

# WE ARE TAKING A STAND FOR AN EQUAL & INCLUSIVE PUBLIC UNIVERSITY

We are striking to resist the casualisation and scandalous gender and racial pay gap in higher education, as well as the derisory pay offer offered by UCEA today, that is significantly less than inflation. Although presented as separate issues, they are intimately linked and have wide-spread implications for students as well as staff.

## WHAT IS CASUALISATION?

Recent research by UCU estimated that 48.7% of staff across UK higher education are employed on some form of casual contract. This means almost half of the people who make our universities run lack job security. What does this mean? Casualisation describes the growing trend employers hiring employees on insecure and atypical contracts – hourly paid, fixed term, and fractional. Casualised staff are often poorly paid, lack holiday and sick pay, don't receive a salary over the summer months, and are often not paid for time spent preparing lectures and tutorials, meeting and emailing with students, and marking.

## WHAT HAS THIS GOT TO DO WITH EQUALITY?

We are striking to close the gender pay gap, and FACE thinks UCU should explicitly tackle the racial pay gap too. Whilst casualisation is a scandal across the board, it disproportionately affects women and people of colour. In 2016, the gender pay gap in higher education was 12.6%. Two further TUC reports also showed that women and people of colour were also disproportionately employed on casual contracts. This has created issues around access to maternity, care, and sick leave, the ability to secure a tenancy or mortgage, and compounds issues around promotion and career progression for women.

## WHAT DOES THIS MEAN FOR STUDENTS AND STAFF?

Casualisation is a key factor that keeps women and people of colour out of academia. At present, there are currently only 17 black female professors in UK higher education. This impacts not only the diversity of staff as such, but also the diversity of education itself. At a time where students are challenging the whiteness of the curriculum and their teachers and fighting back against sexual harassment on campuses, the continual exploitation of people of colour and women by employers send suggests that the University is not listening. A fair pay deal will benefit staff across HE institutions, but the fight against casualisation and unequal pay is a fight for an inclusive and just university for everyone.

**If we want a better and fairer university, we must eradicate casual contracts and persist in guaranteeing accessibility to equal pay and opportunities for all. If you agree, please take a picture of yourself with our message in the centrefold, and tweet it to @FACEanticas and @UCU**

**DO YOU WORK IN HIGHER EDUCATION ON A SHORT-TERM, HOURLY-PAID, OR INSECURE CONTRACT?**

**DO YOU REGULARLY WORK MORE HOURS THAN YOU ARE PAID FOR AND STILL STRUGGLE TO GET BY FINANCIALLY?**

**DO EXHAUSTING WORKING HOURS PREVENT YOU FROM PURSUING YOUR OWN RESEARCH AND FROM PROVIDING YOUR STUDENTS WITH A REAL EDUCATION?**

**THEN JOIN US!**

## FIGHTING AGAINST CASUALISATION IN EDUCATION

In Higher Education today only 51% of the labour force are on permanent contracts, and in many departments as much as 30% of teaching is done by hourly paid staff. Casualisation means more work for everyone and less opportunity to provide quality teaching and research. It is only going to get worse – unless we act now!

## WHO WE ARE

FACE is a network of anti-casualisation campaigns in universities around the UK. We work together to improve working conditions in the here and now, and also ultimately to end casualisation and the neo-liberalisation of Higher Education. FACE was started by casualised academics at SOAS in Feb 2015, who, following significant victories achieved by their campaign Fractionals for Fair Play, wanted to reach out to other people organising against casualisation.

## WHAT WE DO

We share skills and resources with each other, and can offer you support in getting a local campaign off the ground or in winning better contracts. In 2015 we threw our national support behind the hourly paid tutors and union activists at the University of Warwick who succeeded in forcing management to scrap TeachHigher (an outsourcing agency for academic staff). We are currently focusing on resisting similar outsourcing attempts at other universities – get in touch if this is happening in your uni. At our 2nd national conference in Nov 2015 we developed 7 national demands, and are encouraging the University and Colleges Union to prioritise anti-casualisation.

## HOW TO GET INVOLVED

We meet monthly in either Birmingham, London or Manchester. These are open organising meetings and all are welcome. Email [contact@fightingcasualisation.org](mailto:contact@fightingcasualisation.org), if you would like more information about FACE or to join the announcement and discussion email list.

# #FAIRPAYINHE MEANS

- END UNPAID HOURS
- END CASUALISATION
- END THE 13% GENDER PAY GAP

FIGHTING  
AGAINST  
CASUALISATION IN  
EDUCATION

@FACEANTICAS @UCU