

Pay Transparency Report

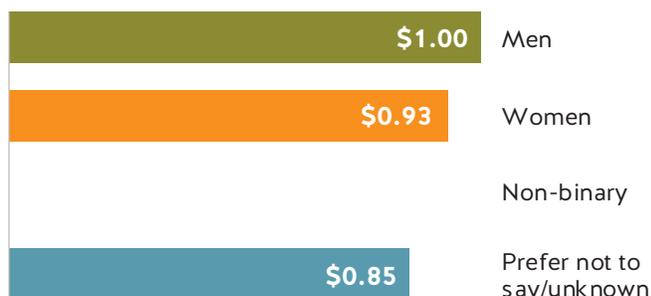
Employer details

Employer:	WorkSafeBC
Address:	6951 Westminster Highway, Richmond, BC V7C 1C6
Time Period:	January 1, 2022–December 31, 2022
NAICS Code:	91 – Public Administration
Number of Employees:	1000+



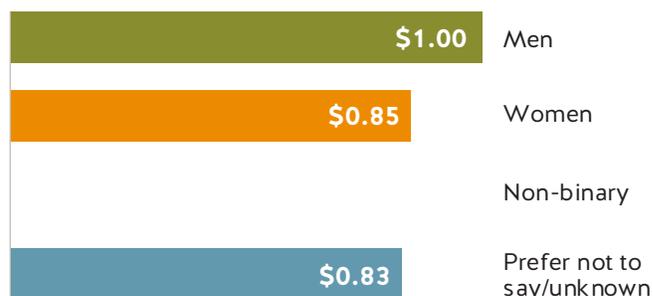
Hourly pay

Mean hourly pay gap



At WorkSafeBC, women's mean (average) hourly wages are 7% less than men. For every dollar a man earns on average, a woman earns 93 cents.

Median hourly pay gap



At WorkSafeBC, women's median hourly wages are 15% less than men. For every dollar a man earns, a woman earns 85 cents.

Mean hourly pay gap and median hourly pay gap explanatory notes

- Data includes all employees who worked any paid hours in 2022.
- Insufficient data available to provide the pay gap for non-binary people.
- Prefer not to say/unknown gender category includes employees who no longer work for WorkSafeBC as they could not consent to their gender being used in this report, and employees who requested to opt out of having their gender included in the data set.



Overtime pay

Mean overtime pay



At WorkSafeBC, women’s mean overtime pay is 8% less than men. For every dollar a man earns, a woman earns 92 cents.

Median overtime pay



At WorkSafeBC, women’s median overtime pay is 1% less than men. For every dollar a man earns, a woman earns 99 cents.

Mean overtime pay and median overtime pay explanatory notes

- Data includes all employees who worked any paid overtime hours in 2022.
- Insufficient data available to provide overtime pay gap for non-binary people.
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Mean overtime paid hours

Difference as compared to reference group (men)

Gender	Difference in hours
Women	-2.96
Non-binary	insufficient data available
Unknown/prefer not to say	16.89

At WorkSafeBC, women’s mean overtime hours is 2.96 hours more than men.

Median overtime paid hours

Difference as compared to reference group (men)

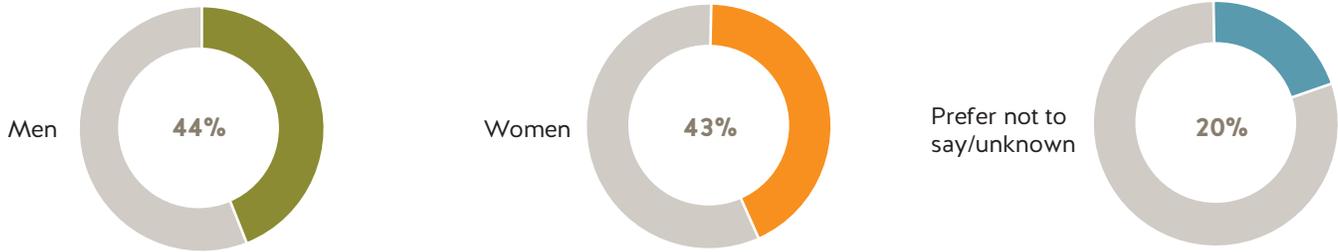
Gender	Difference in hours
Women	-2.75
Non-binary	insufficient data available
Unknown/prefer not to say	8.63

At WorkSafeBC, women’s median overtime hours is 2.75 hours more than men.

