

Closing the Gender Pay Gap: Understanding Pay Transparency Act Requirements for Local Government Employees

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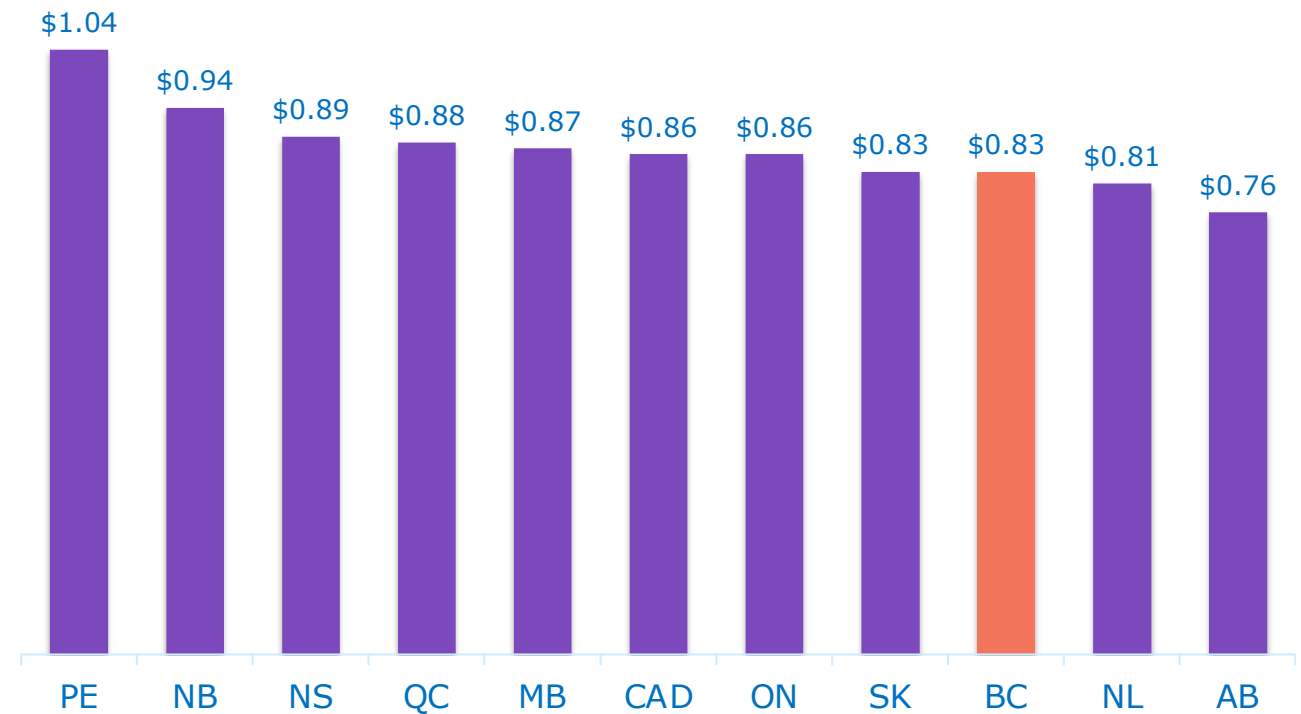
Closing the Gender Pay Gap: Understanding Pay Transparency Act Requirements for Local Government Employers

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Gender Equity Office
September 18, 2024

Journey to the Pay Transparency Act

- B.C. has one of the highest pay gaps in Canada
- Gender pay gap was 17% in 2023
- Pay Transparency Act (2023)

Gender Pay Gaps Across Canada (2023)



Gender Pay Gap by Sector in B.C.

For every dollar a man made in 2023, women made:

55¢

Agriculture,
Forestry, Fishing
& Hunting

72¢

Professional,
scientific &
technical
services

74¢

Manufacturing

83¢

Public Admin

91¢

Healthcare &
Social Assistance

\$1.04

Arts,
Entertainment
& Recreation

Gender Pay Gap by Identity Factors

For every **\$1.00**
a man made in 2023:

88¢

Non-racialized
women

81¢

Newcomer
women

80¢

Indigenous
Women

76¢

Racialized
women

Women with disabilities
earned **19% less** than
able-bodied men

40% of transgender &
non-binary people had incomes
below \$18,000 compared to
20% of cisgender people

Lesbian, bisexual & pansexual
women earned **35% less** than
heterosexual men

Employer Requirements

Pay History

- ✓ Employers cannot ask job applicants about what they have been paid by other employers.

