

# FAIR PAY

# EQUAL PAY

- Reduce casualisation
- End the gender pay gap
- Restore work-life balance
- Increase salaries to catch up against inflation



# VOTE YES!

UCU STANDING UP FOR EQUALITY  
FAIR PAY AND CONDITIONS

[www.ucu.org.uk/hepay](http://www.ucu.org.uk/hepay)

**UCU**  
University and College Union

Fair PAY  
Equal PAY  
in HE

FAIR PAY

EQUAL PAY

### What's the problem?

Recent years have seen spending on buildings balloon while staff pay has been held down.

While VCs and principals have seen their pay rise substantially, the only aspect of our salaries that is getting bigger is the gender pay gap.

In 2016/17 there were 100,000 staff on fixed-term contracts and 72,000 'atypical'. For these staff life is often a struggle to make ends meet while they hunt for the next job.

When it comes to workload, we calculate that staff work an average of two days unpaid every week.

### What is UCU doing about it?

Recent years have seen the employers refuse to negotiate nationally about issues like the gender pay gap, casualisation and workload.

Faced with this, UCU will be pursuing fair pay and conditions at branch level too - forcing each employer to tell us how they intend to reduce the gender pay gap, restrict insecure contracts and, of course, tackle workload.

You can help by standing with us for fair pay and conditions.

To read more go to: [www.ucu.org.uk/hepay](http://www.ucu.org.uk/hepay)

### UCU standing up for fair pay and conditions

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