



## Annual Report for the British Columbia Ministry of Finance, 2024

### Introduction

#### Pay Transparency Statement

The Canadian Red Cross (CRC) is committed to pay equity and transparency. Under the BC Pay Transparency Act, the Canadian Red Cross Society reports on differences between hourly wages, overtime, and bonus payments between men, women, and non-binary people. This report for 2024 is the first report submitted by the CRC.

#### Employer Information

Company Name: Canadian Red Cross Society

Reporting Period: January 1, 2024 – December 31, 2024

Number of employees in British Columbia as of January 1, 2025: 459

#### Gender Identity Information

CRC used existing employee data for the purposes of this report. Throughout this report, information on non-binary employees has been suppressed due to the small sample size.

Gender identity information is collected on a voluntary basis through employee surveys, and CRC is actively working to increase self-identification data to improve workforce insights and experience, including in reports such as this.

#### Workforce Information

Twenty-two per cent of employees in BC are part of CRC's casual workforce that are included in this analysis. This workforce is ready to help when needed and may have only worked a very limited number of hours or potentially not at all during the reporting period.

### Hourly Pay

#### Mean hourly pay gap

*Mean hourly pay gap* refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include overtime or bonuses.

Women's average hourly wages are one per cent higher than men's. For every one dollar a man earns on average (mean), women earn \$1.01, and employees of unknown gender earn \$0.84. Non-binary hourly wages are suppressed due to the small sample size.

## Median Hourly Pay Gap

*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 overtime and bonuses.

Women's median hourly wages are two per cent higher than men's. For every one dollar a man earns in median hourly wages, women earn \$1.02 and employees of unknown gender earn \$0.89. Non-binary hourly wages are suppressed due to the small sample size.

## Overtime Pay

The data shared in this section refers to the total amount of overtime paid to an employee and not to hourly pay for each hour of overtime. It's also important to note that not all jobs are eligible for overtime pay. This analysis includes only those employees who received overtime.

### Receiving Overtime Pay

For this reporting period 40.5 per cent of men, 33 per cent of women, and 32 per cent of employees of unknown gender received overtime pay.

### Mean Overtime Paid Hours

*Mean overtime paid hours* refers to the average number of hours of overtime worked for each gender group.

Compared to men, women worked on average 34 fewer overtime hours, and those of unknown gender worked on average 26 fewer overtime hours.

### Median Overtime Paid Hours

*Median overtime paid hours* refers to the middle point of the number of overtime hours for each group.

The median number of overtime hours worked by men and women was approximately equal with women working 0.9 hours more than men, and those of unknown gender working three hours less than men.

### Mean Overtime Pay

*Mean overtime pay* refers to overtime pay when averaged for each group.

Women's average overtime pay is 34 per cent lower than men's. For every one-dollar men earn in average overtime pay, women earn 66 cents. Those of unknown gender's average overtime pay is 42 per cent lower than men's. For every one dollar men earn in average overtime pay, those of unknown gender earn \$0.58.

### Median Overtime Pay

*Median overtime pay* refers to the middle point of overtime pay for each group.

Women's median overtime pay is 22 per cent less than men's. For every one dollar men earn in median overtime pay, women earn 78 cents. Those of unknown gender's median overtime pay is 46 per cent lower than men's. For every one dollar men earn in median overtime pay, those of unknown gender earn \$0.54.

## **Bonus Pay**

At the CRC bonus pay is very rare. For the purposes of this report, this category also includes on-call pay, a stipend CRC offers employees who are required to be available outside of regular work hours. All bonus amounts included within this reporting period are in relation to on-call.

### **Mean Bonus Pay (including on-call pay)**

*Mean bonus pay* refers to bonus pay (including on-call pay) when averaged for each group.

Women's average bonus pay is 36 per cent lower than men's and those of unknown gender is 13 per cent lower. For every one-dollar men earn in average bonus pay, women earn \$0.64 and those of unknown gender earn \$0.87 in average bonus pay.

### **Median Bonus Pay (including on-call pay)**

*Median bonus pay* refers to the middle point of bonus pay (including on-call pay) for each group.

Women's median bonus pay is 56 per cent lower than men's, and those of unknown gender is 51 per cent lower. For every one-dollar men earn in median bonus pay, women earn \$0.44 and those of unknown gender earn \$0.49 in average bonus pay.

## **Percentage of Each Gender in Each Quartile**

At the CRC, men occupy 23.85 per cent of the highest paid jobs and 16.36 per cent of the lowest paid jobs. Women occupy 47.71 per cent of the highest paid jobs and 20.91 per cent of the lowest paid jobs. Those of unknown gender occupy 28.44 per cent of the highest paid jobs and 62.73 per cent of the lowest paid jobs.

## **Conclusion**

The CRC is committed to advancing pay equity. Recent HR programs have advanced equity and pay transparency for all employees at the Canadian Red Cross, giving them more insight into how pay is determined and options to grow their careers.

In summary, while the Canadian Red Cross has made notable progress in promoting pay equity and transparency, ongoing efforts remain essential. The organization's commitment to diversity, inclusion, and belonging—supported by active Diversity Resource Groups—sets a strong foundation for future advancements. By continuing to evaluate and improve its HR programs, the CRC will help to ensure that all employees have equitable opportunities for growth and recognition.