

BC Association of Professional Archaeologists

2021 Wage Survey Summary Report



Acknowledgments

The BCAPA would like to thank all the survey respondents. The BCAPA would like to thank the Archaeological Society of British Columbia for their engagement and distribution of this survey. We recognize the shared interest in the results of this endeavour and appreciate their enthusiasm. We would also like to thank all those firms who transparently distributed the survey to their employees and who encouraged participation of their staff.

The BCAPA acknowledges that its executive and membership work, study, and live within the unceded and diverse territories of all Indigenous Nations that comprise the beautiful province that we reside in and all sovereign Indigenous nations that are thriving across the country. We thank these Nations for the opportunity to live and work within their lands and for the relationships we have developed and for those that we hope to create.

Disclaimer: The BCAPA executive would like to be clear that they were not specifically requested by any individual, agency, or firm to conduct this survey. Further, no BCAPA member has received (or will receive) financial compensation for their participation in the development, distribution, and reporting of this survey. The authors have not reported any conflict of interest in the presentation of this report.

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1 Introduction

This report summarizes the results of the British Columbia Association of Professional Archaeologists (BCAPA) Wage Survey.

Presented data were collected between July and September 2021 and are applicable to all archaeologists, technicians, regulatory agents, and First Nation's liaison officers within the province of British Columbia's (BC) heritage sector. The survey was inspired by perceptions of wage disparity between gender identities and the need to promote industry-wide wage transparency. The absence of baseline remuneration information within BC's heritage industry inhibits individuals' ability to request reasonable and fair compensation for their role, education, and experience. As professionals, we recognize the need to identify industry wage gaps. The long-term goal would be to provide transparency to promote equality rather than a system governed by gender identity and unfair power dynamics. It is important for the BCAPA to support the wellbeing of its members.

1.1 Description and Objectives

This project seeks to identify trends and potential disparity related to the remuneration of heritage professionals throughout BC. This survey summarizes respondent data collected from individuals from small (local) and large (national and multinational) consulting firms, Indigenous businesses and agencies, government employees, and academics at post-secondary institutions.

Collected data represent responses from a total of 212 individuals. The request for information was originally submitted via a survey to the BCAPA members mailing list and subsequently shared on the BCAPA Facebook page. The Archaeological Society of British Columbia (ASBC) further distributed the survey via its social media platforms.

The study had the following objectives:

- To identify general employment demographics within the provincial heritage sector;
- To explore potential gender-based wage inequity that may be present within the heritage sector;
- To determine the average remuneration of heritage professionals within the heritage sector;
- To explore general sentiments and the emotional well-being of professionals in the heritage sector;
- and,
- To evaluate trends within the industry that may account for the above

This survey will provide heritage professionals at all levels the baseline wage information needed to ensure fair compensation. This information will be updated through future surveys as the BCAPA tracks employment and wage trends. The BCAPA intends to communicate results to continue the conversation of gender-based inequity and general remuneration within BC's heritage sector. Ideally, the BCAPA will be able to use these results as minimum levels and milestones for job posting guidelines to foster competitive and fair opportunities for all.

2 Methods

The 2021 BCAPA Wage Survey was facilitated using a free, publicly available digital survey tool. The survey was distributed to the BCAPA membership via email, the BCAPA Facebook page, and through the ASBC, and open to all respondents. The survey was open for 42 days – approximately 1.5 months. Respondent information was entirely anonymous, and participation was voluntary. The following section details aspects of the survey methodology and is followed by a summary of results.

2.1 Survey Methodology

2.1.1 Terminology

Several generalizations were required to adequately and meaningfully capture the diversity of BCs heritage sector. Respondents were asked to voluntarily provide their gender identity and to specify their sector affiliation, professional role, years of experience, education, and wage. Explanation of these categories is provided below. Answers to questions were not mandatory. Generalized categories are non-exhaustive of the lived experience of individuals but are presented to maintain respondent anonymity.

Respondents were asked their **gender identity**. Additional quantifying keys were identifying as a cis-gender (cis-) male or female, or ‘Other.’ The general “Other” category represents all gender-fluid, non-binary, trans-male, trans-female, trans (non-binary), and any respondents who did not wish to share their gender identity. It is fully acknowledged that ‘Other’ is too vague to cover the diversity of LGBTQ2S+ professionals within the heritage sector. With this in mind, the term was chosen to maintain the anonymity of respondents given the tightly knit nature of the community.

Reported Sector Affiliations are defined as:

- **Academia:** includes any individual employed in a teaching or research capacity within a post-secondary institution.
- **Indigenous Community:** includes any individual employed directly by an Indigenous community (either a First Nation government, a First Nation economic firm, or a First Nation CRM firm).
- **Industry:** includes any individual employed by industrial agents who conduct heritage screening, auditing, management, and liaison activities throughout the province (e.g., BC Hydro, Fortis, and BC Timber Sales, etc.).
- **Regulatory Agency:** includes any individual employed as a heritage professional by provincial regulatory agencies (i.e., the Archaeology Branch, the Oil & Gas Commission, or Parks Canada Agency).
- **Municipality:** includes any individual employed as a heritage professional directly by a municipality within the Province of British Columbia.
- **Private CRM Firm:** includes any individual employed at a privately owned cultural resource management-specific firm that operates within BC and surrounding provinces and territories. Many of these firms only provide services related to the heritage sector.
- **Multi-Disciplinary CRM Firm:** includes any individual employed by a multi-national corporation that provides heritage resource management services in conjunction with additional consulting services

- **Independents:** includes any individual who self-declared as the sole proprietor or director of an of archaeological resource management firm or who operates as an independent contractor.

