

# British Columbia Lottery Corporation

## Pay transparency report

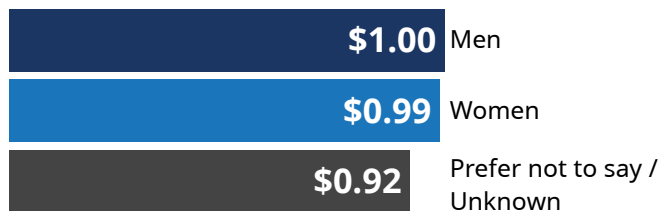
### Employer details

Employer:	British Columbia Lottery Corporation
Address:	74 West Seymour Street, Kamloops, BC
Reporting Year:	2024
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	71 - Arts, entertainment and recreation
Number of Employees:	1000 or more



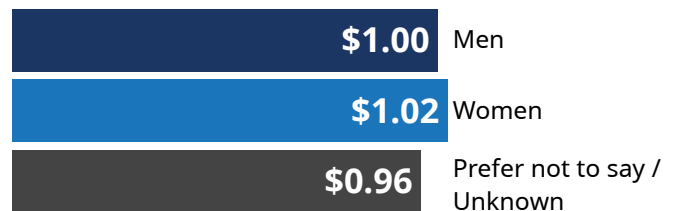
### Hourly pay

#### Mean hourly pay gap<sup>1</sup>



In this organization women's average hourly wages are 1% less than men's. For every dollar men earn in average hourly wages, women earn 99 cents in average hourly wages. \*

#### Median hourly pay gap<sup>2</sup>



In this organization women's median hourly wages are 2% more than men's. For every dollar men earn in median hourly wages, women earn \$1.02 in median hourly wages. \*

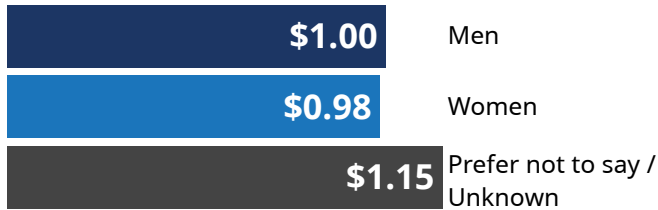
#### Explanatory notes

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 pay<sup>3</sup>



In this organization women's average overtime pay is 2% less than men's. For every dollar men earn in average overtime pay, women earn 98 cents in average overtime pay. \*

### Median overtime pay<sup>4</sup>



In this organization women's median overtime pay is 5% more than men's. For every dollar men earn in median overtime pay, women earn \$1.05 in median overtime pay. \*

### Mean overtime paid hours<sup>5</sup>

Difference as compared to reference group (Men)

Women	3
Prefer not to say / Unknown	7

In this organization the average number of overtime hours worked by women was 3 more than by men. \*

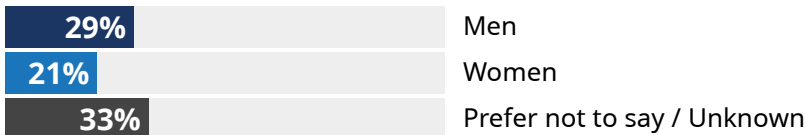
### Median overtime paid hours<sup>6</sup>

Difference as compared to reference group (Men)

Women	5
Prefer not to say / Unknown	10

In this organization the median number of overtime hours worked by women was 5 more than by men. \*

### Percentage of employees in each gender category receiving overtime pay



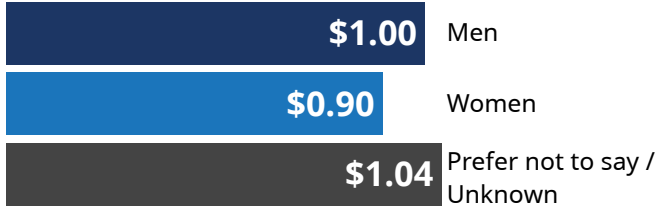
#### Explanatory notes

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



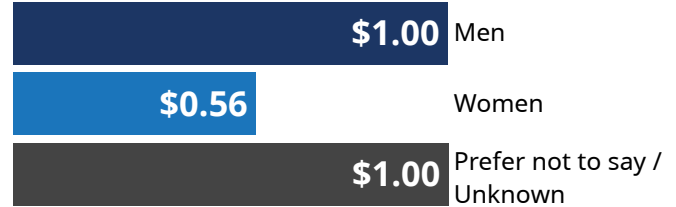
## Bonus pay

### Mean bonus pay<sup>7</sup>



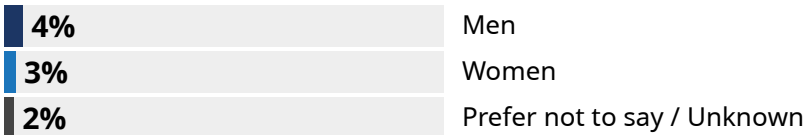
In this organization women's average bonus pay is 10% less than men's. For every dollar men earn in average bonus pay, women earn 90 cents in average bonus pay. \*

### Median bonus pay<sup>8</sup>



In this organization women's median bonus pay is 44% less than men's. For every dollar men earn in median bonus pay, women earn 56 cents in median bonus pay. \*

### Percentage of employees in each gender category receiving bonus pay



#### 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.

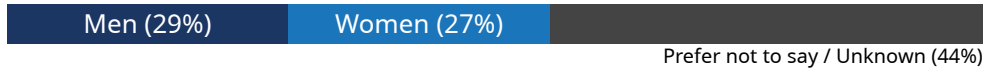


## Percentage of each gender in each pay quartile <sup>9</sup>

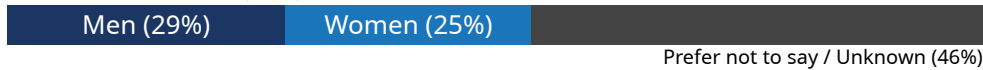
Upper hourly pay quartile (highest paid) †



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 28% of the highest paid jobs and 21% of the lowest paid jobs.

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

### Data constraints

1. Employees were asked to provide consent to use gender information for the purposes of pay transparency reporting. Gender information was only included where BCLC received employee consent. 2. Prefer not to say/Unknown category includes employees who elected not to disclose their gender, and those who did not respond to a request to disclose their gender. 3. Non-binary category was suppressed in this report due to insufficient numbers to meet disclosure requirements which are intended to protect privacy. Number must be greater than 10, otherwise this category is suppressed. 4. Overtime pay is defined as money paid to an employee for hours worked in excess of the employee's usual hours of work. The money is based on a rate of pay that is at least 1.5 times the usual rate of pay. 5. Overtime pay mean and medians are expressed as a comparison of total annual overtime paid for women and Prefer not to Answer/Unknown to total annual overtime paid to men. 6. Bonus Pay is comprised of Referral Bonuses only (amounts paid to an employee for successfully referring a person who is hired to BCLC). This is the only type of bonus pay offered by BCLC. BCLC does not offer performance bonuses. The variation in bonus pay between men and women depends on how many referrals were done during the reporting period between the genders. This can vary from year to year. The referral bonus amount is the same regardless of gender.

### Explanatory notes

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

\* 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.