



Pay Transparency Report

BC Housing provides 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 assists us as we continue to put strategies in place to address, reduce and remove systemic barriers to pay equity.

Employer Details

Employer:	British Columbia Housing Management Commission
Address:	1701 - 4555 Kingsway, Burnaby, BC V5H 4V8
Time Period:	October 1, 2024 - September 30, 2025
NAICS Code:	91 – Public Administration
Number of Employees:	1000 or more



Hourly Pay

Mean hourly pay gap¹

\$1.00	Men
\$0.99	Women
\$0.80	Non-binary
\$0.86	Prefer not to say/ Unknown

In this organization women's average hourly wages are 1% 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 99 cents and non-binary people earn 80 cents in average hourly wages.*

Median hourly pay gap²

\$1.00	Men
\$0.96	Women
\$0.78	Non-binary
\$0.80	Prefer not to say/ Unknown

In this organization women's median hourly wages are 4% less than men's and non-binary people's median hourly wages are 22% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents and non-binary people earn 78 cents in median hourly wages.*

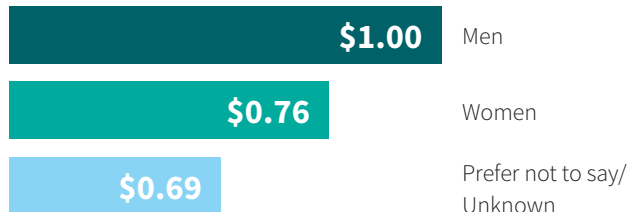
Explanatory Notes

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



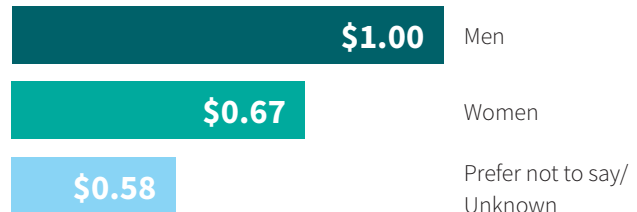
Overtime Pay

Mean overtime pay³



In this organization women's average overtime pay is 24% less than men's. For every dollar men earn in average overtime pay, women earn 76 cents in average overtime pay.*

Median overtime pay⁴



In this organization women's median overtime pay is 33% less than men's. For every dollar men earn in median overtime pay, women earn 67 cents in median overtime pay.*

Mean overtime paid hours⁵

Difference as compared to reference group (Men)



In this organization the average number of overtime hours worked by women was 44 less than by men.*

Median overtime paid hours⁶

Difference as compared to reference group (Men)



In this organization the median number of overtime hours worked by women was 8 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.



Bonus Pay

Mean bonus pay⁷

BC Housing does issue bonus or variable incentive pay⁹ to any employees.

Median bonus pay⁸

BC Housing does not issue bonus or variable incentive pay⁹ to employees.



Percentage of each gender in each pay quartile ¹⁰

Upper hourly pay quartile (highest paid) †

Men (39%)	Women (41%)	(21%)
		Prefer not to say/ Unknown

Upper middle hourly pay quartile †

Men (28%)	Women (47%)	Prefer not to say/ Unknown (25%)
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Lower middle hourly pay quartile †

Men (23%)	Women (47%)	Prefer not to say/ Unknown (30%)
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Lowest hourly pay quartile (lowest paid) †

Men (28%)	Women (27%)	Prefer not to say/ Unknown (45%)
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In this organization, women occupy 41% of the highest paid jobs and 27% of the lowest paid jobs.

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

Data constraints

*In accordance with the Act and reporting rules designed to protect the anonymity and privacy of respondents, we are unable to report data on those who self-identify as non-binary, gender fluid, two spirit and another gender due to number of respondents. This data has not been combined with Prefer not to say/Opt out/Unknown.

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. BC Housing does not issue bonus pay.
10. “Pay quartile” refers to the percentage of each gender within four equal sized groups based on their hourly pay.