



PAY TRANSPARENCY ANNUAL REPORT

JUNE 2025



Land Acknowledgment

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 and the ƵSÁNEĆ Peoples represented by the ƵJOŁŁP (Tsartlip), BOĆÉĆEN (Pauquachin), SƦÁUTƵ (Tsawout), ƵSIKEM (Tseycum) and MÁLEXEŁ (Malahat) Nations. 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.



Table of Contents

Joint Message from the Minister of Finance & Parliamentary Secretary for Gender Equity	2
Report Summary	3
B.C. Gender Pay Snapshot 2024	4
Pay Transparency Act	6
The Gender Equity Office	6
The Gender Pay Gap in British Columbia	7
Representation of Part-Time and Full-Time Employment by Gender	8
Part-Time Employment	8
Full-Time Employment	9
The Gender Pay Gap by Sector	11
Agriculture, Forestry, Fishing and Hunting	12
Mining, Quarrying, and Oil and Gas Extraction	12
Wholesale Trade	12
The Gender Pay Gap and Intersectionality	13
Age and the Gender Pay Gap	14
Education and the Gender Pay Gap	15
Racialized Workers and the Gender Pay Gap	17
Indigenous Workers and the Gender Pay Gap	18
Newcomer Workers and the Gender Pay Gap	20
Workers with Disabilities and the Gender Pay Gap	21
2SLGBTQIA+ Workers and the Gender Pay Gap	22
Employer Education and Compliance	25
Reports of Non-Compliance	25
Pay History	25
Employer Reprisal	26
Pay Secrecy (Job Postings)	26
Pay Transparency Reports	27
Employers' Pay Transparency Findings	28
Overtime Gaps	30
Bonus Pay Gaps	30
Pay Quarter Gaps	31
Conclusion	32
Appendix A: Definitions	33
Appendix B: Scope of Statistics Canada Data	36

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

The Pay Transparency Act has put discussions on the gender pay gap in British Columbia in the spotlight - and we are starting to see results. Since the last annual report, the gender pay gap in B.C. has decreased to 15 percent. This means women earned 85 cents for every dollar men earned. While this shows progress, B.C. still has one of the highest gender pay gaps in Canada.

Having a good job and the money we are paid drive our economic well-being. When women and gender-diverse people are paid less than men, they have less money for daily expenses, housing, education and retirement, among other necessities. The problem can be worse for those who are also Indigenous, racialized, newcomers, 2SLGBTQIA+ or have disabilities.

Employers can, and should, help to fix the gender pay gap. B.C.'s Pay Transparency Act shines light on key gaps and encourages employers to find out why those gaps exist. During uncertain economic times, it's especially important to monitor gender pay gaps and protect employees by making sure they are paid fairly.

Over the next decade, it is projected there will be over 1.1 million job openings in B.C. It is imperative to ensure that no workers are left behind and all have equitable access to these new and existing opportunities.

The Pay Transparency Act has now been in effect for over a year and we are encouraged by employers' efforts to comply with it. In 2024, only large employers were required to prepare pay transparency reports, but soon, medium-sized employers will also need to do so. We look forward to seeing even more employers embrace pay transparency, a critical step in ensuring fairness for all workers in B.C.



Honourable Brenda Bailey

Minister of Finance



Jennifer Blatherwick

Parliamentary Secretary for
Gender Equity

Report Summary

In 2024, women in B.C. earned 85 cents for every dollar men earned. This was a small improvement from the year before, though B.C.'s pay gap was still higher than the national pay gap, where women earned 88 cents for every dollar men earned. B.C. had the fourth largest pay gap of all provinces.

The pay gap affected groups of women and gender-diverse people in B.C. differently. Non-racialized women had the smallest pay gap at 10 percent. The gap for newcomer women was 15 percent, while women with disabilities saw a pay gap of 18 percent. Indigenous women and racialized women each had gaps of 19 percent. Median income for transgender women was up to 61 percent lower than for cisgender men. Older women and those with less education were also more impacted by the gender pay gap.

B.C.'s gender pay gap improved the most in three sectors in 2024: Agriculture, Forestry, Fishing and Hunting; Mining, Quarrying, and Oil and Gas Extraction; and Wholesale Trade.

Women continued to be twice as likely as men to work part time in 2024. Part-time work paid \$21.00 per hour compared to \$33.78 per hour for full-time work, a key factor that contributed to the gender pay gap.

Women who did work full time still earned less than men. Full-time working women earned \$31.25 per hour while men earned \$36.00.

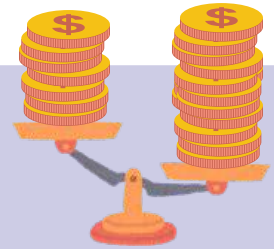
Employers made significant efforts to comply with the Pay Transparency Act in 2024. By the end of the year, approximately 85 percent of job postings in B.C. included pay information, compared to 52 percent in other parts of Canada. Approximately 80 percent of large employers posted pay transparency reports on their websites by November 1, 2024, as required by the Act.

Employees and other members of the public also helped to ensure compliance. The ministry responded to 242 complaints submitted by email, mostly related to employers not including pay on job postings. The ministry held 52 information sessions for employers in 2024, reaching over 500 people, and launched a new Pay Transparency Reporting Tool to simplify the reporting process.

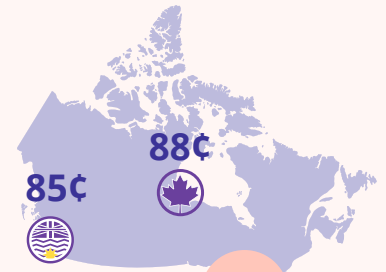
Pay transparency reports posted by large employers in November 2024 showed that most paid women at least 5 percent less than men. Employers that had data on non-binary employees also reported that most earned less than men.

This report explores a combination of factors that contributed to the gender pay gap in 2024 and highlights the need for continued efforts to create more equitable opportunities for women and gender-diverse people in all sectors.

B.C. Gender Pay Snapshot 2024



Women earned less than men, and some groups of women earned even less



B.C. had the **4th** largest gender pay gap of all provinces

The gender pay gap improved most in these 3 sectors:



Agriculture, Forestry, Fishing & Hunting

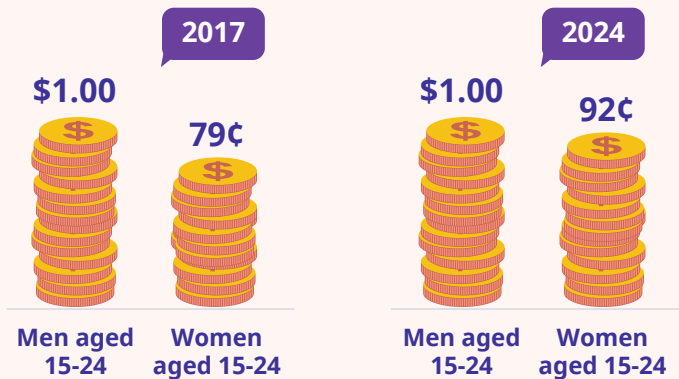


Mining, Quarrying, and Oil & Gas Extraction



Wholesale Trade

Pay increased for young women with post-secondary trade certificates and diplomas



85% of job postings included pay details



80% of reporting employers published their pay transparency reports



The Province launched the [Pay Transparency Reporting Tool](#) to help employers easily prepare their 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 provided in some parts of the report. See Appendix A for a list of definitions of terminology used in this report.

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 Minister of Finance must publish an annual report on employer compliance with the Act, pay differences between genders and related trends. This report responds to that requirement.

Gender and Sex Data Standard

In 2023, B.C. introduced a Gender and Sex Data Standard to make sure the collection of gender and sex information is consistent, safe and respectful. The gender categories used throughout this report and for pay transparency reporting are women (W), men (M), non-binary people (X) and unknown or prefer not to say (U).

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
- ✓ Supporting employers to understand their responsibilities
- ✓ Receiving reports of employer non-compliance
- ✓ Preparing pay transparency annual reports

The Act complements other provincial legislation, including the Anti-Racism Data Act, the Anti-Racism Act, the Accessibility Act and the Declaration on the Rights of Indigenous Peoples Act. These Acts support each other by promoting human rights, fairness and inclusion, addressing overlapping issues of systemic inequality and creating more transparent environments for all. The GEO works with the ministries responsible for these Acts and others to ensure data are used to uncover potential issues of discrimination and inequality, and promote fairness for everyone in B.C.

The Gender Pay Gap in British Columbia¹

Nearly 2.5 million people in B.C. were employed in 2024. Women played an increasingly influential role in shaping B.C.'s workforce, accounting for 49 percent of all workers in the province.

Figure 1 shows how much women in each province earned in median hourly pay for every dollar men earned in 2024.

Fig 1: Gender pay gaps across Canada (2024)



Compared to other provinces, B.C. advanced from having the third-largest pay gap in 2023, to the fourth-largest gap in 2024.

[1] This section 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 Appendix B for more information on the Statistics Canada data that informed this report.

