



Where ideas work

BC Public Service Pay Transparency Report

November 2023

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 2022. 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, 2022 - March 31, 2023
NAICS Code:	91 – Public Administration
Number of Employees:	1000+

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 first report under the *Pay Transparency Act* shows the public service has a gender pay gap of 8.3% (median), which is less than half 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, 2022 to March 31, 2023. Based on this data, the public service employee population consists of 45.6% women, 26.8% men, and 0.75% non-binary people.

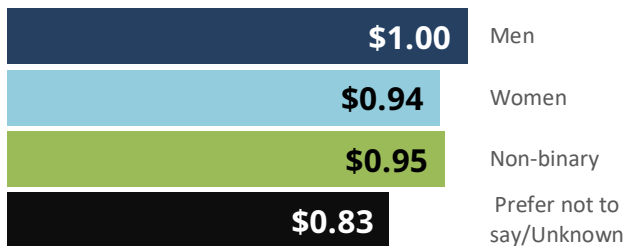
Because gender identity information is collected on a voluntary basis through employee surveys², there is a significant portion of employees (26.9%) whose gender could not be determined. These include employees who may have declined to complete the demographic portion of the surveys, who chose not to take part in the surveys, or who were hired within the reporting period but after the surveys were administered.



Hourly Pay³

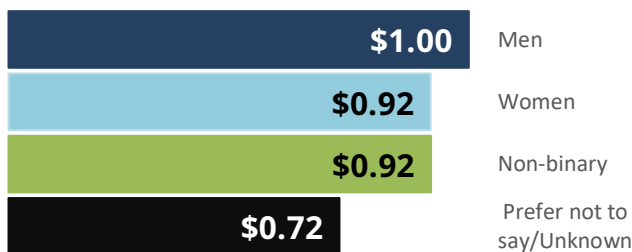
Women’s mean (average) hourly wages in the BC Public Service are 5.5% lower than men’s mean hourly wages, and non-binary people’s mean hourly wages are 5.4% lower than men’s mean hourly wages. For every dollar a man earns on average (mean), women earn 94 cents and non-binary employees earn 95 cents.

Mean⁴ Hourly Pay Gap



Women’s median hourly wages are 8.3% lower than men’s median hourly wages, and non-binary people’s median hourly wages are 8.2% lower than men’s median hourly wages. For every dollar a man earns on average (median), women and non-binary employees earn 92 cents.

Median⁵ Hourly Pay Gap



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, gender equity issues and socio-economic dynamics are not fully within the control of the employer such as career streams chosen by designated groups.

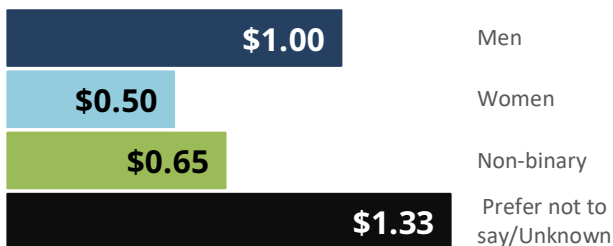


Overtime Pay⁶

In the BC Public Service, overtime is not available for all employees. Jobs where overtime hours are more typically worked include segments of the workforce that tend to have higher representation from men than women, such as Corrections Officers and the BC Wildfire Service. Consequently, a higher percentage of men receive overtime pay and also 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.

Women’s mean (average) overtime pay is 50.1% lower than men’s mean overtime pay, and non-binary people’s mean overtime pay is 34.7% lower than men’s mean overtime pay. For every dollar of overtime a man earns on average, women earn 50 cents and non-binary employees earn 65 cents.

Mean Overtime Pay Gap



Women’s median overtime pay is 57.5% lower than men’s median overtime pay, and non-binary people’s median overtime pay is 42.8% lower than men’s median overtime pay. For every dollar of overtime pay a man earns on average (median), women earn 43 cents and non-binary people earn 57 cents.

Median Overtime Pay Gap



This table shows how many additional overtime hours (on average) employees in a gender group would need to work to be on par with men. This analysis includes only those employees who received overtime. In this case, women would need to work 69.9 more overtime hours (on average) to be on par with men; non-binary employees would need to work 47.9 more overtime hours (on average) to be on par with men.

Mean Overtime Paid Hours – Difference from Reference Group (Men)

Women	69.9
Non-binary	47.9
Unknown / Prefer not to say	-75.2

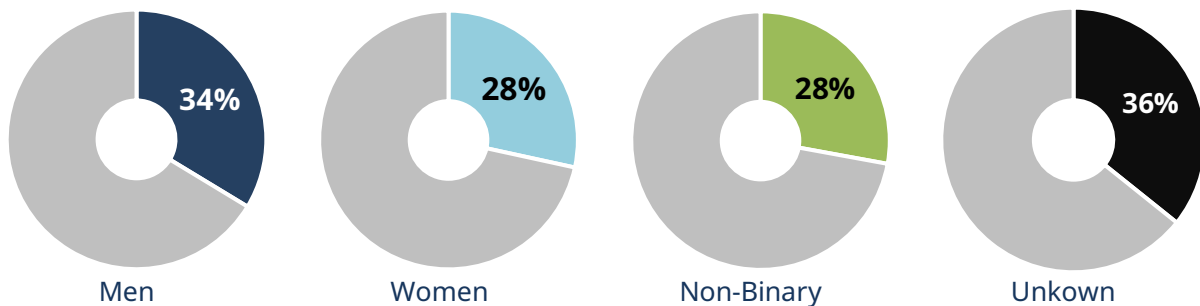
This table shows how many additional overtime hours the median employee in each gender group would need to work to be on par with men. This analysis includes only those employees who received overtime. In this case, the median amount of overtime for women would need to increase by 34 hours to be on par with men; the median amount of overtime for non-binary employees would need to increase by 21.5 hours to be on par with men.

