

ENTERPRISE BARGAINING 2019

Fair Pay, Secure Jobs, Rights at Work

Does NAB have a Gender Equality Problem?



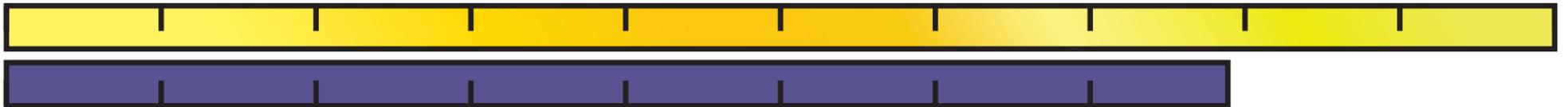
12.4% of part-time employees are men *

69% of Executive Managers are men (group 6+7) *

69% of Senior Managers are men (group 5)

62% of Managers are men (group 4)

Men's pay = 100%



Women's pay = 79%



87.6% of part-time (PT) employees are women, *
but only **5.1%** of promotions go to PT staff

57% of Non-Managerial employees are women (groups 1-3) *

"I'm definitely the lowest paid in my group. I have to do twice as much as other male Group 3's in order to get any sort of recognition."

*"I was in a team with 4yrs previous banking experience earning about 57,000 which I had to negotiate. **A young man still in Uni, with no previous experience, joined the team and was offered 60,000 starting.**"*

*"Getting flexible arrangements is so hard. As a single mother with kids, **they always say I use my kids as an excuse** to take sick leave."*

*"I am about to go on maternity leave and everyone I speak to says that's when NAB starts to treat you unfairly. **They get you when you are vulnerable.**"*

* NAB report to WGEA for 2018

It's Time to Close the Gender Pay Gap!

We know the following steps will reduce the gender pay gap, so why won't NAB put their money where their mouth is?

- Pay transparency
- Offer all roles available on a flexible basis
- Fixed pay increases for employees upon return from parental leave
- Top-up Superannuation payments during periods of parental leave
- Concrete equality targets for women in executive, senior, and management positions

"NAB says they're committed to a diverse and inclusive workforce, yet so far they won't agree to any terms in our EA that will resolve the gender disparity. It's time to close the Gender Gap Now!

It's time to fix pay! Join with us today at fsunion.org.au/join"

Helen Cadzow and Myrna Ellery, Union Bargaining Reps