Professional Role: Respondents were asked to indicate their primary role. The BCAPA is aware that many individuals fill multiple categories; accordingly, the 'highest' professional role reported by an individual was used during analysis. The order of professional roles is listed and defined as:

- **Technician:** includes any individual that operates as a junior employee that is not required to manage, supervise, or direct archaeological fieldwork or research projects. Technicians typically do not possess the minimum requirements as outlined in Bulletin 17 by the Archaeology Branch.
- **Assistant:** includes any individual that operates as a junior field assistant and is not required to manage, supervise, or direct archaeological fieldwork or research projects. An assistant archaeologist holds all necessary educational qualifications, but has minimal professional experience.
- **Field Supervisor:** includes any junior to intermediate field-based archaeologist that is required to supervise archaeological fieldwork or research projects but has not yet been recognized as a Field Director (by the Archaeology Branch).
- **Field Director:** includes any archaeologist that has satisfied Archaeology Branch requirements as a field director and actively manages and directs **field-based** archaeological projects throughout one or more of the provincially defined culture areas.
- **Permit Holder:** includes any archaeologist that holds *Heritage Conservation Act* Section 12.2 or 12.4 heritage inspection/investigation and alteration permits throughout one or more of the provincially defined culture areas. A Permit Holder may perform the roles of a Field Director and is expected to have more office-based responsibilities.
- **Project Manager:** includes any individual that actively manages, directs, and facilitates heritage management and research-based projects throughout the province. A project manager does not need to be a professional archaeologist but may additionally fulfill the roles of Permit Holder or Field Director. This role includes reported office-based team leaders and office-managers.
- **Independent:** includes any individual that owns, operates, or directs a private (or public) heritage management business. These individuals may share responsibilities as Project Managers, Permit Holders, Field Directors, and assistant archaeologists depending on their professional situation.
- **Project Officer:** includes any individual employed at a provincial regulatory agency in a regulatory or administrative capacity within the heritage sector.
- **First Nation (FN) Liaison Officer:** includes any individual employed within the heritage sector, primarily by industrial agents, who operate as a liaison worker between government agencies and First Nation communities.
- **Other:** this category is defined on an as needed basis but includes all roles reported during the survey that do not fit any of the prior categories.

2.1.2 Data Analysis and Storage

Data were analyzed using the statistical program R (R Core Team 2014). All analytical methods, data, and interpretations are maintained by the BCAPA. Due to the sensitive nature of this information, it is not

intended to be made public. At this time, comparisons of wages in similar industries were not explored. This is an intended goal of future survey reports. The use of digital analytic tools allowed interpretations of these data to be transparent, reproducible, and to be scrutinized by internal BCAPA reviewers. This was done to ensure a record of the analytical process and to ensure that any future modifications to the data set can be tracked and conducted with full transparency.

All data is stored within the BCAPA cloud storage and is only accessible to elected executives. Null data is represented by “-” within provided tables.

2.2 Reporting Methods

2.2.1 Reporting of Wages

For the purposes of this survey, reported wages are presented in Canadian dollars (CAD) and reflect *hourly* remuneration. Overtime earnings were not intentionally requested in the survey, but individuals may have incorporated this into their remuneration. Employment bonuses, supplemental incomes, and monetized benefits (e.g., gear and education allowances) were not factored into reported wages.

2.2.2 Reported Benefits

Per the *Employment Standards Act*, all part-time to full-time employees are entitled to a minimum of 2-weeks paid vacation after 12 consecutive months of employment and at least 3 weeks after 5 consecutive years *at the same institution*. Statutory holidays are legally required for any employee that has earned wages in 15 of the last 30 calendar days prior to a statutory holiday. As of January 2022, all employees (part time, casual, or full time) are eligible for **five** paid sick days per year in addition to the **three** unpaid sick days detailed in the *Employment Standards Act*. As these are legally required benefits, they are not considered during this survey *unless* an individual has reported vacation or holiday benefits that exceed provincial minimums. Reported benefits are not an exhaustive list and in no way are intended to highlight the ‘pros’ or ‘cons’ of employment within any given sector. This report aims to present only the range of potential benefits offered within the heritage sector.

2.2.3 Disclaimer on Reported Results

Reported results are not to be considered exhaustive. Due to the large volume of data obtained during the survey, numerous analytics, statistical tests, and data visualisation options were possible. Data were not omitted (exception to specifically defined categories detailed in subsequent sections) to alter or skew results and were not manipulated to alter the original values presented by a respondent. A raw data file (in .csv format) extracted directly from the survey is maintained by the BCAPA and a strict version tracking procedure was adhered to throughout the reporting process. These data and drafts have been archived by the BCAPA for posterity.

3 Results

The following section is separated into three sub-sections. The general demographics of the industry are presented in *Section 3.1 Demographics*; reported wages by all sectors, roles, and gender identities are provided in *Section 3.2 Wages*; and general professional sentiments are provided in *Section 3.3 Health and Well Being*. This section is followed by an in-depth discussion and conclusion (*Section 4.0 Compensation, Section 5.0 Conclusion*).

3.1 Demographics

3.1.1 Industry Demographics

Of the 212 respondents, 59.4% (n=126) identify as a cis-female, with 37.7% (n=80) identifying as cis-male and 2.8% (n=6) “Other”. Cis-female respondents dominate every industrial sector except independent contractors (Table 1).

