

GMB's Equal Pay Briefing for ASDA Retail Workers

ASDA's Equal Pay Day is the 6th November 2023, this is the day where ASDA's retail workers, who are mainly women, start working 'for free' when compared to their colleagues in the depots, who are mainly men.

GMB is using this day to raise awareness of the ASDA Equal Pay Claim, highlighting how one of the largest private sector employers in the country is discriminating against its women workers by not paying them equally.

Equal Pay:

- ASDA is currently facing the largest ever private sector equal pay claim. C. 50,000 current and former ASDA workers are suing ASDA for equal pay.
- Asda can afford equal pay. GMB estimates the cost of settling the equal pay claims to currently be about £2.1 billion – this is equal to the value of a £2.1 billion dividend declared in Asda Group Limited's 2022 accounts.
- The cost of correcting the pay structure moving forward could be up to as much as £400 million – this is less than Asda

paid last year to acquire the Co-op's petrol stations.

- The legal battle reaches a pivotal stage in September next year. Claimants and the GMB head into this landmark hearing feeling very positive due to the favourable independent experts report that has been commissioned by the tribunal.
- The current pay difference between retail and distribution is £2 per hour.
- A GMB motion was passed unanimously at this year's Labour conference which calls on the Labour Party to 'work with retail unions to establish a taskforce to deal with the challenges of... ownership standards' in retail.

Financials:

- GMB calls on ASDA to come clean and explain what we believe to be a £1.8 billion dividend payment sitting in the accounts of Bellis Acquisition Company Ltd, one of the companies in the complex 24 rung ASDA ownership structure.

- This could be money owed to our pandemic heroes, ASDA's low paid, primarily women, retail workers to settle their equal pay claim.
- GMB found an unspecified amount of £1.8 billion hiding in the operating costs in the accounts for ASDA Stores for 2022. ASDA has now told MPs that this huge figure - which amounts to 7p for every £ taken at the tills "comprise all the other overhead costs which a business the size and complexity of Asda incurs in order run its business." GMB will continue to demand transparency around what these huge sums were for.
- ASDA has a duty to its stakeholders to be transparent about finances in the company structure that involves no less than 24 interrelated companies in the UK and Jersey. GMB argues that the company structure is deliberately impenetrable so as to obscure necessary transparency in one of the UK's largest supermarket chains.
- GMB members also want to understand why Asda Stores appears to have paid so little tax in the 2022 financial year

despite spending £468 million on expansion and declaring a dividend.



How can you join the fight for equal pay in ASDA?

- 1 Join the GMB if you aren't already a member
- 2 Join the GMB's equal pay claim by scanning the QR code on this leaflet below
- 3 Talk to your colleagues about the claim, encourage them to join the union and the claim
- 4 Organise a visit from GMB representatives to talk to you and your colleagues about the claim
- 5 Become a GMB activist in ASDA



Sign up to the GMB Equal Pay Claim

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