



Where ideas work

BC Public Service Pay Transparency Report

November 2024

2024 BC Public Service Pay Transparency Report

This report is prepared by the BC Public Service Agency in accordance with the provisions of B.C.'s *Pay Transparency Act*.

B.C. has one of the highest gender pay gaps in Canada, with women earning 17% less than men in 2023. As part of the province's efforts towards closing the pay gap, starting in 2023 the BC Public Service must annually report on differences between hourly wages, overtime, and bonus payments between men, women, and non-binary people.

Employer Details

Employer:	BC Public Service
Address:	PO Box 9150 Stn Prov Govt V8W 9H1
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	91 – Public Administration
Number of Employees:	1,000+

Introduction

The BC Public Service Context

As one of the largest employers in the province, the BC Public Service includes employees of core government ministries. It does not include political staff or employees of the Legislative Assembly.

The public service recognizes it has a unique obligation to set an example for other employers in the public and private sectors in meeting government regulatory requirements and in advancing equity and inclusion in the workplace. Reflecting this, the BC Public Service has worked to achieve pay equity since 1990 when the gender pay equity gap was 16%, meaning women earned 84% of what men did at the time.

Today, all jobs in the largest BC Public Service bargaining unit, the BC General Employees Union (BCGEU) are evaluated on pay equity factors as identified by the Canadian Human Rights Commission (skill, responsibility, effort and working conditions). Excluded management roles are evaluated under the Management Classification and Compensation Framework Job Evaluation Plan to bring consistency and broaden flexibility to help increase the diversity of senior leaders.

This reflects the BC Public Service's long-standing and ongoing commitment to advancing pay equity through collective agreement provisions for unionized staff and to developing and advancing women in leadership roles. Consequently, the public service is recognized as a leading employer in providing secure, flexible, well-paid career opportunities in communities across the province.

As a result of these efforts, this report shows the public service has a gender pay gap of 6% (median), which is almost 1/3 of the 17% gap for B.C.'s overall workforce.

Data Used in This Report

The BC Public Service Agency used existing employee data for the purposes of this report, which covers the period from April 1, 2023 to March 31, 2024.¹ Based on this data, the public service employee population consists of 47% women, 28% men, and 1% non-binary people.²

Because gender identity information is collected on a voluntary basis through employee surveys, there is a significant portion of employees (24%) whose gender could not be determined. These include employees who may have declined to complete the demographic portion of the surveys, or chosen not to take part in the surveys, or who were hired within the reporting period but after the surveys were administered.

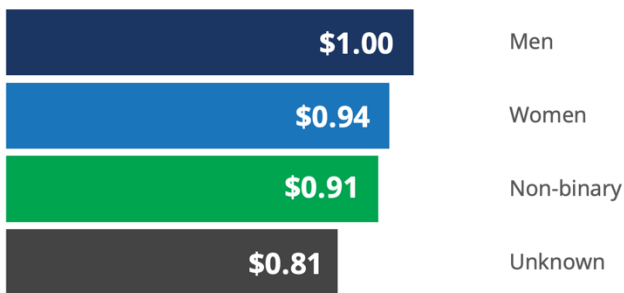
The BC Public Service Agency has refined data collection and analysis methods from last year and made several improvements³. Changes seen between 2023 and 2024 could be due to these improvements and not to an underlying shift in gender-based pay differences. For this reason, comparisons against last year are not advised.



Hourly Pay⁴

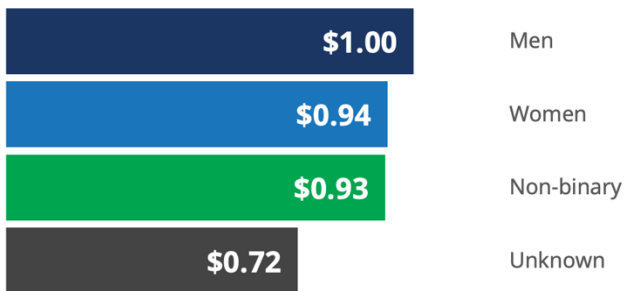
Mean⁵ hourly pay gap

Women’s average hourly wages are 6% lower than men’s, and non-binary people’s mean hourly wages are 9% lower than men’s. For every dollar a man earns on average (mean), women earn 94 cents and non-binary employees earn 91 cents in average hourly wages.



Median⁶ hourly pay gap

Women’s median hourly wages are 6% less than men’s, and non-binary people’s median hourly wages are 7% lower than men’s. For every dollar a man earns in median hourly wages, women earn 94 cents and non-binary employees earn 93 cents in median hourly wages.



