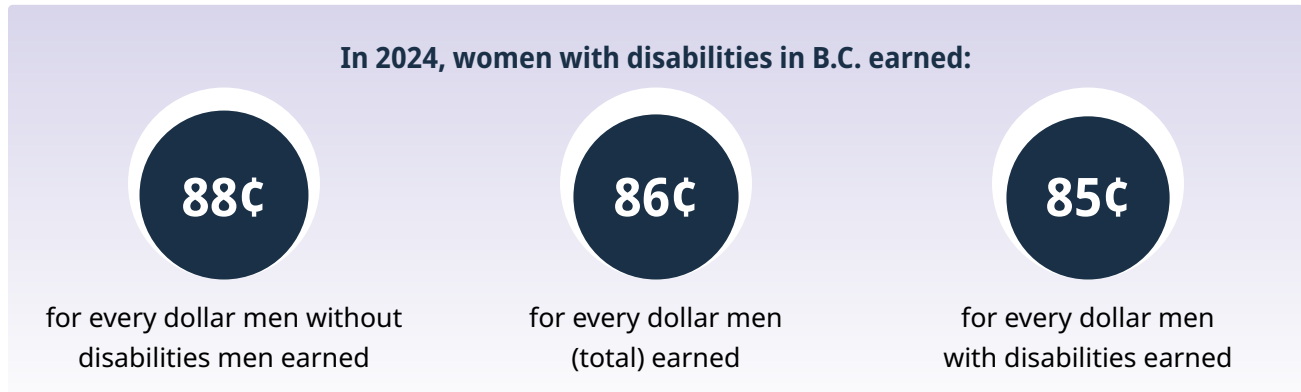
Fig 25: Gender Pay Gap Compared to Canadian-born Men (2023)



Newcomer women faced some of the largest and most persistent pay gaps in this reporting period. Saddled with more than **double** the overall pay gap, recent newcomer women experienced no measurable wage growth in 2025, and many worked in lower-paid sectors. Even when they worked in the professional, scientific and technical services sector, recent newcomer women’s wages fell in the sector from 2024 to 2025. Even those with the highest levels of education faced some of the biggest gaps.

Employees with disabilities and the gender pay gap

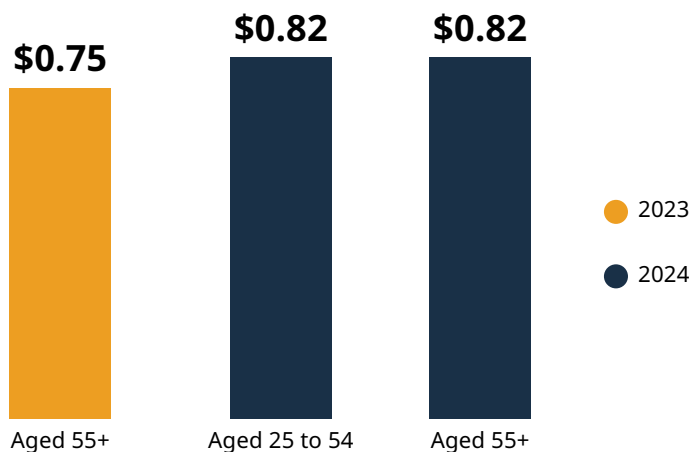
In 2024, there were over 550,000 employees³⁹ with disabilities in B.C. who made up almost one quarter of employees in the province. Women with disabilities made up 14 percent of employees in B.C.



The gender pay gap between women with disabilities and men (total) improved from 18 percent in 2023 to 14 percent in 2024. In that time, the gender pay gap also improved for women with disabilities compared to men without disabilities (down 6 percentage points to 12 percent), and men with disabilities (down 1 percentage point to 15 percent).⁴⁰ Men with disabilities experienced more growth in their median hourly wage from 2023 to 2024 compared to men (total) and men without disabilities.

The gender pay gap was higher among women with disabilities who were 55 and over and aged 25 to 54.⁴¹ In 2024, women with disabilities in these age categories were paid a median hourly wage that was 18 percent less than men without disabilities. Gender pay gaps for women with disabilities in these age groups also improved from 2023 to 2024 – although these gaps remained high (Figure 26). One of the largest gaps in 2024 was seen between women and men with disabilities aged 55 plus, with women earning 77 cents for every dollar men earned.

Fig 26: Gender Pay Gap Compared to Men Without Disabilities by Age in B.C.





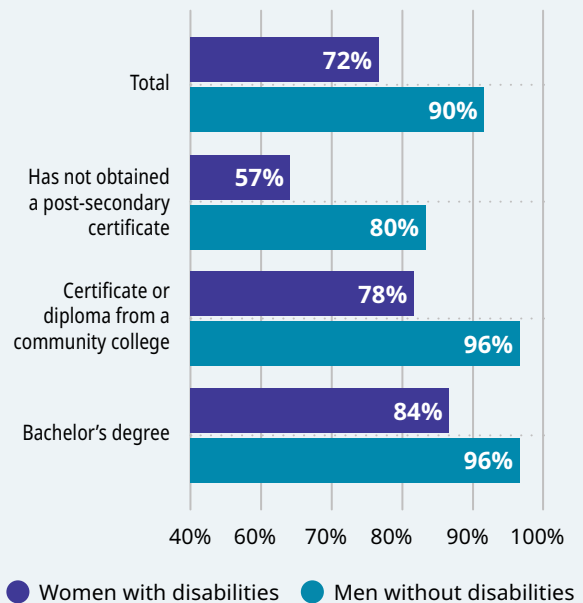
SPOTLIGHT

Barriers to full-time employment among women with disabilities in B.C.

Women with disabilities and the same level of educational attainment as men without disabilities consistently had lower employment rates and were less likely to work full-time than men.

These challenges were particularly acute for women with disabilities who had not obtained a post-secondary certificate, diploma or degree – only 57 percent of whom were employed full-time compared to 80 percent of men without disabilities in 2024. Additionally, almost 40 percent of women with disabilities and men without disabilities had a bachelor’s degree or higher, yet these women were also less likely than men to be employed full-time. If securing employment and full-time work was harder for women with disabilities, they may have had to take lower-paid jobs, such as part-time jobs, which could help explain the gender pay gap.

Fig 27: Full-time Employment by Gender, Disability Status and Educational Attainment in B.C. (2024)