Employer Reprisal

- ✓ Employers cannot punish an employee who asks their employer about their pay or reveals their pay to other employees or job applicants.

Pay Secrecy

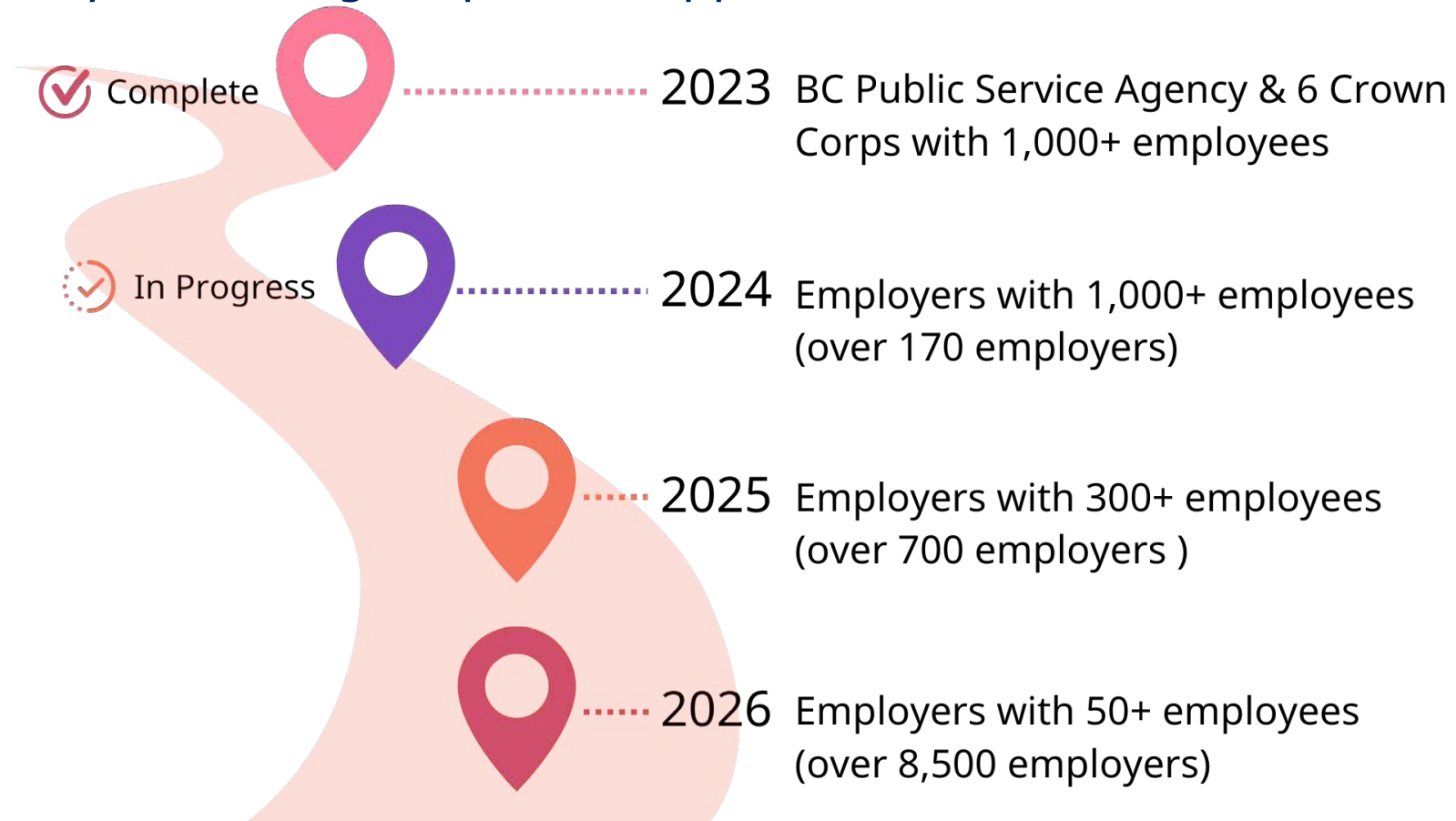
- ✓ Employers must include the expected pay or the expected pay range for a specific job opportunity that they advertise publicly.



Employer Requirements

Pay Transparency Reports

- ✓ Employers above a certain size must post pay transparency reports by November 1st of each year through a phased approach.



