

BC Securities Commission

Pay transparency report

Employer details

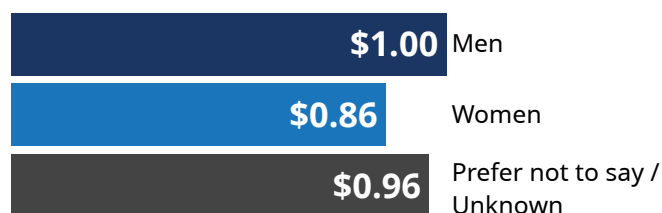
Employer:	BC Securities Commission
Address:	1200 - 701 West Georgia Street, Vancouver, BC V7Y 1L2
Reporting Year:	2026
Time Period:	January 1, 2025 - December 31, 2025
NAICS Code:	91 - Public administration
Number of Employees:	300-999

Note: 68% of staff did not consent to use their gender for this analysis.



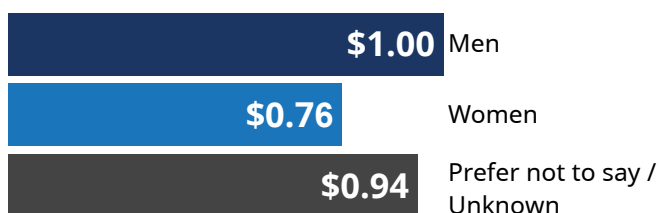
Hourly pay

Mean hourly pay gap



In this organization women's average hourly wages are 14% less than men's. For every dollar men earn in average hourly wages, women earn 86 cents in average hourly wages, and prefer not to say/unknown employees earn 96 cents.

Median hourly pay gap

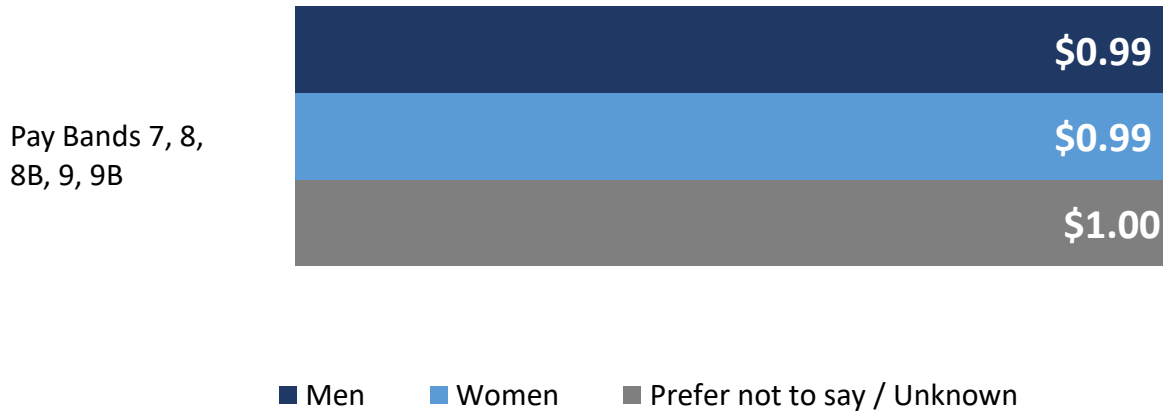


In this organization women's median hourly wages are 24% less than men's. For every dollar men earn in median hourly wages, women earn 76 cents in median hourly wages, and prefer not to say/unknown employees earn 94 cents.

Explanatory notes

1. Employees were asked to provide consent to use gender information for the purposes of pay transparency reporting. Gender information was only included where BCSC received employee consent.
2. The Prefer not to say/Unknown category includes employees who elected not to disclose their gender or did not respond to a request to disclose their gender.
3. The Non-binary category was suppressed in this report due to insufficient numbers to meet disclosure requirements which are intended to protect privacy. The number must be greater than 10, otherwise this category is suppressed.
4. "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.
5. "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.

Mean hourly pay gap by Pay Bands



The breakdown highlights that the organization's overall mean pay gap disclosed on page 1 of the mandatory report is influenced more by the distribution of employees across pay bands than by differences in pay for comparable work. When we disclose additional information through role-based groupings, it reinforces the importance of examining representation across the organizational structure to better understand the report. Across pay bands 7, 8, 8B, 9, and 9B, mean hourly pay rates are almost the same among employee groups, indicating that the organization-wide pay gap may be driven primarily by the distribution of employees across pay bands rather than pay inequities within those bands. Pay bands 1 – 6A, 7A, 8A, 9A, 9C, and 10 – 14 have been suppressed due to an insufficient sample size in one or both of the Men or Women groups.



Overtime pay

Mean overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Mean overtime paid hours

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median overtime paid hours

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving overtime pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Bonus pay is not applicable at BC Securities Commission

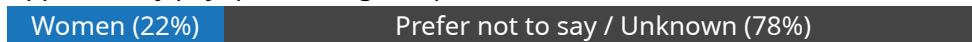
Explanatory notes

6. "Mean overtime pay" refers to overtime pay when averaged for each group.
7. "Median overtime pay" refers to the middle point of overtime pay for each group.
8. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
9. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

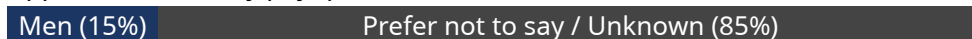


Percentage of each gender in each pay quartile

Upper hourly pay quartile (highest paid)



Upper middle hourly pay quartile



Lower middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 22% of the highest paid jobs and 36% of the lowest paid jobs.

Explanatory notes

10. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

11. There were insufficient men (<10) in the Top, Third, and Fourth quartiles to meet disclosure requirements, therefore the men category is suppressed, and the women category is expressed as a comparison to Prefer not to say/Unknown.

12. There were insufficient women (<10) in the Second quartile to meet disclosure requirements, therefore the women category is suppressed, and the men category is expressed as a comparison to Prefer not to say/Unknown.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements