

Fujitsu: letting down every woman

Today's event aims to help tackle the low proportion of women in tech and the above-average gender pay gap in our industry. Achieving these vital goals will require real change to policies, practices and cultures. Such change can only be accomplished with the involvement of those working in the industry who back it.

So it's sad to see Fujitsu, one of everywoman's corporate partners letting women down so badly.

Sexual harassment

Fujitsu made Mrs Saj Patel redundant shortly before Christmas. She had raised a grievance complaining that she was paid £10-£16K less than male colleagues doing the same work and about sexual harassment which she said was linked to her selection for redundancy. Fujitsu dismissed Saj without even hearing her grievance, despite this breaking agreed procedures. At the time of her dismissal there were at least three jobs available in Saj's own department which had been turned down by colleagues but which Fujitsu didn't offer.

Discrimination in redundancy

Saj's dismissal is one of six Compulsory Redundancies at the heart of industrial action by Unite members in Fujitsu, including a strike today. The majority of the six are black. The majority are disabled. Two are union reps. These proportions are far higher than in the workforce as a whole. Fujitsu refuses to share its equality impact assessment of the redundancies with employee representatives, despite having promised to do so.

This isn't the first time redundancies in Fujitsu have disproportionately affected groups with protected characteristics. In a previous wave of redundancies the union analysed selection scoring from a unit of nearly 1500 staff and found that women, non-white workers (particularly workers of Indian origin) and part-time workers were disproportionately selected. Maybe this is why Fujitsu is keeping the data secret this time.



Fujitsu strikers protesting over unfair pay

Discrimination in pay and benefits

The union has repeatedly had to take legal action to penetrate the fog of secrecy Fujitsu operates around pay and benefits. Fujitsu promised to carry out an equal pay review more than ten years ago, after the union raised concerns about inequality.

When Fujitsu didn't deliver on its promise, the union carried out its own analysis, producing dossiers (e.g. <http://tiny.cc/dossier2017>) on reward inequality. Fujitsu has told employees that it is using a third party to carry out an equal pay review, to be complete by the end of March, but won't involve employee representatives in the process, leaving little faith in its validity – particularly when the company hasn't addressed the "risky practices" on equal pay the union highlighted.

Fujitsu has just regraded its staff, without telling them how this will affect their pay and benefits or giving them a meaningful appeal process.

Protest to Duncan.tait@uk.fujitsu.com with a copy to support@ourunion.org.uk.

More info: tiny.cc/fujitsudispute

Follow and promote the campaign on social media using #FujitsuFightback:

 @unitefujitsu  /uniteatfujitsu