Cultural resource management firms (both private and multi-disciplinary) are the most common source of employment for heritage workers within the province. In all, 66.9% (n=142) respondents are employed at these firms. Of these, 109 respondents are employed at private non-Indigenous controlled CRM firms and 33 at multi-disciplinary CRM firms. Additionally, 17.9% (n=38) of all respondents’ report to be employed by Indigenous communities. Independent contractors represent 9.4% (n=20) of survey respondents. Remaining groups consist of regulatory agencies (1.8%; n=4), industrial agents (1.8%; n=4), municipalities (0.9%; n=2), academia (0.5%; n=1) and those with no response (0.5%; n=1). Within Indigenous communities, multidisciplinary firms, and private CRM firms, cis-females represent between 56.8% and 71.5% of workers employed within those sectors with the highest proportion being in Indigenous communities (71.5%).

Table 1. Reported Sector Demographics

| Gender | Academia | Indigenous Community | Industry | Regulatory Agency | Municipality | Independent | Multi-Disciplinary CRM Firm Multi-Disciplinary CRM Firm | Private CRM Firm | Not Listed | Total |
|--------------|----------|----------------------|----------|-------------------|--------------|-------------|---|------------------|------------|-------|
| Cis. Female | n.l | 27 | 1 | 3 | n.l | 9 | 22 | 62 | n.l | 126 |
| Cis. Male | n.l | 9 | 3 | - | n.l | 11 | 11 | 45 | n.l | 80 |
| Other | n.l | 2 | n.l | n.l | n.l | n.l | n.l | 2 | n.l | 6 |
| Total | 1 | 38 | 4 | 4 | 2 | 20 | 33 | 109 | 1 | 212 |

Notes: n.l = not listed to protect respondent anonymity

Most respondents reported between 5 and 10 years of professional experience (Tables 2 and 3). Nearly half (46.7%) of respondents have more than 10 years of professional experience and 23.6% of all

respondents have less than 5 years total experience. Respondents reporting between 5-10 years of professional experience are the largest demographic identified. The dominance of this category suggests that the industry saw substantial growth between 2011 and 2016. Prior to this and post, it can be surmised that consistent employment and retention rates were maintained. Of course, sampling bias may contribute to these findings as the majority of BCAPA members (and likely respondents) are categorized as “associates” or “professional.” Applicants of these categories typically have approximately five or more years of professional experience. Respondents were not asked to specify if they were members of the BCAPA; future iterations of the survey will include this information.

Table 2. Reported Years Professional Experience by Gender Identity

| Gender | Years of Professional Experience | | | | | | | Total |
|-------------------------------|----------------------------------|-----------|-----------|------------|-------------|-------------|-----------|-------|
| | 0-1 Years | 1-3 Years | 3-5 Years | 5-10 Years | 10-15 Years | 15-20 Years | 20+ Years | |
| Cis. Female | 12 | 10 | 16 | 36 | 21 | 16 | 15 | 126 |
| Cis. Male | 3 | 3 | 5 | 27 | 18 | 10 | 14 | 80 |
| Other | n.l | n.l | n.l | n.l | n.l | 2 | 2 | 6 |
| Total | 15 | 14 | 21 | 63 | 40 | 28 | 31 | 212 |
| Relative Frequency (%) | 7.1 | 6.6 | 9.9 | 29.7 | 18.9 | 13.2 | 14.6 | 100 |

Notes: n.l = not listed to protect respondent anonymity

Table 3. Reported Years of Experience by Professional Role

| Role | Years of Professional Experience | | | | | | | Total |
|--------------------|----------------------------------|-----------|-----------|------------|-------------|-------------|-----------|-------|
| | 0-1 Years | 1-3 Years | 3-5 Years | 5-10 Years | 10-15 Years | 15-20 Years | 20+ Years | |
| Technician | 2 | 1 | 2 | | - | - | 1 | 6 |
| Assistant | 9 | 7 | 3 | 1 | - | - | - | 20 |
| Field Supervisor | 4 | 6 | 10 | 9 | 2 | - | 1 | 32 |
| Field Director | - | - | 1 | 15 | 3 | 2 | 1 | 22 |
| Permit Holder | - | - | 1 | 9 | 4 | 3 | - | 17 |
| Project Manager | - | - | 2 | 22 | 24 | 20 | 16 | 84 |
| Independent | - | - | 1 | 3 | 5 | 2 | 9 | 20 |
| Project Officer | n.l | n.l | n.l | n.l | n.l | n.l | n.l | 2 |
| FN Liaison Officer | - | - | - | 2 | - | - | - | 2 |

| Role | Years of Professional Experience | | | | | | | Total |
|--------------|----------------------------------|--------------|--------------|---------------|----------------|----------------|--------------|-------|
| | 0-1 Years | 1-3 Years | 3-5 Years | 5-10 Years | 10-15 Years | 15-20 Years | 20+ Years | |
| Other* | - | - | 1 | 2 | 1 | 1 | 2 | 7 |
| Total | 15 | 14 | 21 | 63 | 40 | 28 | 31 | 212 |

Notes: *Includes Unlisted (n=4), Professor (n=1), GIS Technician (n=1), and Lab Director (n=1)
n.l = not listed to protect respondent anonymity

Over half the industry (58.9%) is engaged in a 'senior' position within their respective employment sectors (Table 4). For the purposes of this report, 'senior' refers to all Permit Holders, project managers, project officers, and First Nation liaison officers. Junior staff comprise technicians (2.8%; n=6), assistants (9.4%; n=20), field supervisors (15.1%; n=32), and Field Directors (10.3%; n=22). Senior professional roles are typical to those with greater than 5 years professional experience, with only 3 out of 125 (2.4%) respondents in senior roles reporting less than 5 years of professional experience. A total of 54 of the 80 (67.5%) respondents in junior roles indicated less than 5 years of professional experience. Few people employed in these 'junior' roles have greater than 10 years of professional experience.

