

	Okanagan College
	1000 KLO Road, Kelowna, BC
	2024
	April 1, 2023 - March 31, 2024
	61 - Educational services
	1000 or more



Hourly

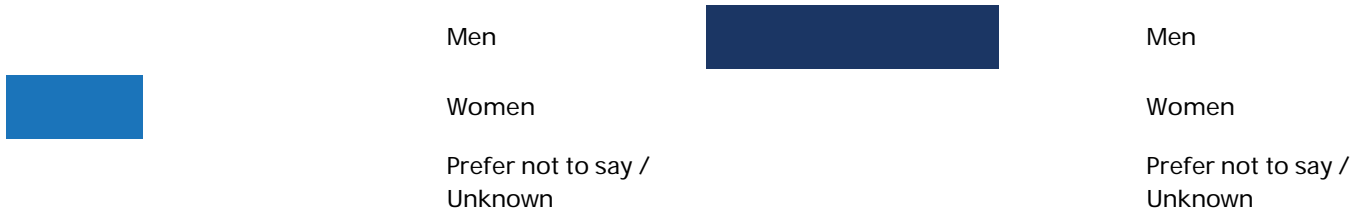


In this organization women's average hourly wages are 8% less than men's. For every dollar men earn in average hourly wages, women earn 92 cents in average hourly wages. *



In this organization women's median hourly wages are 19% less than men's. For every dollar men earn in median hourly wages, women earn 81 cents in median hourly wages. *

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.



In this organization women's average overtime pay is 69% less than men's. For every dollar men earn in average overtime pay, women earn 31 cents in average overtime pay. *

In this organization women's median overtime pay is 38% less than men's. For every dollar men earn in median overtime pay, women earn 62 cents in median overtime pay. *

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.

