# BC Pay Transparency Report - 2026

## Employer details

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| **Employer:** | Association of Professional Engineers and Geoscientists of the Province of British Columbia |
| **Address:** | 200-4010 Regent Street, Burnaby, BC |
| **Reporting Year:** | 2026 |
| **Reporting Period:** | July 1, 2025 – June 30, 2026 |
| **NAICS Code:** | 81 - Other services (except public administration) |
| **Number of Employees:** | 50 to 299 employees |

## About Engineers and Geoscientists BC's workforce

The Association of Professional Engineers and Geoscientists of the Province of British Columbia, operating under the name Engineers and Geoscientists BC, regulates and governs the engineering and geoscience professions under the authority of the *Professional Governance Act*, and is a not-for-profit, mid-sized (< 200 employees) organization governed by a Board of elected registrants and government appointees.

We are responsible for protecting the public interest by setting and maintaining high academic, experience, and professional practice standards for over 43,000 individual registrants and over 4,000 firm registrants. Only individuals and firms licensed by Engineers and Geoscientists BC are permitted by law to undertake and assume responsibility for engineering and geoscience projects in British Columbia.

Working closely with our employees, registrants, government and statutory partners, and the public, we are committed to serving the public interest as an inclusive, progressive, and future-focused regulator.

# BC Pay Transparency Report - 2026

## About this report

In compliance with the *BC Pay Transparency Act*, Engineers and Geoscientists BC is required to complete and post a pay transparency report by November 1 of each year. The pay transparency report intends to provide details of the gender pay gap for employees in BC. Engineers and Geoscientists BC deployed a mandatory survey in June 2026, in which employees were asked to provide their gender identity (man, women, non-binary, or prefer not to say).

The report includes the required gender pay gap metrics for **Hourly pay**, **Overtime pay**, **Bonus pay**, and **Percentage of each gender in each pay quartile**, where these can be reported while meeting the following data constraints. Additional metrics are provided for each pay quartile, and for people leaders and non-people leaders, where privacy is preserved.

**Data constraints and disclaimers**

- In accordance with the Act and reporting rules designed to protect the anonymity and privacy of respondents, we are unable to report/display data when the number is less than ten (10). When this is applicable, data is suppressed.
- Only active employees were asked to provide their gender identity. The "unknown" category represents employees with earnings during the reporting period, but who were not employed during the survey window and therefore, unable to complete the survey to confirm gender. This includes employees on a leave of absence during the survey window and those who exited the organization prior to the survey window.
- Engineers and Geoscientists BC does not offer a bonus pay, as defined by the BC Government.
- Overtime is voluntary and available equitably to all positions eligible to collect overtime pay, with manager approval and when business operational demands necessitate.

## 2026 Engineers and Geoscientists BC report summary

Engineers and Geoscientists BC's hourly pay gender gap between Women and Men for 2026 was 8%, which is lower than the average pay gap in British Columbia of 14.5% (Reported by the Ministry of Finance: Pay Transparency Report, June 2026).

Different to some other BC organizations, at Engineers and Geoscientists BC during this reporting period, women occupy noticeably more of our highest-paying jobs (40%) compared to men (30%). But, consistent with many others, women are over-represented in our lowest-paying jobs (~65%). People Leaders who identify as women, are paid on average 5% more than men, whereas non-people leaders who identify as women, are paid 9% less than men.

While the gender pay gap in British Columbia is the product of a multitude of socio-economic variables, we as an employer have a critical responsibility to continue expanding efforts to create an inclusive, equitable, and diverse workplace, in which our employees can thrive.

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## Gender ratio

During the 2026 reporting period, the gender demographics across Engineers and Geoscientists BC include: 25.5% Men, 52.7% Women, and 21.8% Prefer not to say / Unknown (3.2% and 18.6% respectively). Per BC Government reporting, the 'Men' category is used as the reference group in this report.

## Hourly pay

### Mean Hourly Pay Gap[1]




At Engineers and Geoscientists BC, women's mean (average) hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages.

