

LEGISLATIVE BRIEFING

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Pay Transparency Tool & Progress to Date

Further to the Legislative Briefing titled [Pay Transparency Regulation](#) published on October 31, 2023, the BC Government recently [announced](#) the introduction of a [Pay Transparency Reporting Tool](#) (Tool). This Tool enables employers to easily create a pay transparency report (report) as required under the [Pay Transparency Act \(Act\)](#) and the [Pay Transparency Regulation \(Regulation\)](#).

Pay Transparency Tool

The Tool allows employers to upload unidentifiable data on employees' gender and pay, which will then generate an automated report.

To use the Tool employers must have a Business [BCeID account](#), which provides secure access to online government services. Once an employer has successfully logged into their BCeID account there are three steps they must complete to produce their report using the tool.

1. [Upload company data](#)

Employers must upload their data in comma-separated value (CSV) file format. The BC Government has prepared a guide, ["Guidance for Preparing Pay Transparency Reports"](#), to help ensure employers understand what must be included in their report and the format that it should be uploaded. Employers can also include general information about their organization and any constraints or limitations with their data in the uploaded file.

2. [Review and validate the data](#)

Once the data is uploaded employers must ensure they carefully review any error messages and confirm the information provided is accurate. If there are error messages, employers will have to correct them in the CSV file and resubmit it.

3. [Generate the report](#)

If there are no error messages, a draft report will be generated and displayed. Employers can review the draft report to ensure that the information is displayed correctly. The draft report will not be saved in the system. Once the report is finalized it will be available in the employer's profile for retrieval and distribution. A copy of the finalized report will be shared automatically with the BC Government.

Progress of Pay Transparency to Date

The requirement for pay transparency reporting under the Act was introduced in stages to give employers time to prepare. As of November 1, 2023, the BC Public Service Agency, and Crown corporations and public agencies with more than 1,000 employees posted their [reports](#). The BC Government has now published its first [Pay Transparency](#)

[Annual Report \(Report\)](#) which includes data from Statistics Canada and the pay transparency reports posted by employers last year. The Report notes that in 2023, women in BC earned 17% less than men, based on median hourly wages. For Indigenous, racialized and newcomer women, the gap is higher.

In addition to the reporting requirement, all employers in BC are now required to include salary or wage information on all publicly posted jobs. According to the BC Government announcement, Indeed, a job posting website, reported that the requirement has resulted in a significant increase in the amount of wage information that is available. On their Canada-wide website 49% of employers included pay details as of February 2024, but job postings in BC featuring pay details have now increased to 76%. The BC Government continues to work with employers to increase that further and support more employers to comply.

QUESTIONS?

If you have any comments or questions about this update, please e-mail RES360@metrovancover.org or call 604-451-6558.

SOURCES

B.C. introduces pay transparency reporting tool | BC Gov News - <https://news.gov.bc.ca/releases/2024FIN0028-000865>

Pay Transparency Reporting Tool - <https://paytransparency.fin.gov.bc.ca/login>

Bill 13 – 2023: Pay Transparency Act (gov.bc.ca) - <https://www.bclaws.gov.bc.ca/civix/document/id/bills/billsprevious/4th42nd:gov13-1>

Pay Transparency Regulations - Order in Council 576/2023 (gov.bc.ca) - https://www.bclaws.gov.bc.ca/civix/document/id/oic/oic_cur/0576_2023

BC Government BCeID - <https://www.bceid.ca/>

Guidance for Preparing Pay Transparency Reports Using the Tool (gov.bc.ca) - <https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/services-policies-for-government/gender-equity/guidance-for-pay-gap-reporting.pdf>

Guidance for preparing pay transparency reports - Province of British Columbia (gov.bc.ca) - <https://www2.gov.bc.ca/gov/content/gender-equity/preparing-pay-transparency-reports>

Pay Transparency Report – June 2024 (gov.bc.ca) - <https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/services-policies-for-government/gender-equity/annual-report-2024.pdf>