

31st OCTOBER ALL OUT!



On 31st October members of UCU, UNITE and UNISON will strike in defense of pay and conditions. It will be the first time all 3 unions have taken strike action together.

Support the strike by refusing to cross their picket lines. If you work in higher education join the strike and do not come to work. If you are a student do not go to classes or visit the library.

There is plenty of money in higher education. If we take action together we can ensure the pay rise we deserve and need.

**SUPPORT THE STRIKE
DECENT PAY FOR EVERYONE**

STRIKE FOR DECENT PAY

Severe increases in the cost of housing, bills, food and transport, means that in the past four years, pay has fallen in real terms by almost 15%. There is plenty of money in Higher Education, with an estimated £2 billion in reserves across the sector. The 1% pay offer is inadequate and an insult to the the very real hardship education workers and their families are facing.

STRIKE FOR A LIVING WAGE

Despite over half of vice-chancellors earning over £242,000 and a substantial increase the number of staff being paid over £100,000, over 4,000 low paid staff working in higher education are currently paid below the living wage.

STRIKE TO END THE GENDER PAY GAP

There is a greater gender pay gap than the rest of the public sector and little positive action has been taken by the employers to address this inequality. With women bearing the brunt of austerity and cuts to jobs and services, it is unacceptable that women must also deal with wage inequality in so-called centres of education and academia.

STRIKE TO END ZERO HOURS CONTRACTS

Zero hours contracts are increasing across the sector and more than half of higher education institutes are employing workers on zero hours contracts. Zero hours contracts mean workers have no guaranteed weekly hours or income, are only being paid for the hours that they do work and are obliged to be available for work at the whim of the employer. Employers use zero hours contracts to cut wages and undermine terms and conditions across the sector.

Undergraduates are paying £9,000 a year to go to university, yet those who teach them and facilitate their degrees are facing very real hardship because of low wages. Many students end up working in education, either as teachers and teaching assistants or support staff and for those entering the sector the increase in zero hours contracts is a very real and growing threat.