### Median Hourly Pay Gap[2]




At Engineers and Geoscientists BC, women's median hourly wages are 13% less than men's. For every dollar men earn in median hourly wages, women earn 87 cents 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 difference in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

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## Overtime pay

At Engineers and Geoscientists BC, employees who are eligible for overtime pay also have the option to bank all of part of their overtime hours worked, to be taken as paid time off, up to approved limits per organizational policy. Therefore, overtime hours earned may be paid or taken as time off in a different year than it was earned.

### Mean Overtime Pay[3]

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

### Median Overtime Pay[4]

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

### Mean Overtime Paid Hours[5]

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

### Median Overtime Paid Hours[6]

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

Engineers and Geoscientists BC does not offer regular bonus pay to employees, as defined by the BC Government.

### Mean Bonus Pay[7]

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

### Median Bonus Pay[8]

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

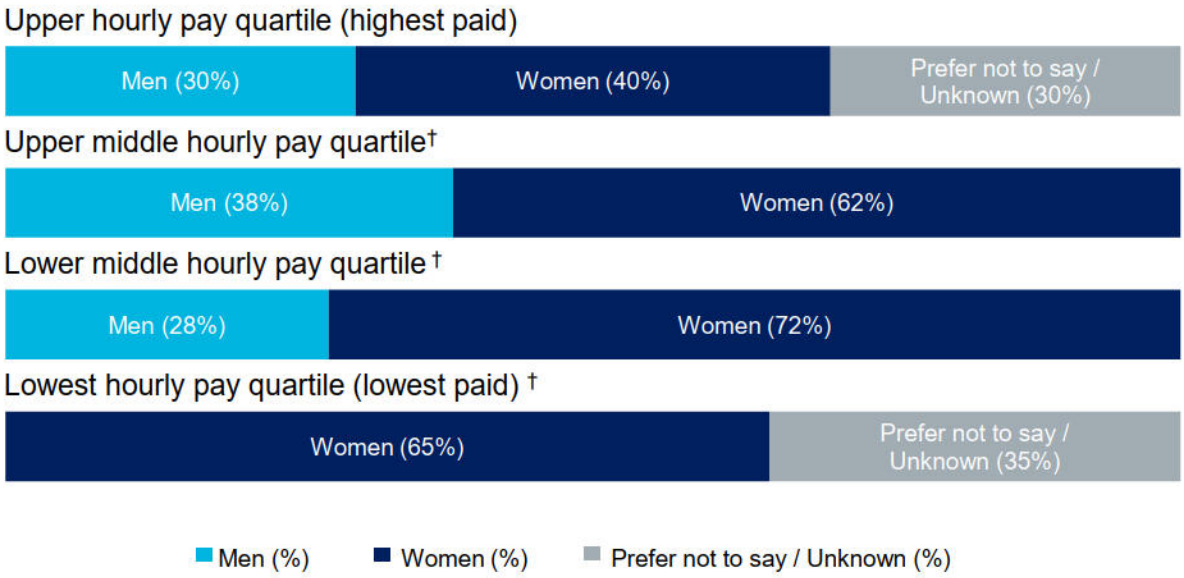
### Percentage of employees in each gender category receiving bonus pay

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

**Explanatory notes**

3. Mean overtime pay refers to overtime pay when averaged for each group.
4. Median overtime pay refers to the middle point of overtime pay for each group.
5. Mean overtime paid hours refers to the average number of hours of overtime worked for each group.
6. Median overtime paid hours refers to the middle point of number of overtime hours worked for each group.
7. Mean bonus pay refers 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[9]




At Engineers and Geoscientists BC, women occupy 40% of the highest paid jobs (upper quartile) compared to men occupying 30%. Women occupy approximately 65%† of the lowest paid jobs (lowest quartile).

**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, this pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees, to meet disclosure requirements.

