

Pay Transparency Report

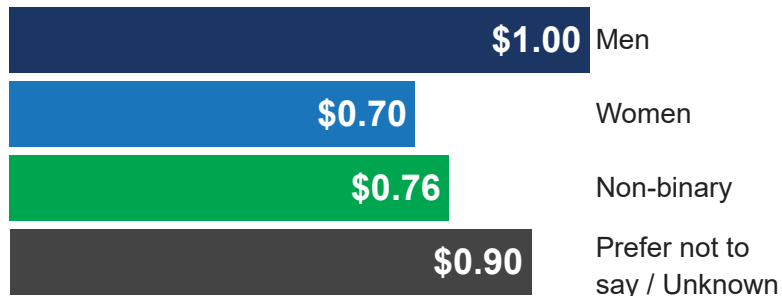
Employer details

Employer:	BC Crown Corp
Address:	1802 Douglas St
Time Period:	February 1, 2023 - January 31, 2024
NAICS Code:	11 - Agriculture, forestry, fishing and hunting
Number of Employees:	300-999



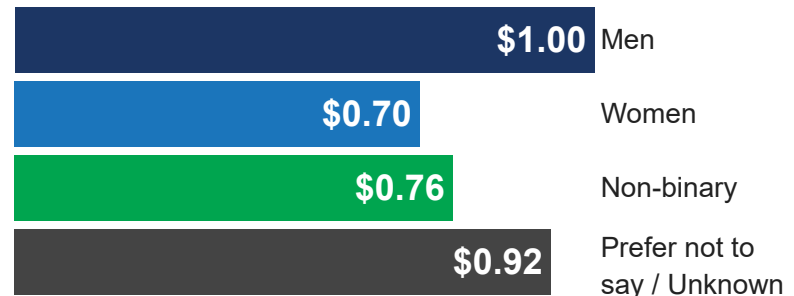
Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 30% less than men's and non-binary people's average hourly wages are

Median hourly pay gap²



In this organization women's median hourly wages are 30% less than men's and non-binary people's median hourly wages are

24% less than men's. For every dollar men earn in average hourly wages, women earn 70 cents and non-binary people earn 76 cents in average hourly wages.

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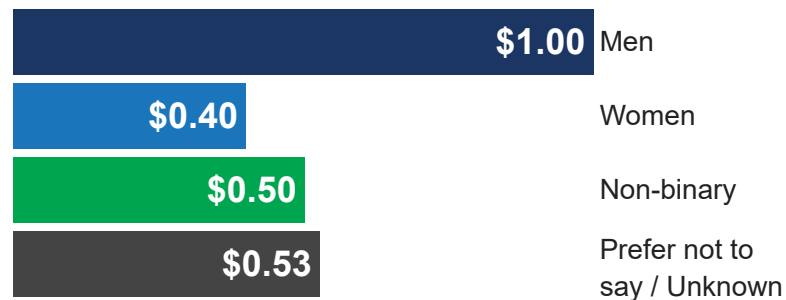
Explanatory notes

1. "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.
2. "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.



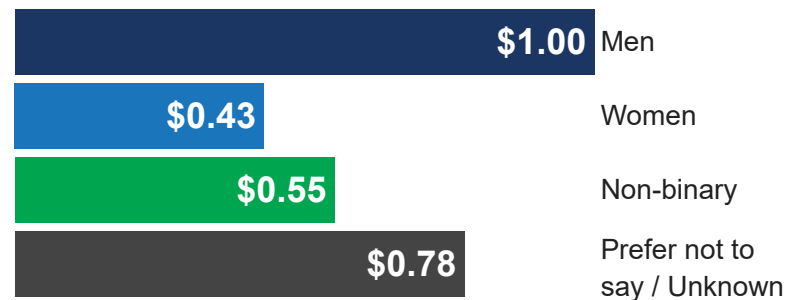
Annual overtime pay

Mean overtime pay ³



In this organization women's average overtime pay is 60% less than men's and non-binary people's average overtime pay is 50% less than men's. For every dollar men earn in average overtime pay, women earn 40 cents and non-binary people earn 50 cents in average overtime pay.

Median overtime pay ⁴



In this organization women's median overtime pay is 57% less than men's and non-binary people's median overtime pay is 45% less than men's. For every dollar men earn in median overtime pay, women earn 43 cents and non-binary people earn 55 cents in median overtime pay.

