



# AXA's gender gap shame

Unite were extremely disappointed to note that the latest information on grades and gender, supplied by AXA, shows no improvement in the percentage of women in management grades since last year. In fact the situation is still worse than it was in 2007. In 2009 women make up 55% of the workforce but only occupy 33% of management grades (35% of grades 4a to 5 – the same as last year and 3% down on 2007). The table below shows the situation, figures in yellow are same or worse than last year (ie. more women in grades 7 to 9, less women in grades 6b upwards).

So what are AXA doing about it? In Unite's view not enough. On Friday they announced they would pay for subscriptions to **Women In Banking and Finance** but that is one very small step and nowhere near enough to identify the issues that see female staff in AXA make up 69% of the lowest grades (7 to 9) and 33% of the higher ones (1 to 5).

Despite trumpeting it's equality forum, the latest statistics show that AXA has failed to address this issue in any meaningful way and increase the numbers of women in higher graded, and higher paid, jobs.

Grade	% Women by Grade by Op Co			
	All	Ins	Life	Sh Serv
All	55%	58%	58%	46%
9	72%	91%	68%	83%
8	72%	71%	72%	80%
7	64%	66%	63%	65%
6b	49%	51%	47%	53%
6a	39%	40%	41%	37%
5	38%	37%	34%	41%
4b	33%	32%	31%	35%
4a	29%	34%	22%	30%
3	23%	24%	17%	24%
2	18%	14%	19%	19%
1	12%	0%	0%	50%