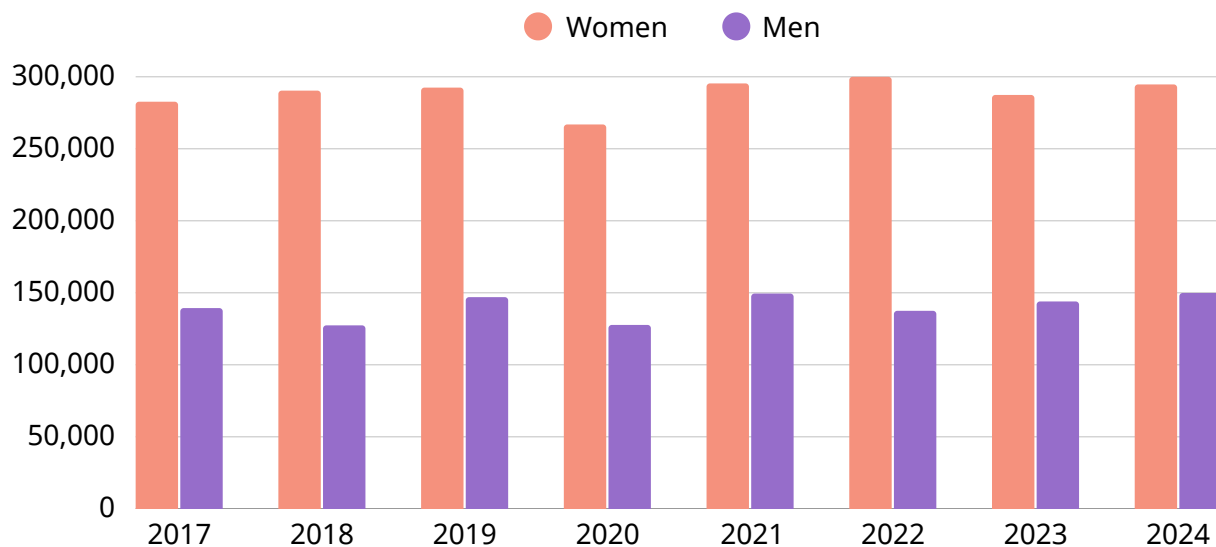
Representation of Part-Time and Full-Time Employment by Gender

Part-Time Employment

Approximately 18 percent of B.C.'s workforce worked part time in 2024. Women were twice as likely as men to do so. Factors such as caregiving responsibilities, work-life balance preferences or less flexible workplace policies may have led women to take on part-time roles and part-time work generally paid less per hour. In 2024, the median hourly wage for part-time work in B.C. was \$21.00 compared to \$33.78 for full-time work.

Figure 2 shows part-time employment rates among women and men from 2017 to 2024 in B.C.

Fig 2: Part-time employment rates by gender in B.C.



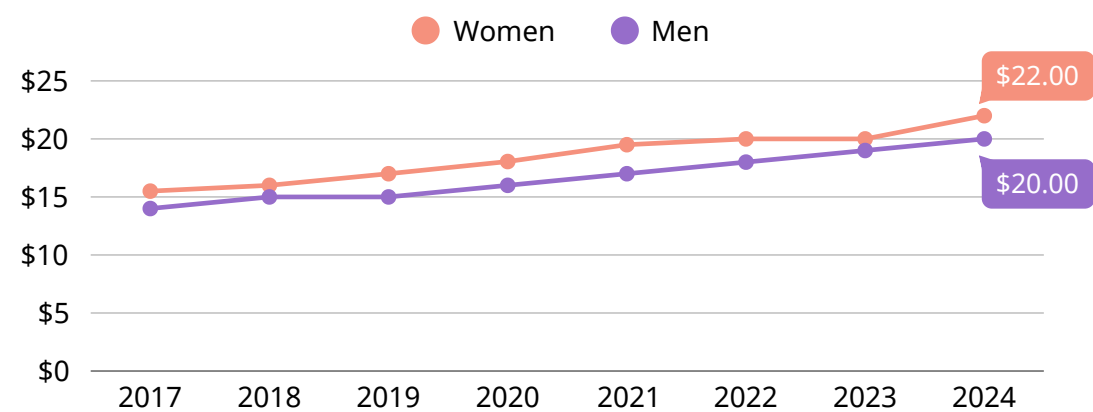
Median hourly wages for part-time work were 10 percent higher for women than for men in 2024.

Men who worked part time were primarily concentrated in the two lowest-paid sectors: retail trade and accommodation and food services. In contrast, a large portion of women who worked part time worked in health care and social assistance, which paid more per hour.

While the gender pay gap for part-time workers favoured women over men, B.C.'s overall gap continued to favour men since the majority of workers – especially men – worked in much higher-paying, full-time jobs.

Figure 3 shows how much women and men earned in median hourly pay for part-time work in B.C. between 2017 and 2024.

Fig 3: Part-time median hourly wages by gender in B.C.



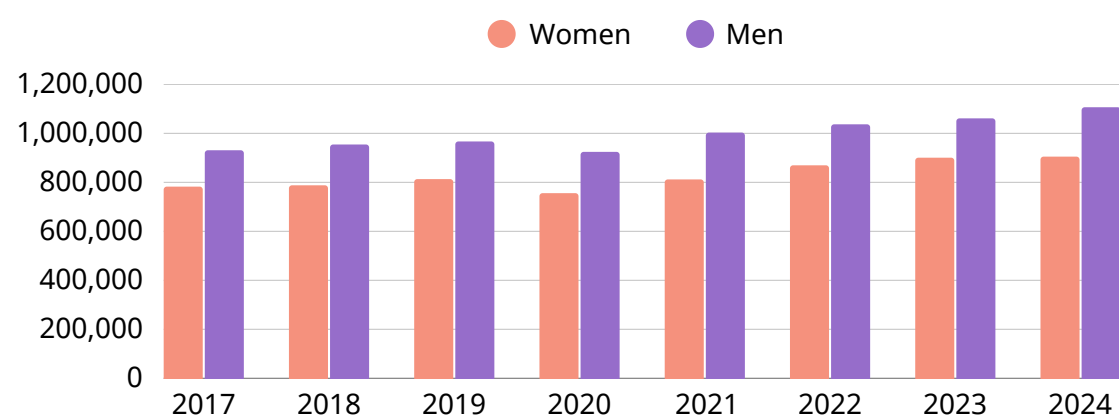
Full-Time Employment

Between 2017 and 2024, approximately 20 percent more men than women worked full time. Women who worked full time tended to be employed in health care and social assistance, educational services and retail trade. Of these sectors, only educational services had a median hourly wage (\$39.21) for full-time work that exceeded B.C.’s median hourly wage of \$31.03.

Men who worked full time tended to work in construction, manufacturing, retail trade, and professional, scientific and technical services. Except for retail trade, the sectors men worked in each had a median hourly wage for full-time work that exceeded B.C.’s median hourly wage: the construction sector paid \$35.00 per hour, the manufacturing sector paid \$33.00 per hour and the professional, scientific and technical services sector paid \$45.58 per hour.

Figure 4 shows full-time employment rates among women and men from 2017 to 2024 in B.C.

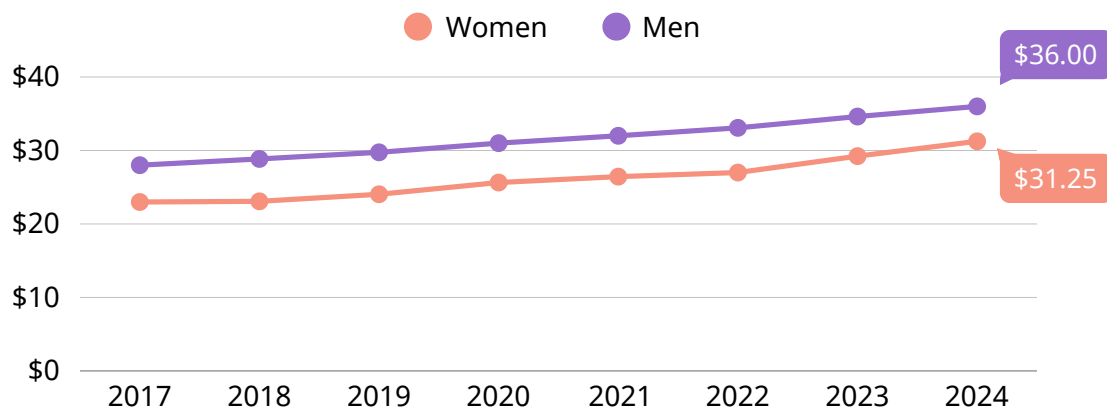
Fig 4: Full-time employment rates by gender in B.C.



In 2024, women who worked full time earned 13 percent less than men who worked full time. This was the smallest gender pay gap seen between full-time workers in the last eight years, showing some progress.

Figure 5 shows how much women and men earned in median hourly pay for full-time work in B.C. between 2017 and 2024.

Fig 5: Full-time median hourly wages by gender in B.C.



"In our work with clients, we're seeing the new B.C. pay transparency law push even smaller organizations to be much more proactive about building solid compensation practices and thinking about reporting long before it's required. We've seen these organizations using the reporting tool now to draft reports or test their data, so they can better understand where gaps might exist. There's also growing recognition that reporting isn't always straightforward, especially when it comes to collecting accurate gender data or limitations in sharing results from small employee groups. Overall, I feel important pay transparency conversations start earlier, and that's a big step forward."

