

IRELAND

Gender Pay Gap Report 2023

About Liberty IT

Liberty IT is a wholly owned subsidiary of the Fortune-ranked company Liberty Mutual Insurance, responsible for driving some key global digital enablement initiatives. We help to reimagine insurance by delivering an innovative and efficient service for our customers.

We've offices in Belfast, Dublin and Galway with over 850 employees in NI and ROI.

We have one customer, Liberty Mutual Insurance. Our customer satisfaction is demonstrated by the continued reliance they have on us to solve its most strategic challenges and biggest problems. In doing so we enhance the digital employee and customer experience, therefore maximising growth and improving business capability and performance.

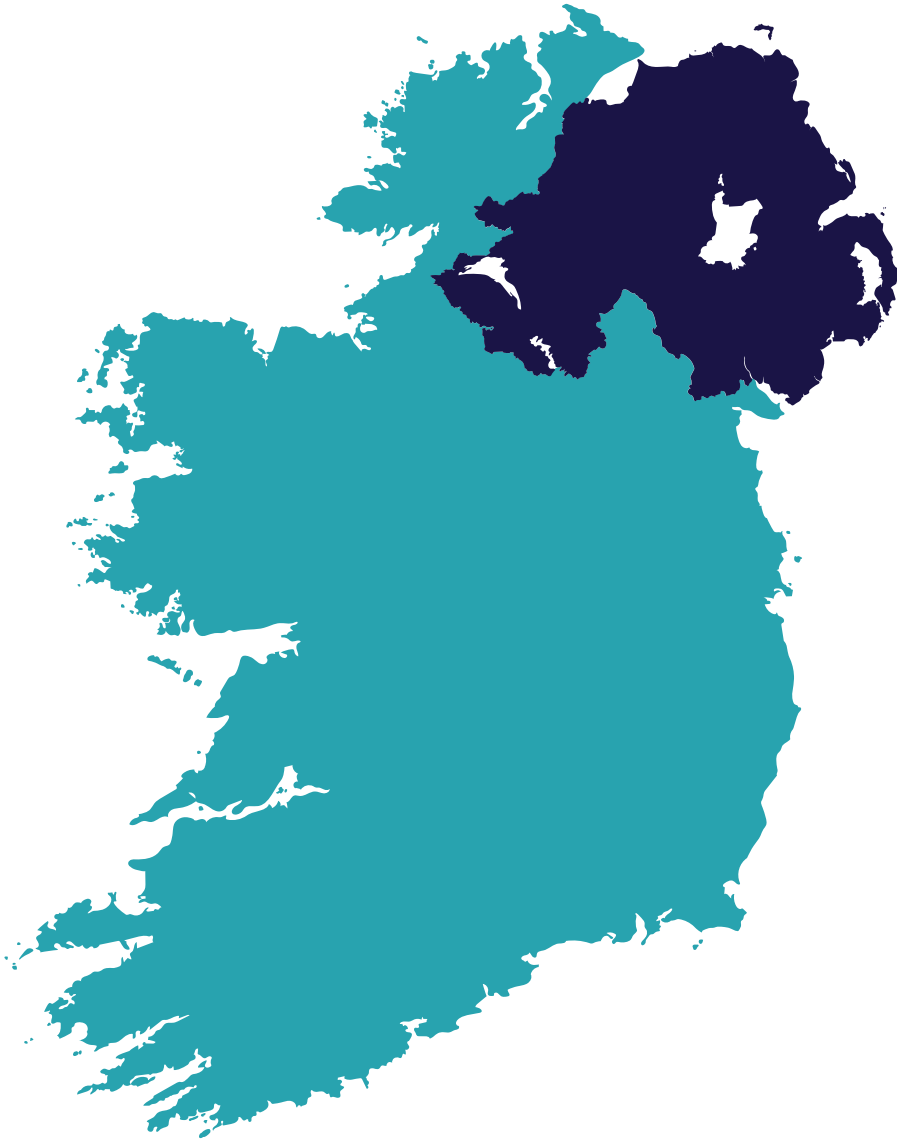
We are committed to helping to bridge the gap of the under-representation of the number of females working in tech. We have worked hard to identify opportunities to increase representation, retention and advancement.

The company is committed to rewarding employees for the contribution they make to the overall success of the business. Performance is one of the key drivers of our annual salary review and bonus process, we believe talent and not gender should determine competitive pay.

We push forward in our DEI journey every day, because we believe everyone should feel included and that they belong. In our most recent Great Place to Work survey¹, 95% of our employees agreed that at Liberty IT, "people are treated fairly regardless of their gender".

¹ Employee Survey, Great Place to Work Trust Index Survey 2023 (162 Liberty IT technology business participants in Republic of Ireland).





Our legal entity

Liberty IT is made up of one legal entity and two businesses:

Liberty IT	Claims Handling and Imaging
Technology business aligned with parent company, Liberty Mutual Insurance	Claims business aligned with parent company, Liberty Mutual Insurance

Liberty IT employs 855 people across the island of Ireland. The majority of employees (510) are in Northern Ireland, with 345 located between Dublin, Cavan and Galway. The claims organisation is based solely in Ireland, while technology is split across Belfast, Dublin and Galway. The majority of tech leadership and administration roles are based in Belfast.

