

# uniteinaxa

YOUR UNION . YOUR VOICE . AUGUST 2014



## Is it time to be flexible?

**Earlier this summer the government extended the law on the right to request flexible working to all employees with six months service.**

Of course **AXA** has actually been ahead of the law for a while on this, **Unite** negotiating a wider provision than the law required with the company several years ago, allowing any staff member to put in a request, not just those with dependents.

Flexible working is about giving employees choices to help balance their personal life with work and can take many forms including working from home part of the week, term-time working and working part-time.

The government feels that flexible working is of particular interest to older workers approaching

retirement and to young workers looking for additional training while they work, as well as parents with young children. A pretty diverse population...

However, when we look at part-time workers in **AXA** there is a definite imbalance between the sexes.

One in four female employees in **AXA UK** work part-time, whereas only **one in sixty** men do.

This difference was quite surprising to both the company and **Unite**. Yes, there may be some historical reasons and it may well be that traditional stereotypes still exist to some extent when it comes to childcare, but even so we felt that more male employees would have taken the opportunity to request working part-time.

We would really like to hear from you on this topic. Have you considered working part time? If you have considered it and haven't done so, why not?

Do you feel you cannot afford to? Did you ask and your manager refuse your request? Do you think it will harm your career prospects if you work part-time?

If you do work part time in **AXA**, let us know your experiences of doing this.

Do you face any problems or is it the best thing you could have done? Let us know.

**Please talk to your local union rep about part time working, it is important we start the debate to help attract and retain diverse workforce in AXA UK.**