

EQUAL PAY



Amicus continues to campaign to ensure that progress is made in closing the gender pay gap. As well as continuing to negotiate with employers to conduct equal pay audits, in June 2006 Amicus launched the 'Charter for Equal Pay and the End to Career Discrimination for Women Workers'. This charter seeks to address the 40% pay gap in the financial services sector. At the launch of the Charter Amicus sent a clear signal to employers that we will not tolerate the inertia that currently exists in dealing with the unacceptably large gender pay gap in the sector.

Equal pay campaign

The gender pay gap continues to be significant in the financial services sector. Despite the fact that equal pay legislation has been in existence for over 30 years, female workers in the sector still earn on average 40% less than men.

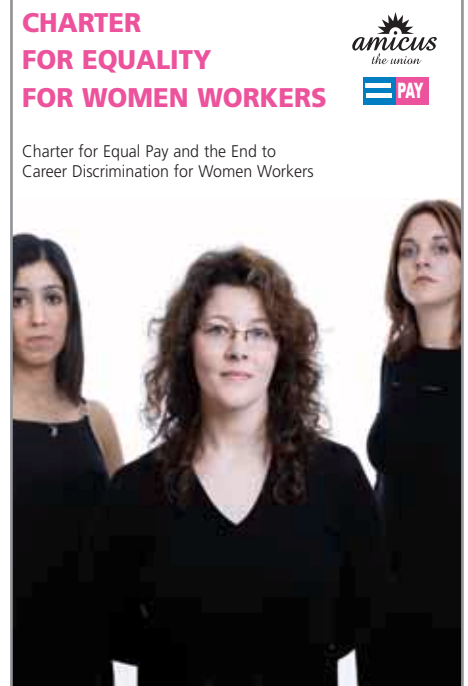
It is vital that employers carry out equal pay audits and work with Amicus on solutions to close the pay gap. There are also a number of initiatives that companies can introduce to address the issues around equal pay, for instance: promoting flexible working, supporting female progression, enhancing maternity and paternity leave and pay, and improving childcare support.

While some companies have undertaken voluntary equal pay audits, some employers fail to acknowledge the issues around pay discrimination and occupational segregation. In the absence of any compulsion on the private sector to take action on equal pay, Amicus will continue to exert pressure on employers to take action.

The Charter

The charter aims to establish joint working between Amicus and employers to address the factors that contribute to the gender pay gap. The key features of the charter include:

- Commitment to focus on equality for all employees
- The establishment of a working group to improve career opportunities for women
- Conduct equal pay audits with involvement from Amicus
- Formulating an action plan to address any issues found
- Communication with staff on this issue



To view the charter visit

<http://www.amicustheunion.org/Default.aspx?page=552>

For additional information on the Amicus equal pay campaign please visit the Equal Rights section and the Finance Sector pages of the Amicus website:

www.amicustheunion.org

Charter progress

This campaign has already been extremely successful. The response from many employers has exceeded our expectations.

COMPANY	STATUS OF DISCUSSIONS
AXA	Has signed the charter. The company has carried out audits after each pay round.
HSBC	First Direct has signed the charter, but parent company HSBC has not. It is hoped that HSBC will sign the charter.
RSA	Has signed the charter. Equal pay audits have been carried out over the last four years. There will shortly be a formal meeting to consider how to take the charter forward.
HBOS	Has signed the charter and added age, disability and ethnicity as additional areas of focus. An audit was carried out recently and a number of action points were agreed with Amicus.
Legal and General	Has signed the charter and added ethnicity and age.
LTSB	Has signed the charter.
Bank of England	Executives are considering the charter.
RBS	The charter has been raised with the company formally. Amicus awaiting response.
NAG	The charter was submitted as part of the pay claim. Amicus is challenging the company to conduct an equal pay audit. The company is establishing a number of positive initiatives including flexible working, diversity training for managers and childcare vouchers.
Barclays	Has signed the charter.
Friends Provident	Company is currently considering the charter, and is looking at making additions

Amicus is also writing to the chair of the Women and Work Commission who in 2006 looked at the issue of equal pay. Amicus will update the Commission on our campaign to achieve equality for workers in the financial services industry.

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