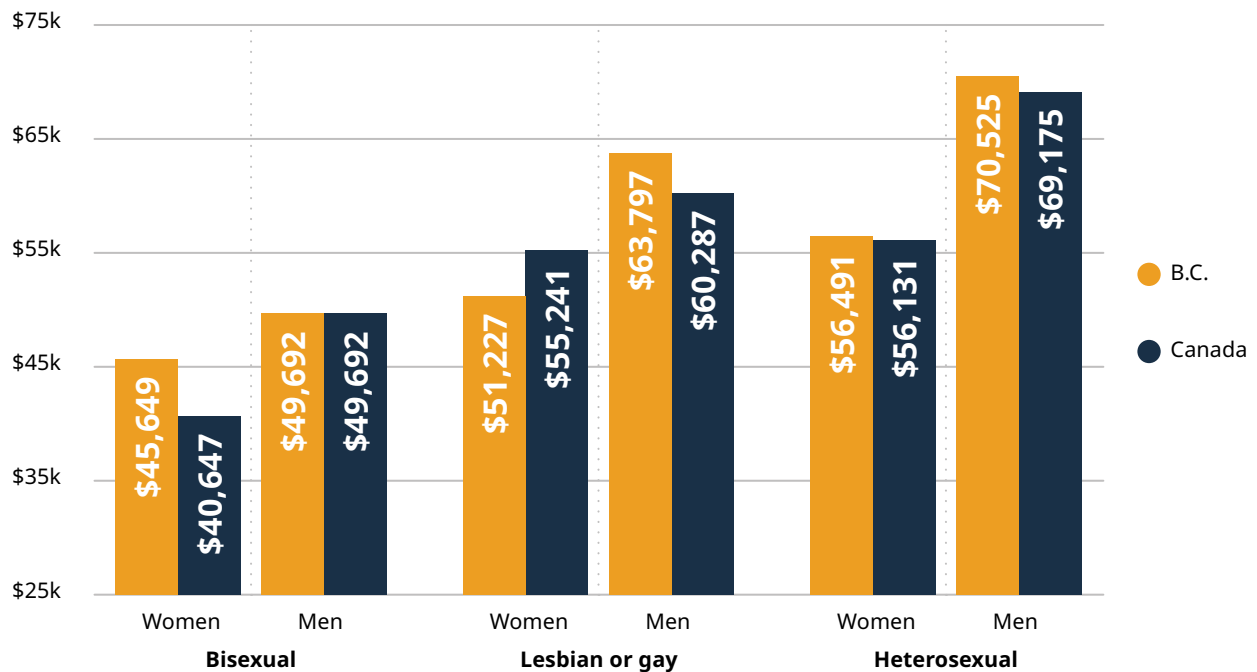


2SLGBTQIA+⁴² workers and the gender pay gap

This section compares personal median income between people of different genders and sexual orientations using pooled data from 2022 to 2024.⁴³ Even though they should not, sexual orientation and gender identity impact how much a person might earn in a year and 2SLGBTQIA+ workers face substantial wage inequality.

Figure 28 shows that bisexual and lesbian or gay cisgender people earned less than their heterosexual counterparts in B.C. and in Canada in recent years – and earned much less than heterosexual cisgender men.

Fig 28: Personal Median Income (Combined Years 2022-2024)



In B.C. and Canada, bisexual cisgender women faced large gender pay gaps with an average income in B.C. 35 percent less than the income of heterosexual cisgender men, and 19 percent less than the income of heterosexual cisgender women. This was despite the fact that bisexual cisgender women were slightly more likely to work full-time than heterosexual cisgender women (although they were still less likely to work full-time than heterosexual cisgender men). These gender pay gaps were even bigger at the national level, where bisexual cisgender women's incomes were lower than in B.C.

Lesbian cisgender women faced substantial income inequality and in B.C. had average incomes that were 27 percent less than the income of heterosexual cisgender men, and 9 percent less than the income of heterosexual cisgender women. Lesbian cisgender women were less likely to work full-time than cisgender heterosexual men and women. Gender pay gaps for lesbian women were smaller at the national level, primarily because lesbian cisgender women’s average incomes were higher nationally. The discrepancy between B.C. and Canada warrants further investigation.

SPOTLIGHT

Substantial labour market inequality for 2SLGBTQIA+ people

2SLGBTQIA+ workers continued to face substantial inequity in pay. Bisexual women on average earned 35 percent less, and lesbian women earned 27 percent less, than heterosexual men in B.C. Non-binary workers in B.C. earned 40 percent less than cisgender men. Nationally, incomes of transgender women and men were substantially lower than cisgender men.

These pay gaps point to substantial labour market inequality faced by 2SLGBTQIA+ people.

Fig 29: Personal Median Income by Age Group in Canada (Combined Years 2022-2024, Averaged)

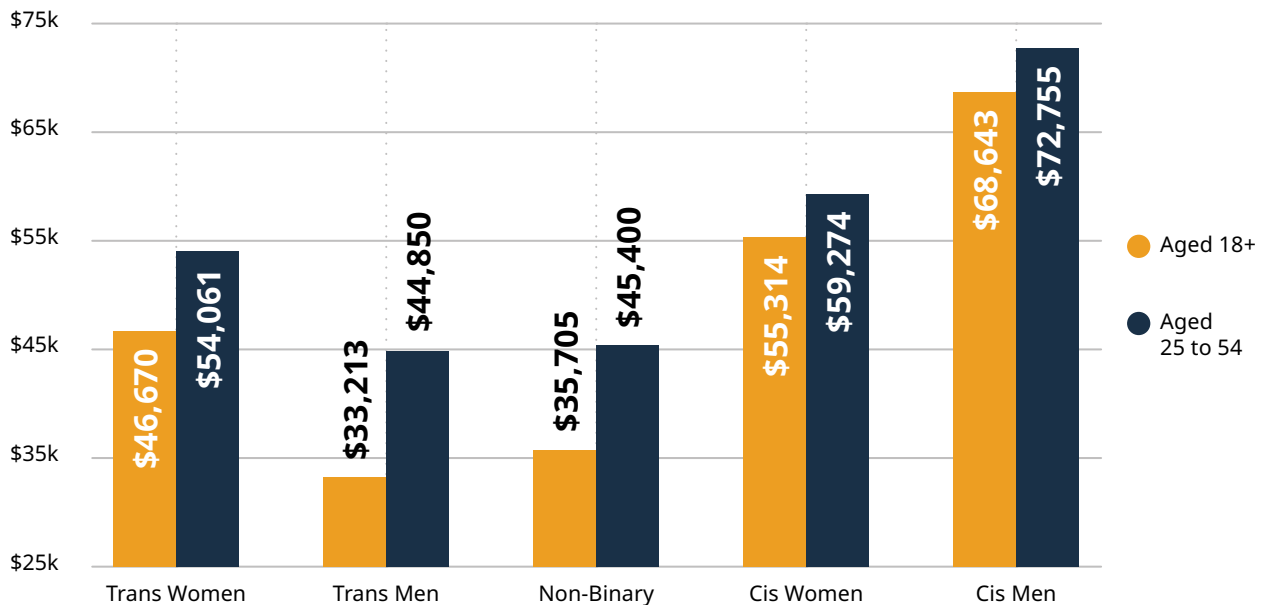
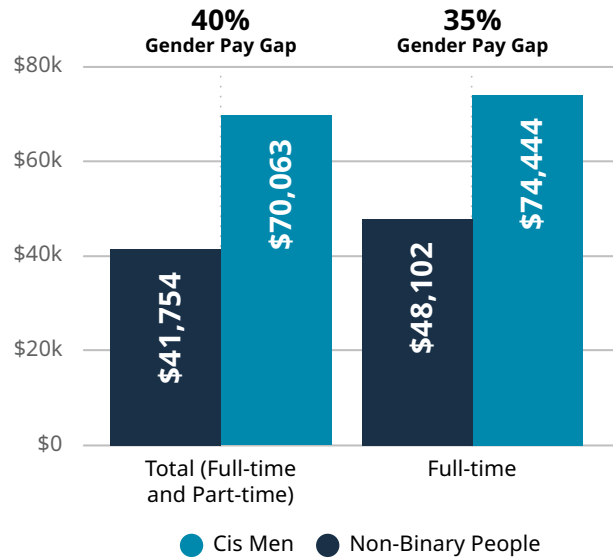


Figure 29 shows the personal median income of transgender women and men, non-binary people, and cisgender women and men in Canada, with incomes from 2022 to 2024 combined and averaged for one year.⁴⁴ **Transgender and non-binary people faced substantial gender pay gaps, and had lower incomes compared to cisgender people, while cisgender men in every age group had the highest personal median incomes of any gender.**

While the data suggests that the gender pay gap faced by gender-diverse people was slightly larger among younger workers aged 25 and under than over age 25, earnings gaps were substantial in every age group.