Highlights from 2023 BC Employer Pay Transparency Reports

5 out of 7
employers paid
men up to
20% more

Men were
paid up to
87% more
for OT work
than women

Men were paid
more than
non-binary
employees

5 out of 7
employers had
more women
than men in
lowest-paid
quarter

What we've heard from employers



Indeed: majority of BC job postings now include pay information



Employers are taking steps to comply with the Act



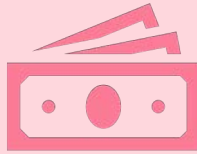
Reporting Tool is straightforward to use



Collection of gender information takes planning



What we've heard from the public



Salary/pay still not listed in some job postings



Right to discuss pay in the workplace



Concerns about employer reprisal



Employers asking about pay transparency reporting

What Pay Transparency Unit is Doing



Education and outreach initiatives



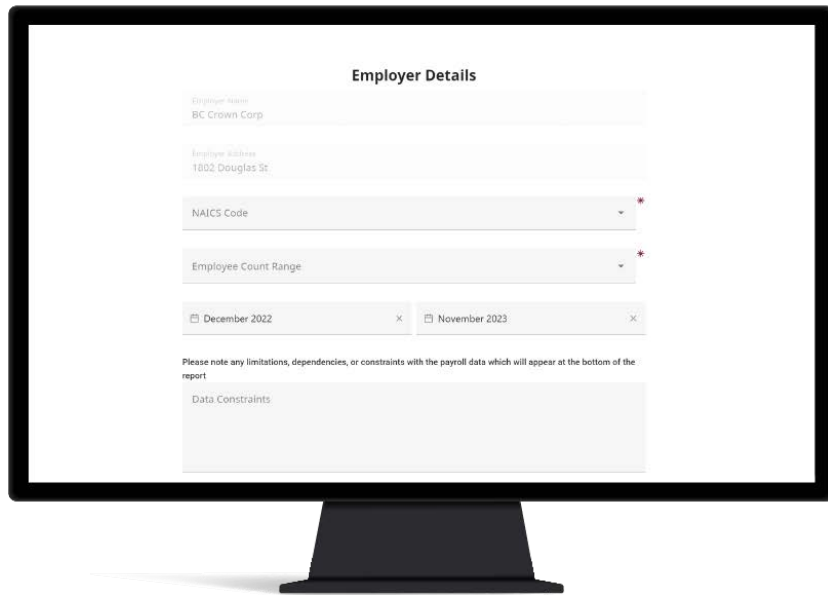
Monitoring to promote awareness and compliance



Online reporting tool for employers

Pay Transparency Reporting Tool

<https://paytransparency.fin.gov.bc.ca/login>



Pay Transparency Report

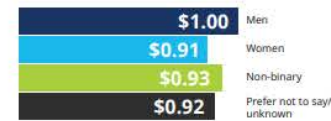
Note: Lorem ipsum dolor sit amet, consectetur adipiscing elit. Vivamus pretium fermentum elementum. Quisque varius libero eu mi rhoncus, non congue eros convallis. Pellentesque dictum auctor dolor, ac gravida mi convallis a. Mauris enim mauris, efficitur aliquet lacus ac, suscipit sollicitudin mauris.

Employer Details

Employer:	ABC company corporation
Address:	2-1234 Apple Street, BC VXX123
Time Period:	January 1, 2022 - December 31, 2022
NAICS Code:	21 - Mining, quarrying, and oil and gas extraction
Number of Employees:	1000+

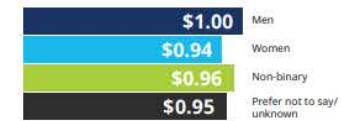
Hourly Pay

Mean hourly pay gap¹



In this company, women's mean (average) hourly wages are 9% less than men while non-binary people's mean (average) hourly wages are 7% less than men. For every dollar a man earns on average, women earn 91 cents on average and non-binary people earn 93 cents on average.

Median hourly pay gap²



In this company, women's median hourly wages are 6% less than men, while non-binary people's median hourly wages are 4% less than men. For every dollar a man earns, women earn 94 cents and non-binary people earn 96 cents in median hourly pay.

Explanatory Notes

1. Vivamus euismod purus tincidunt eros elementum, vitae posuere ligula laoreet. Pellentesque sollicitudin ipsum vitae magna suscipit, vel eleifend sem tincidunt.
2. Vivamus euismod purus tincidunt eros elementum, vitae posuere ligula laoreet.