In June 2023, 123 employees, previously part of parent company Liberty Mutual Insurance, became hosted employees of Liberty IT as part of a wider organisational change under the Transfer of Undertakings Protection of Employment rights (TUPE).



Interpreting the Gender Pay Gap Data

The gender pay gap is the difference between male and female hourly earnings in the 12 months up to 24 June 2023, regardless of the work they do. This includes base pay, allowances, bonuses, and incentive pay.

Equal pay is when employees receive the same pay for the same or similar job. We believe equal pay is a business imperative and we are committed to it.

The gender pay gap, however, looks at pay across all roles, regardless of whether the roles are similar or not.

We are fully committed to both equal pay across all genders and closing the gender pay gap. This report details our results, diversity goals, programmes and progress.

Mean

The mean is calculated by adding up the total pay of applicable employees and dividing by the number of employees in that group. The calculation is completed separately for males and females and the totals are compared and represented as a proportion of the male mean.

Median

The median is the number which is in the middle of the ranking of pay from lowest to highest for males and females and gives us the best view of typical pay. The middle number is compared and represented as a proportion of the male median.

Pay Quartiles

Pay quartiles are calculated by splitting all employees into four event groups according to their level of pay. Looking at the proportion of male and female in each quartile gives an indication of the gender representation at different levels of the organisation.



Our results

Liberty IT

Our analysis of the gender pay gap mean and median (and the differences between the two figures) indicates that whilst gender pay gap is 11% when we consider typical pay (median), the difference in the mean pay (20.9%) is driven by the fact that there are more males in senior engineering/executive roles than females within the organisation's Irish locations. This is also impacted by C-Suite level roles either being based in Northern Ireland or working into the US structure.

When we review the pay band quartiles, we can see a decrease in female representation as pay increases, with only 11% of females in Upper or Top pay band.

The Gender Pay Gap for employees on Temporary or Fixed Term contract shows a different trend to above, with males being paid less than females. This is caused by the difference in job roles for male fixed term and female fixed term employees, with males in Intern (entry level) positions and one female being recruited to a higher-grade role.

We strive to attract and retain female talent. StemWomen.com estimates that females now make up 26% of the STEM workforce in Ireland. At Liberty IT, across our Ireland locations, we have a female representation rate above of this level - 29%. This representation rate reduces at senior levels and this is reflected in our mean gender pay gap.

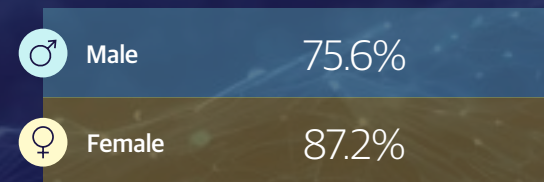
We are confident that males and females are paid equally for equivalent jobs across our business and that equal pay is not a contributing factor to our gender pay gap. Our focus will be on improving representation at our most senior levels across the organisation through our action plan and we will report progress on this annually.

Full time		Part Time		Temporary	
20.9%	11.5%	0.0%	0.0%	-71.8%	-68.4%
Mean	Median	Mean	Median	Mean	Median

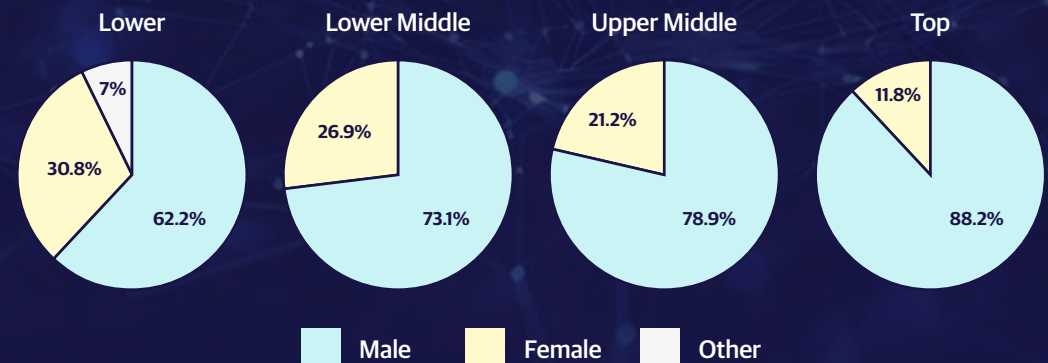
Gender Bonus Gap	
13.4%	33.6%
Mean	Median

Proportion of employees who receive bonus pay	
83.8%	87.2%
Male	Female

Proportion of employees who receive benefit in kind



Proportion of Employees in each Pay Quartile



CONT. Our results: Liberty IT

The organisation has already launched a programme to attract more female engineers, coupling this with inclusive selection training for all in-house interviewers. This is already showing encouraging trends with 11 females being successful in internal promotion (21.5% of total promotes in 2023 were female), 41.6% of new hires were female and the recruitment of the first female to a senior technical role (Architect) in Ireland.