Table 4. Reported Professional Roles by Gender

| Role | Reported Gender | | | Total |
|--------------------|-----------------|-----------|-------|-------|
| | Cis. Female | Cis. Male | Other | |
| Technician | 3 | 3 | - | 6 |
| Assistant | 18 | 1 | 1 | 20 |
| Field Supervisor | 21 | 11 | - | 32 |
| Field Director | 15 | 6 | 1 | 22 |
| Permit Holder | 7 | 10 | - | 17 |
| Project Manager | 47 | 34 | 3 | 84 |
| Independent | 9 | 11 | - | 20 |
| Project Officer | n.l | n.l | n.l | 2 |
| FN Liaison Officer | n.l | n.l | n.l | 2 |
| Other* | 5 | 2 | - | 7 |
| Total | 126 | 80 | 6 | 212 |

Notes: *Includes Unlisted (n=4), Professor (n=1), GIS Technician (n=1), and Lab Director (n=1)
n.l = not listed to protect respondent anonymity

3.1.2 Education

Over half (55.2%) of survey respondents hold at least an undergraduate degree (n=117) with 37.7% of all respondents reporting post-graduate education including a master's degree (n=74) or a Doctorate (n=16) (Table 5). Only two (0.9%) respondents report to have not completed post-secondary education and three (1.4%) have education that does not fit within the established categories.

Table 5. Reported Education

| Gender | No Post-Secondary | Some Post-Secondary | Undergraduate Degree | Postgraduate – Master's | Postgraduate - PhD | Other | Total |
|--------------|-------------------|---------------------|----------------------|-------------------------|--------------------|----------|------------|
| Cis. Female | - | - | 70 | 45 | 8 | 3 | 126 |
| Cis. Male | 1 | 1 | 45 | 26 | 7 | - | 80 |
| Other | n.l | n.l | 2 | 3 | n.l | n.l | 6 |
| Total | 1 | 1 | 117 | 74 | 16 | 3 | 212 |

Notes: n.l = not listed to protect respondent anonymity

3.2 Wages

With exception to specific comparisons, the results provided do not consider the reported wages of independent contractors or other roles/sectors/experiences where reporting that data may identify individuals or artificially inflate mean wages. These individuals were intentionally omitted from some comparisons as a) they set their own rates and thus have greater control over their individual pay, b) they have union-controlled wages, and c) their positions do not translate to the majority of positions, industry sectors, and categories to be presented.

3.2.1 Industry-Wide Wages

The industry-wide average wages for **all respondents** are presented in Table 6 (35.00\$/hr). The industry wide mean wage for cis-male respondents is 36.50\$/hr compared to 33.51\$/hr for cis-female. **There is an 8.54% difference between the mean wages for cis-male and cis-female respondents.** Considering all respondents, cis-females earn **4.34% less** than the industry average while cis-males earn **4.20% more**. Individuals within the 'other' category were of varied experiences, sectors, and roles, and the reported wage in Table 4 should not be considered accurate for this category. Additional comparisons presented below provide more accurate representations.

Table 6. Reported Industry Wages

| Reported Gender | Total Respondents | Relative Frequency (%) | Mean Wage |
|-----------------|-------------------|------------------------|--------------|
| Cis. Female | 126 | 59.43 | 33.51 |
| Cis. Male | 80 | 37.74 | 36.50 |
| Other | 6 | 2.83 | 40.25 |
| Sum | 212 | 100 | 35.00 |

The mean wage for all respondents according to their years of professional experience is provided below (Table 7 and Figure 1). This comparison does not include academics, government officials, and independent contractors. The average industry wage starts at 23.31\$/hr at 0–1 years of experience and rises steadily and consistently to 45.74\$/hr after 20 or more years of professional experience.

Average wages maintain steady growth over time with two growth spikes. First, pay increases significantly between 3–5 years and 5–10 years (a **17.58% increase**). This may reflect one of two things: i) a significant change in professional responsibility (i.e., promotion to a Field Director or Permit Holder role); or ii) an artifact of data resolution. Future survey iterations will refine this category to explore the second consideration (i.e., experience categories will be provided in 1–2 year brackets). It should be noted that the BCAPA routinely sees a similar drop in membership for those within the 3–5 year category indicating this may reflect the departure of individuals from the heritage sector.

The second significant pay increase occurs between 10–15 years and 15–20 years of professional experience (a **19.38% increase**). Unlike the first spike, this significant increase is most likely attributed to data resolution as there are no professional designations typically occurring in this window though some businesses may provide a ‘senior’ designation to their staff around this period. Interestingly, there is no significant change in reported wages between the 5–10 year and 10–15 year categories, nor between the 15–20 year to 20+ year categories. Accordingly, there may be some nuance within the industry that may explain the second pay increase, but we do not have the available data to investigate this further.

When worked experience is considered by gender, the above trends continue with minor fluctuation.