Annika Reinhardt
Senior Compensation Consultant
Talent Collective

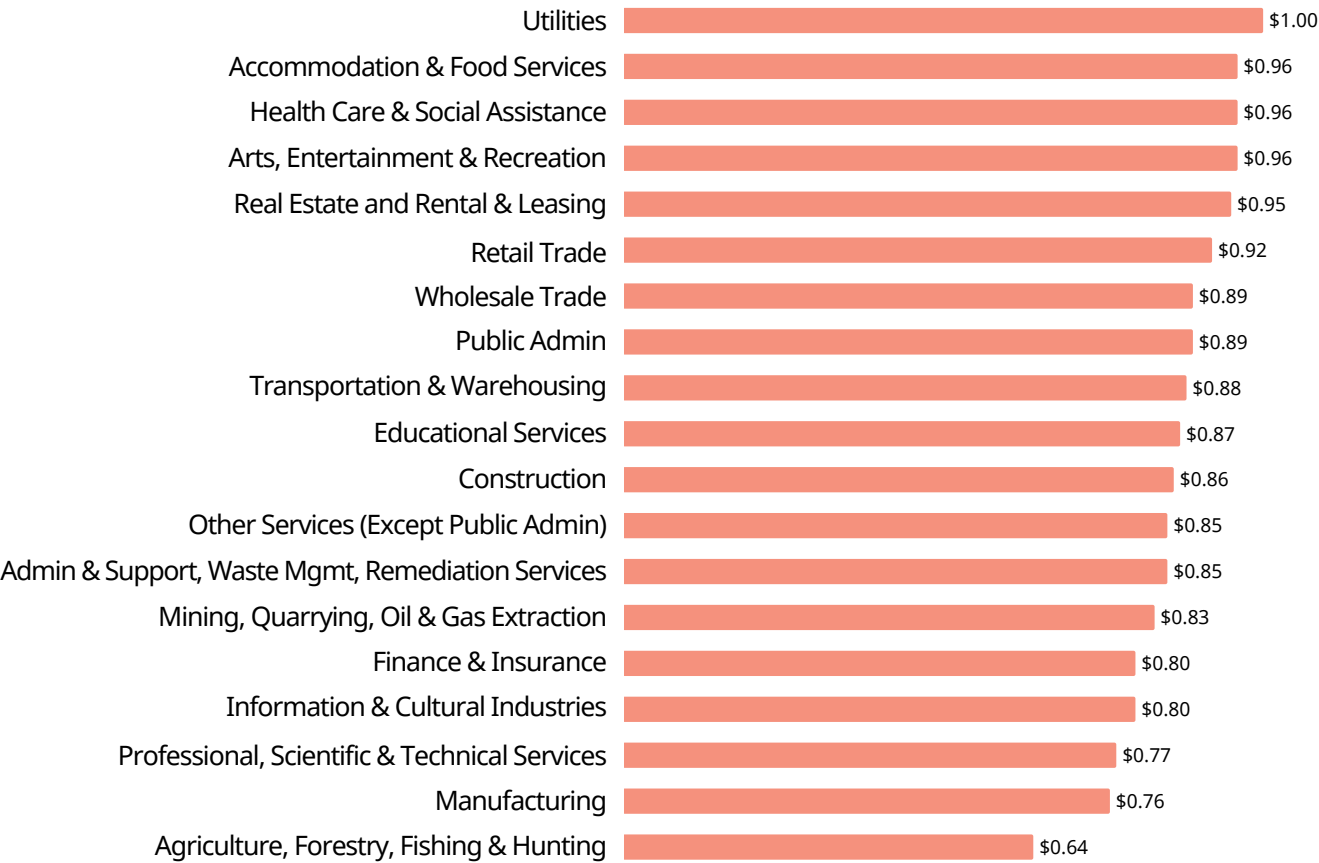
The Gender Pay Gap by Sector

With 2.5 million workers, B.C.’s largest employment sectors in 2024 were health care and social assistance, retail trade, and professional, scientific and technical services.

Although the gender pay gap improved from 2023 to 2024, women still earned less than men in most sectors. Compared to 2023, the biggest improvements to the gender pay gap were seen in the agriculture, forestry, fishing and hunting sector, the mining, quarrying, and oil and gas extraction sector, and the wholesale trade sector.

Figure 6 shows the 2024 gender pay gap by sector in B.C.

Fig 6: Gender pay gap by sector in B.C. (2024)



Agriculture, Forestry, Fishing and Hunting

In 2024, crop production in B.C., where many women in this sector worked, remained one of the lower-paid subsectors. However, recent wage increases, including a 6.9 percent rise in minimum piece rates for hand-harvested crops in January 2024, may have helped reduce the overall pay gap in the sector. At the same time, a number of women moved to higher-paid subsectors, like forestry, which also helped reduce the gap.

Mining, Quarrying, and Oil and Gas Extraction

Mining and quarrying was the second highest-paid subsector and had the highest concentration of women among this resource-based sector. More women joined this subsector as men left for the oil and gas subsectors. Median hourly wages also grew faster for women than men in this subsector, leading to an overall improvement in the gender pay gap.

Wholesale Trade

The gender pay gap improved as the number of women outpaced the number of men joining higher-paid subsectors in 2024, including machinery, equipment and supplies merchant wholesalers, and personal and household goods merchant wholesalers.



“Long View embarked on the journey towards pay transparency in 2023, strongly supporting our employees' understanding of pay. We recognize the importance of fair pay and addressing potential wage gaps. Pay transparency will help us retain our talented employees and attract new ones. It will also positively impact morale, motivation, productivity, and the performance of our incredible people. Long View is committed to fostering a culture of belonging, and pay transparency is a key action supporting this goal and our vision of being the Most Loved IT Solutions company in North America.”

Jillian Horn
Recruiting Lead | DEI&B Lead
Long View Systems

The Gender Pay Gap and Intersectionality

Intersectionality is a concept that acknowledges that an individual’s unique experiences and outcomes are influenced by how their individual identity factors such as their gender, race, ethnicity, age, ability or sexual orientation, intersect with broader societal factors, such as sexism, racism, ageism, ableism, homophobia and transphobia.



The gender pay gap negatively affects some women and gender-diverse people more than others. Indigenous women may face racism and discrimination at work and have less employment opportunities, stemming from the effects of colonization. Newcomer women – particularly those who are racialized – may face discrimination and barriers related to international credential recognition and devalued international work experience. Racialized workers may face persistent barriers in the labour market even when they have sufficient qualifications. Persons with disabilities may experience inaccessible technology, work materials and spaces, as well as discriminatory

attitudes. The 2SLGBTQIA+ population is also more likely to encounter barriers to finding work and advancing in the workplace.

Figure 7 shows the most recent gender pay gaps comparing different groups of women to all men. It shows how much different groups of women earned for every dollar men earned. The gender pay gap for women with disabilities is based on 2023 data. All other gender pay gaps below are based on 2024 data.

Fig 7: Gender pay gap by intersectional identity in B.C.



Age and the Gender Pay Gap

The gender pay gap was smaller early in women’s careers in 2024 but was bigger as they aged. This may have been for several reasons. Research shows that women are more likely to take a leave from work or reduce their hours for caregiving (for children, parents or other family members) as they move through their careers, which can impact long-term career growth and earnings.

Women may also face barriers to promotion or leadership roles due to gender bias or gender discrimination, and research has shown that women are less likely to negotiate salary increases, which can result in less pay than men over time.



Figure 8 shows how much women earned in 2024 for every dollar men earned, by age group.

Fig 8: Gender pay gap by age group in B.C. (2024)



"In 2024, in response to the BC government’s Pay Transparency Act, Vancity prepared our first Pay Transparency Report. The results revealed that even in an organization that has woven a commitment to equity into the work we do every day, a pay gap between men, women and non-binary folks still existed.

So we took action. The data gathered in our report allowed us to implement new training, reimagine our systems to better address pay gaps, and work on a new compensation philosophy that clearly articulates our commitment to equity and its practical implications.

The pay gap is only one barrier that women and non-binary folks face when it comes to finances. And it's one we can — and will — dismantle."

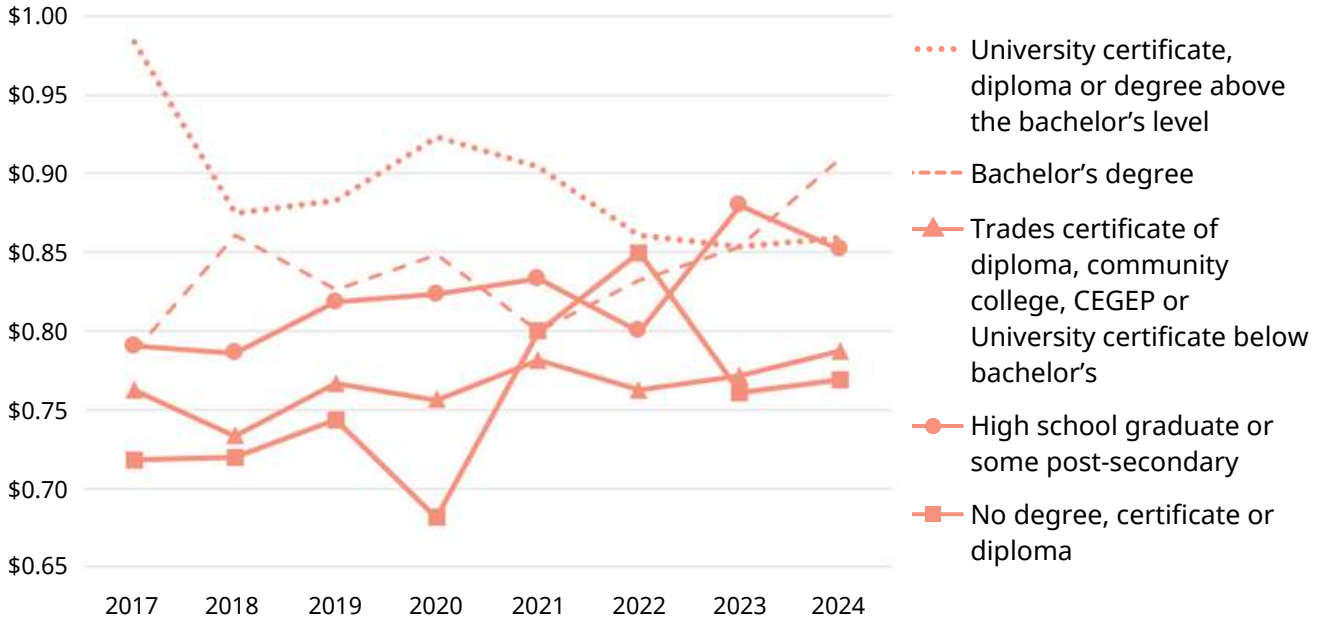
Rita Parikh
Chair
Vancity Credit Union and Vancity Community Investment Bank

Education and the Gender Pay Gap

Overall, the gender pay gap tended to be smaller between women and men with higher levels of education in 2024. Figure 9 shows that when women and men with the same level of education were compared from 2017 to 2024, the gender pay gap was smaller – though still considerable – between those with at least some post-secondary education versus those with no degree, certificate or diploma.