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)

Median overtime paid hours ⁶

Difference as compared to reference group (Men)

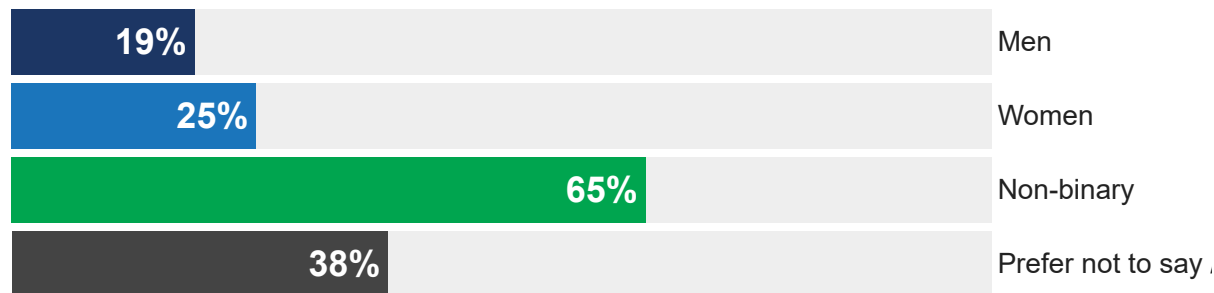
Women	-25
Non-binary	-19
Prefer not to say / Unknown	-21

In this organization the average number of overtime hours worked by women was 25 less than by men and the average number of overtime hours worked by non-binary people was 19 less than by men.

Women	-24
Non-binary	-6
Prefer not to say / Unknown	-4

In this organization the median number of overtime hours worked by women was 24 less than by men and the median number of overtime hours worked by non-binary people was 6 less than by men.

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

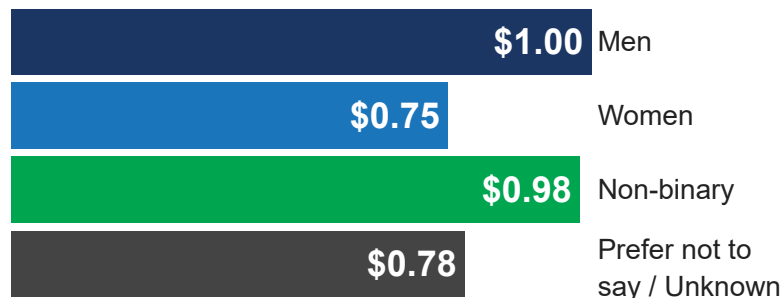
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



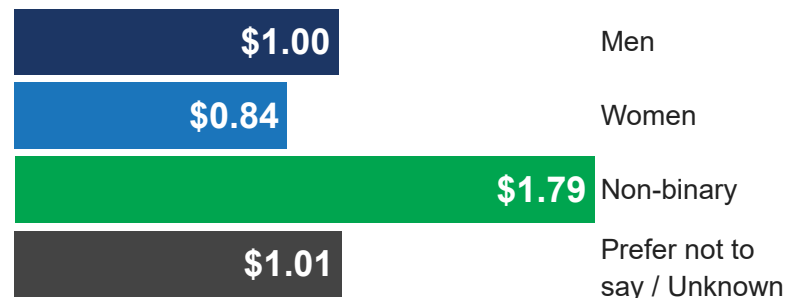
Annual bonus pay

Mean bonus pay⁷

Median bonus pay⁸

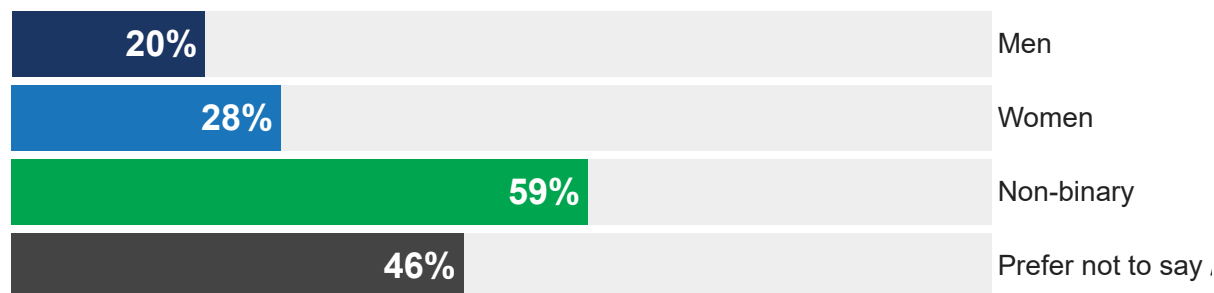


In this organization women's average bonus pay is 25% less than men's and non-binary people's average bonus pay is 2% less than men's. For every dollar men earn in average bonus pay, women earn 75 cents and non-binary people earn 98 cents in average bonus pay.



In this organization women's median bonus pay is 16% less than men's and non-binary people's median bonus pay is 79% more than men's. For every dollar men earn in median bonus pay, women earn 84 cents and non-binary people earn \$1.79 in median bonus pay.

Percentage of employees in each gender category receiving bonus pay



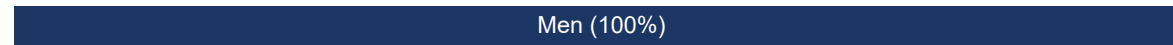
Explanatory notes

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.



Percentage of each gender in each pay quartile⁹

Upper hourly pay quartile (highest paid) †



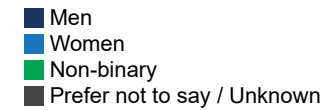
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



In this organization, women occupy 72% of the lowest paid jobs. Non-binary people occupy 28% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Explanatory notes

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

For questions or assistance with creating a report please contact the Pay Transparency Unit - PayTransparency@gov.bc.ca

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