

BC Hydro Fiscal 2024/25 Pay Transparency Report

Employer Details

Employer:	BC Hydro
Address:	333 Dunsmuir, Vancouver, BC, V6B 5R3
Time Period:	April 1, 2024 - March 31, 2025
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 8,100 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 renewable electricity.

Over 2,600 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.

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 18% 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:

- Investing in the next generation of women in science, technology, engineering, and math (STEM) by supporting a school program helping grade 5 and grade 8 girls to imagine the impact they can make in the world. These programs are targeted to support girls when they show interest in STEM (age 10/11 or grade 5), before they lose interest which can occur by grade 8.
- Offering programs to support the retention of women at BC Hydro. One example is The Humphrey Group's Taking the Stage® leadership program, facilitated by senior leaders across the company, supporting women to find their leadership style. Since 2015, over 900 women have successfully completed the course.
- As of last year, for women in trades roles, BC Hydro hosts an annual Connections Conference. The objective of bringing the women from across the province together is to provide a safe and dedicated environment to amplify the voice of women working in male dominated roles and teams.
- A Women's Network which has been active for more than 20 years and offers women ways to connect and learn together which helps to foster a sense of belonging and community.

Our average hourly pay difference has improved since our initial pay transparency in fiscal 2022/23. That year women earned 86 cents for every one dollar men earned. In fiscal 2024/25 women earned 89 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 in fiscal 2023/24, the majority of whom are women.

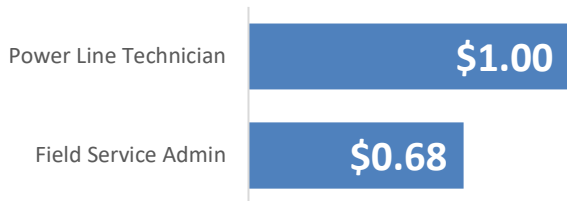


Hourly Pay

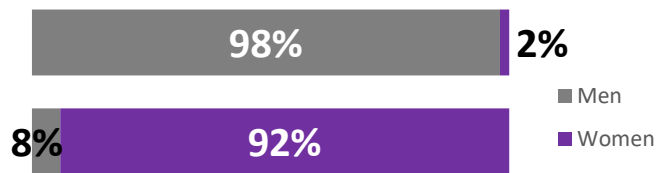
Why is there a pay difference?

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 in hourly pay a power line technician earns a field service administrator earns 68 cents, on average. Only two per cent of power line technicians are women, while 92 per cent of field service administrators are women.

Mean hourly pay difference

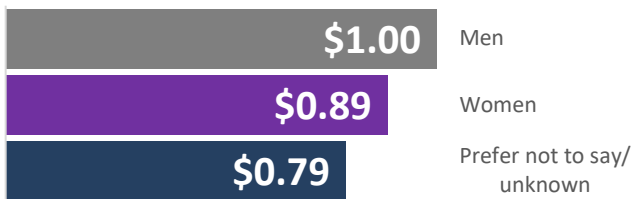


Gender representation

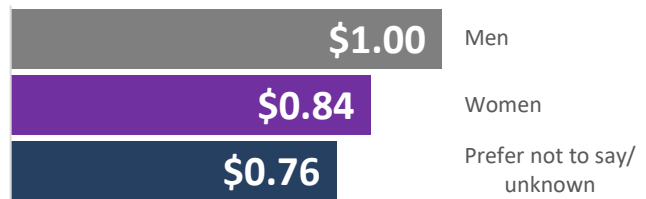


As a result of fewer women in the higher-paying technical and skilled trades jobs, such as power line technicians, and more women in lower-paying jobs, such as field service administrators, there is an overall average gender¹ pay difference.

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 48 employees (0.5% 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.

