



## AXA develop bird flu plan

At the March EWC meeting in Madrid, AXA outlined its contingency plans in case of a flu pandemic sweeping Europe, arising out of the H5N1 Avian flu virus. With cases now confirmed in France, Denmark, Poland, Sweden and Switzerland, AXA has drawn up a strategy as part of its business continuity plans.



### EWC donation to Mali project

The EWC has donated €5,000 to Solar Projekt, a German company which makes lamp kits for third world countries. The money will go towards a project in Mali where workshops will be set up to make up the lamps for the local populace.

AXA's policy has resulted in each country having appointed an official representative who will ensure collaboration between entities within a country and across the Group. Each country has been tasked with drawing up an appropriate communication plan, prevention measures and to start incident and crisis management preparation in case such a pandemic occurs.

The policy is concerned with employees who are based in risk zones, those employees who travel to and from these zones and visitors coming from risk zones, with the responsibility for implementing the action plans resting with the local CEO.

At a national level, AXA companies must advise their staff on general health risk prevention, implement adequate processes to identify employees exposed to Avian flu and notify staff about local medical campaigns.

The national plans also need to cover limiting the impact on the business in the face of widespread infection with an increased use of home-working and clients being transferred to other AXA sites.

### Women still at disadvantage in AXA...

Social data provided by Group HR to the EWC still shows women within the AXA Group in Europe continue to be disadvantaged compared to their male colleagues. The gender breakdown between male and female staff shows that whilst women form 60% of the non-management staff, they only form 42% of managers and just 18% of executives, no major difference on the 2004 data.

Other data provided showed that Europe's sickness rate was 5.07% compared to 4.41% worldwide. The 2005 sickness rate in Europe was an increase on the previous year's 4.84% (3.95% worldwide).



Pic: AXA Seguros headquarters in Madrid

### AXA Spain offshores work to Argentina

Following on from the UK and France, Spain is the latest AXA operation to offshore work abroad. AXA Assistance Spain has moved swiftly to offshore its night shift operation in Barcelona, which undertakes back off travel and household claims work, to Argentina.

Whilst the approximately 50 workers affected in Barcelona were redeployed within the company, the Spanish trade unions are clearly concerned at what they regard as a pilot exercise for the offshoring of work to Spanish language countries in Latin America.



### What is the EWC?

The European Works Council is a body of 50 workers representatives from all EU countries which AXA has offices in (with more than 150 staff). All representatives meet twice a year with senior management from Paris, whilst a smaller group of 10 delegates (the Secretariat) meet monthly with Group HR to discuss trans-European issues and major developments in EU countries.