

randstad canada pay transparency report 2025



randstad

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RANDSTAD INTERIM INC.

Pay Transparency Report

British Columbia

Employer details

Employer:	RANDSTAD INTERIM INC./RANDSTAD INTERIM INC.
Address:	777 BAY STREET, PO BOX 128, TORONTO, ON
Reporting Year:	2025
Time Period:	January 1, 2024 - December 31, 2024
NAICS Code:	56 - Administrative and support, waste management and remediation services
Number of Employees:	300-999

About Randstad

Randstad Canada is a leading provider of HR services, specializing in recruitment and staffing solutions. As the Canadian arm of the global HR services leader, Randstad, the company leverages a combination of a personal touch and advanced technology to connect talent with employers.

With a national network of offices across Canada, Randstad Canada offers a wide range of services, including temporary staffing, permanent recruitment, and various workforce solutions like managed service programs and recruitment process outsourcing. The company serves a diverse set of industries, with specializations in fields such as technology, engineering, finance and accounting, and administration.

Randstad's core values—to know, to serve, to trust, striving for perfection, and simultaneous promotion of all interests—guide its business practices. The company's vision is to be the world's most equitable and specialized talent company. As a partner for talent and through its four specializations - Operational, Professional, Digital and Enterprise - Randstad provides clients with the high-quality, diverse and agile workforces that they need to succeed in a talent scarce world. Randstad helps people secure meaningful roles, develop relevant skills and find purpose and belonging in their workplace. Through the value the company creates, Randstad Canada is committed to a better and more sustainable future for all.

Data used in this report

This report's payroll data encompasses both internal employees and temporary workers deployed to client sites within British Columbia. A significant portion of our British Columbia workforce, approximately 96%, consists of temporary workers, which creates a key dependency for this reporting period.

A primary data constraint stems from our previous HR information system's inability to capture gender self-identification for temporary workers. This technical limitation has made it difficult to obtain a comprehensive gender breakdown for this group. As a result, the data for temporary workers may show a disproportionately high number of "Unknown" categories and might not fully reflect the gender diversity within this population.

To overcome this limitation and enhance the accuracy of future reports, a confidential and voluntary gender self-identification process is being implemented as a mandatory component of our new temporary worker onboarding system. We anticipate that this will significantly improve the quality of our data in subsequent reporting periods, providing a more accurate representation of our workforce composition.



Hourly pay

This report's payroll data encompasses both internal employees and temporary workers deployed to client sites within British Columbia. A significant portion of our British Columbia workforce, approximately 96%, consists of temporary workers, which creates a key dependency for this reporting period.

Randstad Canada is continuously committed to closing pay gaps and ensuring fair treatment for all employees, but the company does not determine the base salaries offered by the clients.

Mean hourly pay gap¹

\$1.00	Men
\$0.90	Women
\$0.67	Prefer not to say / Unknown

In this organization women's average hourly wages are 10% less than men's. For every dollar men earn in average hourly wages, women earn 90 cents in average hourly wages. *

Median hourly pay gap²

\$1.00	Men
\$0.96	Women
\$0.58	Prefer not to say / Unknown

In this organization women's median hourly wages are 4% less than men's. For every dollar men earn in median hourly wages, women earn 96 cents in median hourly wages. *



Overtime pay

Mean overtime pay³

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

Median overtime pay⁴

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

Mean overtime paid hours⁵

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

Median overtime paid hours⁶

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.

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.
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.



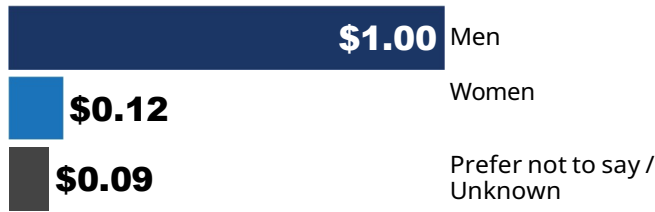
Bonus pay

This report's payroll data encompasses both internal employees and temporary workers deployed to client sites within British Columbia. A significant portion of our British Columbia workforce, approximately 96%, consists of temporary workers, which creates a key dependency for this reporting period.

Within our internal employee population of 56 people, which represents 4% of the total, we ensure equal support, training and bonus opportunities for men and women in identical roles and specialties. In British Columbia, over 50% of these internal employees are men.

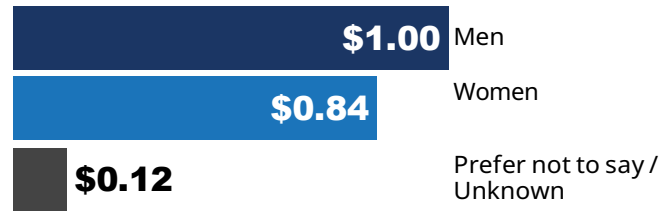
The bonuses reflected in this section include both commissions and bonuses. The factors that impact these incentives are based on an individual and/or collective performance.

Mean bonus pay ⁷



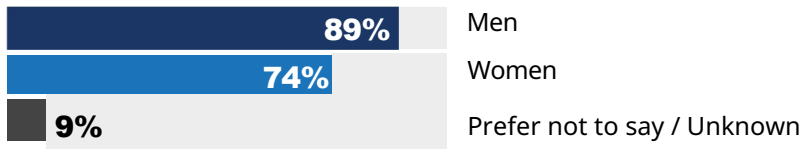
In this organization women's average bonus pay is 88% less than men's. For every dollar men earn in average bonus pay, women earn 12 cents in average bonus pay. *

Median bonus pay ⁸



In this organization women's median bonus pay is 16% less than men's. For every dollar men earn in median bonus pay, women earn 84 cents in median bonus pay. *

Percentage of employees in each gender category receiving bonus pay



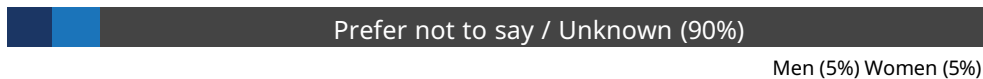
Explanatory notes

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.

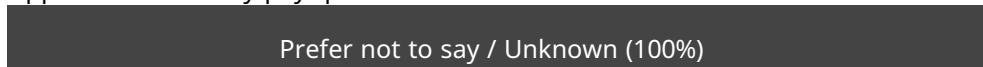


Percentage of each gender in each pay quartile ⁹

Upper hourly pay quartile (highest paid) †



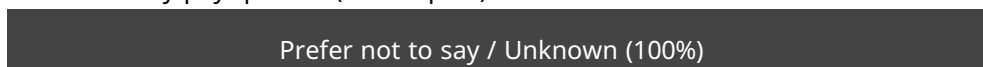
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid) †



■ Men
■ Women
■ Prefer not to say / Unknown

In this organization, women occupy 5% of the highest paid jobs.

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

Data constraints

Overtime pay data is unavailable for this period as the company did not offer overtime.

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.