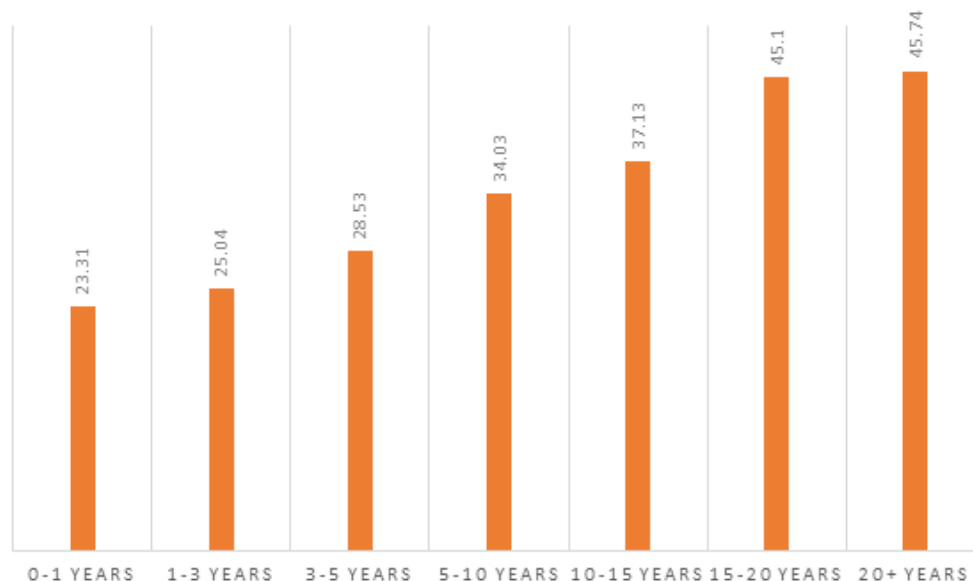


Figure 1. Wage Growth by Reported Years of Professional Experience

Industry-wide wages for specific professional roles and sectors are provided in Table 7. Cis-male respondents were found to be below the industry average in four categories: technician, assistant, Field Director, and project manager. Typically, cis-female respondents earned between **0.09%** and **8.04% less** than the industry average for any given role (excluding technician, where cis-female respondents earn **1.41% more**). Conversely, cis-male respondents are likely to earn between **1.14%** and **4.83% more** than the industry average. Notably, cis-male respondents were found to earn more per hour than cis-female respondents in the positions of Field Supervisor, Permit Holder, Project Manager, and Independent.

Table 7. Mean Wages for Reported Professional Roles

| Reported Gender Identity | Professional Role | | | | | | | | |
|--------------------------|-------------------|-----------|------------------|----------------|---------------|-----------------|-------------|--------------------|-----------------|
| | Technician | Assistant | Field Supervisor | Field Director | Permit Holder | Project Manager | Independent | FN Liaison Officer | Project Officer |
| Cis. Female | 24.33 | 23.96 | 27.55 | 32.49 | 34.28 | 41.51 | 54.88 | n.l | n.l |
| Cis. Male | 23.66 | 23.00 | 28.18 | 31.08 | 36.14 | 42.14 | 60.59 | n.l | n.l |
| Other | - | 26.00 | - | 34.00 | - | 51.33 | - | n.l | n.l |
| Average | 23.99 | 24.32 | 27.86 | 32.52 | 35.21 | 44.99 | 57.73 | 39.50 | 40.25 |

Notes: n.l = not listed to protect respondent anonymity

3.2.2 Sector Specific Wages

Public institutions and industry jobs were found to be the most well-paid positions (excluding independent contractors) (Tables 8 and 9). Wages at consultancy firms are significantly below these sectors. Excluding the single reported academic wage, public or industry-specific jobs averaged 44.92\$/hr compared to the consultancy sector average of 35.20\$/hr. Relatively few respondents indicated they are employed within the academic, industry, regulatory, or municipal sectors; accordingly, reported values here should not be considered to fully represent these sectors. Within the consultancy sectors, private CRM firms offer the lowest average wages while multi-disciplinary CRM firms offer the highest wages (between **4.80%** and **9.70%** more).

The trend of high-paying public sector jobs expectedly carries forward when gender-based comparisons are made (Tables 8 and 9). Cis-female respondents working with Indigenous communities earn **7.76% more** than their cis-male counterparts. Cis-male respondents at private CRM firms and multi-disciplinary CRM firms earn **9.32%** and **10.22% more**, respectively, than their cis-female counterparts.

Table 8. Sector Specific Average Wages by Reported Gender

| Gender Identity | Academia | Independent | Indigenous Community | Industry | Multi-Disciplinary CRM Firm | Private CRM Firm | Municipality | Regulatory |
|-----------------|----------|-------------|----------------------|----------|-----------------------------|------------------|--------------|------------|
| Cis. Female | n.l | 54.88 | 36.01 | 51.44 | 35.65 | 31.99 | n.l | n.l |
| Cis. Male | n.l | 60.59 | 33.32 | 43.96 | 39.49 | 35.12 | n.l | n.l |
| Other | n.l | - | 32.50 | - | - | 47.00 | n.l | n.l |
| Average | 72.00 | 57.88 | 35.17 | 45.83 | 36.93 | 33.51 | 49.18 | 39.77 |