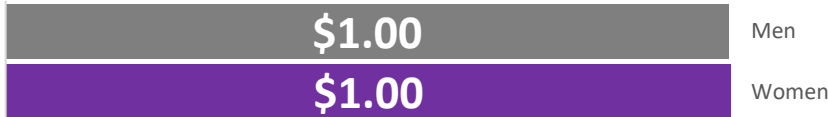


Hourly Pay

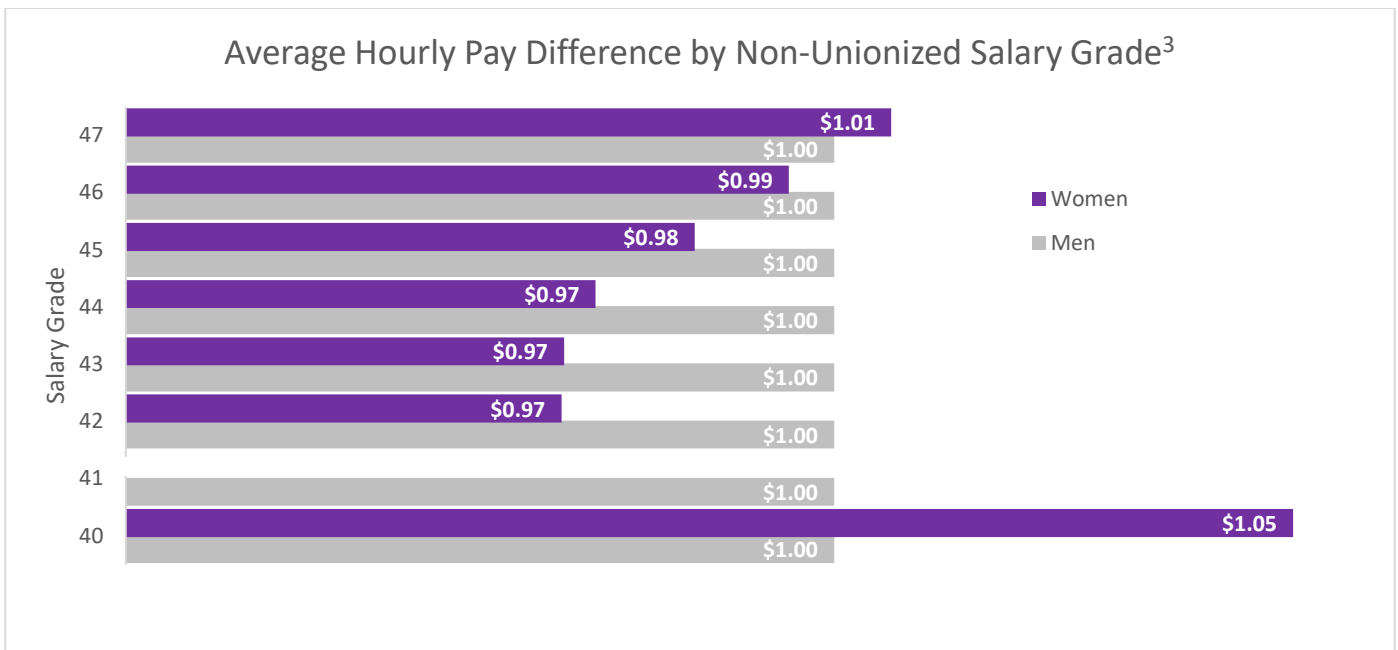
Are men and women paid equally for the same jobs?

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 pay 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, specific job, 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.



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. There are no men currently at this level.
 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



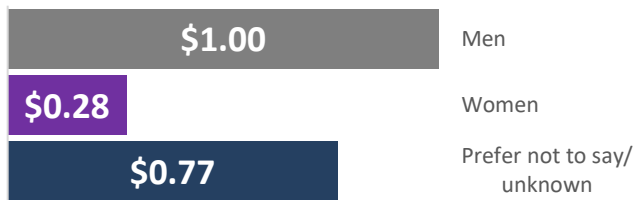
Overtime Pay

Who works overtime?