- Transgender women aged 18 plus in Canada had personal median incomes that were 32 percent less than cisgender men.
- Transgender men aged 18 plus in Canada had personal median incomes that were 52 percent less than cisgender men.
- Non-binary people aged 18 plus in Canada had personal median incomes that were 48 percent less than cisgender men. In B.C., non-binary people had incomes that were 40 percent lower than cisgender men's incomes (see Figure 30).

Fig 30: Gender Pay Gap for Non-Binary People in B.C. (Combined Years 2022-2024)



Recent research from Statistics Canada indicates that age-standardization can change data on incomes of gender-diverse people and cisgender people; non-binary people and transgender people tend to be younger on average.⁴⁵ According to age standardized data, transgender women in Canada faced the largest gender pay gap of any gender.



Fig 31: Personal Median Income by Gender and Employment Type in Canada (Combined Years 2022-2024)

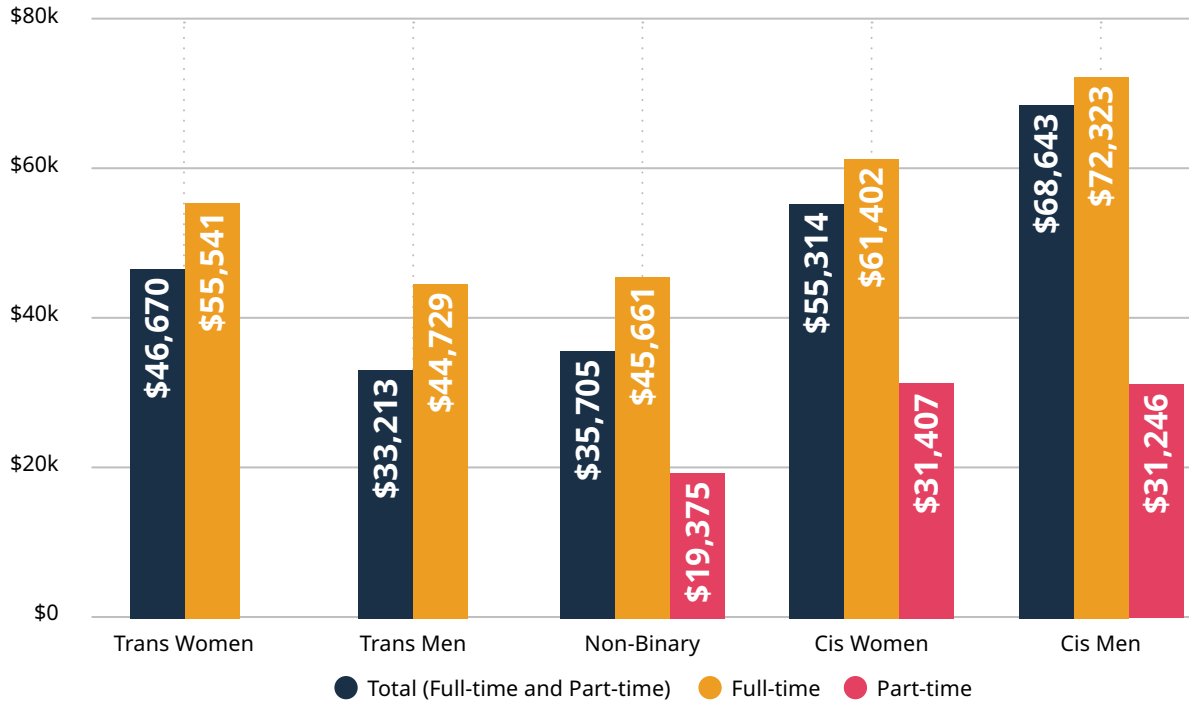


Figure 31 shows personal median income of transgender women, transgender men, non-binary people, cisgender women, and cisgender men in Canada, combined, from 2022 to 2024 and averaged for one year, by employment type.

Transgender and non-binary people in Canada had lower personal median incomes compared to cisgender people. Compared to cisgender men in full-time work, personal median incomes were much lower for transgender women (23 percent less), transgender men (38 percent less) and non-binary people (37 percent less) in Canada. In B.C., non-binary full-time workers earned 35 percent less than cisgender men, similarly to national data (see Figure 30).

Data on part-time earnings was limited to non-binary and cisgender people nationally, and it showed that the personal median income for non-binary people who worked part-time in Canada was 38 percent less than that of cisgender men.

Part 2

Employer education and compliance

In 2025, the Gender Equity Office (GEO) continued to take a collaborative approach to promote awareness and encourage employers to comply with the Pay Transparency Act. Employers were generally open and receptive to this approach, taking steps to ensure their organizations met the requirements in the Act.

Education

In 2025, the GEO's Pay Transparency Unit delivered 25 employer engagement sessions, reaching approximately 275 people. These sessions included educational presentations on the Act's requirements, question and answer opportunities, demonstrations of the [Pay Transparency Reporting Tool](#), and follow-up support where needed.

In 2025, the Pay Transparency Unit introduced several new or updated resources to support employers:

- Enhanced and updated the 'Pay Transparency in B.C.' webpages based on employers' questions and feedback
- Posted updated guidance on preparing pay transparency reports and completing the related calculations
- Released two new videos to support employers and members of the public, available on the 'Pay Transparency in B.C.' webpages.
 - 'Understanding British Columbia's Pay Transparency Act'
 - 'How to Use the online Pay Transparency Reporting Tool'

The Ministry of Finance launched the [Pay Transparency Reporting Tool](#) in June 2024 to assist employers and help simplify the process of preparing pay transparency reports.

Reports of non-compliance

The Pay Transparency Unit received over 600 inquiries from the public about the Pay Transparency Act in 2025. Approximately half of these inquiries were from employers, and half were from other members of the public.

Out of all inquiries received, approximately a quarter were reports of provincially regulated employers not complying with the Act, and most of these were reports of job postings that did not include salary or pay ranges.

Reports of Non-Compliance	2025
Pay History	2
Employer Reprisal	5
Pay Secrecy (Job Postings)	160
Pay Transparency Reports	1
Total	168

Pay history

The Pay Transparency Unit received two reports about employers asking applicants about their previous pay. The unit contacted the employers to ensure they were aware of the Act's prohibition on asking about previous pay.

Employer reprisal

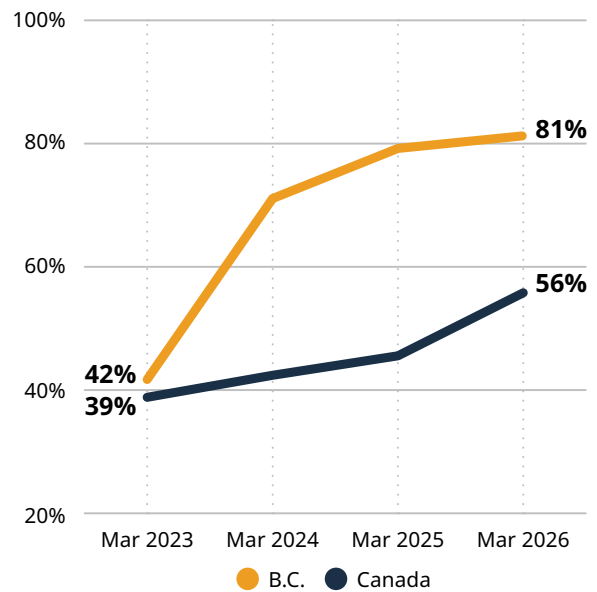
The Pay Transparency Unit received five reports about employers restricting employees from discussing pay in the workplace. The unit contacted the employers regarding compliance to ensure they were aware of the Act's requirements.

Pay secrecy (job postings)

The Pay Transparency Unit received 160 reports about employers not including expected salary or pay ranges in job postings. The unit followed up to advise employers of their obligations and sent 72 letters to employers. Most employers updated their job postings to include pay information as a result of the notification.

Job postings that include pay information continue to be more common in B.C. compared to other provinces, and it is likely this can be attributed to the Pay Transparency Act. In March 2026, 81 percent of job postings on Indeed in B.C. included pay information, a nearly twofold improvement from March 2023 before the Act was in effect.⁴⁶

Fig 32: Percent of Job Postings That Included Pay Information



Pay transparency reports

The Pay Transparency Unit received one report about an employer not posting their pay transparency report as required. Where a pay transparency report could not be located for an employer who was subject to the reporting requirement, the unit contacted the employer to ensure that they were aware of the requirement and to offer further support in meeting it, as needed.

Gender and Sex Data Standard

The gender categories used throughout this section are women (W), men (M), non-binary people (X) and unknown or prefer not to say (U) in accordance with the Province's [Gender and Sex Data Standard](#).

Pay transparency reports

Under the Act, provincially regulated employers of a certain size are required to prepare pay transparency reports by November 1 each year and make their reports available to employees and the public as soon as practicable.

In 2024, the report requirement applied to larger employers (with 1,000 or more employees). Over 170 employers were required to report, and approximately 80 percent met the requirement.

As of November 2025, the report requirement applied to employers with 300 or more employees. Approximately 700 employers were required to prepare and post pay transparency reports, and approximately 64 percent met the requirement.

By November 2026, the requirement to post a pay transparency report will apply to employers with 50 or more employees, including approximately 8,500 employers. Government will continue to support employers throughout the coming year to meet their report posting and other Pay Transparency Act obligations.

While compliance was lower in 2025 than in 2024, the GEO acknowledges the majority of employers made efforts to prepare and post pay transparency reports. In previous years, only larger employers were required to post reports, and these employers may have had more human resources capacity to assist with report preparation. Further, in fall 2025, the [Pay Transparency Reporting Tool](#) was temporarily unavailable, which may have contributed to lower compliance. The GEO anticipates reporting compliance will increase over time as employers continue to become more familiar with the requirements, including through webinars and other resources offered through the GEO.

The GEO recognizes that gender data collection has been challenging for some employers, including the BC Public Service Agency. Many employers indicated they had not previously collected this information and recognized that doing so requires careful planning and trust. The GEO remains committed to working with employers to help identify strategies for improvement and expects that gender data collection will improve over time.



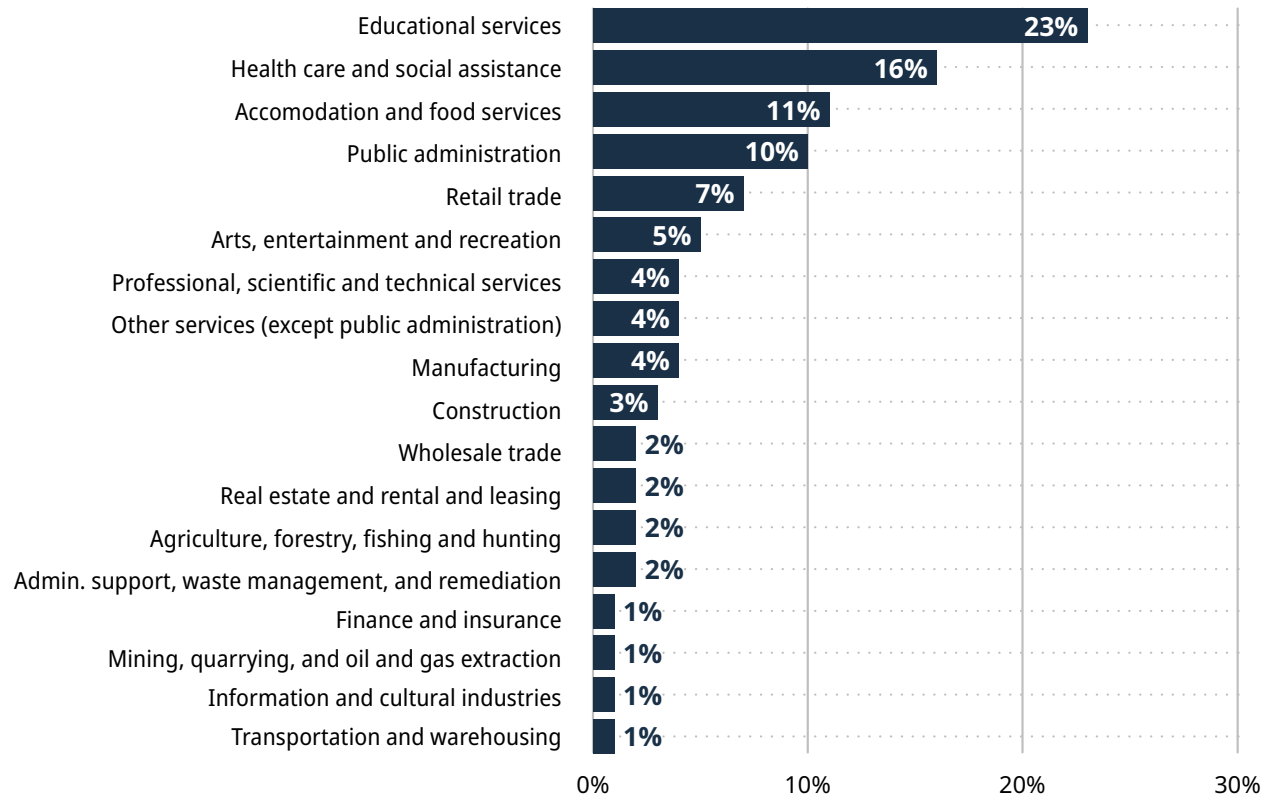
Employers' pay transparency findings

The findings that follow are based on reports from employers with 300 or more employees that used the [Pay Transparency Reporting Tool](#) and do not represent all B.C. employers.

Distribution of pay transparency reports by sector

Figure 33 shows the percentage of pay transparency reports prepared by each sector using the reporting tool. Half of employer pay transparency reports came from the educational services sector, health care and social assistance sector, and the accommodation and food services sector. The educational services sector prepared the most pay transparency reports.

Fig 33: Distribution of Pay Transparency Reports by Sector



Gender pay gap findings from employer reports

When median hourly wages were compared, most employer reports had gender pay gaps that favoured men over women and non-binary employees.

Fig 34: Percentage of Reporting Employers That Paid Men More Than Women

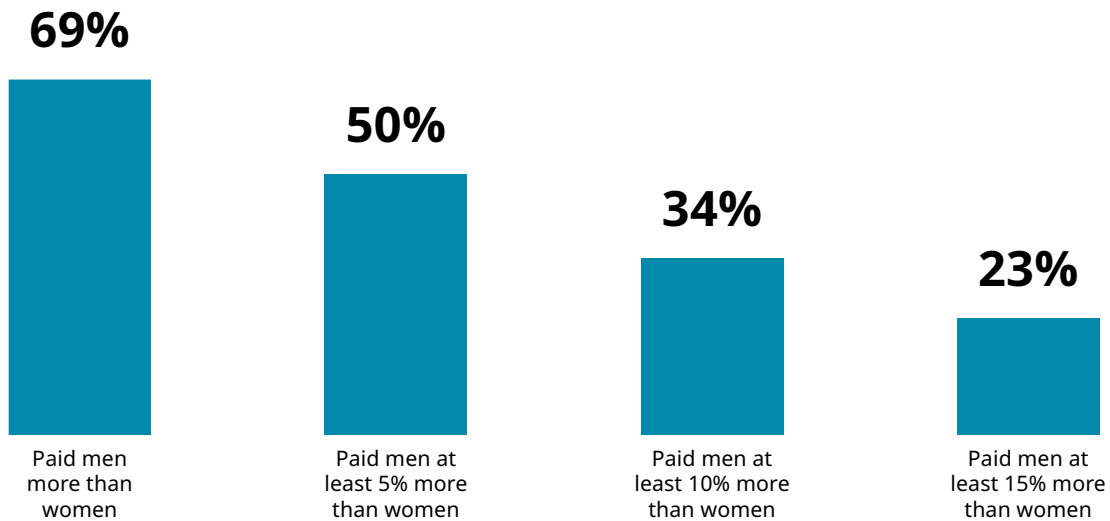
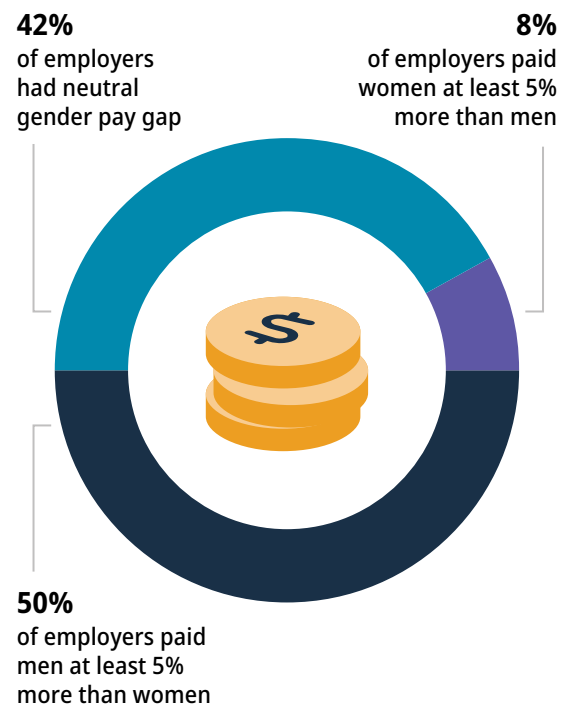


Fig 35: Pay Discrepancies Between Men and Women Among Reporting Employers

Half of employers paid men at least 5 percent more than women.

In contrast, fewer than one out of every 10 employers had gender pay gaps where women earned at least 5 percent more than men (Figure 35).



Most employers had gender pay gaps that disadvantaged non-binary employees.

Fig 36: Percentage of Reporting Employers that Paid Men More than Non-Binary Employees

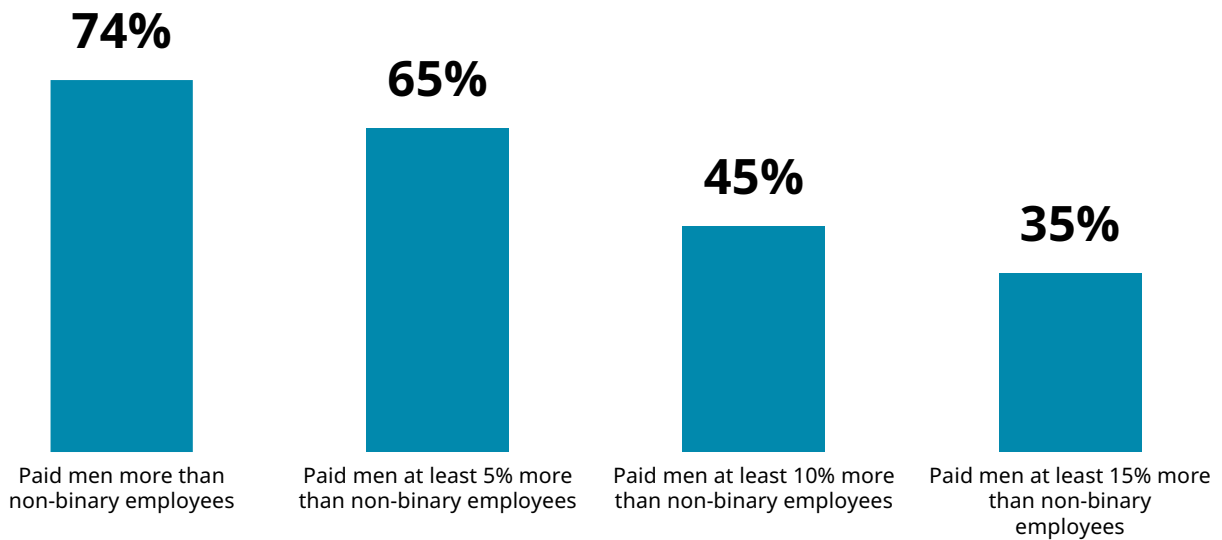
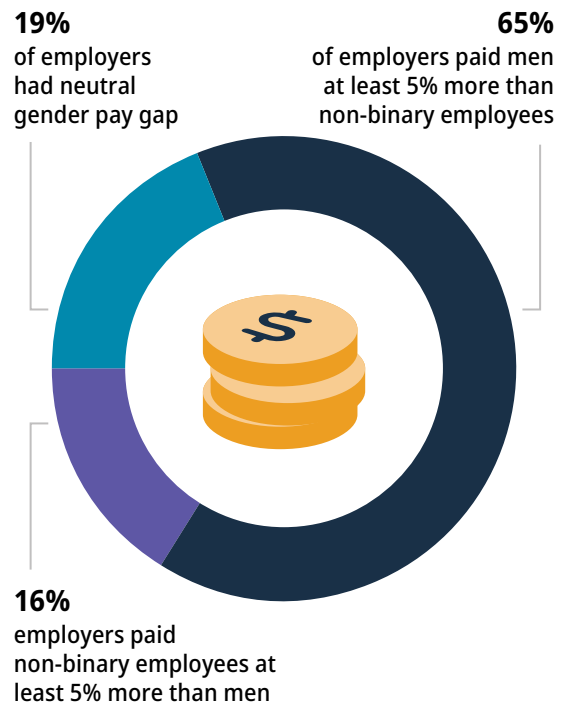


Fig 37: Pay Discrepancies Between Men and Non-Binary People Among Reporting Employers

Over half of employers paid men at least 5 percent more than non-binary employees, and nearly half of employers paid men at least 10 percent more.

While about one in six employers paid non-binary people at least 5 percent more than men, fewer than one in 20 employers paid non-binary employees at least 10 percent more than men.



SECTOR SPOTLIGHT

Pay gap in sectors

Professional, scientific and technical services sector

In the professional, scientific and technical services sector, employers who posted reports paid women up to 31 percent less than men. Most employers (77 percent) paid men at least 10 percent more than women, and some (31 percent) had a gender pay gap larger than the sector's gender pay gap of 18 percent.⁴⁷ None of the employers paid women more than men on average. This aligns with broader sectoral data that has shown a consistent, large gender pay gap for women in the sector. Some employer reports stated that the underrepresentation of women in the sector and in senior or higher-paid roles contributed to the gender pay gap.