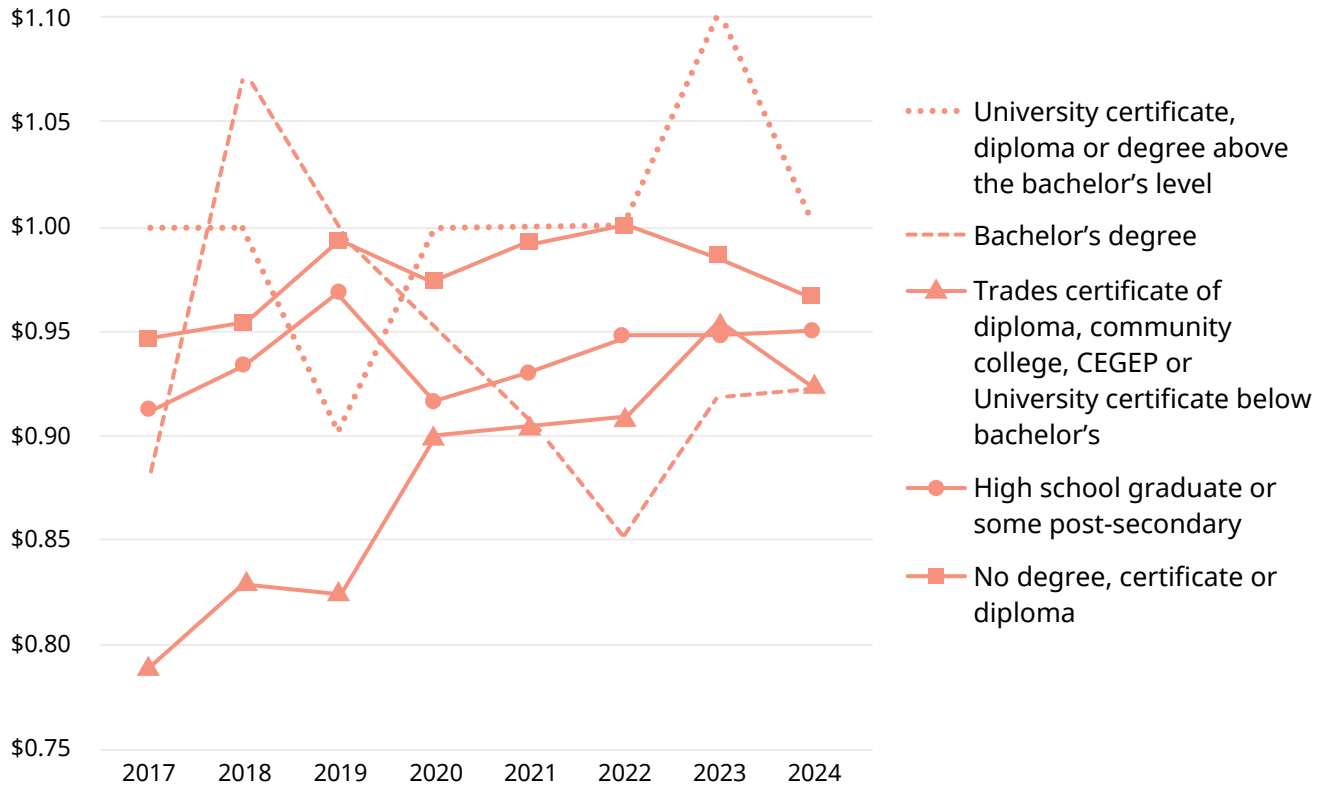


Fig 9: Gender pay gap by educational attainment in B.C.



Looking specifically at the pay gap between young women and men aged 15 to 24, Figure 10 shows that women with post-secondary certificates or diplomas below the bachelor level saw the most improvement in the gender pay gap from 2017 to 2024. The gap shrank from 21 percent in 2017 to 8 percent in 2024.

Fig 10: Gender pay gap among 15 to 24 year-olds by educational attainment in B.C.



Racialized² Workers and the Gender Pay Gap

In 2024, more than one million workers in B.C. were racialized, and 50 percent were women.

In 2024, racialized women in B.C. earned:



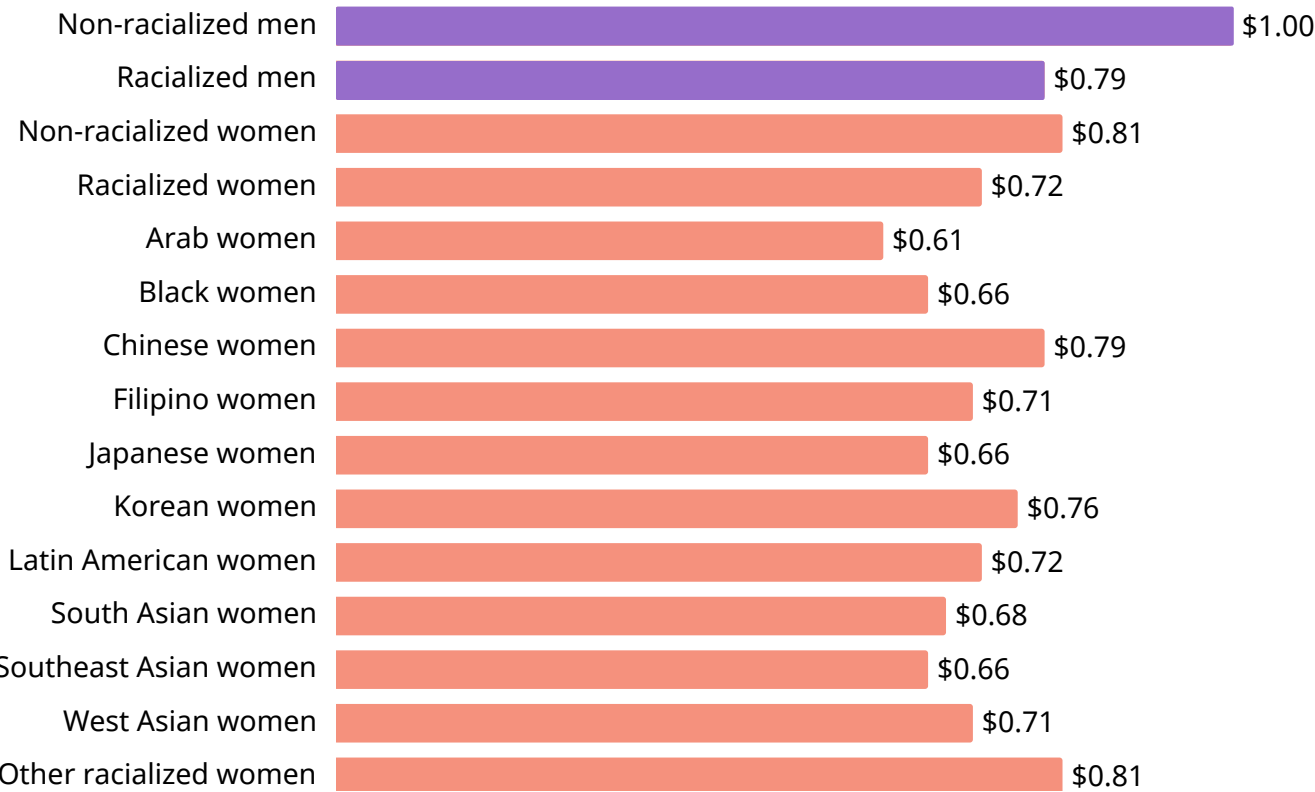
The gender pay gap between racialized women and non-racialized men remained high in 2024 at 28 percent. This was a modest improvement from 29 percent in 2023, due to improvements for women who identified as Chinese, West Asian and Korean. The gap stayed the same or widened, however, for other racialized women.

Figure 11 shows how much racialized men, non-racialized women and women from various racialized groups earned compared to each dollar non-racialized men earned in 2024.



[2] 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.

Fig 11: Gender pay gap by race in B.C. (2024)



Indigenous Workers and the Gender Pay Gap

In 2024, there were approximately 100,000 Indigenous³ workers in B.C. 52 percent were women.

