

Briefing on the GMB ASDA Equal Pay Campaign



1. What is the GMB ASDA Equal Pay Claim?

There are now over 50,000 ASDA and ex ASDA colleagues who are taking ASDA to court because depot colleagues are paid more than retail colleagues.



The current difference in pay is estimated to be between £1.04 and £3.74.

The claim says that this pay difference exists because the work done by retail workers has been undervalued by ASDA.

ASDA, and other retailers, have historically undervalued this work because it is work that has been done primarily and traditionally by women.

We believe that the work done in retail and depots is of equal value, and certainly brings 'equal value' to ASDA as a business and therefore the jobs should be paid equally.



GMB, the union for ASDA workers, is supporting our members to bring Equal Pay claims against ASDA.

2. This has been going on for years, why are we talking about this now?

It is precisely because this has been going on for so long that we want to talk to you about this issue. We don't think it's fair that ASDA keep spending millions of pounds fighting this claim in the courts when they could be sitting down and working out a way to pay what you are owed.

In September 2024 the next stage of the legal claim goes to the courts. We feel positively about this next step, and we want to ensure you are part of it.

3. Why does this matter?

Retail workers, who are predominantly (but not exclusively) women have been underpaid for decades. In some cases, the difference between retail and depot workers pay adds up to many tens of thousands of pounds over several years.

We say, this is money that has been stolen from low paid workers pockets due to sex discrimination.

GMB has calculated that a retail worker starts 'working for free' from the 6th of November when compared to a depot colleague.

That money could be the difference between being able to spend more time with your family, taking a holiday or saving for retirement.

This campaign matters because ASDA's profits have been propped up by underpaying retail workers for decades.

This money belongs to you, and it could make a real difference.

4. Why have you said a retail worker is 'working for free from the 6th of November?'

The 6th of November is ASDA's equal pay day. This is the day that ASDA's retail workers start working for 'free' compared to their colleagues in the depots. This means that ASDA's retail workers are working all of Xmas for free, compared to what they should be paid if they were being paid equally to depot colleagues.

5. If I join the claim what happens next?

We are talking to you about the Equal Pay campaign now because in September 2024 the next stage of the legal claim is heard in the courts. This is called the Equal Value hearing. We are optimistic this hearing will be positive for all ASDA workers seeking pay justice.

Asda could choose to negotiate with us and settle these claims at any stage.

Joining the claim is just the start of asking Asda to treat you fairly. We are asking you to become involved in activity that asks ASDA to pay you

what you are worth - to value the work you do.

When we win, and / or ASDA choose to settle the claims what you are owed is calculated. This is back dated by six years from the date you submit your claim and is the difference between what you and your comparative worker in the warehouse are paid for the hours you have worked.

If you retire you are still entitled to any settlement and if you leave ASDA you are still entitled to settlement.

We have sadly had members who have passed away waiting for ASDA to do the right thing on this. When this happens, whatever they are owed is paid to their estate.

6. How do I join the campaign for equal pay?

Scan the QR code and enter your details - let us know on this form what level of campaigning activity you'd like to get involved with and we will be in touch.





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