



It's Time to Smash AXA's Glass Ceiling...

Every year on the 8th March International Women's Day is celebrated across the globe, with hundreds of events held in numerous countries.

Every year we take a look at our company to see if the gender gap in AXA has improved and that women are beginning to make inroads into the management and executive populations.

AXA is an equal opportunities employer but still, despite expressions of desire for there to be more women in management from Group President Henri de Castries down, we still remain in the unacceptable position that an

organisation that employs more women than men, continues to have many more men than women, in managerial and executive positions.

Unfortunately 2010 sees no real improvement from the previous three years and surely we cannot allow this inequality to continue.

Women make up 53% of the employees in Life, Insurance and Shared Services but only occupy 34% of the managerial grades and just 16% of executive positions. In fact even at grade 6, there are more men than women in senior technical and team management roles.

Unite would like to undertake a joint initiative with AXA to survey female staff at certain levels to try and find what stops them from moving up the grade ladder or applying for jobs at higher grades.

Unite has done this in other institutions, working with employers to help them make their workplaces more gender friendly and where the

term "an equal opportunities employer" actually means the company really is equal.

Let's do that here!

UNITE FOR EQUALITY IN AXA...

% women by grade by op co...

Grade	All	Ins	Life	Sh Srv
All	53%	58%	55%	44%
9	73%	89%	68%	100%
8	72%	72%	71%	77%
7	65%	67%	64%	64%
6b	49%	58%	44%	52%
6a	40%	40%	46%	38%
5	39%	38%	33%	42%
4b	32%	32%	31%	33%
4a	30%	36%	23%	30%
3	25%	19%	11%	31%
2	17%	13%	18%	19%
1	11%	0%	0%	25%



8th March 2011 is the International Women's Day Centenary, we're calling on AXA UK to devote the resources to take a stand against gender inequality here in AXA and make 2011 really worth celebrating!



www.axa-unite.org