In 2024, Indigenous women in B.C. earned:



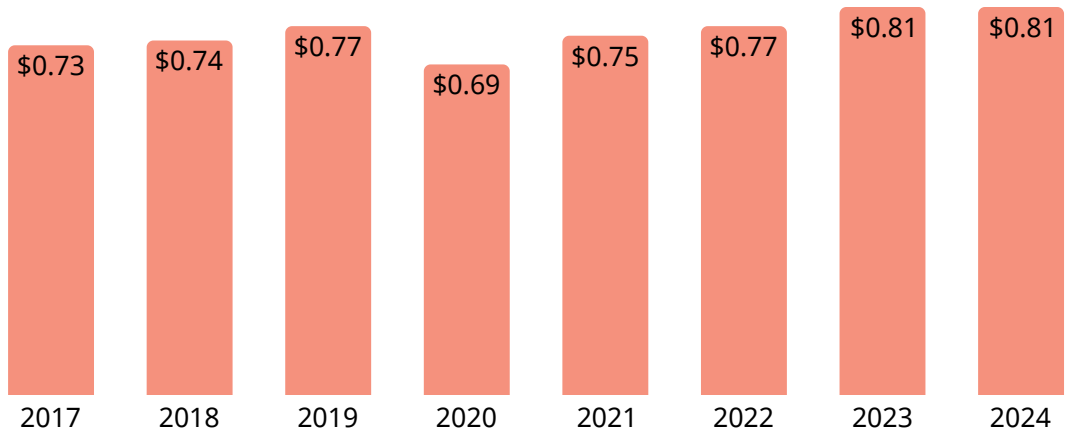
[3] Refers to persons who self-identify as First Nations, Métis or Inuk (Inuit), or those with more than one identity. Does not include persons living on reserves due to Statistics Canada's data collection method.

Figure 12 shows how much Indigenous women earned compared to men from 2017 to 2024. While the gap in 2023 and 2024 was an improvement compared to earlier years, it was still high at 19 percent.

Among Indigenous women workers, those who identified as First Nations earned 79 cents and those who identified as Métis earned 82 cents for every dollar earned by men in 2024. In 2024, the gender pay gap for Inuit women in B.C. was unknown due to the small population size and insufficient wage data.



Fig 12: Gender pay gap between men and Indigenous women in B.C.



Newcomer⁴Workers and the Gender Pay Gap

In 2024, there were approximately 785,000 newcomer workers in B.C. Just over half were women.

In 2024, newcomer women in B.C. earned:



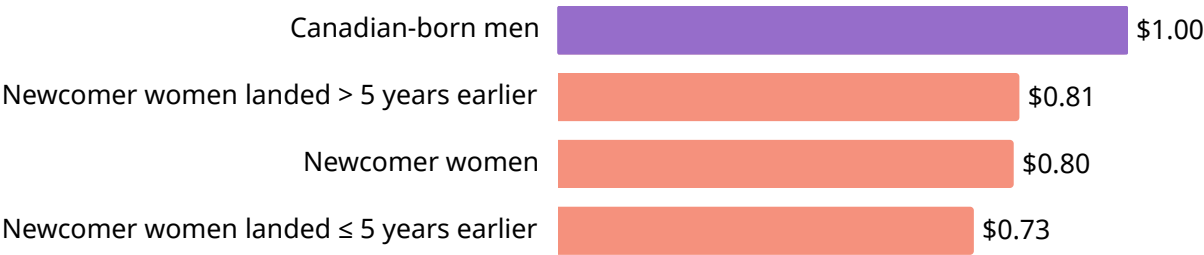
The gender pay gap between men and newcomer women improved each year from 2018 to 2024. By 2024, newcomer women earned 15 percent less than men, or 85 cents for each dollar men earned. This matched B.C.'s overall gender pay gap.

The gender pay gap was larger for newcomer women who had arrived in Canada within the last five years, despite having higher levels of education than newcomer women who arrived earlier. Recent newcomer women were more likely to work in the lowest-paid sectors of retail trade, and accommodation and food services.

Figure 13 shows that the gender pay gap was larger when newcomer women were compared to Canadian-born men. Similar to 2023, newcomer women who arrived in Canada more recently earned 73 cents for every dollar Canadian-born men earned in 2024.



Fig 13: Gender pay gap between newcomer women and Canadian-born men in B.C. (2024)



[4] 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.

Workers with Disabilities and the Gender Pay Gap

In 2023, there were more than 668,000 workers with disabilities in B.C., almost one quarter of B.C.'s workforce. More than half were women.

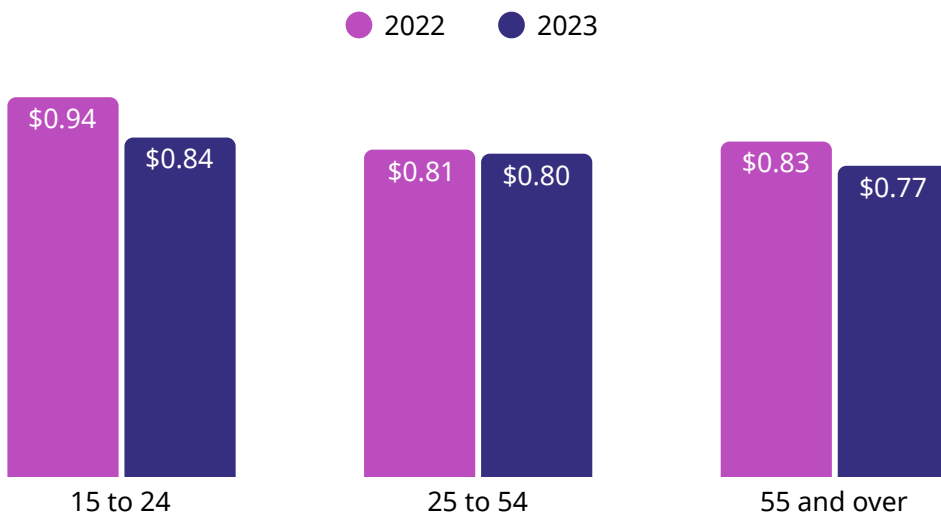
In 2023,⁵ women with disabilities in B.C. earned:



From 2022 to 2023, the gender pay gap between women with disabilities and men widened from 17 percent to 18 percent. During this time, median hourly wages grew faster for men than for women with disabilities. By 2023, men had attained higher levels of education, and those with a bachelor's degree or a trade certificate or diploma experienced higher employment rates.

This change in the gender pay gap for women with disabilities was most noticeable among younger workers. Figure 14 shows that the pay gap increased by 10 cents for women with disabilities aged 15 to 24 from 2022 to 2023. Still, the gender pay gap for younger women with disabilities was smaller compared to older age groups both years.

Fig 14: Gender pay gap between women with disabilities and men by age group

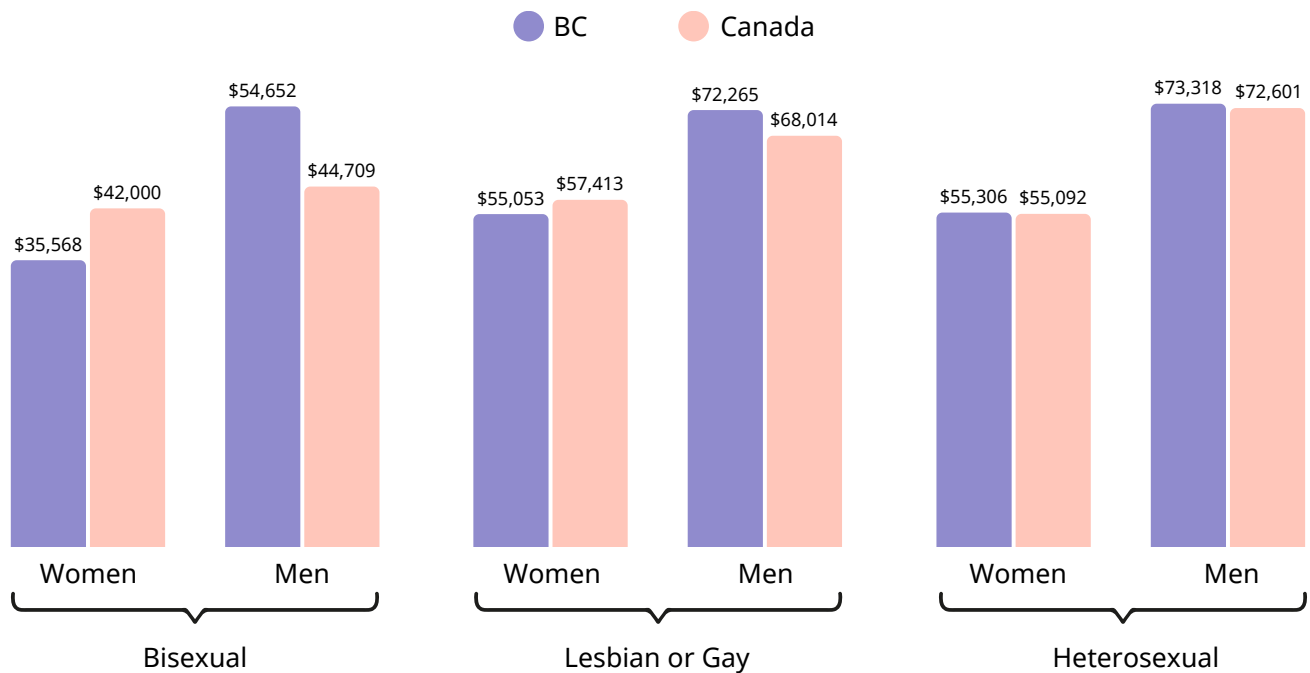


[5] Only data from 2022 to 2023 were available to inform in this section. The 2023 information reflects the most recent labour force survey data regarding persons with disabilities.

