

BC Hydro Fiscal 2023/24 Pay Transparency Report

Employer Details

Employer:	BC Hydro
Address:	333 Dunsmuir, Vancouver, BC, V6B 5R3
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	22 - Utilities
Number of Employees:	1,000+

About BC Hydro's Workforce

BC Hydro generates, transmits, and distributes electricity to 95 per cent of the province of B.C., serving over five million people. Our workforce of approximately 7,900 employees spans a wide range of disciplines including a large number of highly technical and skilled trades roles to safely provide our customers with reliable, affordable, and clean electricity.

Over 2,500 women work at BC Hydro, and they are vital to our success. Men and women at BC Hydro are paid equally for doing the same jobs. However, women are underrepresented in higher-paying technical jobs, such as engineering and skilled trades, resulting in an overall average pay difference between men and women.

We've set a goal for our workforce to meet or exceed the representation in the available B.C. workforce by 2026 for women, Indigenous Peoples, visible minorities, and persons with disabilities. Please visit our [website](#) to learn more and see how we're doing.

What is BC Hydro doing to reduce the pay difference?

The gender pay difference at BC Hydro is due to underrepresentation of women in higher-paying technical and skilled trades jobs. This reflects the broader workforce available to hire from. For example, engineers are a significant portion of our workforce, but only 14% of engineers in B.C. are women limiting our ability to hire women into these higher-paying jobs. We're taking action to support and increase the number of women in technical and skilled trades jobs. Examples include:

- Working to increase the recruitment and representation of women in STEM and trades roles at BC Hydro through education, support, and mentorship.
- Gathering women in trades together for an in-person Connections Conference and actioning their recommendations to improve and increase representation.
- Promoting BC Hydro trades at schools with Women in Trades programs.
- Providing inclusive leadership training for all managers and crew leads.
- Creating connections so that each woman working in the trades at BC Hydro has a peer within the organization that they can speak to on any topic of concern.
- Supporting our Women's Network, an employee-run volunteer organization that supports professional development and career networking.
- Providing maternity and parental leave benefits.

Our average hourly pay difference improved compared to last year. In fiscal 2022/23 women earned 86 cents for every one dollar men earned. In fiscal 2023/24 women earned 88 cents for every one dollar men earned. This was in part due to conversion of a gainsharing program to an hourly pay increase for unionized MoveUP employees, the majority of whom are women.

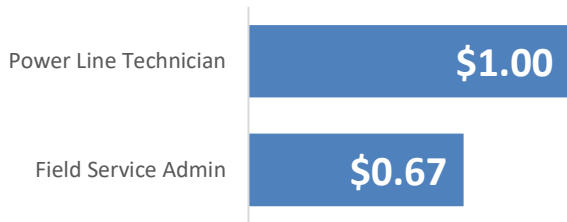


Hourly Pay

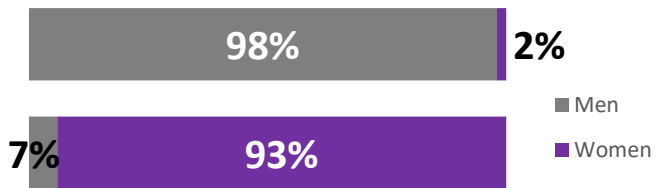
Why is there a pay difference?

Men and women are paid the same at BC Hydro for doing the same jobs. For example, men and women power line technicians are paid the same hourly wage rate in accordance with their union collective agreement. However, we have a wide range of jobs with different pay rates. Women are underrepresented in higher-paying technical and skilled trades jobs which results in an overall average hourly pay difference. To illustrate, the following graphs show the average hourly pay difference between two of our most common jobs (power line technicians and field service administrators) and the gender representation in each. For every one dollar of hourly pay a power line technician earns a field service administrator earns 67 cents, on average. Only two per cent of power line technicians are women, while 93 per cent of field service administrators are women.

Mean hourly pay difference

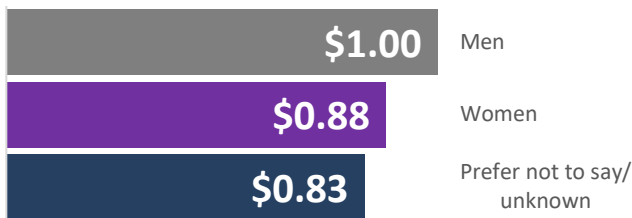


Gender representation

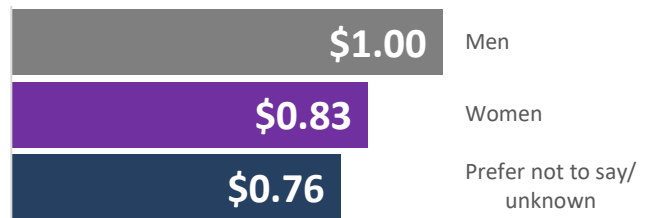


As a result of fewer women in the higher-paying technical and skilled trades jobs, such as power line technicians, and more women in lower-paying jobs, such as field service administrators, there is an overall average gender¹ pay difference.