While the BC Public Service is committed to closing the gap, pay gaps can still exist for several reasons such as providing financial incentives in exceptional cases where there is a shortage of skilled labour. In addition, a number of factors, including socio-economic dynamics, may prevent women from fully participating in all career streams.



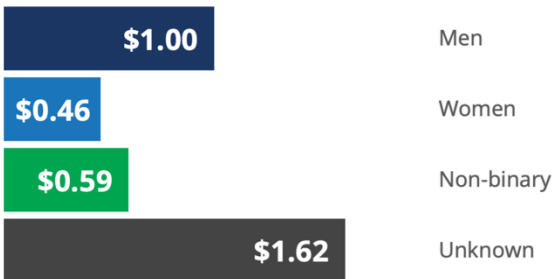
Overtime Pay

In the BC Public Service, overtime is not available for all employees and men are overrepresented in positions that are eligible for overtime. Consequently, a higher percentage of men receive overtime pay and often earn more total overtime pay than women and non-binary employees.

Note the data shared in this section refers to the total amount of overtime paid to an employee and not to hourly pay for each hour of overtime.

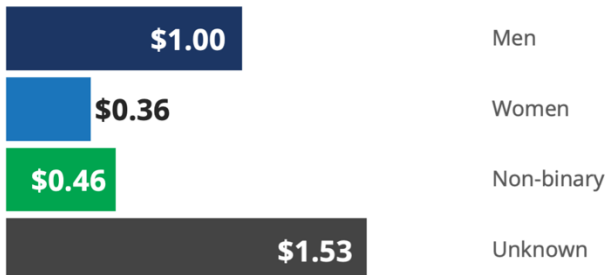
Mean overtime pay gap

Women's average overtime pay is 54% lower than men's and non-binary people's mean overtime pay is 41% lower than men's. For every dollar men earn in average overtime pay, women earn 46 cents and non-binary employees earn 59 cents in average overtime pay.



Median overtime pay gap

Women's median overtime pay is 64% less than men's and non-binary people's median overtime pay is 54% lower than men's. For every dollar men earn in median overtime pay, women earn 36 cents and non-binary people earn 46 cents in median overtime pay



Mean overtime paid hours

Difference as compared to reference group (Men)

Women	-86
Non-binary	-67
Unknown	171

This analysis includes only those employees who received overtime. In this organization the average number of overtime hours worked by women was 86 less than by men and the average number of overtime hours worked by non-binary people was 67 less than by men.

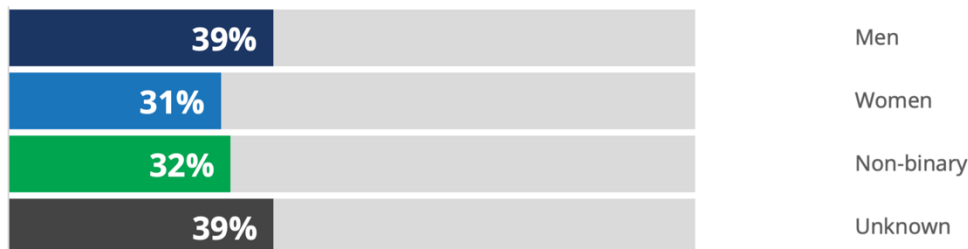
Median overtime paid hours

Difference as compared to reference group (Men)

Women	-38
Non-binary	-31
Unknown	43

This analysis includes only those employees who received overtime. In this organization the median number of overtime hours worked by women was 38 less than by men, and the median number of overtime hours worked by non-binary people was 31 less than by men.

Percentage of employees in each gender category receiving overtime pay





Bonus Pay

In the BC Public Service, bonus pay is relatively rare. These payments are retention incentives and are given to specified hard-to-recruit positions (e.g., mining inspectors, social program officers in hard-to-recruit communities, etc.). The public service gives very careful consideration to decisions about additional pay such as temporary market adjustments and other recruitment and retention incentives, as it is a balance between meeting government operations and maintaining compliance with the Canadian Human Rights Commission (CHRC) requirements on pay equity. The CHRC allows for recruitment and retention incentives when business needs necessitate, but the public service needs to ensure it is specific for that reason.

Mean bonus pay

Women’s average bonus pay is 8% lower than men’s and non-binary people’s average bonus pay is 5% lower than men’s. For every dollar men earn in average bonus pay, women earn 92 cents and non-binary employees earn 95 cents in average bonus pay.