Notes: n.l = not listed to protect respondent anonymity

Table 9. Reported Wages for Professional Roles within Individual Sectors

| Sector | Professional Role | | | | | | | | | |
|-----------------------------|-------------------|-----------|------------------|----------------|---------------|-----------------|-------------|--------------------|-----------------|-------|
| | Technician | Assistant | Field Supervisor | Field Director | Permit Holder | Project Manager | Independent | FN Liaison Officer | Project Officer | Other |
| Academia | - | - | - | - | - | - | - | - | - | 72.00 |
| Independent | - | - | - | - | - | - | 57.88 | - | - | - |
| Indigenous Community | 23.80 | 25.50 | 28.29 | 36.06 | 33.00 | 41.77 | - | - | - | - |
| Industry | - | - | - | - | - | 52.16 | - | 39.50 | - | - |
| Multi-Disciplinary CRM Firm | - | 23.70 | 30.75 | 31.35 | 34.54 | 44.21 | - | - | - | 32.40 |
| Municipality | - | - | - | - | - | 49.17 | - | - | - | - |
| Private CRM Firm | 25.00 | 23.62 | 27.58 | 30.91 | 35.96 | 40.43 | - | - | - | 27.00 |
| Regulatory | - | - | - | - | - | 39.28 | - | - | 40.25 | - |
| Average | 23.99 | 24.32 | 27.86 | 32.52 | 35.21 | 44.99 | 57.73 | 39.50 | 40.25 | N/A |

3.3 Health and Well Being

This section discusses summarized comments provided by respondents in relation to their yearly workload, received benefits, and overall satisfaction with their provided remuneration. This section is not exhaustive and is only intended to highlight the general sentiment of the respondents.

3.3.1 Reported Annual Workload

Survey results indicate that **80.9%** of all respondents work *at least* full-time (2080 hours per year) with **10.4%** of respondents working part-time (between 1560 and 2080 hours) (Figure 2). **Less than 8.7%** of respondents report working less than one-half of an average working year (<1080 working hours). A total of **34.4%** of all respondent's report working greater than one standard working year (i.e., working overtime; >2080 hours per year). The results of this survey indicate that respondents typically are employed full-time and routinely work overtime. No significant associations were observed between role, gender, experience level, or sector in reported annual hours. Due to methods employed in survey distribution favouring those who are established in the heritage industry, this data may fail to capture newcomers to BC, those based in other jurisdictions, seasonal and itinerant workers, or those who have insecure employment. The BCAPA intends to address this in future surveys.

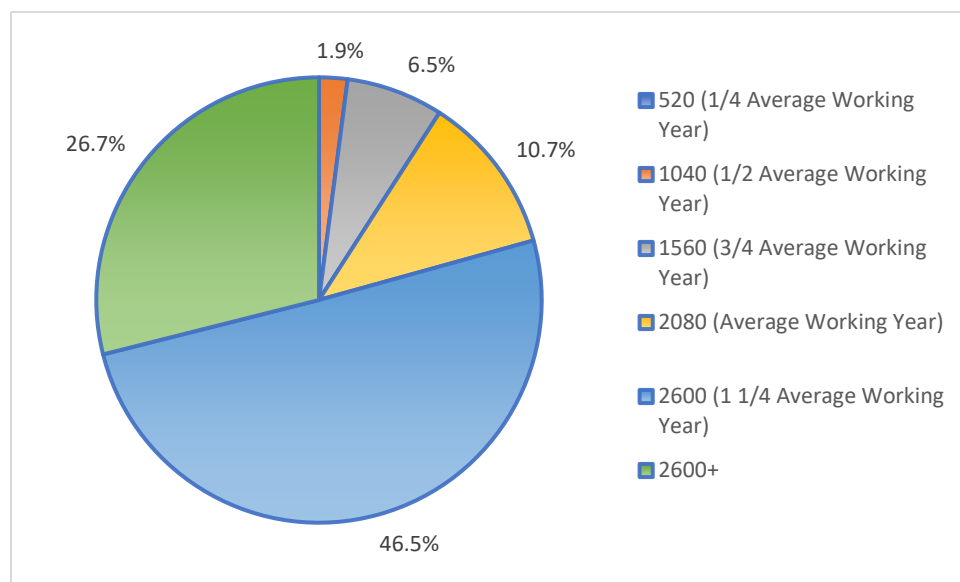


Figure 2. Reported Working Hours

3.3.2 Benefits

Numerous benefits programs were reported during this survey. A total of 73% of respondents (n=155) reported participation in an extended benefits program; 149 respondents provided a range of received benefits while six did not. Most respondents reported receiving at least a basic extended health and dental program, but additional commonly reported benefits include:

- Extended healthcare and dental
- Pension
- Registered Retirement Savings Plans (RRSPs)
- Equipment allowances
- Paid professional dues

Less commonly reported benefits include:

- Education allowances
- Professional development programs
- Sick pay (beyond minimum requirements)
- Mobile phone reimbursements
- Profit shares

Provided benefits vary widely between unionized workers (e.g., government and university employees) and non-unionized workers and by sector types. Investigations in this area likely only serve to highlight individual company practices rather than industry-wide trends and patterning.

This information is provided here for business owners, union representatives, and employees; all of whom have a vested interest in knowing what benefits they can receive (or provide). We encourage all firms who

do not provide these listed minimum benefits to consider their inclusion to promote the health of their employees. Studies indicate that providing access to additional employee resources, benefits, and aiming to improve a work-life balance are likely to increase worker retention and productivity (Nielsen et al. 2017).

3.3.3 Overall Satisfaction

Workplace satisfaction is a difficult metric to analyze, even more so in vocational careers. In total, **55.3%** of all survey respondents feel they are not fairly compensated for their position (Figure 3). While the remaining 44.7% of respondents feel fairly compensated, individual responses reveal employment satisfaction is a spectrum and employee frustration are common. To preserve anonymity, text-based survey responses are summarized, and presented below.