Mean hourly pay² gap



Median hourly pay gap



Explanatory Notes

- BC Hydro collects employee gender info using the following four gender classifications:
 - Men
 - Women
 - Prefer not to say/unknown. A total of 32 employees (0.4% of total reported) are recorded in this gender classification.
 - Non-binary. Fewer than 10 employees reported their gender as non-binary and therefore that gender classification is not included in this report.
- Hourly pay includes salaries, wages, and premiums (e.g., shift premiums) earned for regular work hours.

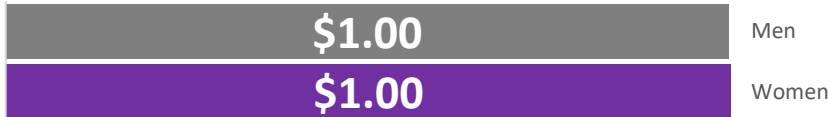


Hourly Pay

Are men and women paid equally for the same jobs?

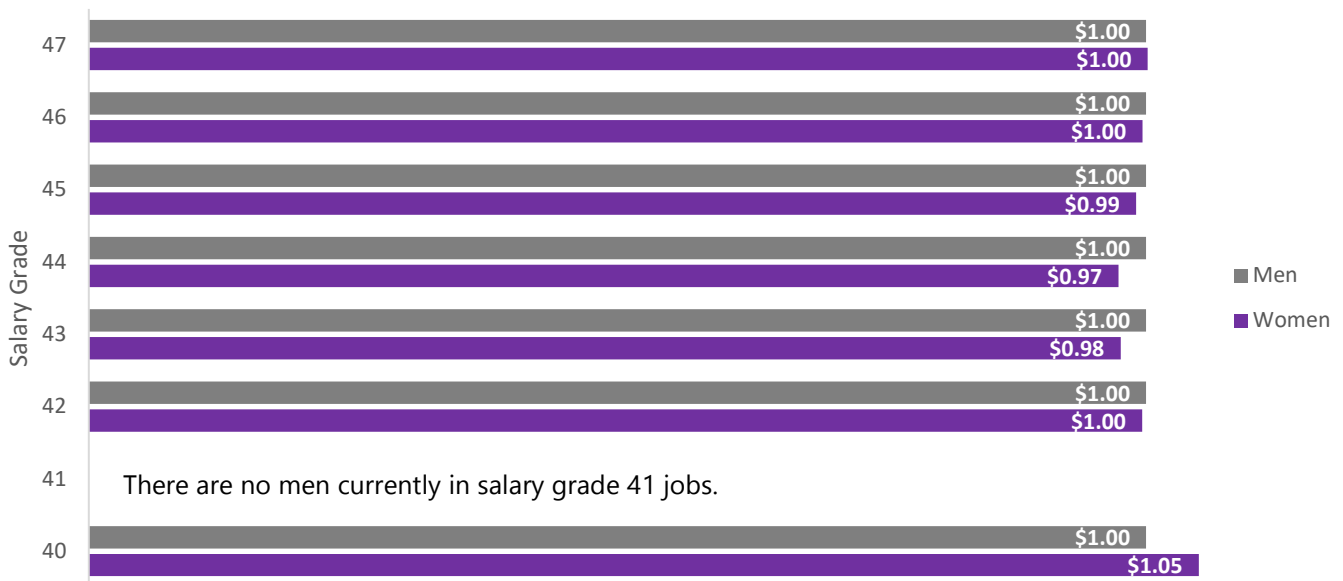
Yes, men and women at BC Hydro are paid equally for doing the same jobs. For example, there is no difference in average hourly pay between men and women senior engineers, which is another common job at BC Hydro.

Sr. Engineer mean hourly pay difference



Our union employees are paid the same rates in accordance with the wage rates and salary scales in their collective agreements. Salaries for non-unionized employees can vary based on factors like performance and time in role. However, there is little difference in average hourly pay between men and women at the different non-unionized salary grade levels, as shown in the graph below.

Average Hourly Pay Difference by Non-Unionized Salary Grade³



Explanatory Notes

3. BC Hydro uses an eight-level salary grade structure (grades 40-47) for non-unionized jobs. The following are typical jobs at each salary grade:
 40. Administrative Assistants
 41. Administrative Assistants to Executives
 42. Engineer 1
 43. Engineer 2
 44. Sr. Engineers, and Operations Field Managers
 45. Specialist Engineers, and Operations Area Managers
 46. Principal Engineers, and Operations Regional Managers
 47. Directors



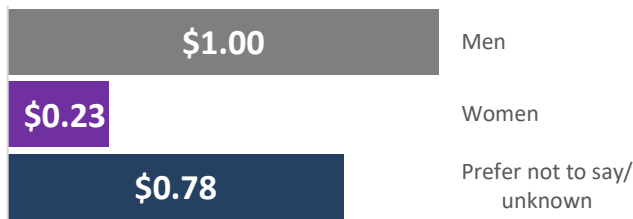
Overtime Pay

Who works overtime?