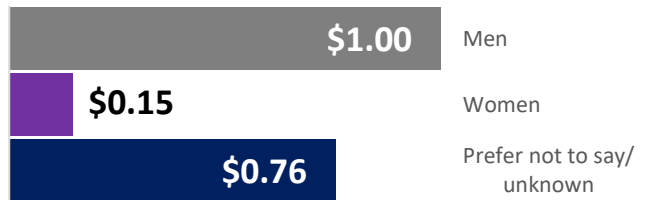
Overtime is primarily worked by unionized trades employees, such as power line technicians. These employees respond to outages and complete other necessary work outside regular hours to provide safe and reliable electricity to residents and businesses in B.C. 24 hours a day, seven days a week.

95% 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 28 cents in overtime pay for every one dollar earned by men on average. Men worked 314 overtime hours and women worked 96 overtime hours, on average.

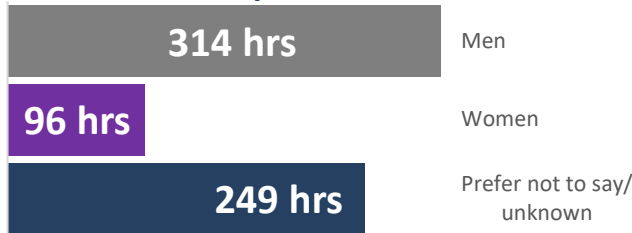
Mean overtime pay³



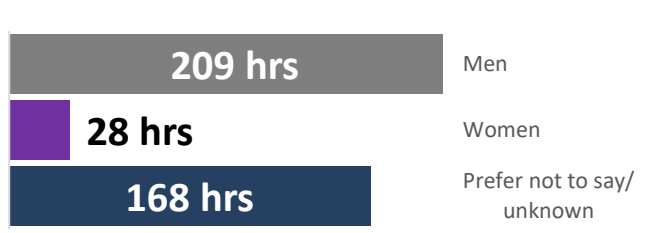
Median overtime pay



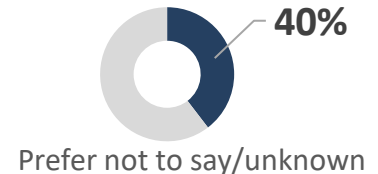
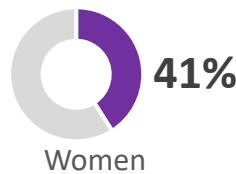
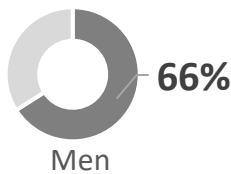
Mean overtime paid hours



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?

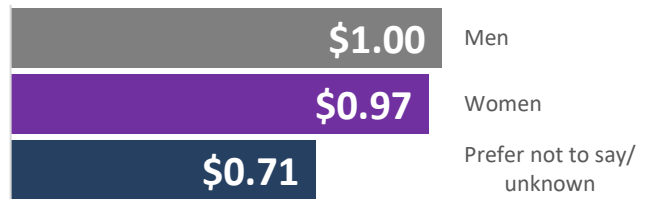
Bonus pay is not a significant element of BC Hydro's total rewards offer, accounting for approximately 1% of total payroll. Unionized trades employees, which are 95% men, receive modest gainshare awards. Executives and senior managers receive incentive pay based on corporate and individual performance. No other employees receives bonus pay.

As a result of more men receiving modest gainshare awards, women receive more bonus pay on average. Among those who received bonus pay, women earned one dollar and 76 cents in bonus pay for every one dollar earned by men on average.

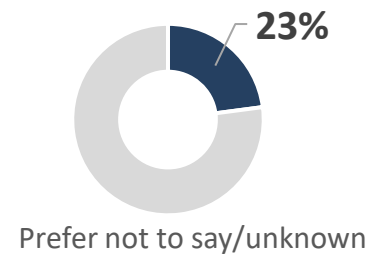
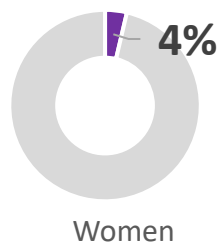
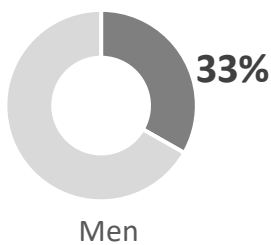
Mean Bonus Pay



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)