2SLGBTQIA+⁶ Workers and the Gender Pay Gap

Figure 15 shows the personal median income of bisexual, lesbian or gay and heterosexual cisgender women and men in B.C. and in Canada.⁷

Fig 15: Personal median income (2023)



In 2023, bisexual and lesbian cisgender women and bisexual and gay cisgender men had lower incomes than their heterosexual counterparts. Bisexual women were more likely to work part time and earned less from that work compared to heterosexual women and men. While lesbian women had lower overall incomes than heterosexual women, this was mainly due to lower earnings by younger lesbian women. In fact, lesbian women over the age of 25 had higher incomes than heterosexual women in the same age group.

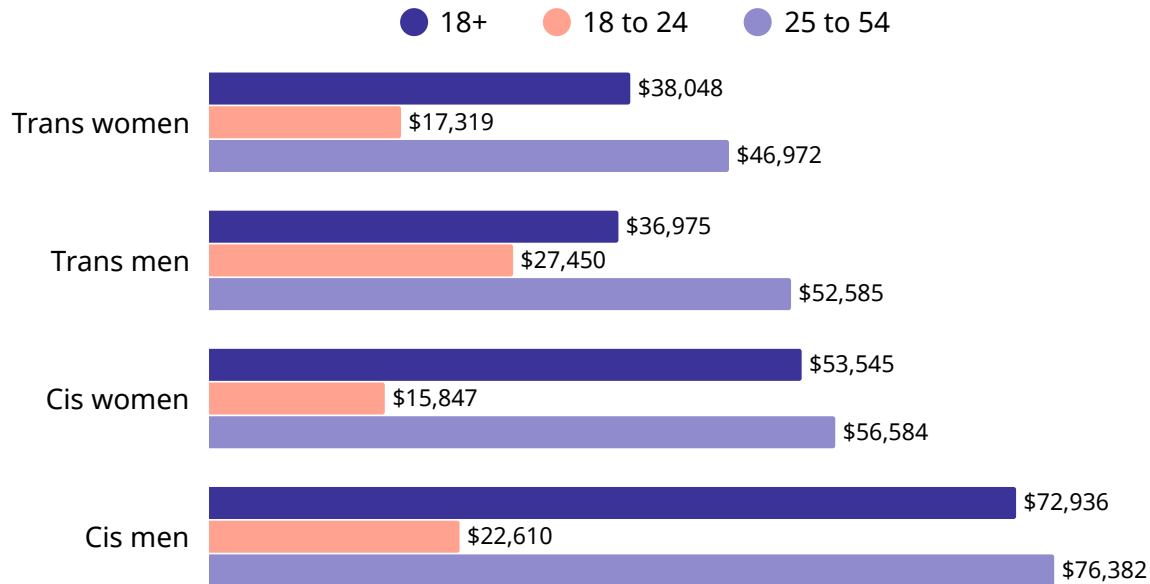
Bisexual and lesbian cisgender women in B.C. had lower incomes compared to the national average. While data on lesbian women working in B.C. was limited, income data for bisexual women showed that B.C. had a slightly higher proportion of bisexual women who worked part time in 2023 compared to Canada.

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

[7] This report includes separate data for bisexual women, lesbian women, bisexual men and gay men. The previous 2023 pay transparency annual report included data that combined bisexual and pansexual populations with the lesbian and gay populations, resulting in two categories: bisexual, pansexual or lesbian women and bisexual, pansexual or gay men.

Figure 16 shows the 2023 income of transgender women and men, and cisgender women and men in different age groups in B.C.

Fig 16: Personal median income by age group in B.C. (2023)

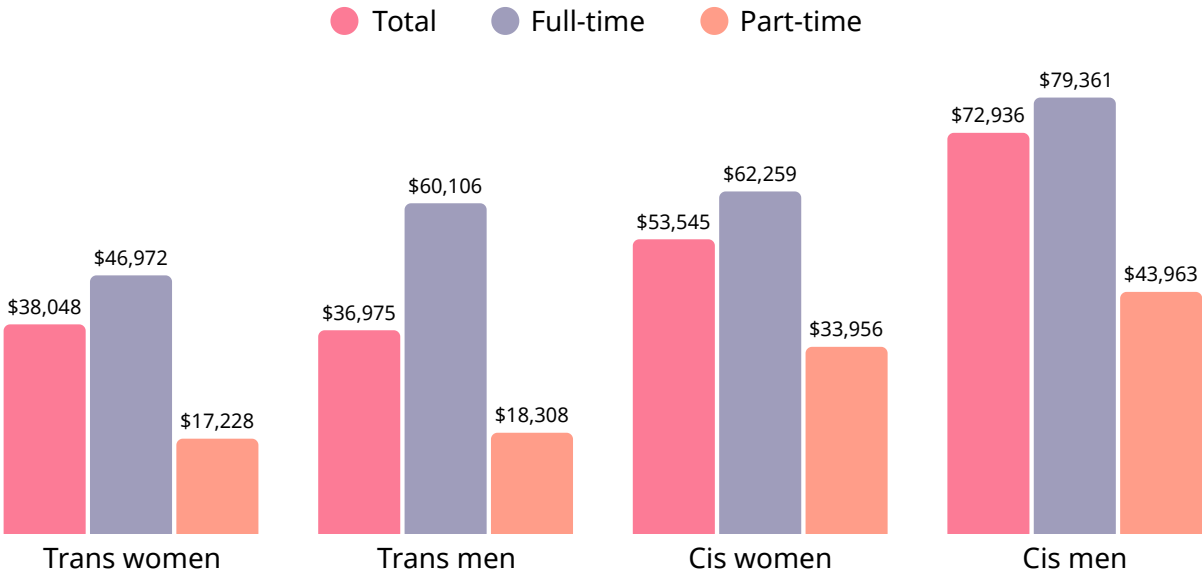


At 23 percent, the gender pay gap between transgender women and cisgender men aged 18 to 24 was larger than for young people in other demographic groups. Among those aged 25 to 54, the core working age group, the gap widened between transgender women and cisgender men to 39 percent.

In contrast, personal median incomes for transgender men were higher than cisgender men aged 18 to 24. However, the pay gap reversed in the core working age group (25 to 54), to favour cisgender men. Transgender men were more likely than cisgender men to work part time, which contributed to lower incomes. Additionally, older, higher-paid workers were less likely to identify as transgender compared to younger people in the core working age group.

Figure 17 shows the personal median income of transgender women, transgender men, cisgender women and cisgender men in B.C. by employment type in 2023. Overall, transgender women had incomes that were 48 percent less than cisgender men’s incomes. Transgender women who worked full time had median incomes that were 41 percent lower than the median income of cisgender men who worked full time. The gap rose to 61 percent for part-time work. For transgender men, the income gap was 24 percent if they worked full time, and 58 percent if they worked part time.

Fig 17: Personal median income by gender and employment type in B.C. (2023)





Employer Education and Compliance

In 2024, the GEO continued to take a collaborative approach to promote awareness and encourage employers to comply with the Act. The GEO delivered 52 employer engagement sessions, reaching over 500 people. These sessions included educational presentations on the Act, question and answer opportunities, as well as user testing and demonstrations of a new [Pay Transparency Reporting Tool](#).

Reports of Non-Compliance

The Pay Transparency Unit received over 700 inquiries from the public about the Pay Transparency Act in 2024. Approximately one-third of these were reports of employers not complying with the Act, most of which had to do with job postings not including salary or wage information. The Pay Transparency Unit sent letters to 138 employers, informing them of their obligation to comply with the Act.

Reports of Non-Compliance	2024
Pay History	3
Employer Reprisal	2
Pay Secrecy (Job Postings)	237
Pay Transparency Reports	0
TOTAL	242

Pay History

The Pay Transparency Unit received three separate reports about employers asking applicants about their previous pay. The Unit confirmed with the complainants that such questions are not allowed.



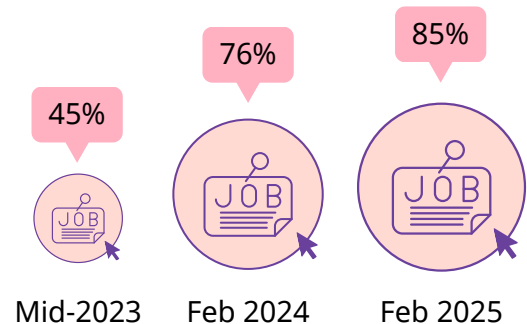
Employer Reprisal

The Pay Transparency Unit received two separate reports about employers restricting employees from discussing pay in the workplace. It confirmed with the complainants that employers are not allowed to impose such restrictions, whether through policy or other means.

