BC Public Service

BC Public Service Pay Transparency Report

Employer details

Employer:	BC Public Service
Address:	PO Box 9150 Stn Prov Govt V8W 9H1
Time Period:	April 1, 2025 to March 31, 2026
NAICS Code:	91 – Public Administration
Number of Employees:	Over 1,000

About this report

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

The BC Public Service is committed to a fair, safe and inclusive workforce and to achieving pay equity over time. This report and future reports will help inform actions to address gender pay gaps.

Introduction

The BC Public Service context

As one of the largest employers in the province, the BC Public Service recognizes gender pay equity is a key component of its broader commitment to equity, diversity and inclusion. These efforts align with provincial priorities and reflect the organization's responsibility to lead by example in advancing fairness and transparency in compensation practices.

While the provincial gender pay gap has narrowed in recent years, according to the provincial Pay Transparency Annual Report (Government of British Columbia, 2026), women in British Columbia earned 85 cents for every dollar earned by men in 2025. Specifically, the report notes that pay differences can reflect workforce composition and differences in representation across occupations, sectors and pay levels.

Within the BC Public Service, the reported gap was smaller. For the 2025 to 2026 reporting period, women earned approximately 95 cents for every dollar earned by men in mean hourly pay and 94 cents in median hourly pay, while non-binary employees earned approximately 92 cents and 94 cents, respectively. Differences also remained in overtime compensation, highlighting the importance of continuing to examine pay patterns across the workforce.

Data used in this report

This report covers the period from April 1, 2025 to March 31, 2026 and reviews a variety of compensation indicators in the BC Public Service. The BC Public Service comprises employees of core government ministries including the Liquor Distribution Branch. It does not include political employees of the Legislative Assembly.

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 the Liquor Distribution Branch.

Gender information used in this report comes from employee-provided information through the payroll system and self-reported employee surveys. Employee surveys include the Employee Engagement Survey for Liquor Distribution Branch employees and the Work Environment Survey and New Job Survey for BC Public Service employees, where available. Information from the payroll and survey sources were combined to maximize coverage of the reporting dataset. Because gender data from employee surveys were collected under the Statistics Act, BC Stats conducted the analysis and provided aggregated results. Consistent with provincial reporting standards, employees

who have not provided information about gender (man, non-binary, woman) are included in the ’unknown‘ category.

The reporting dataset comprises 50,920 employees (including 6,032 from Liquor Distribution Branch) and includes employees that have entered and exited the BC Public Service during this reporting period. As such, this number isn’t representative of the current size of the BC Public Service for this fiscal year. Women represented 44.7 percent of employees (22,758), men represented 24.6 percent (12,510), non-binary employees represented 0.9 percent (455) and 29.8 percent (15,197) were included in the unknown category.

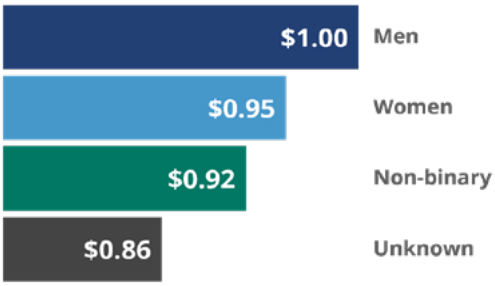
The BC Public Service will continue to improve demographic data collection to better understand workforce pay patterns.

Hourly pay

In the BC Public Service, employees work across a wide range of occupations and job classifications. As a result, hourly pay varies across the workforce. Comparing mean and median hourly pay across gender groups provides insight into pay patterns within the organization.

Mean hourly pay gap

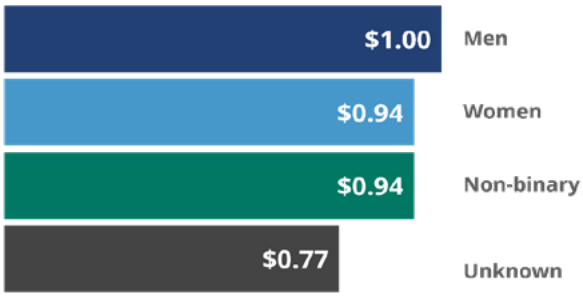
'Mean hourly pay gap' refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.



