

# CHARTER FOR EQUALITY FOR WOMEN WORKERS



Charter for Equal Pay and the End to  
Career Discrimination for Women Workers



## Strategy

**Amicus is at the forefront of the trade union campaign to achieve equality for women workers in the UK. The finance sector has the largest pay gap in any sector at 41% and concerns about this have resulted in a number of finance sector employers carrying out equal pay audits, often in partnership with Amicus. All the audits have revealed that occupational segregation is a major cause of the gender pay gap with the under-representation of women in management and certain occupations within the sector.**

**Following the Women and Work Commission Report Amicus is strengthening its campaign in the finance sector for equality for women, as unless action is taken women will continue to suffer discrimination in both pay and opportunities.**

**Therefore, we are calling on finance sector employers to sign up to the Amicus Charter for Equality for Women Workers and to work in partnership with us to take action to address the issue. This is necessary to challenge the inertia that exists in dealing with the unacceptably large gender pay gap of 41% in the Sector.**

## Amicus position

The campaign for equality for women must be at the heart of the activity of the Amicus finance sector.

Some, but not all, companies have undertaken voluntary equal pay audits in partnership with Amicus. Although some companies have taken action to address pay discrimination, very little has been done to address the under-representation of women in senior jobs and male-dominated occupations within the sector. Occupational segregation is the major cause of the gender pay gap in this sector and unless companies take action to address this issue women will continue to suffer discrimination in both pay and opportunities.

Amicus has welcomed the Women and Work Commission Report in terms of its recommendations on skills and procurement. However, we are deeply disappointed that the Commission has not recommended mandatory equal pay audits for all sectors and that there has been more emphasis in the report for action in the public sector and not the private and voluntary sectors. Therefore, in the absence of any compulsion on the private sector to take action on equal pay, it is important that Amicus maintains the pressure on employers to take action via collective bargaining.

## ■ Action Plan

- 1 Identify those companies that have yet to agree to an equal pay audit and target them both on a bargaining and campaigning basis.
- 2 Review activity in other companies and identify areas of best practice, either in respect of a commitment to an equal pay strategy, or action that has resulted in progress in terms of addressing problems related to pay discrimination and occupational segregation. This good practice should be shared and publicised positively.
- 3 Using best practice and our own standards as defined by Amicus policy/campaigns – draw up a ‘Charter for Equal Pay and the End to Career Discrimination for Women Workers’.
- 4 Seek buy-in of key lay activists via the recommendations in the Women and Work Commission Report, the Finance Sector Charter, the Equal Pay Negotiators’ Guide and support of the Amicus NEC.
- 5 Launch Charter at Finance Sector Conference in Scarborough with high profile speakers.
- 6 Launch company-based campaign to encourage employers to sign up to the Amicus Charter – reward those that do with positive publicity etc.
- 7 Finance Sector Industry Committee will be asked to provide policy support to mandate that this will form part of the collective bargaining strategy in all finance sector areas where we are recognised.
- 8 Raise awareness of ‘equal pay’ with members in the sector emphasising that it is an issue for everyone because it affects family incomes.
- 9 Set up a three month time scale for signing up then move to media/ organising campaign.

### **AMICUS EQUAL PAY CAMPAIGN**

**For information on the Amicus equal pay campaign you can order a copy of the Equal Pay Guide. This can be downloaded at [www.amicustheunion.org/equal pay/](http://www.amicustheunion.org/equal%20pay/)**

**This includes a negotiators’ guide and also an outline of the Equal Pay Act.**

*Amicus and ..... (employer's name) seek to be leaders in achieving equality for employees in the financial services sector. Working together we are committed to act to address the historical factors that contribute to gender inequality in the sector. Together we will focus on taking action to achieve full equality for women.*

### *Commitment to Action*

- A commitment to equality for women workers in the UK.*
- We will establish a working group to develop a programme of work designed to improve women's pay and opportunities. This group will include a cross-section of staff and union representatives.*
- We will carry out equal pay audits on a regular basis in partnership with Amicus.*
- An Action Plan will be introduced to address all of the issues highlighted in the equal pay audit. This will be agreed with trade union representatives.*
- All initiatives and results will be communicated to staff.*
- We will identify areas of best practice to be shared within the finance sector to approve the baseline of best practice throughout sector.*

*Signed by:*

..... *On behalf of employer*

..... *On behalf of Amicus*

## ■ Best practice

### HBOS

HBOS has carried out an equal pay audit based on gender and findings were shared with the unions involved. The audit revealed that there were some pay anomalies at senior levels, but the major issue was that women were clustered in the lower grades in the company and under-represented in senior management.

An action plan was drawn up in partnership with the unions which included a commitment to carry out regular equal pay audits, draw up action plans, regularly monitor starting salaries and managerial guidelines on equal pay. A review of all HR policies and practices was undertaken in order to remove any barriers to progression and ensure equal access.

A Diversity Leadership Forum has been set up where HBOS divisions come together to plan and track progress against diversity commitments. This is chaired by James Crosby, Chief Executive of HBOS.

The company has recently issued an HBOS Diversity Commitment to all staff with their salary slips stating that "diversity, dignity and respect are fundamental pillars of HBOS".

### Legal and General

Legal and General has carried out equal pay audits in partnership with Amicus, the first full audit being carried out in 2001. At the beginning of 2006 the Joint Equal Pay Committee agreed Terms of Reference in relation to future equal pay audits and that the work of the Committee should be communicated to all managers and staff.

It was agreed that future equal pay audits should be carried out on an annual basis, should include salary and bonus and cover gender, part-time workers, age and ethnicity. The Committee will analyse the audit, identify issues and recommend action to the company.

Women who take maternity leave will be identified and tracked against a control group. Additionally, starting salaries will be monitored every six months.



## Barclays

Barclays carries out equal pay audits on an annual basis and the findings are shared with Amicus. The audits cover gender, part-time workers, age, ethnicity and disability.

Key findings in relation to women are that although there are significantly more women than men working for Barclays, women are clustered in the lower grades and the majority of men work in senior levels. In particular, there is a greater prevalence of part-time workers at junior levels. Where women dominate the grade their salaries on average are higher than their male counterparts. This indicates that women are not progressing as quickly as men in the company.

Barclays has an Equality and Diversity Strategy and Project which is overseen by its Director of Equality and Diversity.



## NAG

NAG is working with Amicus on a number of diversity initiatives. In addition to carrying out and sharing findings on equal pay audits, the company has introduced equal pay training for managers and enhanced their family friendly policies and benefits.

The company is now working with Amicus to identify the barriers that hinder women's advancement within NAG and possible solutions to overcome these barriers. Initially this has involved focus groups of female volunteers to look at these two issues.

NAG has produced a Diversity Strategy Document outlining the business case for diversity and recommendations on the UK approach.

## **Charter for Equality for Women Workers**

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