Pay Secrecy (Job Postings)

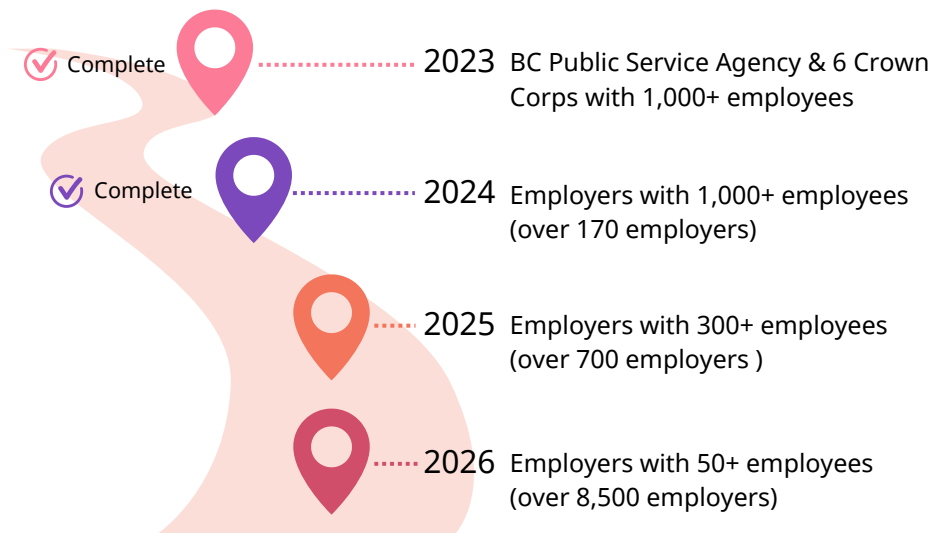
The Pay Transparency Unit received 237 reports about employers not including expected salary or pay ranges in job postings. In response, 138 letters were sent to employers to ensure they understood the requirement. Most employers added salary or wage ranges to their postings after receiving these letters.

Job postings that include pay details are now more common in B.C. than in other provinces, owing largely to the Pay Transparency Act. Since the Act went into effect, more and more employers in B.C. have included pay details in their job postings. According to Indeed, considerably more job postings in B.C. have pay details in 2025 compared to 2023. In contrast, only 52 percent of job postings in other parts of Canada included pay information.



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. This requirement will be phased in for large and medium-sized employers until 2026.



In 2023, the Pay Transparency Unit provided the first group of reporting employers (B.C. Public Service Agency and six largest Crown corporations) with a template to create their pay transparency reports. The Unit heard from employers that additional support was needed to simplify the report preparation process, leading to the launch of the [Pay Transparency Reporting Tool](#) in June 2024. The ministry-developed tool, the first of its kind in Canada, has been widely used and received positive feedback from employers. It allows employers to upload anonymous gender and payroll data to create a pay transparency report.



Employers' Pay Transparency Findings

Employers may prepare their pay transparency reports either independently or using B.C.'s [Pay Transparency Reporting Tool](#).

By November 1, 2024, approximately 170 employers were required to prepare and publish their pay transparency reports on their websites. Based on tool usage, approximately 80 percent of these employers met the requirement. Most reporting employers were from the public sector and included large school districts, post-secondary institutions, health authorities, municipalities and Crown corporations.

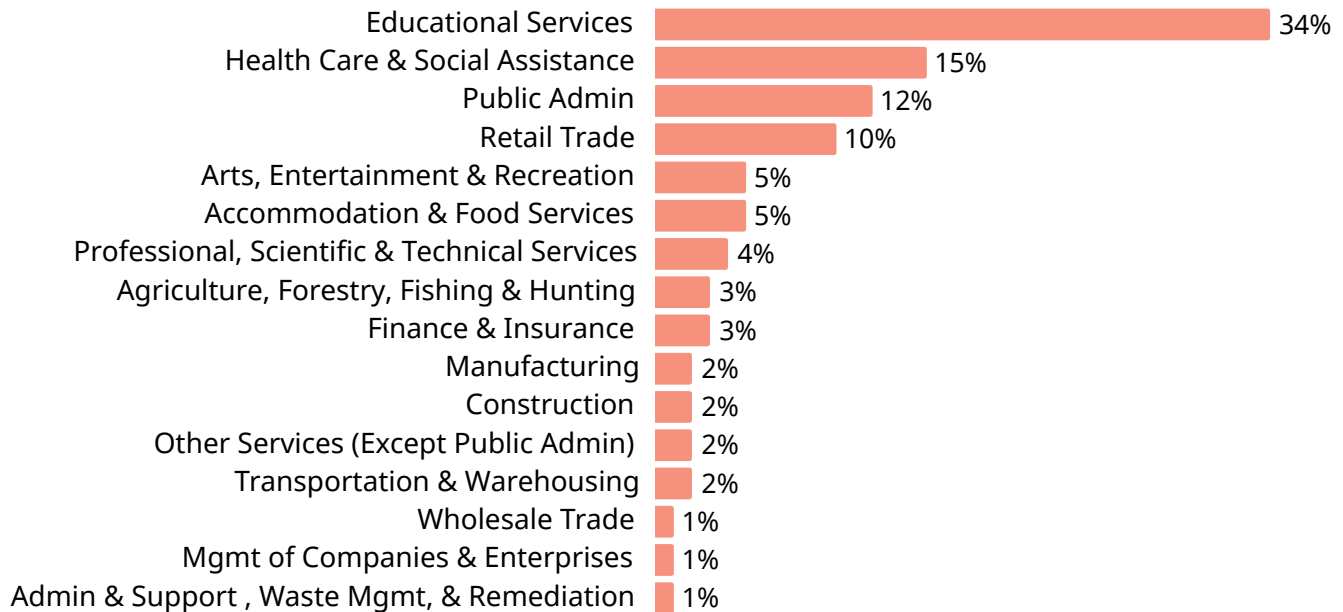
Employers also used various methods to collect gender information for their reports, such as using payroll data or sending gender surveys to employees. In a post-report survey conducted by the Unit, employers noted that collecting gender data from employees took the most time and required careful planning, especially in terms of employee communications and system updates. Several employers updated their onboarding process to include this data collection from the start of employment but acknowledged that more planning was required for existing employees.

These findings are based on reports from employers with 1,000 or more employees that used the [Pay Transparency Reporting Tool](#) and do not represent all B.C. employers.

The educational services sector prepared the most pay transparency reports.

Figure 18 shows the percentage of pay transparency reports prepared by each sector. Approximately one-third of pay transparency reports came from the educational services sector. This suggests that school districts and post-secondary institutions may be some of B.C.'s largest employers and are readily complying with their obligation to prepare pay transparency reports.

Fig 18: Distribution of pay transparency reports by sector

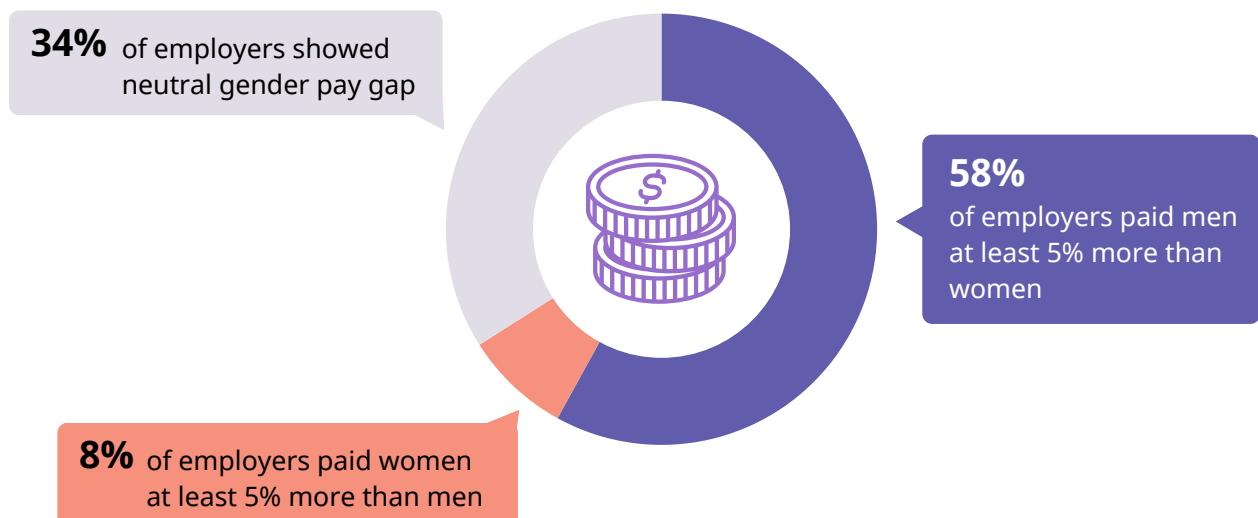


When median hourly wages between women and men were compared, most employers had gender pay gaps that favoured men.

In these cases, women earned at least 5 percent less than men. These larger gaps were found at nearly 6 of every 10 employers (58 percent). In contrast, less than one of every 10 employers (8 percent) had gender pay gaps where women earned at least 5 percent more than men.

Approximately one-third (34 percent) of employers had neutral gender pay gaps, meaning the gender pay gap was less than 5 percent in favour of women or men.