Women's average (mean) hourly pay is 5 percent lower than men's, while non-binary employees' average hourly pay is 8 percent lower. For every dollar men earn in average hourly pay, women earn 95 cents and non-binary employees earn 92 cents.

Median hourly pay gap

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



Women's and non-binary employees' median hourly pay is 6 percent lower than men's. For every dollar men earn in median hourly wages, women and non-binary employees each earn 94 cents.

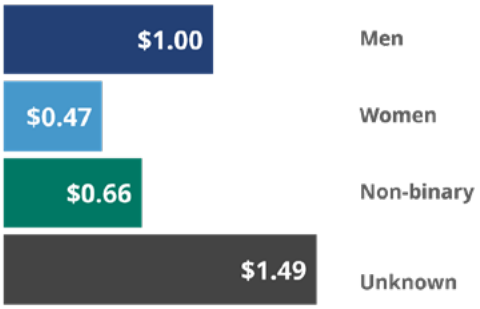
The results show differences in hourly pay across gender groups. These differences may be influenced by factors such as occupational and sectoral distribution, job classification, tenure and workforce composition (Government of British Columbia, 2026).

Overtime pay

In the BC Public Service, overtime is not available for all employees, and men continue to be 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 people. 'Total overtime pay' refers to the total amount of overtime paid to an employee, not the hourly pay for each hour of overtime.

Mean overtime pay gap

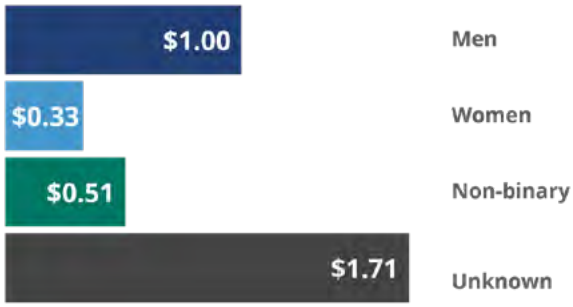
'Mean overtime pay' refers to overtime pay when averaged for each group.



Women's average (mean) overtime pay is 53 percent lower than men's, while non-binary employees' average overtime pay is 34 percent lower. For every dollar men earn in average overtime pay, women earn 47 cents and non-binary employees earn 66 cents in average overtime pay.

Median overtime pay gap

'Median overtime pay' refers to the middle point of overtime pay for each group.



Women's median overtime pay is 67 percent less than men's and non-binary employees' median overtime pay is 49 percent lower than men's. For every dollar men earn in median overtime pay, women earn 33 cents and non-binary employees earn 51 cents in median overtime pay.

Mean overtime paid hours

'Mean overtime paid hours' refers to the average number of hours of overtime worked for each group. This analysis includes only those employees who received overtime.

Difference as compared to reference group (men)

Women	-79
Non-binary	-52
Unknown	132

In the BC Public Service, the average (mean) number of overtime hours worked by women was 79 hours less than by men and the average number of overtime hours worked by non-binary employees was 52 less than men.

Median overtime paid hours

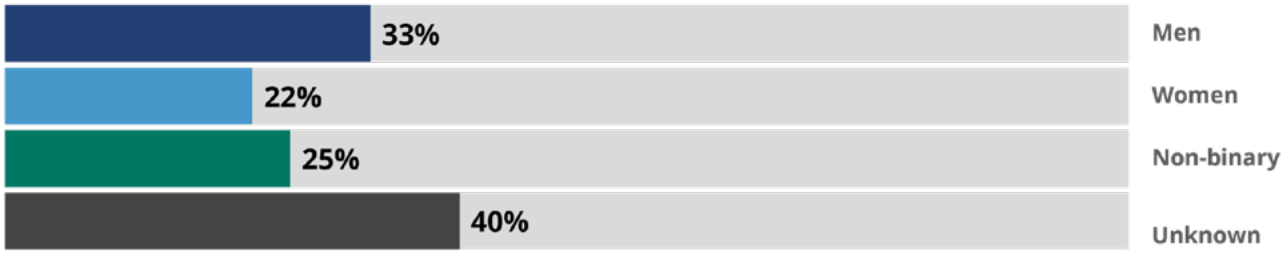
'Median overtime paid hours' refers to the middle point of number of overtime hours worked for each group. This analysis includes only those employees who received overtime.