Retail trade sector

In the retail trade sector, most employers who reported had a smaller gender pay gap than the sector's broader gender pay gap of 9 percent. Where a gender pay gap existed, most employers paid men up to 5 percent more than women or paid women up to 3 percent more than men. One report showed a large gender pay gap in which men were paid 30 percent more than women. A small number of employers reported on the gender pay gap between non-binary employees and men in their organizations, most of which paid men at least 5 percent more than they paid non-binary employees.

Construction sector

Based on employer reports from the construction sector, the gender pay gap between women and men ranged from 8 to 29 percent. Most employers (78 percent) had pay gaps that exceeded the average gender pay gap of 10 percent in B.C.'s construction sector. None of the employer reports from the construction sector had data on the gender pay gap for non-binary people.



Overtime gaps

At most workplaces offering overtime, men benefitted more than women. Men were more likely to receive overtime pay; almost two-thirds of employers had higher proportions of men who worked overtime compared to women. Most employers (74 percent) also paid men more in overtime pay on average.

Of the relatively few employers that reported data on offering overtime to non-binary employees, almost two-thirds (64 percent) had higher proportions of non-binary employees who received overtime pay compared to men. However, most employers (91 percent) paid men more than non-binary employees in overtime pay on average. This means that compared to men, non-binary employees were more likely to work overtime but were paid less in overtime pay on average.

Some employer reports provided explanations for why overtime pay gaps and overtime hour gaps may have favoured men over women and non-binary employees. While some employers stated that overtime was paid equally for employees performing the same job, they noted there were structural factors that may have influenced the gender pay gap related to overtime. For example, some noted that overtime opportunities were more prevalent in higher-paid technical roles and in operational areas, where men were overrepresented.

Bonus pay gaps

Just under half of employers offered bonus pay to employees. Of those that did, over half (58 percent) paid more bonus pay to men than women on average. Some (10 percent) showed no bonus pay gap between women and men.

Very few employers posted data on bonus pay gaps between non-binary employees and men. For those that reported data, bonus pay gaps favoured men at all employers, meaning these employers paid more bonus pay to men than non-binary employees on average.

Employers shared they offered bonus pay to employees based on factors including employee performance, the company or business unit performance, the proportion of the year employees worked, referrals, collective agreements, tenure, and sign-on bonuses for skilled trades talent. Some acknowledged that the underrepresentation of women in full-time work and senior roles made them less likely to receive bonuses.



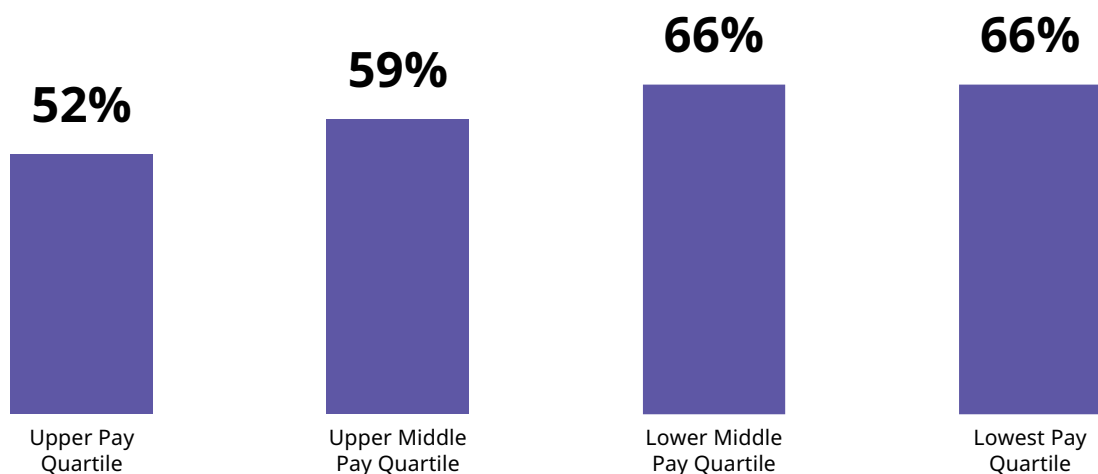
Pay quartile gaps

Pay quartile gaps refer to the difference in pay between people of different gender identities within four evenly divided pay levels, ranging from the highest-paid to the lowest-paid, at a given employer.

Figure 38 shows the percentage of reporting employers that had more women than men represented in each pay quartile. There were more women than men in each pay quartile, likely as half of reports came from sectors with more women employees. Still, it was more common for women to work in the lowest pay quartile than the upper one. Just over half of employers (52 percent) had more women than men represented in their upper pay quartile. A larger proportion – 66 percent of employers – had more women than men working in the lowest pay quartile.

Relatively few employers reported on the representation of non-binary employees in different pay quartiles at their organizations.⁴⁸ Of those that could, however, employers were more likely to report on non-binary employees in the lower middle and lowest pay quartiles. This means non-binary employees were more likely to be lower earners than higher earners within the organization.

Fig 38: Distribution of Women-dominated Employers by Pay Quartile



Conclusion

Since the Pay Transparency Act went into effect, the gender pay gap has improved in B.C., though it remains significant, as women still earned only 85 cents to the dollar for men in this reporting period.

The gap in pay is particularly serious for some key groups. Recent newcomer women, Indigenous women, racialized women, women 55+ and some 2SLGBTQIA+ people continued to face pay gaps that were not just nominally higher but, in some cases, more than double the overall provincial gender pay gap.

While sector of employment matters, women and gender-diverse people faced gaps in both high growth and high paying sectors, and lower paying sectors. Pay gaps also persisted within occupations. Unionization made a difference as unionized workers experienced a smaller gender pay gap.

The Pay Transparency Act is advancing equal pay for equal work through an educational approach that encourages and supports employers to take action to reduce their pay gaps. More job postings include pay ranges, the gap has narrowed, and more employers in B.C. are engaged on this issue than ever before.

The gender pay gap is an inequity that impacts both workers' economic security and B.C.'s economy. Closing the gap will positively impact thousands of B.C. families and benefit the province's labour market.

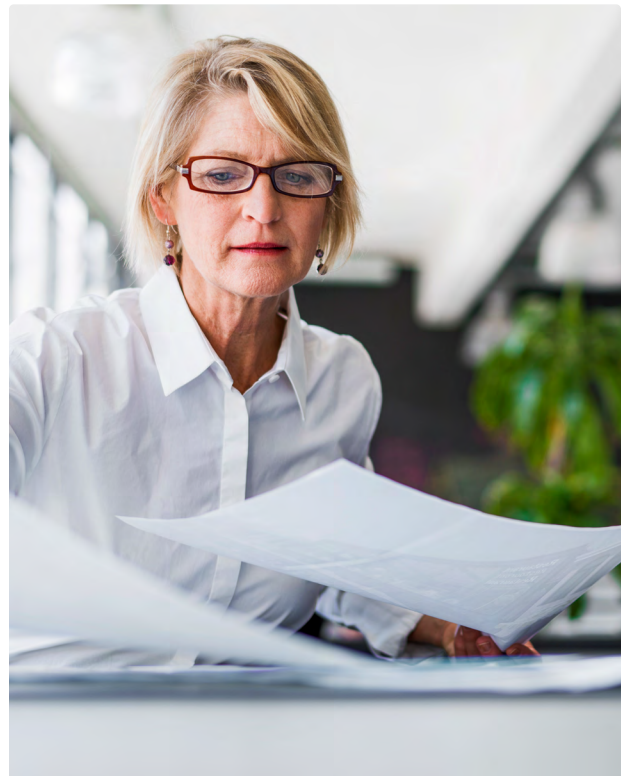
As B.C.'s economy continues to diversify and strengthen through initiatives such as the Province's Look West strategy, pay transparency and paying employees equitably, becomes more critical than ever, as it helps attract and retain talent, while boosting employee morale and productivity.

