

NO!
TO CASUALISATION



YES
YES
YES
YES
YES

TO FAIR PAY
FOR ALL

“If I were to work to my contracted hours I would not be able to provide students with the standard of teaching they expect and deserve.”

“After paying my rent and the bills, I have around £250 to live on. I have had to take a number of part-time jobs over the years in order to sustain myself financially.”

-Testimonies from Associate Lecturers at Goldsmiths

61% of staff are on insecure contracts at Goldsmiths – the scandal of casualisation must be addressed!

Casualised academic, research and professional staff are suffering from precarious employment contracts – and this affects student learning!

We need greater job security for the highly skilled professionals who teach our students and research at our university.

Why does casualisation matter?

Over 61% of academic staff are on insecure contracts at Goldsmiths. A report by UCU in 2015 found that 40% of university staff on insecure contracts said they earned under £1,000 a month. Almost a fifth (17%) said that they struggled to pay for food and a third (34%) said that they struggled to pay rent or mortgage repayments. A similar amount (36%) said that they struggled to pay household bills like fuel, electricity, water and repairs. Casualised academic, research and professional staff are suffering from poor working conditions and precarious financial situations; and this has become normalised.

Casual staff play a key role in many parts of university life, including delivering core content of degree programmes to students. Since universities have been increasingly run as businesses since 2010, university management have sought cost-cutting measures in all areas of higher education. Unfortunately for students and staff alike, one of the ways universities try to save money is by putting staff on hourly-paid fixed-term contracts, leaving them with little job security whilst professional pressures often leave them doing unpaid work.

Why should I vote?

- UCU members are voting *against* the disproportionate reliance on precariously employed staff and to protest the insecure working conditions for many of our key academic, research and professional staff
- It will force universities to commit to a new national-level action plan to create greater security of employment
- This is a crucial opportunity for UCU members who benefitted from the militancy of their junior colleagues during the USS strikes to show solidarity with a campaign that will drastically improve the working conditions of precarious workers
- It is a powerful NO to one of the most scandalous consequences of the marketisation of higher education

FAIR PAY

EQUAL PAY

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We must pass the 50% threshold!
So vote YES to strike action and YES to
action short of a strike

USE YOUR VOTE!
YES ! TO FAIR PAY FOR ALL



GOLDSMITHS

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ucu.org.uk/join**