Difference as compared to reference group (men)

Women	-38
Non-binary	-28
Unknown	52

In the BC Public Service, the median number of overtime hours worked by women was 38 hours less than by men and the median number of overtime hours worked by non-binary employees was 28 less than men.

Percentage of employees in each gender category receiving overtime pay



The observed differences in overtime pay and hours might be associated with variations in occupational distribution and eligibility rules (Government of British Columbia, 2026).

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, such as mining inspectors, social program officers in hard-to-recruit rural communities, etc. The BC Public Service gives 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) on pay equity. The CHRC allows for recruitment and retention incentives when business needs necessitate, but the BC Public Service needs to ensure it is specific for that reason.

Mean bonus pay

'Mean bonus pay' refers to bonus pay when averaged for each group.



Women's average bonus pay is 4 percent higher than men's and non-binary employees' average bonus pay is 34 percent higher than men's. For every dollar men earn in bonus pay, women earn $1.04 and non-binary earn $1.34.

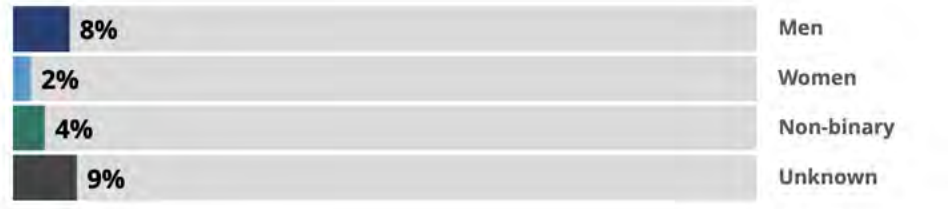
Median bonus pay

'Median bonus pay' refers to the middle point of bonus pay for each group.



Median bonus pay is the same across all reported gender groups.