Taking action to address the pay gap is an important way employers can distinguish themselves as employers of choice.

The Ministry of Finance encourages employers to:

- Monitor gender representation across all pay levels and roles
- Continue to improve gender data collection methods
- Consider or re-evaluate paid overtime eligibility/opportunities to see if there is room for improvement to increase gender equity
- Consider or re-evaluate bonus pay initiatives to drive equity

The efforts of employers, employees, and government are all vital to moving the dial on pay transparency and the gender pay gap in B.C.



Definitions

2SLGBTQIA+	An acronym for Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual and additional identities. There are many variations of this acronym.
Bonus pay	Bonus pay is any additional remuneration paid to an employee.
Newcomers	People who are, or have been, a landed newcomer or permanent resident in Canada. Newcomers who have obtained Canadian citizenship by naturalization are included in this category. Established newcomers are those who have landed in Canada more than five years ago. Recent newcomers are those who have landed in Canada within the last five years.
Non-racialized	The term 'non-racialized' is based on the Statistics Canada and federal Employment Equity Act category of 'not a visible minority'. The term 'non-racialized' includes people who self-identify as Caucasian or white in colour or as Indigenous. See limitations in the Methodology section.
Overtime pay	Money paid to an employee for hours worked in excess of the employee's usual hours of work and based on a rate of pay that is at least 1.5 times the usual rate.
Pay quartile	The percentage of each gender within four equal sized groups based on their hourly pay.
Racialized	The term 'racialized' is based on the Statistics Canada and federal Employment Equity Act categories of 'visible minority' and 'not a visible minority'. The term 'racialized' excludes people who self-identify as Caucasian, white in colour or Indigenous and includes people who self-identify as South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean, Japanese, visible minority, n.i.e. ('not included elsewhere') or multiple visible minorities. See limitations in the Methodology section.

Methodology

This report uses descriptive analysis to summarize data from two main sources. Part 1 summarizes Statistics Canada data, and Part 2 summarizes data from B.C. employers' pay transparency reports.

Part 1 titled, 'The Gender pay gap in British Columbia' is primarily based on estimates from Statistics Canada's Labour Force Survey and the Canadian Community Health Survey. There were some limitations:

- ▶ Statistics Canada wage data does not distinguish between wages paid by provincially regulated employers and federally regulated employers and includes data from both. Federally regulated private-sector employers in B.C. with 100 or more employees in 2024 had a smaller gender wage gap than the B.C. overall gap.⁴⁹
- ▶ This report uses the term 'racialized' in place of Statistics Canada's use of the term 'visible minority' which is defined under the Employment Equity Act. The term 'visible minority' is broadly considered outdated, and there are multiple limitations with data that uses the categories 'visible minority' and 'not a visible minority.'

The Employment Equity Act defines visible minorities as people (other than Indigenous people) who are non-white in colour/race, regardless of place of birth. Because of this, racialized people described in this report only include those who self-identify as South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean, Japanese, visible minority, n.i.e. ('not included elsewhere') or multiple visible minorities. The Province acknowledges that Indigenous people are often racialized by society though they are not included in the 'racialized' category due to the Statistics Canada data collection method. These terms and others may be refined as work related to B.C.'s Anti-Racism Data Act evolves. Improved data sources will continue to be sought.

- ▶ Labour Force Survey (LFS) estimates are produced using weights attached to each person for which LFS data is available. Weighting in LFS datasets may vary depending on variables used, meaning estimates between LFS datasets may not match exactly.
- ▶ Economic sector category groupings can vary between datasets.

Part 2 titled, 'Employer education and compliance' is based on reports from employers with 300 or more employees that used the Pay Transparency Reporting Tool. Findings exclude employer reports that were created outside of the tool. There were some limitations:

- ▶ Findings do not represent all B.C. employers, as some employers are not obligated to post reports – such as federally regulated employers and employers that do not reach the reporting requirement threshold for number of employees – and others that did not post reports.
- ▶ Data collection on gender identity has been challenging for some employers. At some employers, many employees chose the 'prefer not to say' option when selecting their gender identity. This may make it challenging to assess the gender pay gap accurately. The GEO expects that gender data collection methodology will improve over time.

References

1 In 2024, the gender pay gap in B.C. was 15.28 percent, this reduced to 14.53 percent in 2025, a reduction of 0.75 of a percent. Due to rounding, this report notes that women made 85 cents for every dollar men made in 2025 - the exact figure would be 85.47 cents.

2 Part 1 offers an overview of the gender pay gap in B.C. based on data from Statistics Canada. This section uses the terms 'women' and 'men' to categorize gender; these are based on Statistics Canada's categorizations of gender as 'women+' and 'men+', which include some non-binary people within these two groups. Later in this report, information on non-binary people is presented as a separate category. See Methodology section for more information on the Statistics Canada data that informed this report.

This report includes both annual data for 2025, and longer-term trend data. Year-to-year changes may reflect sampling variability and should be interpreted with caution. Long term trends continue to be monitored.

3 Statistics Canada. Table 14-10-0327-01 Labour force characteristics by gender and detailed age group, annual [Data table]. <https://doi.org/10.25318/1410032701-eng>

4 Statistics Canada. Table 14-10-0027-01 Employment by class of worker, annual (x 1,000) [Data table]. <https://doi.org/10.25318/1410002701-eng>

5 Statistics Canada. Table 14-10-0440-01 Labour force characteristics by visible minority group, annual

[Data table]. <https://doi.org/10.25318/1410044001-eng>

6 Statistics Canada. Table 14-10-0472-01 Labour force characteristics of immigrants, annual

[Data table]. <https://doi.org/10.25318/1410047201-eng>

7 Statistics Canada. Table 14-10-0327-01 Labour force characteristics by gender and detailed age group, annual [Data table]. <https://doi.org/10.25318/1410032701-eng>

8 Please see Definitions section. These categories are not mutually exclusive.

9 Statistics Canada. Table 14-10-0066-01 Employee wages by job permanency and union coverage, annual [Data table]. <https://doi.org/10.25318/1410006601-eng>

10 Statistics Canada. Table 14-10-0070-01 Union coverage by industry, annual (x 1,000) [Data table]. <https://doi.org/10.25318/1410007001-eng>

11 Statistics Canada. Table 14-10-0070-01 Union coverage by industry, annual (x 1,000) [Data table]. <https://doi.org/10.25318/1410007001-eng>

12 Statistics Canada. Table 14-10-0070-01 Union coverage by industry, annual (x 1,000) [Data table]. <https://doi.org/10.25318/1410007001-eng>

13 Ministry of Post-Secondary Education and Future Skills. (2025). British Columbia Labour Market Outlook 2025 - 2035 Forecast. <https://www.workbc.ca/research-labour-market/bc-labour-market-outlook#overview>

14 WorkBC. (2025). Professional, scientific and technical services: Industry profile. https://www.workbc.ca/industry-profile/professional-scientific-and-technical-services#labour_market_statistics

15 Statistics Canada. Table 33-10-0995-01 Primary factor limiting business' or organization's growth, second quarter of 2025 [Data table]. <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=3310099501>