We designed and launched the 'The Power in Me' workshops for employees, aiming to empower and offer support to overcome any perceived barriers to career success. 73 employees have now completed this programme. We have long-established Employee Resource Groups including Women in Tech, Pride and STEM.

Bonus eligibility is around the same for both genders, with slightly more females receiving bonus than males.

The difference in bonus payout amounts (\$) is influenced by such factors as eligible earnings, being employed on cut-off date and performance in role. However, it is noted that given that bonus is determined by salary in role, it is directly influenced by the gender pay gap described above.

When we look at benefit-in-kind we see just over 10% more females than males in receipt of this benefit. The main component of the benefit in kind calculation is private healthcare. Whilst private healthcare is offered to all employees regardless of gender, it is discretionary and more females than males have selected to take up the company offer.



Our results

Claims Handling and Imaging

It is recognised that there is a gender pay gap for this business area. Whilst females account for 65% of the business, the majority (62%) are employed in non-supervisory roles and paid at Lower and Lower Middle pay bands. This is in comparison to males who are predominantly (73%) paid at Upper Middle or Upper pay bands.

Whilst all employees are eligible to receive bonus (irrespective of gender or grade), the lower proportion of females receiving bonus reflects 6 newly appointed females who joined the organisation after the cut-off date for bonus to be payable.

The difference in bonus payout amounts (Gender Bonus Gap) is influenced by factors including eligible earnings, employment start date and performance in role. However, it is noted that given that bonus is determined by salary in role, it is directly influenced by the gender pay gap described above.

No employees in this business sector receive benefit-in-kind as defined.

Full time

11.4%
Mean

13.9%
Median

Part Time

0.0%
Mean

0.0%
Median

Temporary

0.0%
Mean

0.0%
Median

Gender Bonus Gap

32.9%
Mean

14.1%
Median

Proportion of employees who receive bonus pay

100.0%
Male

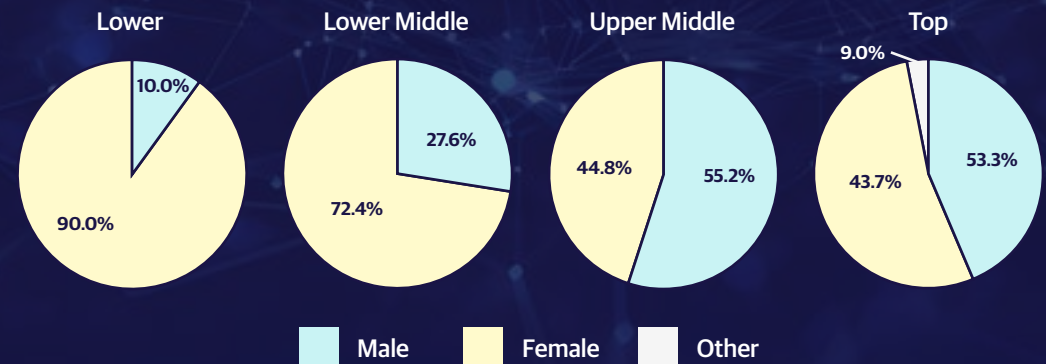
87.0%
Female

Proportion of employees who receive benefit in kind

♂ Male 0.0%

♀ Female 0.0%

Proportion of Employees in each Pay Quartile



Our commitments for 2024

Equal pay is when employees receive the same pay for the same or similar job. We believe that equal pay is a business imperative, and we are committed to it.

Liberty IT

1

Achieving greater balance in female representation

We strive to achieve greater balance in both female and male representation across all levels of the organisation which will support in narrowing our gender pay gap in the next 3 years.

2

Recruitment and Promotion practices

Continued focus on attracting more female engineers and continued roll out of inclusive selection training for all in-house interviewers. Continue with our organisational practice that all female applicants are interviewed by a panel with female representation.

3

Self ID Campaign Launch

To facilitate the tracking of gender (and other diversity dimensions) across the full employee life cycle, we will commence a Self-Identification campaign - wherein employees will be asked to voluntarily identify across selected dimensions. Through the collection of this data at a macro level, we can identify areas of focus.

Claims Handling and Imaging

Acquired by Liberty IT via TUPE transfer in June 2023, we are committed to reviewing processes and practices to promote gender balance. Our commitments are:

1

Enhanced governance on Pay

We will continue to undertake regular reviews of reward across all levels and role types to identify and address any anomalies. We will commit to alignment of pay with performance and parity with the external market.

2

Learning and Development

We will continue to develop our internal Talent and ensure we have a gender balance across all our career development learning programmes.

3

Promotional opportunities

We will focus attention on promotional processes to ensure equal opportunities for career enhancing roles. We will track and review the gender balance with regard to promotional engagements.



Contact us

For questions or comments regarding this report,
please contact careers@liberty-it.co.uk



www.liberty-it.ie