Mean overtime pay and median overtime pay explanatory notes

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- Insufficient data available to provide overtime pay gap for non-binary people.
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Percentage of employees in each gender category receiving overtime pay



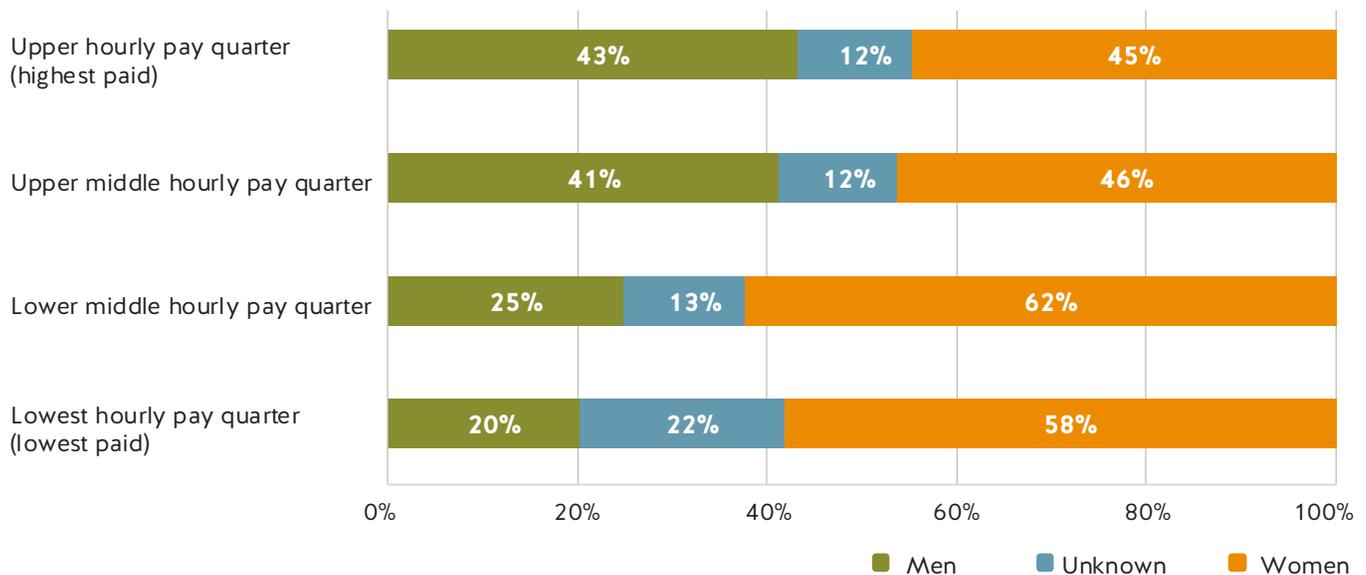
Percentage of employees in each gender category receiving overtime pay explanatory notes

- Data includes all employees who worked any paid overtime hours in 2022.
- Insufficient data available to provide gender percentage for non-binary people.
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Pay quarters

Percentage of each gender in each pay quarter



At WorkSafeBC, women occupy 45% of the highest paid jobs and 58% of the lowest paid jobs.

Percentage of each gender in each pay quarter explanatory notes

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- Insufficient data available to provide pay quarters for non-binary people.
- Prefer not to say/unknown gender category includes employees who no longer work for WorkSafeBC as they could not consent to their gender being used in this report, and employees who requested to opt out of having their gender included in the data set.