



# Equal work? Equal pay!

Everybody doing the same work deserves the same pay. Everybody doing work of equal value deserves equal pay. Nobody should be paid less because of their gender. That is a basic principle and one Amicus is determined to support. This week Amicus are running an Equal Pay campaign here in AXA to highlight the issues and ensure that the basic principles we believe in, are principles which this company supports and implements.



AXA has signed Amicus' *Equality Charter for Women Workers*, committing to work with the union to tackle the root causes of pay inequality, and now we are challenging AXA to demonstrate its commitment and end inequality in women's pay and career progression.

"AXA has now for a number of years undertaken an equal pay audit across Insurance, Life and Shared Services", stated Seconded Rep Steve Gooden. "Whilst it is used to identify and address individual inequalities, the fact that it also shows a consistent pay gap between men and women in the organisation of around 30%, demonstrates the need for AXA to introduce initiatives to solve issues on inequality for women, even though it is recognised that it is better than the sector pay gap of 41%".

The 2006 Women and Work Commission Report echoed this point, stating that occupational segregation was a major cause of the gender pay gap with under representation of women in management positions in the financial services sector.

AXA Gender Spilt		
Grade	Male	Female
All	44%	56%
L3 +	79%	21%
L4-5	62%	38%
L6-9	40%	60%

## AXA's glass ceiling...

The problem of female career progression is clearly illustrated by the latest staffing figures which show that despite AXA employing more women than men, men hold the majority of management level roles. Within AXA Insurance and AXA Life this situation is even worse, both employing more women than men, but men holding the majority of roles from grades 6b up.