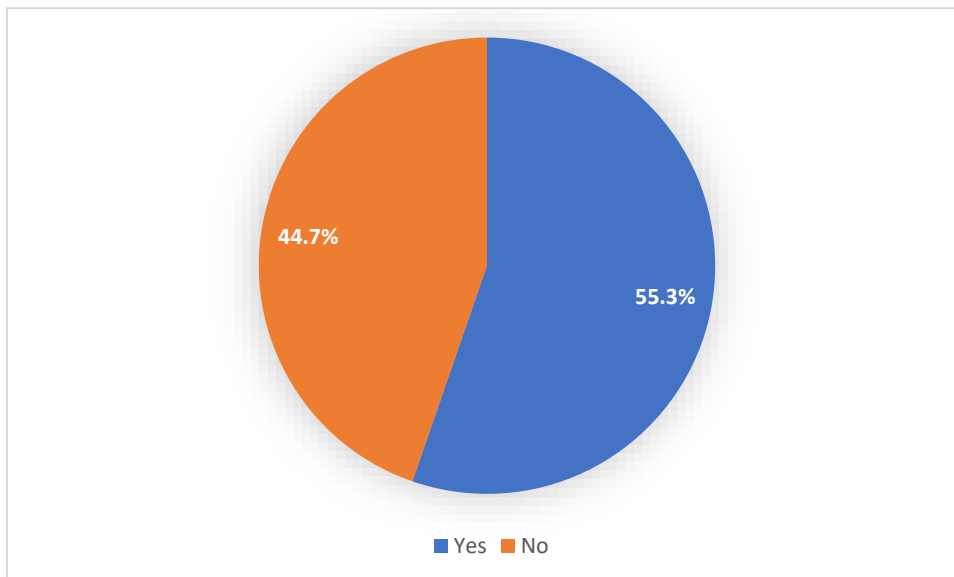


Figure 3. Fair Compensation Distribution

Respondents commonly report feelings of inadequate financial compensation as their primary concern. These will be specifically discussed in detail in the subsequent section. Transparency – or lack thereof – in employment pay structures, charge-out rates, and long-term compensation (e.g., professional development funds, RRSPs, and health and wellness benefits) is also a commonly presented theme. Further, many believe that the heritage sector is undervalued and overworked despite the required education, technical ability, and importance of the work. Many respondents also indicate feelings of despair over the field and analytical practices employed in archaeology and the general ‘sub-standard’ approach to the discipline conducted by those outside of academia. (Though an important discussion, this issue is best addressed by other means than this survey). The recurring theme in these responses is that of ‘profit over product’ and ‘illegitimacy’.

These responses illuminate the overall feeling of workers and highlight employee management practices, business practices, and field and analytical practices that can be damaging to the overall mental health and professional development of individuals.

4 Compensation

Of the 212 respondents, 118 felt fairly compensated for their qualifications while 94 did not. Of those 94, 78 provided explanations to clarify their feelings. In total, 48 cis-females, 27 cis-males, and 3 'Others' provided responses. The majority (n=63, 81%) felt that their wage was too low or that they were not compensated adequately for work that they were doing. This trend continues across the three gender categories.

4.1 Unfair Compensation

Of the 94 respondents, cis-males (n=24) said that their wage was too low or that they were not compensated adequately for work that they were doing. Three cis-male respondents indicated that they did not feel fairly compensated for other reasons. Cis-females had broader responses on why they felt that they were not fairly compensated. Of the 48 cis-female respondents, the majority (n=35, 73%) said that their wage was too low or that they were not compensated adequately for work that they were doing. Six percent of respondents indicated the lack of benefits as a reason for not being fairly compensated, and two indicated other reasons. The other reasons may be the lack of clarity in the initially contracted role and being assigned responsibilities that are outside of their role.

4.2 Fair Compensation

A total of 118 respondents replied that they felt they were fairly compensated. Of those 118, eight provided responses. The provided responses indicated statements that individuals were fairly compensated without explaining further. The majority (n=97, 82%) indicated that they work 2080 hours or more a year. Of the 118 respondents, 93 reported that they received benefits. Further examination and refinement of survey methods are required to better understand the relationships between worked hours, the reception of benefits, salary, and feelings of fair or adequate compensation. These may include inclusion of regional locations, intangible benefits (e.g., intellectual satisfaction, professional development), and additional prompts for commentary to better understand this complex topic.

4.3 Wage Disparity

Eight respondents (17%) replied that there was a known gap in pay based on gender. Several cis-female respondents indicate that despite identical experience and education, they were offered lower wages than cis-male counterparts and that even with similar raises they can not catch up to their counterparts and revealing perceptions of the industry as a 'boys club'. Some cis-female respondents also indicate they felt that mentorship and advancement opportunities are provided to cis-males at higher rates. The data and knowledge of a gap in pay based on gender perpetuate systemic imbalance. When individuals receive more experience and professional development, they may be compensated for these qualities which can establish a positive feedback loop that acts advantageously for the dominant power (e.g., cis-males).

The perceived indication of a pay gap based on gender by cis-female respondents is supported by the mean pay for field supervisors, permit holders, project managers, and independent proprietors. A background paper on the wage gap of men and women from the Library of Parliament lists three reasons for why a wage gap may still exist: human capital, demographic, job characteristics (Cool 2010). Job characteristics may not be a factor, as we are looking at a single industry. Human capital (job experience, education, and tenure) and demographic factors (marital status and the presence of children) are.