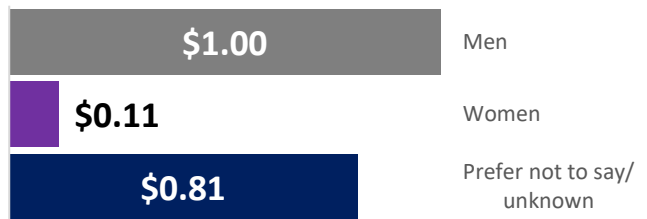
Overtime is primarily worked by unionized trades employees, such as power line technicians. These employees respond to outages and complete other necessary work outside regular hours to provide safe and reliable electricity to residents and businesses in B.C. 24 hours a day, seven days a week.

96% of unionized trades employees are men, and as a result men work significantly more overtime than women. Men and women are paid the same premium rates when working overtime in accordance with their collective agreements and the B.C. Employment Standards Act. Among those who worked overtime, women earned 23 cents in overtime pay for every one dollar earned by men on average. Men worked 312 overtime hours and women worked 78 overtime hours on average.

Mean overtime pay⁴



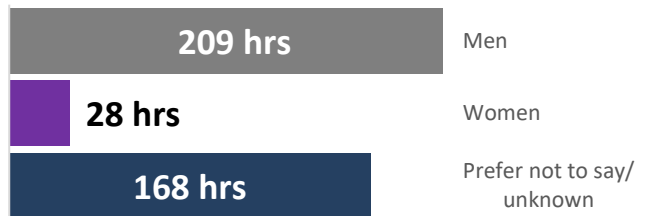
Median overtime pay



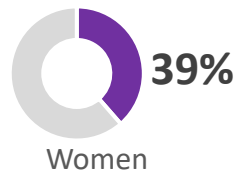
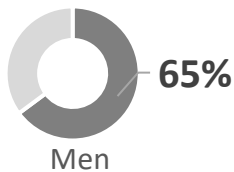
Mean overtime paid hours



Median overtime paid hours



Percentage of employees in each gender category receiving overtime pay



Explanatory Notes

- Overtime pay includes all overtime paid, or previously banked and paid out, in the fiscal year reporting period. Overtime that was banked and taken as time off or not paid out within the fiscal year reporting period is excluded.

Calculations only include employees that received overtime pay in the fiscal year reporting period. Employees who had no overtime pay are excluded from the mean and median calculations.



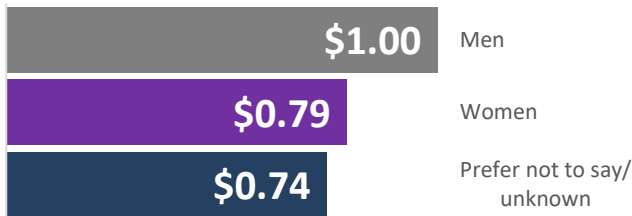
Bonus Pay

Who receives bonus pay?

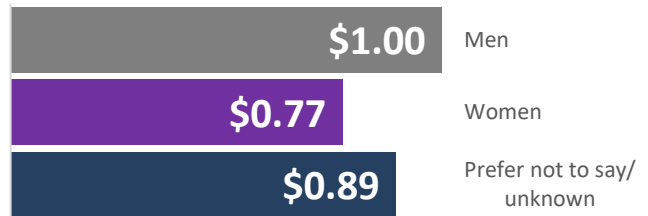
Bonus pay is not a significant element of BC Hydro's total rewards offer, accounting for approximately 1% of total payroll. Unionized trades employees participate in a modest gainsharing program and executives and senior managers receive incentive pay based on corporate and individual performance. Other managers and non-unionized employees at BC Hydro do not receive bonus pay. Among those who received bonus pay, women earned 79 cents in bonus pay for every one dollar earned by men on average. This is primarily due to women having lower hourly pay, as bonus pay is calculated as a percentage of hourly pay.

Starting in fiscal 2023/24, unionized MoveUP employees no longer receive gainsharing as negotiated in the last round of collective bargaining. However, their gainshare award for fiscal 2022/23 performance was not paid out until June 2023 (in fiscal 2023/24) and therefore that award is included in this fiscal 2023/24 pay transparency report.

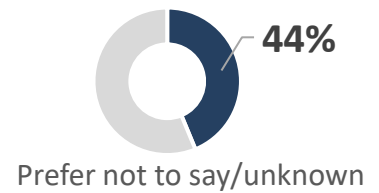
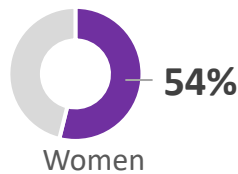
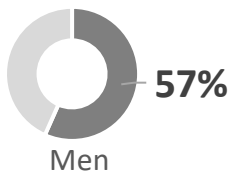
Mean bonus pay⁵



Median bonus pay



Percentage of employees in each gender category receiving bonus pay



Explanatory Notes

- Calculations only include employees that received bonus pay in the fiscal year reporting period. Employees who had no bonus pay are excluded from the mean and median calculations.



Percentage of each gender in each pay quartile

The following shows the percentage of women and men in each hourly pay quartile. There were 27% women and 73% men in the upper hourly pay quartile (top 25% of earners).

Upper hourly pay quarter (highest paid)



Upper middle hourly pay quarter



Lower middle hourly pay quarter



Lowest hourly pay quarter (lowest paid)