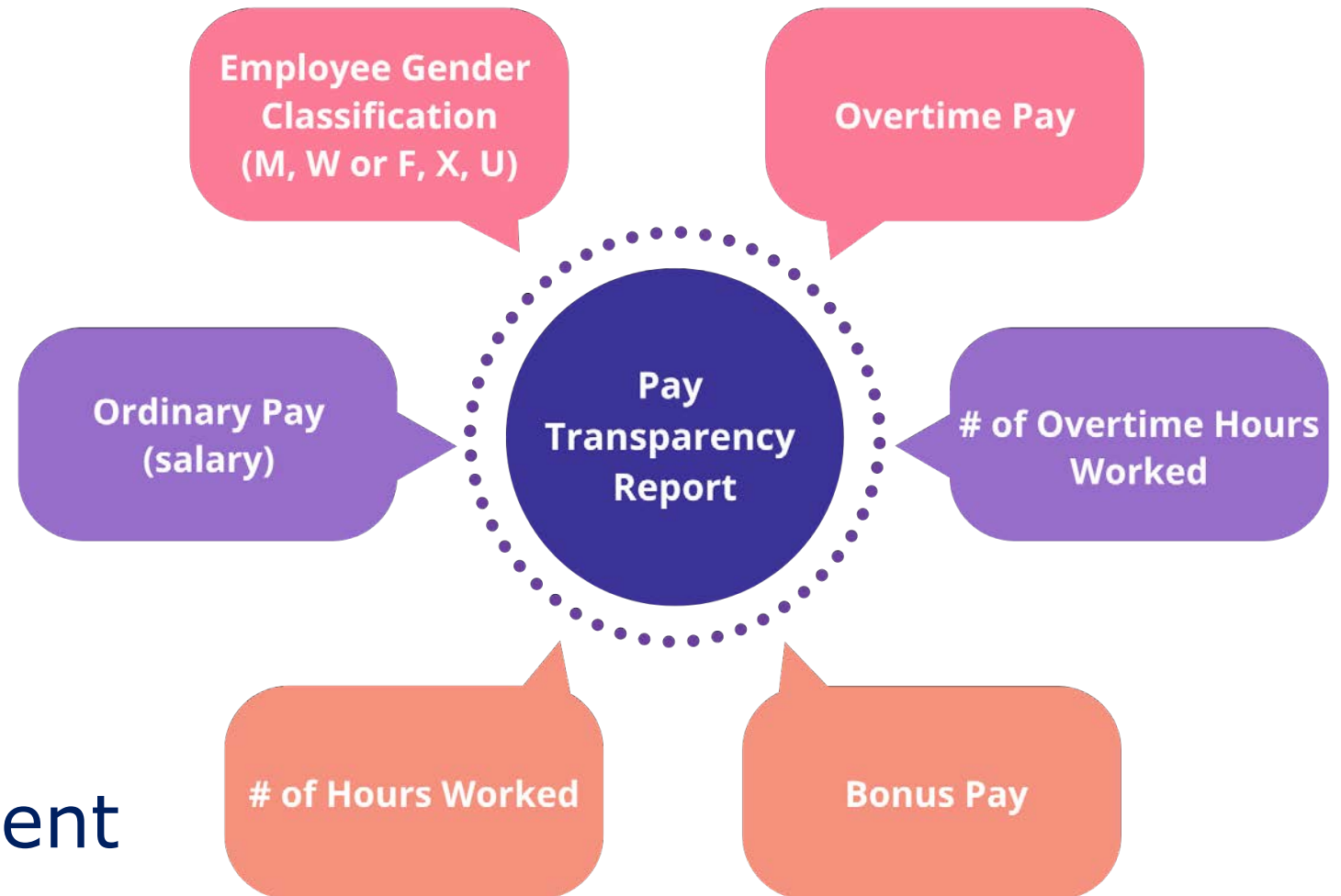
Data Required for Pay Gap Calculations

Reporting period

- Fiscal year or
- Calendar year

Resources

- Gender and Sex Data Standard
- Reporting Tool Guidance Document



Sample Data Set Required for Tool

1	Gender Code	Hours Worked	Ordinary Pay	Special Salary	Overtime Hours	Overtime Pay	Bonus Pay
2	M	1901	78553.9	0	0	0	0
3	W	0	0	0	0	0	0
4	W	1899	98264.1	0	63.2	3270.6	0
5	X	1932	79021	0	43.5	1779.2	0
6	W	1985	106829.6	0	0	0	0
7	W	2059	112114.3	0	0	0	202.28
8	M	1975	115253.3	0	0	0	0
9	M	1715	113529.9	0	0	0	0
10	M	1981	117553	0	0	0	0
11	M	1808	116473.4	0	0	0	750.77
12	X	1974	75542.5	0	0	0	0
13	X	1738	97534	0	0	0	0
14	X	1905	93496.8	0	43.3	2125.2	0
15	U	2021	102199.3	0	0	0	0
16	W	1966	95234.2	0	0	0	712.81
17	U	1964	105862.4	0	0	0	0
18	W	1862	112697.3	0	0	0	0
19	W	2024	95820	0	0	0	0
20	U	2028	107066.3	0	0	0	0
21	W	1752	96855.9	0	0	0	0

Tool Demo...

<https://paytransparency.fin.gov.bc.ca/login>

Employer Details

Employer Name
BC Crown Corp

Employer Address
1802 Douglas St

NAICS Code

Employee Count Range

December 2022 × November 2023 ×

Please note any limitations, dependencies, or constraints with the payroll data which will appear at the bottom of the report

Data Constraints

Welcome to the Pay Transparency Reporting Tool

In British Columbia, if you are a provincially regulated employer above a certain size, you are required to complete and post a pay transparency report by November 1st of each year through a phased approach:

- 2024: all employers with 1,000 employees or more
- 2025: all employers with 300 employees or more
- 2026: all employers with 50 employees or more

This tool enables you to easily create a pay transparency report as required under the [Pay Transparency Act and Regulation](#).

Below is an overview of the three steps required to produce your pay transparency report. For additional information please visit [Pay Transparency in B.C.](#)

[Log In with Business BCeID →](#)

This tool does not collect, record or publish personal information.

How to use the tool



Log in with BCeID Client Test

User ID

Use a Business BCeID

Password

Continue

[Forgot your user ID or password?](#)

No account?

[Register for a BCeID](#)

Need help?

[Contact the BCeID Help Desk](#)

Welcome, MY APRIL TEST CORPORATION.

