



# Pay Transparency Report

BC Housing is pleased to be in the first wave of employers to provide an annual Pay Transparency Report in alignment with the BC Pay Transparency Act. Focusing on pay equity in relation to gender, this report is an important step in identifying and assessing pay equity gaps. The foundation for additional research and data analysis, this report will assist us as we put strategies in place to address, reduce and remove systemic barriers to pay equity.

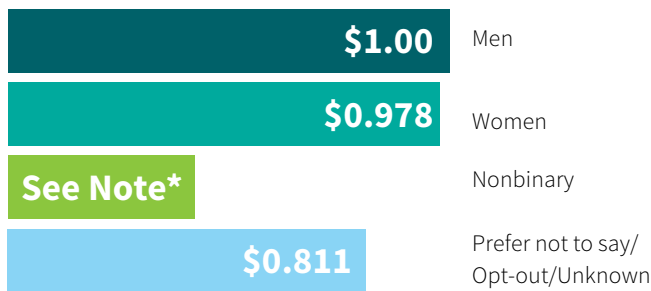
## Employer Details

Employer:	BC Housing
Address:	1700 - 4555 Kingsway, Burnaby, BC V5H 4V8
Time Period:	April 1, 2022 - March 31, 2023
NAICS Code:	91 – Public Administration
Number of Employees:	1000+



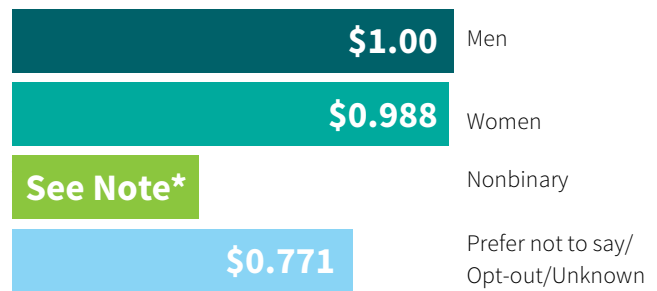
## Hourly Pay

### Mean hourly pay gap<sup>1</sup>



Women’s mean (average) hourly wages are 2.20% less than men. For every dollar a man earns on average, women earn \$0.978 cents on average.

### Median hourly pay gap<sup>2</sup>



Women’s median hourly wages are 1.19% less than men. For every dollar a man earns, women earn \$0.988 cents in median hourly pay.

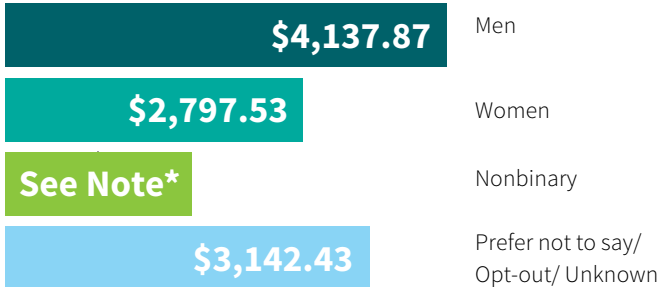
#### Explanatory Notes

1. “Mean hourly pay gap” refers to the differences in pay between gender groups calculated by average pay.
2. “Median hourly pay gap” refers to the differences in pay between gender groups calculated by the mid range of pay for each group.



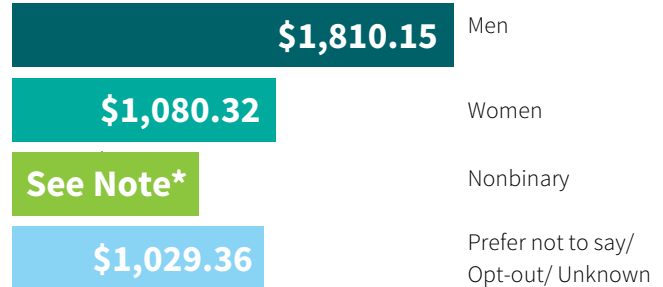
## Overtime Pay

### Mean overtime pay<sup>3</sup>



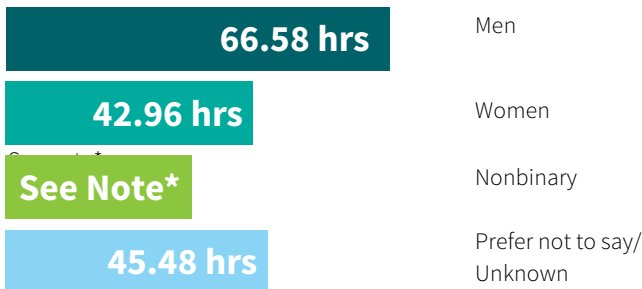
Mean (average) overtime pay earned by women annually is 32.39% less than men.

### Median overtime pay<sup>4</sup>



Median overtime pay earned by women annually is 40.32% less than men.

### Mean overtime paid hours<sup>5</sup>



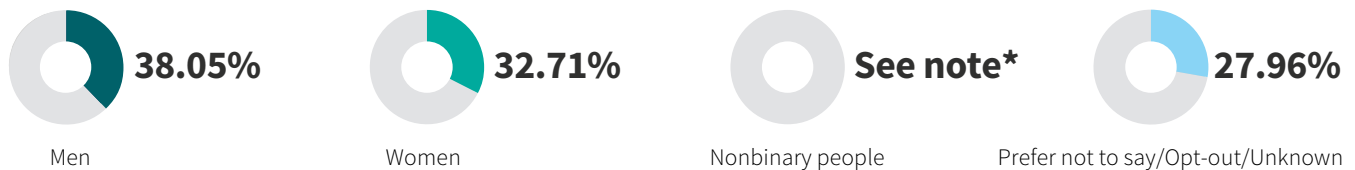
Women worked 23.62 fewer paid overtime hours annually than men on average.

### Median overtime paid hours<sup>6</sup>



Women worked 12.63 fewer paid overtime hours than men when looking at the median.

### Percentage of employees in each gender category receiving overtime pay



#### Explanatory Notes

- “Mean overtime pay” refers to overtime pay when averaged for each group.
- “Median overtime pay” refers to the middle point of overtime pay for each group.
- “Mean overtime paid hours” refers to the average number of hours of overtime worked for each group.
- “Median overtime paid hours” refers to the middle point of number of overtime hours worked for each group.



## Percentage of each gender in each pay quarter<sup>7</sup>

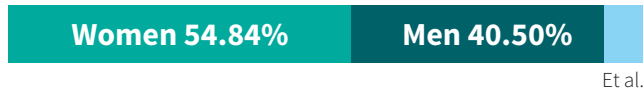
### Upper hourly pay quarter (highest paid)



### Lower middle hourly pay quarter



### Upper middle hourly pay quarter



### Lowest hourly pay quarter (lowest paid)



At BC Housing, women occupy the 51.24% of the highest paid jobs and 44.21% of the lowest paid jobs.

#### Explanatory Notes

7. "Pay quarter" looks at highest to lowest pay in the organization. This approach divides pay in the organization into four quadrants, looking at the top 25%, the upper middle 25%, the lower middle 25%, and the lowest 25%.