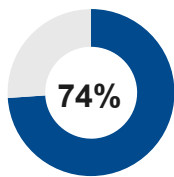
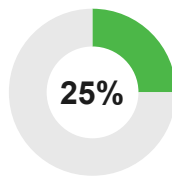


Employer Details	
<b>Employer:</b>	BC Transit
<b>Address:</b>	520 Gorge Road East, Victoria, BC, V8W 9T5
<b>Time Period:</b>	Fiscal: April 1, 2022 – March 31, 2023
<b>NAICS Code</b>	Code 48-49, Sector Transportation 485
<b>Number of Employees</b>	1,402

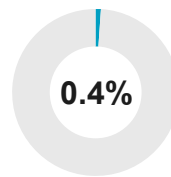
### Percentage of Employees in Each Gender Category



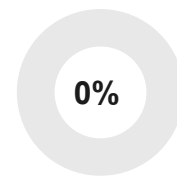
Men



Women



Non-binary People\*



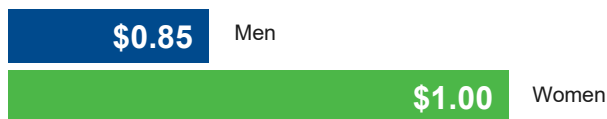
Prefer not to say/Unknown\*

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



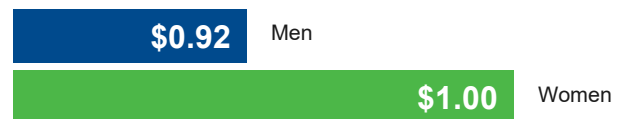
## Hourly Pay

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



At BC Transit, men's mean (average) hourly wages are 15.36% less than women. For every dollar a woman earns on average, men earn 85 cents on average.

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



At BC Transit, men's median hourly wages are 8.37% less than women. For every dollar a woman earns, men earn 92 cents in median hourly pay.

Figures 1 and 2 above show that within BC Transit, women are paid higher than men. Further analysis shows this is largely due to the entry level Transit Operator wage rate and the high volume of resignations received within the first six months for this position.



## Overtime Pay

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



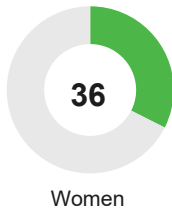
At BC Transit, women's mean (average) overtime pay is 35% less than men. For every dollar a man earns on average, women earn 65 cents on average.

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



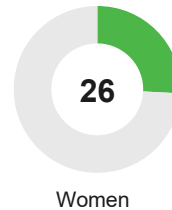
At BC Transit, women's median overtime pay is 43% less than men. For every dollar a man earns, women earn 57 cents in median overtime pay.

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



At BC Transit, women worked 36 fewer paid overtime hours than men on average.

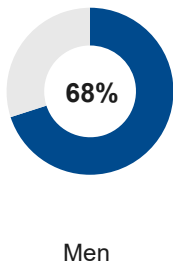
### Median Overtime Paid Hours<sup>6</sup>



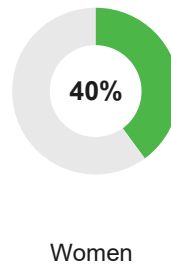
At BC Transit, women worked 26 fewer paid overtime hours than men on average.

Figures 3-6 above show that within BC Transit, men earn more overtime pay and hours than women, this is due to men occupying 63% of overtime eligible positions whereas women occupy 17% of the eligible positions. At BC Transit, overtime eligible positions are within the three Unions which make up 80% of the employee workforce.

### Percentage of Employees in Each Gender Category Receiving Overtime Pay



Of the men in eligible overtime positions, 740 employees are receiving overtime pay.



Of the women in eligible overtime positions, 155 employees are receiving overtime pay.



## Bonus Pay – is not applicable at BC Transit



## Percentage of Each Gender in Each Pay Quarter

### Lowest Hourly Pay Quartile (Lowest Paid)



### Second Lowest Hourly Pay Quartile



### Second Highest Hourly Pay Quartile



### Highest Hourly Pay Quartile (Highest Paid)



At BC Transit, men occupy 79% of the lowest hourly paid positions, this is largely due to the high percentage of men (87%) in the Transit Operator role and the entry level wage rate.

Men also hold 65% of the highest paid positions, with men occupying 69% of our extended senior leadership team (eSLT) and 56% of our exempt roles.