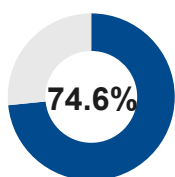
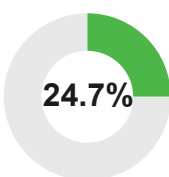


| Employer Details     |  |
|----------------------|--|
| Employer:            | BC Transit                                 |
| Address:             | 520 Gorge Road East, Victoria, BC, V8W 9T5 |
| Reporting Year:      | Fiscal: April 1, 2024 – March 31, 2025     |
| NAICS Code:          | 48-49 – Transportation and warehousing     |
| Number of Employees: | 1000 or more                               |

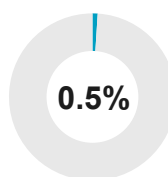
## Percentage of Employees in Each Gender Category



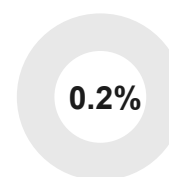
Men



Women



Non-binary People



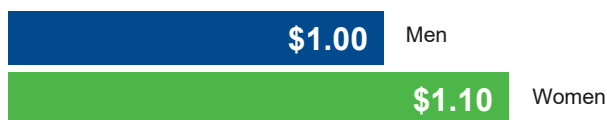
Prefer not to say/Unknown

\*Non-binary People and Prefer not to say/Unknown do not meet the data requirements therefore all information is suppressed.



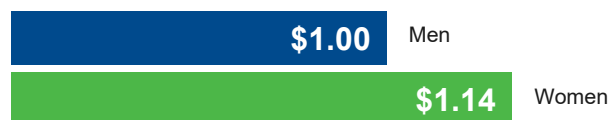
## Hourly Pay

### Mean Hourly Pay Gap<sup>1</sup>



At BC Transit, women's average hourly wages are 10% more than men's. For every dollar men earn in average hourly wages, women earn \$1.10 in average hourly wages.\*

### Median Hourly Pay Gap<sup>2</sup>



At BC Transit, women's median hourly wages are 14% more than men's. For every dollar men earn in median hourly wages, women earn \$1.14 in median hourly wages.\*

### Explanatory Notes

1. "Mean hourly pay gap" refers to the difference 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.



## Overtime Pay

### Mean Overtime Pay Gap<sup>3</sup>



At BC Transit, women's mean (average) overtime pay is 49% less than men. For every dollar a man earns on average, women earn 51 cents on average.\*

### Median Overtime Pay Gap<sup>4</sup>



At BC Transit, women's median overtime pay is 51% less than men. For every dollar a man earns, women earn 49 cents in median overtime pay.\*

### Mean Overtime Paid Hours<sup>5</sup>

Difference as compared to reference group (Men)



At BC Transit, the average number of overtime hours worked by women was 45 less than by men.\*

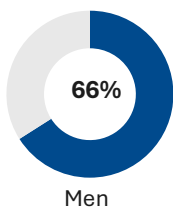
### Median Overtime Paid Hours<sup>6</sup>

Difference as compared to reference group (Men)

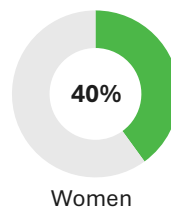


At BC Transit, the median number of overtime hours worked by women was 32 less than by men.\*

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



66% of male employees are receiving overtime pay.



40% of women employees are 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.



## Bonus Pay – is not applicable at BC Transit



## Percentage of Each Gender in Each Pay Quarter<sup>7</sup>

### Upper Pay Quartile†



### Upper Middle Pay Quartile†



### Lowest Pay Quartile†



### Lower Middle Pay Quartile†



At BC Transit women occupy 32% of the highest paid jobs and 17% of the lowest paid jobs.

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

### Explanatory Notes

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

\*In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.