# BC Pay Transparency Report - 2026

ENGINEERS & GEOSCIENTISTS BRITISH COLUMBIA

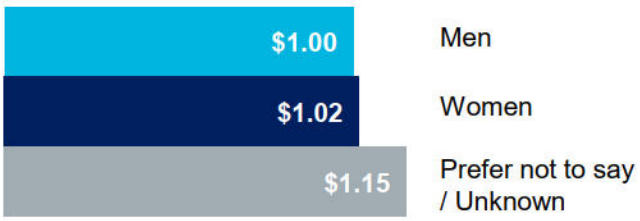
## Hourly pay for upper quartile

### Mean Hourly Pay Gap for Upper Quartile[10]




In this organization, for employees paid in the upper hourly pay quartile, women's average pay is 11% more than men's. For every dollar men earn in average pay, women earn $1.11 in average pay.

### Median Hourly Pay Gap for Upper Quartile[11]




In this organization, for employees paid in the upper hourly pay quartile, women's median pay is 2% more than men's. For every dollar men earn in median pay, women earn $1.02 in median pay.

## Hourly pay for upper middle quartile

### Mean Hourly Pay Gap for Upper Middle Quartile[10] †




In this organization, for employees paid in the upper middle hourly pay quartile, women's average pay is 1% more than men's. For every dollar men earn in average pay, women earn 1.01 in average pay.

### Median Hourly Pay Gap for Upper Middle Quartile [11] †




In this organization, for employees paid in the upper middle hourly pay quartile, women's median pay is 5% less than men's. For every dollar men earn in median pay, women earn $0.95 in median pay.

**Explanatory notes**

10. 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.

11. Median hourly pay gap refers to the difference in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

† In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, this pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees, to meet disclosure requirements.

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## Hourly pay for lower middle quartile

### Mean Hourly Pay Gap for Lower Middle Quartile[12] †




In this organization, for employees paid in the lower middle hourly pay quartile, women's average pay is 4% less than men's. For every dollar men earn in average pay, women earn $0.96 in average pay.

### Median Hourly Pay Gap for Lower Middle Quartile[13] †




In this organization, for employees paid in the lower middle hourly pay quartile, women's median pay is 5% less than men's. For every dollar men earn in median pay, women earn $0.95 in median pay.

## Hourly pay for lowest quartile

### Mean Hourly Pay Gap for Lowest Quartile[12]

This measure cannot be displayed because there is insufficient data in the Men category to meet disclosure requirements.

### Median Hourly Pay Gap for Lowest Quartile[13]

This measure cannot be displayed because there is insufficient data in the Men category to meet disclosure requirements.

**Explanatory notes**

12. 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.

13. Median hourly pay gap refers to the difference in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

† In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, this pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees, to meet disclosure requirements.

# BC Pay Transparency Report - 2026

ENGINEERS & GEOSCIENTISTS BRITISH COLUMBIA

## Hourly pay for people leaders[14]

### Mean Hourly Pay Gap for People Leaders[15]




In this organization, for employees who are people leaders, women's average pay is 5% more than men's. For every dollar people leaders who identify as men earn in average pay, women earn $1.05 in average pay.

### Median Hourly Pay Gap for People Leaders[16]




In this organization, for employees who are people leaders, women's median pay is 5% less than men's. For every dollar people leaders who identify as men earn in median pay, women earn $0.95 in median pay.

## Hourly pay for non-people leaders

### Mean Hourly Pay Gap for Non-People Leaders[15]




In this organization, for non-people leader employees, women's average pay is 9% less than men's. For every dollar non-people leaders who identify as men earn in average pay, women earn $0.91 in average pay.

### Median Hourly Pay Gap for Non-People Leaders[16]




In this organization, for non-people leader employees, women's median pay is 13% less than men's. For every dollar non-people leaders who identify as men earn in median pay, women earn $0.87 in median pay.

**Explanatory notes**

14. People Leader refers to management-level roles. That is, any individual whose role on the last day of the reporting period assumed responsibility for one or more formal direct report.
15. 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.
16. Median hourly pay gap refers to the difference in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.