This tool will help you generate a Pay Transparency report in compliance with the Pay Transparency Act (gov.bc.ca) and the Pay Transparency Regulation (gov.bc.ca). The report can be saved for posting on your webpage or in your workplace.

Once your CSV file is ready, click on the button below to upload the file and generate a report.

Upload your CSV here

This application does not collect, record or publish personal information.

Updates

For more information on Pay Transparency reporting, please visit [Guidance for preparing pay transparency reports - Province of British Columbia \(gov.bc.ca\)](http://gov.bc.ca).

Submitted Reports

Reporting Year	Submission Date	Action
2024	July 17, 2024	View

Sample CSV

View a sample comma-separated value (CSV) file showing the required format for pay transparency data uploads.

[Back](#)

Disclaimer: This tool relies on the employer supplying accurate and complete payroll data in order to calculate pay gaps.

Employer



MY APRIL TEST CORPORATION



200 - 940 BLANSHARD ST victoria BC V8W3E6

Fields marked * are required.

NAICS Code * 

Back

Data Constraints ⓘ (Optional: you can return to this page to complete it after viewing your draft report.)

This will appear at the bottom of your pay transparency report.

Maximum 3,000 characters

File Upload *

To proceed, upload your employee data in comma-separated value (CSV) format. Ensure the CSV file follows the provided [CSV Sample](#) for accurate processing.

Supported format: CSV. Maximum file size: 8 MB.

Upload file

Submit

Back

File Upload *

To proceed, upload your employee data in comma-separated value (CSV) format. Ensure the CSV file follows the provided [CSV Sample](#) for accurate processing.

⚠ The submission contains errors which must be corrected. Please review the following lines from the uploaded file:

Row	Problem(s)
2	Hours Worked must specify a positive number no larger than 8760. Found '8760.01'.
6	Hours Worked must specify a positive number no larger than 8760. Found '-1'.
10	Invalid number 'NA' in Hours Worked.
11	Invalid number '1779C' in Hours Worked.
12	Hours Worked must not be blank or 0 when Ordinary Pay contains data.
13	Hours Worked must not contain data when Special Salary contains data. Ordinary Pay must not be blank or 0 when Hours Worked contains data.
1142	Invalid Gender Code 'D' (expected one of: M, W, F, X, U).

Supported format: CSV. Maximum file size: 8 MB.

