



Pay Transparency Report

ICBC is a forward-thinking public auto insurer, that we own collectively with all British Columbians. We are Moving All Forward by working alongside customers, brokers, the repair industry, medical professionals and service providers. We're making it easier for people to go where they need to on B.C.'s roads and in daily life.

Employer Details

Employer:	Insurance Corporation of British Columbia (ICBC)
Address:	151 West Esplanade, North Vancouver, BC V7M 3H9
Time Period:	April 1, 2022 to March 31, 2023
NAICS Code:	52 - Finance and insurance
Number of Employees:	1000+

About ICBC's Commitment to Gender Equity

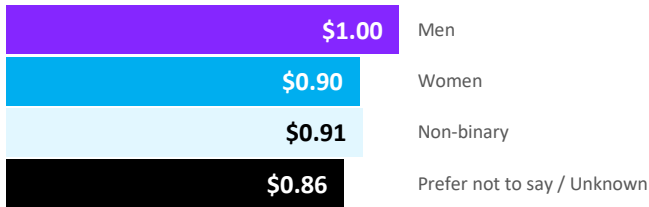
Pay transparency reports are a step towards identifying potential gender pay gaps and ICBC is committed to undergoing further analysis to better understand the results and identify areas to be addressed.

This report serves as a benchmark for improvement and a baseline to track progress and measure the success of future initiatives aimed at improving pay equity at all levels of the organization. Learn more about our commitment to providing a [diverse and inclusive workplace](#).



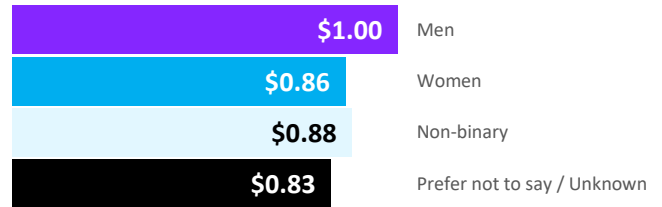
Hourly Pay^{1,2}

Mean hourly pay gap³



At ICBC, women’s mean (average) hourly wages are 10% less than men while non-binary people’s mean (average) hourly wages are 9% less than men. For every dollar a man earns on average, women earn 90 cents on average and non-binary people earn 91 cents on average.

Median hourly pay gap⁴



At ICBC, women’s median hourly wages are 14% less than men, while non-binary people’s median hourly wages are 12% less than men. For every dollar a man earns, women earn 86 cents and non-binary people earn 88 cents in median hourly pay.

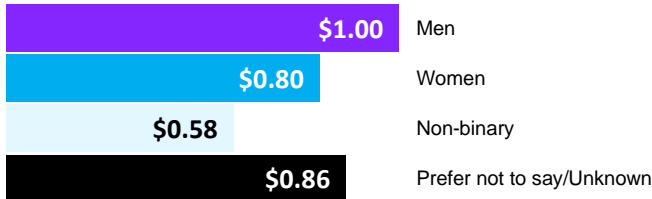
Explanatory Notes

1. The gender data used in this report is based off of results from a gender self-disclosure survey ran in September 2023. Gender data collected at the time of hire and contained in ICBC’s systems was not collected for the purposes of Pay Transparency reporting and could therefore not be used for the development of this report. Individuals who have left ICBC or did not respond to the survey are categorized in "Prefer not to say/Unknown".
2. The data set is based on the payments for the time period in which they were earned and the hours individuals worked.
3. The mean is the average of the data set, specifically, the sum of the values divided by the number of values.
4. The median is the value in the middle of the data set, where the data points are ranked largest to smallest and half of the data points sitting below the median, half of the data points sitting above.



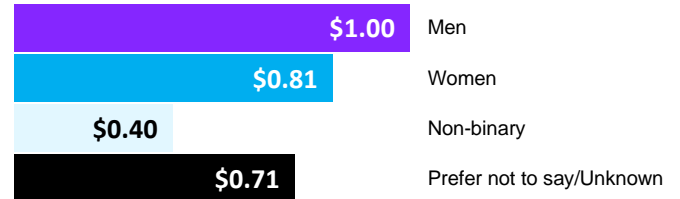
Overtime Pay⁵

Mean overtime pay



At ICBC, women's mean (average) overtime pay is 20% less than men while non-binary people's mean overtime pay is 42% less than men. For every dollar a man earns on average in overtime pay, women earn 80 cents on average and non-binary people earn 58 cents on average.

Median overtime pay



At ICBC, women receive 19% less in median overtime pay than men while non-binary people receive 60% less than men in median overtime pay.

Mean Overtime Hours – Difference as Compared to Reference Group (Men)

Women	9
Non-Binary	22
Prefer not to say/Unknown	7

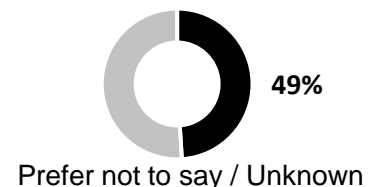
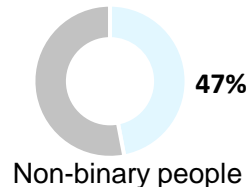
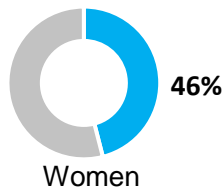
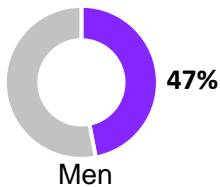
At ICBC, men worked on average 53 paid overtime hours, women worked 9 fewer paid overtime hours than men on average while non-binary people worked 22 fewer paid overtime hours than men on average.

Median Overtime Hours – Difference as Compared to Reference Group (Men)

Women	5
Non-Binary	20
Prefer not to say/Unknown	7

At ICBC, men's median paid overtime hours are 30, women's median paid overtime hours are 5 hours less than men while non-binary people's median paid overtime hours are 20 hours less than men.

Percentage of employees in each gender category receiving overtime pay



Explanatory Notes

5. The amounts reported for the overtime pay represent the total dollars paid per person working overtime.



Bonus Pay

At ICBC there are no payments within the reporting period to report under the Bonus Pay category.



Percentage of each gender in each pay quartile⁶

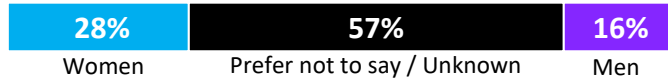
Upper hourly pay quartile (highest paid)



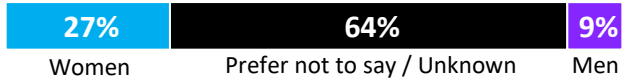
Lower middle hourly pay quartile



Upper middle hourly pay quartile



Lowest hourly pay quartile (lowest paid)



Based on data collected, at ICBC women occupy the 31% of the highest paid jobs and 27% of the lowest paid jobs. A significant percentage fall into the "Prefer not to say/unknown" category, notably 64% "Prefer not to say/Unknown" in the lowest hourly pay category. Percentage of non-binary people who occupy the highest and lowest paid jobs are suppressed due to being below reporting threshold.

Explanatory Notes

- A quartile divides a number of data points into four parts of equal size. The data points are ranked from largest to smallest. The Upper quartile represents 25% of the data points.