Percentage of employees in each gender category receiving bonus pay

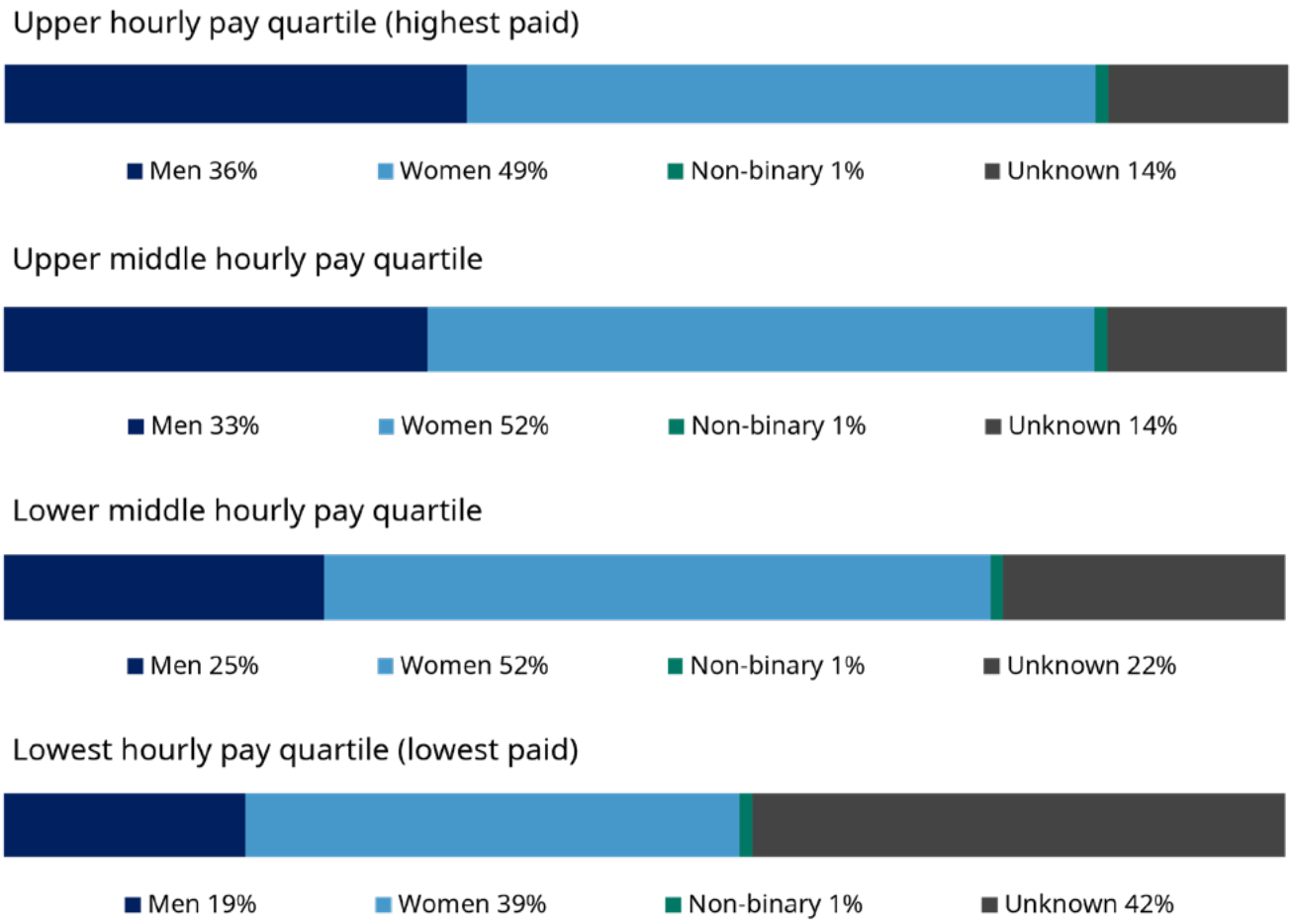


Bonus pay was received by a relatively small proportion of employees. Observed differences may be influenced by the types of positions eligible for bonus payments, recruitment and retention incentives, tenure and workforce composition (Government of British Columbia, 2026).

Percentage of each gender in each pay quartile

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

In the BC Public Service, men account for 36 percent of employees in the highest pay quartile and 19 percent in the lowest. Women represent 49 percent of the highest quartile and 39 percent of the lowest, while non-binary people represent 1 percent across quartiles.



Conclusion

The 2026 Pay Transparency Report analysis found gender-based differences in hourly and overtime pay within the BC Public Service. For every dollar earned by men, women earned approximately 95 cents in average (mean) hourly pay and 94 cents in median hourly pay. Non-binary employees earned approximately 92 cents and 94 cents, respectively.

Differences were larger for overtime pay, where women and non-binary employees received lower average (mean) and median overtime pay than men. Among employees who received bonus pay, women received approximately $1.04 in mean bonus pay and non-binary people received approximately $1.34 for every dollar received by men. Median bonus pay was the same across reported gender categories.

The BC Public Service will continue to monitor pay patterns and strengthen demographic data collection and reporting to support pay transparency reporting and better understand workforce trends. These efforts will help identify and address potential barriers to pay equity over time.

References

BC Public Service Pay Transparency Report 2025 (PDF, 248 KB), Government of British Columbia

Pay Transparency Annual Report June 2026 (PDF, 11.2 MB), Government of British Columbia