INSURANCE COUNCIL OF BRITISH COLUMBIA
Pay transparency report

About this report

This report is prepared by the Insurance Council of British Columbia in accordance with the provisions of B.C.'s Pay Transparency Act.

The Insurance Council of British Columbia is committed to transparency and equity in compensation. This report outlines gender based pay patterns across the organization for the 2026 reporting year.

Key Findings

Equal Pay for Equal Work
Employees who self-identified as men and employees who self-identified as women receive equal pay for performing the same role at the Insurance Council. Among the 114 employees who disclosed their gender, 64% were women. Women represented 63% of the 30 highest paid positions compared with 67% of the 30 lowest paid positions.

Hourly Pay
Employees of the Insurance Council receive equal pay for performing the same roles. The overall pay gap of approximately 14 percent reflects differences in role composition across the organization and does not indicate unequal pay for employees performing the same or substantially similar work. Compensation decisions are based on established salary ranges, tenure, and performance considerations.

Overtime Pay
Overtime pay has been excluded from the report as the required reporting threshold of the Pay Transparency Act was not met.

Bonus Pay
The Insurance Council does not issue any form of bonus payment and, as such, no entries are reported in this category.

Percentage of Each Gender in Each Pay Quartile
Pay quartile refers to the percentage of each gender within four equal groups of employees ranked by hourly pay. At the Insurance Council, women occupy 62 percent of the highest pay quartile, 52 percent in the upper middle pay quartile, 100 percent in the lower middle pay quartile and 67 percent of the lowest paid quartile.

Employer details

Employer:	INSURANCE COUNCIL OF BRITISH COLUMBIA
Address:	Suite 1400 - 745 Thurlow St., Vancouver, BC V6E OC5
Reporting Year:	2026
Time Period:	June 1, 2025 - May 31, 2026
NAICS Code:	91 - Public administration
Number of Employees:	50-299

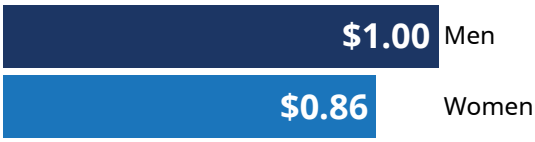
Hourly pay

Mean hourly pay gap[1]



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 gap[2]



In this organization women's median hourly wages are 14% less than men's. For every dollar men earn in median hourly wages, women earn 86 cents in median hourly wages. *

Overtime pay

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.

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

Mean bonus pay [7]

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

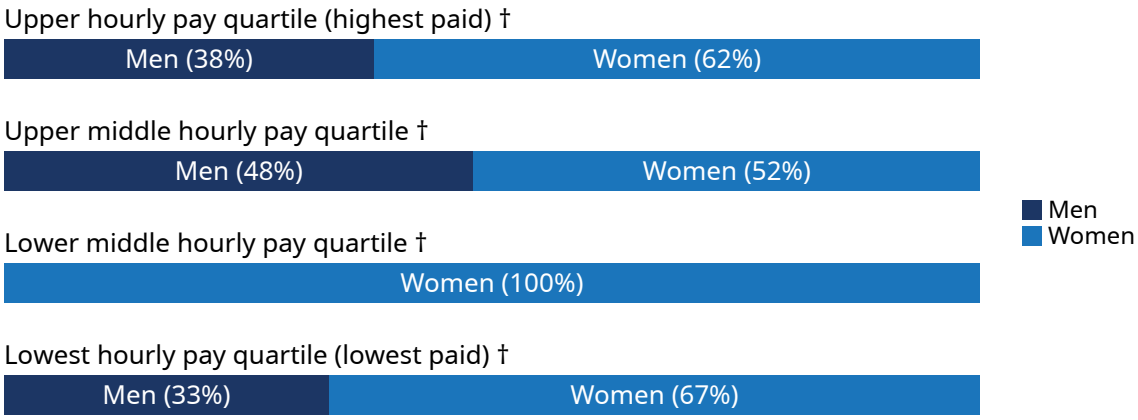
Median bonus pay [8]

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.

Percentage of each gender in each pay quartile [9]



In this organization, women occupy 62% of the highest paid jobs and 67% of the lowest paid jobs.

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

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.
9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

Data constraints

Gender information used in this report is collected on a voluntary, self-identification basis.
The data provided have limitations:

- **Size of workforce**: The organization has a total workforce of 117 employees. Of the organization's 117 employees, 114 voluntarily disclosed their gender information and are included in gender related analyses. Given the relatively small size of workforce, disaggregated data may result in small subgroup counts. In smaller datasets, individual changes in compensation or workforce composition can have a proportionally large impact on reported averages and percentages.

- **Self-selection bias** may be present, as employees may choose from the prescribed categories of Man, Woman, Non-binary, or Prefer not to answer/Unknown. As a result, the data reflects only the information voluntarily provided by employees and may not fully represent the organization's entire workforce. Certain groups may be overrepresented or underrepresented depending on who chooses to disclose their gender. The results should be interpreted as indicative rather than definitive.

- **Interpretation caution:** While the results show some pay gaps, these figures should be interpreted with care. Additional factors such as performance indicators, job classification levels, and tenure may also influence compensation; however, these are not reflected in this report.

Voluntary self-identification is used to respect employee privacy and autonomy, and to align with inclusive, human rights based data collection practices.

* 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.