Upload file

MY APRIL TEST CORPORATION

Pay transparency report

Employer details

Employer:	MY APRIL TEST CORPORATION
Address:	200 - 940 BLANSHARD ST, victoria, BC
Reporting Year:	2024
Time Period:	September 1, 2023 - August 31, 2024
NAICS Code:	23 - Construction
Number of Employees:	1000 or more

Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 15% less than men's and non-binary people's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 85 cents and non-binary people earn 80 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 16% less than men's and non-binary people's median hourly wages are 19% less than men's. For every dollar men earn in median hourly wages, women earn 84 cents and non-binary people earn 81 cents in median hourly wages.

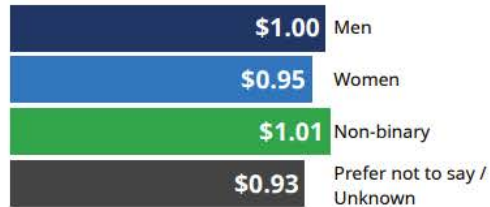
Explanatory notes

1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay



Overtime pay

Mean overtime pay³



In this organization women's average overtime pay is 5% less than men's and non-binary people's average overtime pay is 1% more than men's. For every dollar men earn in average overtime pay, women earn 95 cents and non-binary people earn \$1.01 in average overtime pay.

Median overtime pay⁴



In this organization women's median overtime pay is 6% less than men's and non-binary people's median overtime pay is 3% less than men's. For every dollar men earn in median overtime pay, women earn 94 cents and non-binary people earn 97 cents in median overtime pay.

Mean overtime paid hours⁵

Difference as compared to reference group (Men)

Women	0
Non-binary	0
Prefer not to say / Unknown	1

In this organization the average number of overtime hours worked by women was 0 less than by men and the average number of overtime hours worked by non-binary people was 0 less than by men.

Median overtime paid hours⁶

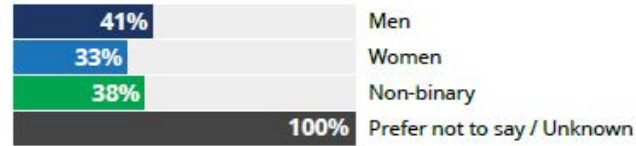
Difference as compared to reference group (Men)

Women	0
Non-binary	-1
Prefer not to say / Unknown	-1

In this organization the median number of overtime hours worked by women was 0 less than by men and the median number of overtime hours worked by non-binary people was 1 less than by men.

Explanatory notes

Percentage of employees in each gender category receiving overtime pay



Bonus pay

Mean bonus pay⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

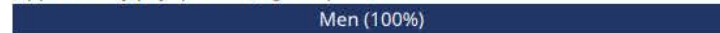
Explanatory notes

- 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 quartile ⁹

Upper hourly pay quartile (highest paid) †



Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



- Men
- Women
- Non-binary
- Prefer not to say / Unknown

In this organization, women occupy 50% of the lowest paid jobs. Non-binary people occupy 24% 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.

Back

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

I am ready to create a final report that will be shared with the B.C. Government and can be shared publicly by my employer. Please note, this draft report will not be saved after closing this window or logging out of the system

Back

Download PDF

Generate Final Report

MY APRIL TEST CORPORATION

Pay transparency report

This is our first report.

Employer details

Employer:	MY APRIL TEST CORPORATION
Address:	200 - 940 BLANSHARD ST, victoria, BC
Reporting Year:	2024
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	62 - Health care and social assistance
Number of Employees:	1000 or more

Hourly pay

Mean hourly pay gap¹



In this organization women's average hourly wages are 15% less than men's and non-binary people's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 85 cents and non-binary people earn 80 cents in average hourly wages.

Median hourly pay gap²



In this organization women's median hourly wages are 16% less than men's and non-binary people's median hourly wages are 19% less than men's. For every dollar men earn in median hourly wages, women earn 84 cents and non-binary people earn 81 cents in median hourly wages.

Questions?



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Thank you

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Pay Transparency Unit

PayTransparency@gov.bc.ca

<https://www2.gov.bc.ca/gov/content/gender-equity/pay-transparency-in-bc>



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Kootenay Family Place

In appreciation of our speakers today and with thanks for your contribution, UBCM has made a donation to the Kootenay Family Place. Kootenay Family Place is passionate about serving the needs of children, youth and families throughout the West Kootenay Boundary region through its services of early intervention, childcare, and providing a safe gathering place.