



# Gender gap gets worse

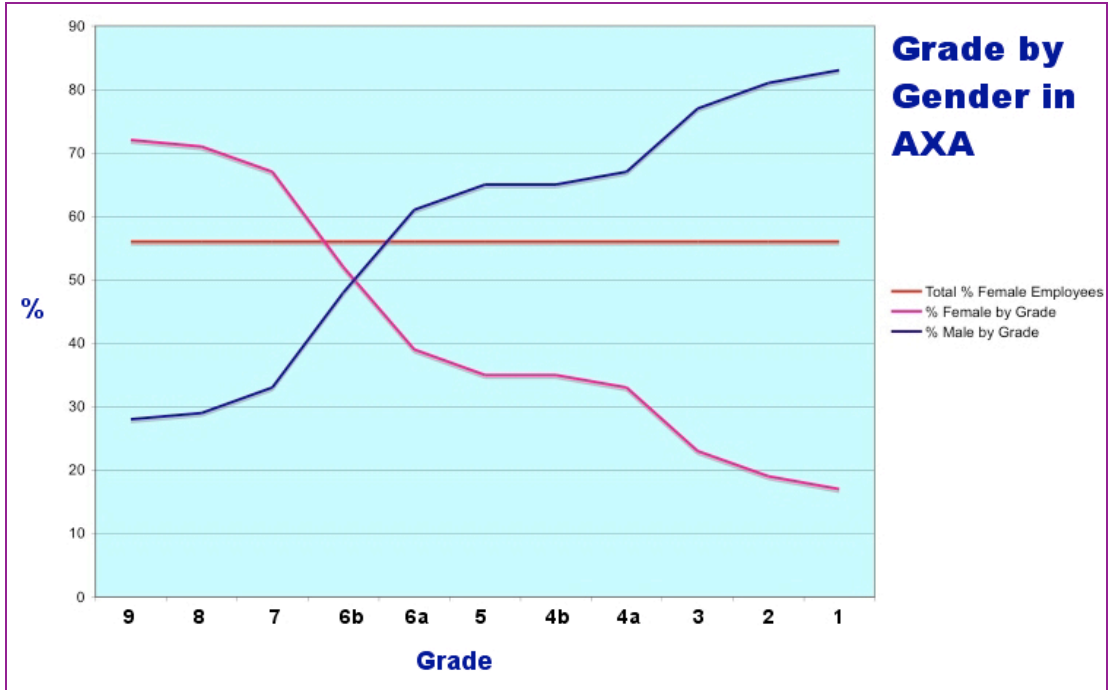
Unite were shocked by the latest information on grades and gender supplied by AXA as it actually shows the percentage of women in management grades falling despite the company employing more women than men in its workforce. Last year we reported the "glass ceiling" to female career progression with company data showing that despite women making up 56% of the workforce, they only made up 38% of management grades 4a to 5. This percentage has now fallen to 35%...

Our graph, using data supplied by AXA, shows the extent of the inequality through the grading structure, with the basic message that female staff are more likely to be found in the lowest grades (women make up 69% of staff in the lowest grades 7 to 9).

Over the years AXA has "committed" to address this issue, but despite setting up an Equality forum, has taken no discernable positive action to improve the situation.

Unite are extremely unhappy about the latest data and are challenging AXA to work with the union to investigate the situation, devise strategies to address it and introduce checks and balances to ensure that women are not forced by their superiors and peers to make "career choices" based on their gender.

Action on this issue is needed now.



## How does your Op Co do?

AXA's data shows that the number of women in each grade differs widely by Operating Company. How does yours compare to others in the UK group or the national average?

Grade	All	Ins	Life	Sh Serv
All	56%	56%	56%	46%
9	72%	82%	71%	69%
8	71%	69%	72%	80%
7	67%	66%	62%	66%
6b	52%	53%	45%	50%
6a	39%	36%	36%	36%
5	35%	42%	32%	43%
4b	35%	32%	30%	33%
4a	33%	37%	10%	36%
3	23%	16%	16%	30%
2	19%	14%	23%	15%
1	17%	14%	0%	40%

## What is IWD?

Celebrated annually on 8 March, International Women's Day (IWD) is the global day connecting all women around the world and inspiring them to achieve their full potential. IWD celebrates the collective power of women past, present and future.

Hundreds of events are held all around the world and details of these can be found on the IWD website (see below).

Many organisations support IWD, and encourage participation such as the Accenture and HSBC, but not AXA...



2008 International Women's Day



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