16 Statistics Canada. Table 33-10-1131-01 Business experienced difficulties finding candidates who possess skills needed to do their current job, and main difficulty experienced over the last 12 months, first quarter of 2026 [Data table]. <https://doi.org/10.25318/3310113101-eng>

17 Statistics Canada. Table 98-10-0368-01 First official language spoken by mobility status 5 years ago, place of residence 5 years ago, industry, highest level of education and employment income statistics: Canada, provinces and territories [Data table]. <https://doi.org/10.25318/9810036801-eng>

18 Dobson, B., & Gurr, S., (2021). Advancing Women in Engineering and Technology (AWET): Final Research Report. The Social Research and Demonstration Corporation. <https://asttbc.org/wp-content/uploads/2023/09/AWET-Final-Research-Report.pdf>

19 Dobson, B., & Gurr, S., (2021). Advancing Women in Engineering and Technology (AWET): Final Research Report. The Social Research and Demonstration Corporation. <https://asttbc.org/wp-content/uploads/2023/09/AWET-Final-Research-Report.pdf>

20 This job group includes jobs like architects, urban planners and land surveyors; mathematicians, statisticians, actuaries and data scientists; computer and information systems professionals; and computer, software and Web designers and developers. It excludes engineers.

21 Canadian Labour Congress. (n.d.). Canadians deserve decent pay. <https://minimumwage.canadianlabour.ca/>

22 Government of Canada. (2025, June 27). Wholesale and Retail Trade (NAICS 41, 44-45): British Columbia, 2025. <https://www.jobbank.gc.ca/trend-analysis/job-market-reports/british-columbia/sectoral-profile-trade>

23 Ministry of Post-Secondary Education and Future Skills. (2025). British Columbia Labour Market Outlook: 2025 – 2035 Forecast. <https://www.workbc.ca/research-labour-market/bc-labour-market-outlook#overview>

24 WorkBC. (2026). Retail Trade: Industry Profile. https://www.workbc.ca/industry-profile/retail-trade#labour_market_statistics

25 Ministry of Post-Secondary Education and Future Skills. (2025). British Columbia Labour Market Outlook: 2025 – 2035 Forecast. <https://www.workbc.ca/research-labour-market/bc-labour-market-outlook#overview>

26 Government of Canada. (2025, December 1). Construction (NAICS 23): British Columbia, 2025. <https://www.jobbank.gc.ca/trend-analysis/job-market-reports/british-columbia/sectoral-profile-construction>

27 Drolet, M., & Amini, M. (2023). Intersectional perspective on the Canadian gender wage gap. Studies on Gender and Intersecting Identities. <https://www150.statcan.gc.ca/n1/pub/45-20-0002/452000022023002-eng.htm>

28 The terms 'racialized' and 'non-racialized' are based on the Statistics Canada and federal Employment Equity Act categories of 'visible minority' and 'not a visible minority'. Racialized excludes people who self-identify as white, Caucasian or Indigenous and includes people who self-identify as South Asian, Chinese, Black, Filipino, Arab, Latin American, Southeast Asian, West Asian, Korean, Japanese, Visible minority, n.i.e. ('not included elsewhere') or multiple visible minorities. The Province acknowledges that Indigenous people are often racialized by society though they are not included in the 'racialized' category due to the Statistics Canada data collection method. These terms and others may be refined as work related to B.C.'s Anti-Racism Data Act evolves. Improved data sources will continue to be sought.

29 The gender pay gap figures in this section are pay gaps in earnings between racialized women and non-racialized men.

30 The sector groupings in this section differ somewhat from the groupings in other sections as they are from another dataset that groups sectors differently.

31 Statistics Canada category for non-Indigenous men includes both racialized and white men. This can result in minimizing the significant gaps in earnings between Indigenous women and white men in particular. Better statistical datasets continue to be sought.

32 Specific gender pay gap data was not available for First Nations women and Métis women.

33 Data was only available on the gender pay gap in sectors where larger numbers of Indigenous women are employed, as such gaps in sectors where fewer Indigenous women are employed could not be assessed, and data was not available for each sector consistently year over year.

34 Refers to people who are, or have been, a landed newcomer or permanent resident in Canada. Newcomers who have obtained Canadian citizenship by naturalization are included in this category.

35 Newcomer workers who landed in Canada five or less years ago.

36 Newcomer women who landed in Canada five or less years ago.

37 Ministry of Post-Secondary Education and Future Skills. (2023). What We Heard: Public Engagement on International Credential Recognition. <https://engage.gov.bc.ca/app/uploads/sites/121/2023/07/What-We-Heard-Report-International-Credential-Recognition-2023-07-24.pdf>

38 Due to their particular vulnerability, there may be gaps in data gathered on temporary foreign workers' incomes.

39 This estimate does not include self-employed persons. The 2025 Pay Transparency Annual Report showed a higher number of workers with disabilities as it included self-employed persons.

40 The 2025 Pay Transparency Annual Report showed that the gender pay gap between women and men was 15 percent in 2024. This 2026 report shows that the gender pay gap between women with disabilities and men (total) was 14 percent in 2024. These two figures were based on different datasets and are not fully comparable.

41 2024 wage data for women with disabilities and men with disabilities aged 15 to 24 was not received from Statistics Canada due to suppression.

42 An acronym for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and additional identities. There are many variations of this acronym.

43 Due to Statistics Canada changes in rules and guidelines around data suppression thresholds, Statistics Canada has only provided pooled income data (2022-2024 combined and averaged) for workers by sexual orientation, and only provided national data on incomes of transgender workers. Income data for non-binary workers in B.C. was provided, pooled income (2022-2024 averaged).

44 Due to Statistics Canada changes in rules and guidelines around data suppression thresholds, Statistics Canada has only provided national data on incomes of transgender workers (2022-2024 pooled income data combined and averaged), B.C. data was not provided. Income data for non-binary workers in B.C. was provided, pooled income (2022-2024 averaged).

Statistics in this section for persons aged 18+ refer to those aged 18-75. Data on incomes of transgender and non-binary people aged 55-75 was not received from Statistics Canada due to data suppression.

45 Rauh, K., Ménard, F-P., Roy, J-F. & Beall, A. (2026). Socioeconomic outcomes of transgender and non-binary people in Canada. Demographic Documents. <https://www150.statcan.gc.ca/n1/pub/91f0015m/91f0015m2025001-eng.htm>

46 This is based on data from the job website Indeed. Since the 2025 Pay Transparency Annual Report was published, Indeed changed the methodology it used to calculate the share of job postings that included pay information. The 2025 Pay Transparency Annual Report stated the share of job postings that included pay information was 45 percent in mid-March 2023, 76 percent in February 2024 and 85 percent in February 2025. Indeed's updated figures, which use their new methodology show 42 percent in March 2023, 69 percent in February 2024 and 79 percent in February 2025.

47 The sectors overall pay gaps referred to in this section are based on Statistics Canada data – see page 15.

48 This was the case if employers had fewer than 10 non-binary employees in a pay quarter.

49 According to Equi'Vision the gender pay gap among these federally regulated private-sector employers was about 13 percent in 2024, the latest year for which data is available.

For more information



Please visit our website

gov.bc.ca/gov/content/governments/about-the-bc-government/gender-equity



Send an email to the Parliamentary Secretary for Gender Equity

PS.GenderEquity@gov.bc.ca



Questions on pay transparency requirements?

paytransparency@gov.bc.ca



BRITISH
COLUMBIA

Ministry of
Finance

Art Direction & Layout by Ion Brand Design