This survey presents a baseline of an **8.54%** difference in wages when observed at an industry scale. Gender-based wage disparities become complicated when they are evaluated by sector, role, and years of experience, but there are consistencies that support individual perceptions.

5 Conclusion

As this is the first report of its kind known in BC for the discipline, results can provide a framework to build upon. Complicated issues are present within the heritage sector that need to be addressed including gender-based pay disparity, high workloads, and feelings of unfair compensation. It is not the intention of this report to cast blame or to set out a framework to repair individual perceptions. This report is intended to highlight key industry concerns. We hope that the results presented within this report will promote change throughout the heritage sector to promote healthy work practices and employee well-being.

5.1 The Wage Gap

Individuals start their careers at similar wages. Variance can be contributed to individual companies as most juniors or technicians share similar qualifications. It is unfortunately a common experience to hear cis-female colleagues discuss their lower wages compared to their cis-male counterparts. Gender-based disparity begins as individuals advance from junior roles into more experienced positions. This is especially prevalent in 'senior' roles where cis-males in authoritative positions tend to earn more. The exception was the role this report defined as Field Director.

While equal annual pay rises sound fair on paper to a Human Resources department, it is still a contributing factor to the gender pay gap when non-cis-males start their employment at a disadvantaged rate compared to cis-male counterparts. Even if gender-based wage disparity is not prevalent at an individual firm, the industry-wide perception persists. Dispelling this sentiment is of utmost importance and it can only be done with transparency and a commitment to fair employment practices.

Transparency in company pay schedules allows for employers to be held accountable to their employees. The power imbalance between these parties is significant and everyone should be cognizant of this and strive to find an equilibrium. Wage transparency also promotes camaraderie between staff and increases productivity by limiting feelings of favouritism, nepotism, and in reducing employee self-perceptions of being taken advantage of (see Isgin and Sopher 2015). While wage transparency is not an immediate solution to all problems and may inevitably reduce the wages of some employees, it promotes a dialogue between employer and employee which is a foundational step in addressing issues raised in this report (Brandes and Darai 2017).

We encourage all employers to be open and transparent in the rubrics used to determine employee wages and to provide their staff with an employee payment schedule. The presentation of hourly (or annual) remuneration on job advertisements posted to the BCAPA is now a requirement to ensure fair and equal employment opportunities. Fair and transparent wages promote overall employee well-being, trust in their employer, and overall workplace satisfaction, which likely will result in higher employee retention thus maintaining the sectors skilled labour force. It is unfortunately a common experience to hear cis-female colleagues discuss their lower wages compared to their cis-male counterparts. **This survey presents a baseline of an 8.54% difference in wages when observed at an industry scale.** Gender-based wage disparities become complicated when they are evaluated by sector, role, and years of experience, but there are consistencies that support individual perceptions. We hope the 8.54% inequity is improved in future surveys as more respondents participate and employers use this report to promote equal and fair compensation.

5.2 Overworked and Undervalued

All results obtained are consistent in that there needs to be strong improvement across the industry. Only **8.7%** of those employed in CRM worked less than a full year. While seasonal employment and short-term contracts persist, these comprise a small percentage of employed professional archaeologists. Accordingly, the perception of seasonal employment permitting reduced work hours, low pay, and limited benefits as a normative practice is no longer viable given the substantial growth of the industry and the overall shortage of archaeologists to staff major federal and provincial economy-boosting projects. Workloads for more experienced archaeologists have increased as well. Record high job postings have been submitted to the BCAPA throughout both 2020 and 2021 and are forecasted to continue into 2022. Perceived low compensation, high number of hours worked, and lack of benefits leads to burnout and skilled labour leaving the workforce. This makes it more expensive for employers as poor retention requires constant re-training and hiring of staff, and unbillable on-boarding time. Those employed within the heritage sector conduct our work within, and on, the unceded territories of BC's diverse Indigenous communities. A healthy, supported, and emotionally present workforce ensures that we engage with Indigenous heritage sites with the respect and dignity they deserve.

The BCAPA would like to let all respondents know that your expressed concerns related to your treatment, the perception of the industry as a “boys club,” the feelings of being taken advantage of by your employer, the perception of wage inequities, and the overall feelings of being undervalued and underpaid are valid and they are heard. The association will continue to work to address these concerns however possible. Responses highlight problematic practices by firms in many sectors that are of concern. Due to its anonymity, we cannot contact individuals to address these issues. We believe for some that alternative employment options should be explored. If it is felt that the practices of an employer are gender-biased, exploitative, and create unfair employment standards with no means of improvement, a potential step includes exploring the formalized grievance processes via BC's Human Right's Tribunal or the Employment Standards Branch.

5.3 Next Steps

The survey was conducted as a baseline to determine compensation of various roles and experience levels within the BC Heritage sector. The intention is to conduct this survey over several years to increase the accuracy of reported data and chart trends in compensation

At this time, we have not compared wages to similar industries. Unlike other industries, consulting archaeology in BC does not have defined experience levels, roles, or legal designations governed by a professional society. Much like professional societies have done in the UK, an intended future goal is to hire a third-party assessor to examine the differences and similarities in various professions and confirm the general wage gaps. The BCAPA intends to work with our other Provincial and Territorial colleagues to encourage their own facilitation of similar surveys throughout Canada to promote a national dialogue on industry wage standards.

This is a new process, and we welcome feedback to ensure the BCAPA is inclusive and maintains a supportive role for our members. If there are additional topics individuals may wish to be included in future iterations of this survey (e.g., ethnicity, location, sexual orientation, etc.), please let us know and we will work to incorporate these elements.

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