Median Overtime Paid Hours – Difference from Reference Group (Men)

Women	34.0
Non-binary	21.5
Unknown / Prefer not to say	-36.9

Percentage of Employees in Each Gender Category Receiving Overtime Pay

A lower percentage of women and non-binary employees receive overtime pay (28% for each), as compared to the percentage of men (34%) who receive overtime pay.





Bonus Pay

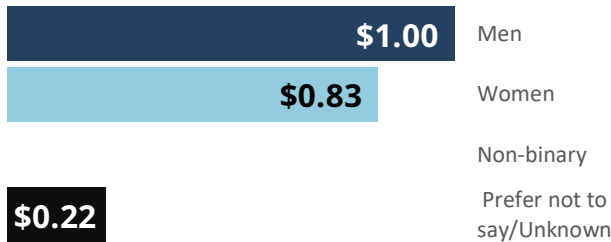
In the BC Public Service, bonus pay is relatively rare. These payments are retention incentives and are given to specified hard-to-recruit positions (e.g., mining inspectors, social program officers in hard-to-recruit communities, etc.). The public service gives very careful consideration to decisions 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.

The percent of each gender group that receives bonus pay is as follows:

- **Men:** 1.2%
- **Women:** 1.0%
- **Unknown Gender:** 1.2%

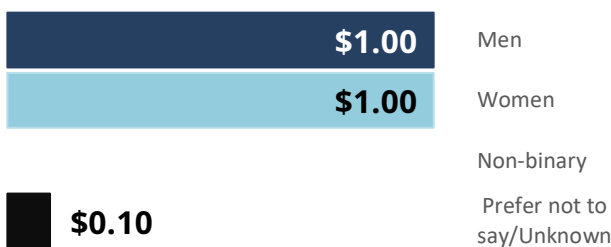
Women’s mean (average) bonus pay is 17.3% lower than men’s mean bonus pay. For every dollar of bonus pay a man earns on average, women earn 83 cents. Results for non-binary employees are suppressed due to small counts.

Mean Bonus Pay



Women’s median bonus pay is the same as men’s median bonus pay. For every dollar of bonus pay that men earn, women also earn one dollar.

Median Bonus Pay



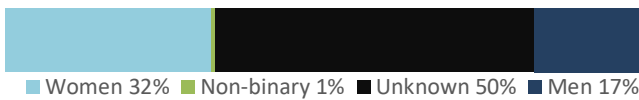
Note that for both of the above charts, results for non-binary employees are suppressed due to the small number of employees in these categories.



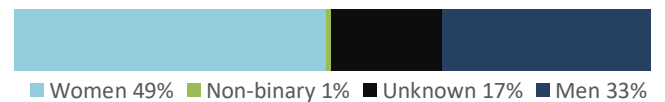
Percentage of each gender in each pay quarter

In the BC Public Service, women occupy 47% of the highest paid jobs and 32% of the lowest paid jobs. Men occupy 37% of the highest paying jobs and 17% of the lowest paying jobs. Non-binary people occupy 1% of both the highest and the lowest paid jobs.

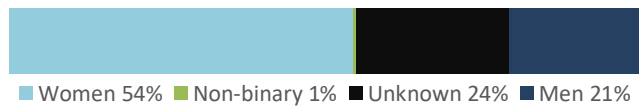
Lowest Hourly Pay Quarter (Lowest Paid)



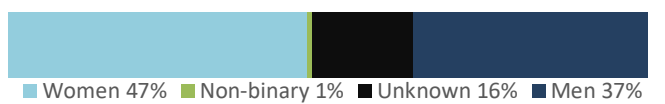
Upper Middle Hourly Pay Quarter



Lower Middle Hourly Pay Quarter



Highest Hourly Pay Quarter (Highest Paid)



A relatively large (50%) 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 first 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 less than half that for 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 as part of its overall commitment to reconciliation, equity, diversity and inclusion. This includes the addition of inclusive language in all job postings and role profiles. It will also inform action 3.2 in the Declaration Act Action Plan, to “establish an operational approach to set and achieve targets for equitable recruitment and retention of Indigenous Peoples across the public sector, including at senior levels.” And there is a continued focus on supporting the development and advancement of women into more senior roles, where the public service has already demonstrated success with more women than men in the highest paid positions.

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. Approximately half 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. And to support enhanced reporting in 2024 and beyond, the BC Public Service Agency will work to strengthen its data collection and management consistent with provincial data standards and the requirements of the *Pay Transparency 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 BC Public Service Agency and Liquor Distribution Branch. While data were examined to isolate and address obvious errors, there may be errors that were not able to be identified or verified prior to reporting. However, any existing errors 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 2022). In these surveys, employees can voluntarily identify as being men, non-binary, women, choose to self-describe, or choose to not answer the question. Aligning with the standards set out by the provincial government, individuals who do not list their gender as “man,” “non-binary,” or “woman” are counted in the present data as “unknown.”
3. The comparisons for regular hourly wages may be impacted by irregular values resulting from factors such as how some compensation (e.g., long term disability and severance packages) is captured in the pay system.
4. The mean is the average value of a range of values, calculated by summing all values and dividing by the number of values.
5. 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.
6. How some overtime is captured in the payroll system may result in unexpected values for hours recorded and associated overtime pay, which may impact the reported results.