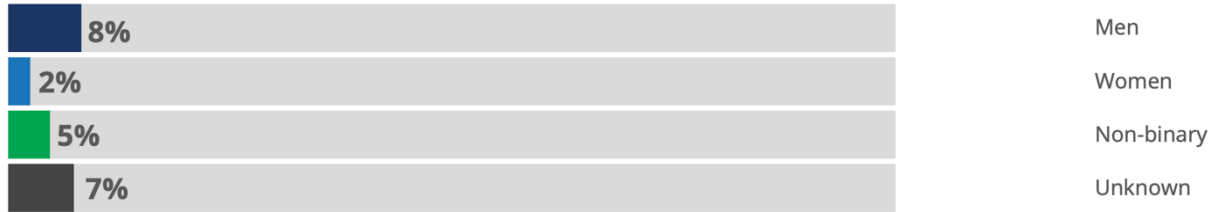


Median bonus pay

Women’s and non-binary people’s median bonus pay is the same as men’s. For every dollar men earn in median bonus pay, women and non-binary employees also earn one dollar.



Percentage of employees in each gender category receiving bonus pay



Percentage of each gender in each pay quarter⁷

In the BC Public Service, men occupy 38% of the highest paying jobs and 18% of the lowest paying jobs. Women occupy 50% of the highest paid jobs and 34% of the lowest paid jobs. Non-binary people occupy 1% of both the highest and the lowest paid jobs.

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)⁷



A relatively large (48%) portion of employees in the lowest-paid quarter fall into the “unknown” category. There are several factors that could make it more likely that employees in this quartile are less likely to be able to provide voluntary gender data collected via surveys or less likely to participate in these surveys, such as being employees in short-term temporary positions.

Conclusion

While there is still progress to be made, this pay transparency report for the BC Public Service highlights the progress made over the years to establish the public service as a leader in advancing equity. The pay gap for the public service is almost 1/3 of the pay gap of the overall provincial workforce. And the BC Public Service Agency continues to take actions to reduce the gender pay gap with its partners, such as increasing some lower salary grids to higher ranges during the last round of bargaining with the BCGEU.

The BC Public Service also promotes gender equity through the use of inclusive language in all job postings and role profiles. This is further supported by the expansion of flexible work options, which research shows are effective in supporting the recruitment and retention of women and other diverse candidates. In April 2023, the BC Public Service expanded its support for flexible work by putting in place measures to reduce regional restrictions on job postings. Over 60% of all employees now have arrangements in place to support part-time or full-time work from home.

Further opportunities for continued improvement will be explored as the BC Public Service looks ahead to updating its Where We All Belong equity, diversity and inclusion strategy. The BC Public Service Agency is pursuing an HR Renewal Strategy with a goal of being the catalyst for the renewal of the BC Public Service by leading strategies for the attraction, development and retention of talent. The HR Renewal Strategy includes a strong focus on modernizing and strengthening the delivery of existing HR systems. Through this strategy, the BC Public Service Agency will continue to strengthen its data collection and management consistent with provincial data standards and the requirements of the *Pay Transparency Act* and *Anti-Racism Data Act*.

Explanatory Notes

1. Hourly, overtime, and bonus pay data, as well as data regarding regular and overtime work hours was derived from payroll systems administered by the PSA and Liquor Distribution Branch. While data were examined for alignment with reporting guidelines (e.g., removing payments that were retroactive for the prior reporting period), not all issues may have been caught. However, any remaining anomalies are unlikely to have a substantial impact on the patterns of results.
2. Gender data was retrieved from both the New Job survey (up until March 2023) and the last cycle of the Workplace Environment Survey (WES; January-February 2024). In these surveys, employees can voluntarily identify as being men, non-binary, or women. Employees may also self-describe their gender or choose to not answer the question. For employees who chose to self-describe, responses were recategorized as man, non-binary, or woman as appropriate. If employees chose to self-describe but did not provide a response or provided a response on another topic were classified as “unknown”.
3. Data collection and analysis improvements include:
 - a. Reduced percentage of unknown employee gender.
 - b. Salary, overtime, and bonus pay data that more closely aligns with guidelines set out by the Gender Equity Office.
 - c. More sophisticated coding of open-ended gender responses from corporate surveys.
 - d. Percentages are rounded to whole numbers, to better align with other pay transparency reports.
4. Hourly pay does not include bonuses and overtime.
5. The mean is the average value of a range of values, calculated by summing all values and dividing by the number of values.
6. The median is the midpoint value in an ordered set of numbers; half of all data points fall at or above the median, and half fall below it.
7. “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.