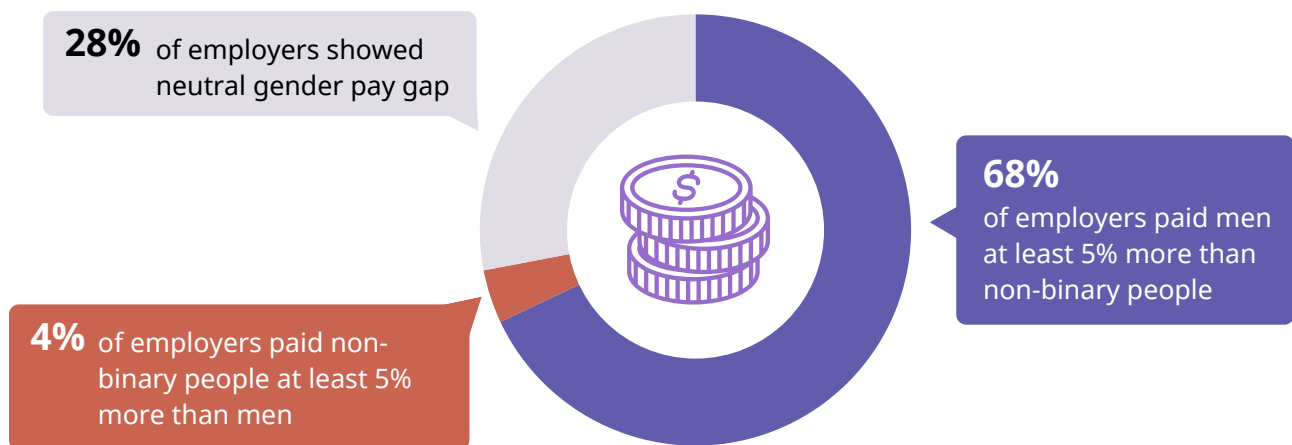
Fig 19: Pay disparities between men and women among reporting employers



When median hourly wages between non-binary employees and men were compared, most employers had gender pay gaps that favoured men.

Few employer reports had enough information to show the gender pay gap between non-binary employees and men. Of those reports, 68 percent of employers paid non-binary employees at least 5 percent less than men. In contrast, 4 percent of employers paid non-binary employees at least 5 percent more than men.

Fig 20: Pay disparities between men and non-binary people among reporting employers



Overtime Gaps

Not all employers offered overtime. Those that did were less likely to give overtime to women than men. About 40 percent of employers gave overtime to more women than men, but men worked more overtime hours at most of these employers. This may explain why men earned more than women for overtime at most employers.

At the few employers with sufficient data, men tended to be paid more overtime than non-binary employees. Some employer reports suggested that men received more overtime because they were more likely to volunteer for overtime and hold positions that were eligible for it.

Bonus Pay Gaps

Employers described that bonus pay was tied to factors such as performance results, voluntary work assignments, collective agreements, incentive plans, referrals, commissions, and recruitment or retention efforts, including sign-on bonuses to attract talent in trades.

Most reporting employers did not offer bonus pay to their employees. At around half of the employers that did, the difference between women and men receiving bonus pay was less than 5 percentage points.

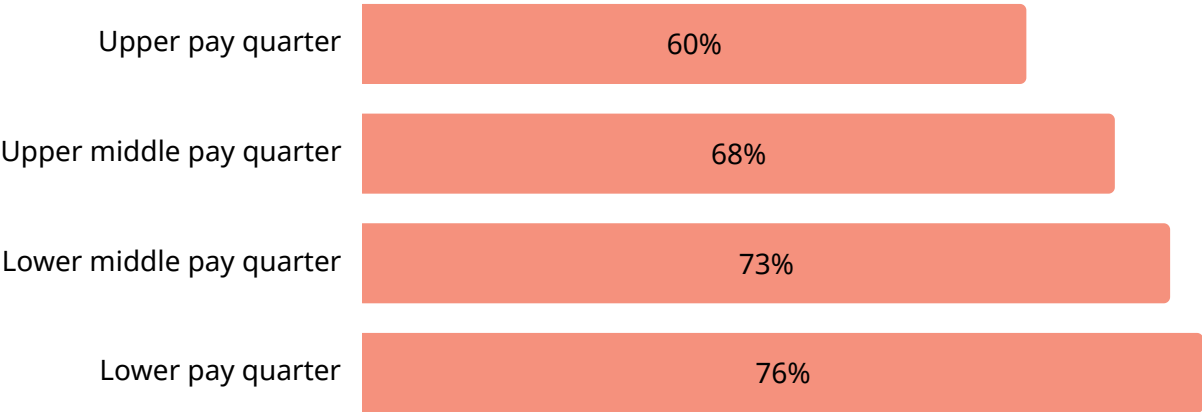
Pay Quarter Gaps

Pay quarter 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 21 shows the percentage of reporting employers that had more women than men represented in each pay quarter. Sixty percent of employers had more women than men represented in their upper pay quarter, while a larger proportion – 76 percent – had more women than men in the lowest pay quarter. It was more common for women to work in the lowest pay quarter than the upper pay quarter.



Fig 21: Distribution of women-majority employers by pay quarter



At most employers, women were more represented in all pay quarters, including the upper pay quarter. This suggests that women had a better chance of working in the highest paid jobs when they were also more represented in the other pay quarters.

A woman with blonde hair, wearing a black welding mask and a red and black protective jacket, stands in a workshop. She is looking directly at the camera with a slight smile. The background is a blurred industrial setting with various equipment and tools.

Conclusion

This report shows there have been modest improvements in closing the gender pay gap in B.C. Since the last annual report, the ministry obtained additional data to better understand how the gender pay gap changes when different identity factors intersect. It's clear that women and gender-diverse people are typically paid less than men regardless of where they work, their age and their educational attainment levels.

The gender pay gap is pervasive and has real consequences for women, girls and gender-diverse people, especially those who are racialized, Indigenous, newcomer, 2SLGBTQIA+ or are living with disabilities. With over 1.1 million job openings expected in the coming decade in B.C., ensuring equitable access to these opportunities is not just a goal, it is essential to building a more inclusive and resilient future for all workers.

This work cannot be done without efforts from employers, industries and individuals who continue to support pay transparency.

The ministry encourages employers to:

- ✔ Continue to improve gender data collection methods
- ✔ Extend positions eligible for overtime work to more women and non-binary people
- ✔ Determine why women and non-binary people may take less for overtime work
- ✔ Monitor gender representation across all pay levels

The Pay Transparency Unit remains committed to working with employers through education and outreach to ensure the goals of the Act translate into real, lasting change in workplaces across B.C.



Appendix A: Definitions

Language and terminology are constantly evolving as laws and policies are updated, new technology and research are produced, and as society and culture change. These definitions describe the current meaning of some terms used in this document, with appreciation that language and terminology will continue to evolve after this report is released.

2SLGBTQIA+	An acronym for Two-spirit, Lesbian, Gay, Bisexual, Trans, Queer, Intersex, Asexual and additional identities. There are many variations of this acronym.
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Bonus Pay	Any additional remuneration paid to an employee as a result of:
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- ✔ Holiday bonus
- ✔ Year-end bonus
- ✔ Profit sharing
- ✔ Productivity
- ✔ Performance
- ✔ Commissions
- ✔ Referral bonus, or
- ✔ Any other incentive (for example, signing bonuses)

If employees receive payments in addition to their ordinary pay as automatic rewards, these should be reported as bonus pay.

Non-monetary bonuses that are vested and paid to the employee for the calendar year they are paid. This includes:

- ✔ Stocks
- ✔ Shares
- ✔ Any other types of equity compensation

Bonus Pay Gap	The difference in median bonus pay of a given gender compared to the bonus pay of men.
Upper Pay Quarter	Represents one-fourth of the organization receiving the highest pay.
Hourly Pay	Money paid per hour of work, before deductions. When paid on salary, salary is divided by the number of hours reported to generate an hourly pay rate.
Hourly Pay Gap	The difference in hourly pay of a given gender compared to the hourly pay of men.
Lowest Pay Quarter	Represents one-fourth of the organization receiving the lowest pay.



Median	The middle value of a series of numbers arranged in ascending or descending order.
Median Pay	The middle of an earnings distribution when the earnings of all workers of a given gender are put in ascending or descending order.
Newcomer	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.
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 Indigenous.
Overtime Pay	Money paid to an employee if the money is for hours worked in excess of the employee's usual hours of work and the money is based on a rate of pay that is at least 1.5 times the usual rate of pay.
Overtime Pay Gap	The difference in overtime pay of a given gender compared to the overtime pay of men.
Pay Quarter Gaps	The difference in pay of a given gender compared to the men within a pay quarter or between pay quarters.
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.

Appendix B: Scope of Statistics Canada Data

Adapted from Statistics Canada, labour force data and personal median income data (custom extract), October 2024 to March 2025. This does not constitute an endorsement by Statistics Canada of this product.

Statistics Canada data were obtained from the following surveys:

- ✔ Labour Force Survey
- ✔ Canadian Community Health Survey

Data on racialized, Indigenous and newcomer respondents and persons with disabilities covered the population of those aged 15 and older.

Data on the lesbian, gay, bisexual, and transgender population covered those 18 to 75 years of age.

The data were specific to B.C. unless otherwise stated.

Sectors were classified using the North American Sector Classification System (NAICS) 2022 Version 1.0.

Unless otherwise stated, the report refers to median hourly pay. The Province relied on median personal income data from Statistics Canada to inform the gender pay gap among those who are 2SLGBTQIA+, as median hourly pay data were not available.

Separated data on median personal income of Two-spirit, non-binary and other gender-diverse people in B.C. were unavailable.

Statistics Canada data from previous years mentioned in this report may differ from data mentioned in last year's annual report on pay transparency for two reasons. First, the Province was able to obtain datasets with different or additional variables that are not comparable to earlier datasets. Second, the Labour Force Survey was revised when it underwent population rebasing as of January 2025. Read about the Labour Force Survey revisions on the [Statistics Canada website](#).



For further information, please visit our website
gov.bc.ca/gov/content/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