

# PAY: MIND THE GAP!

A historic legacy of pay inequality places women, Black, Asian and minority ethnic and disabled staff at a significant disadvantage. There is massive evidence of institutional discrimination against these groups in recruitment and promotion. They are disproportionately likely to be on insecure or temporary contracts and to report that their workload increased during the pandemic.

- Nationally the gender pay gap is 16% (OU 8.7% mean and 13.3% median)
- The pay gap between black and white staff is 17% (OU 13.2% mean and 20.1% median)
- The pay gap between disabled and non-disabled staff is 9% (OU figures unknown).

## Our demands:

- Every university to develop and implement an action plan, monitored centrally, to eliminate the pay gaps
- A commitment by all employers to encourage staff to declare protected characteristics in order to help address discrimination
- Local action on promotion and career support to close these unacceptable pay gaps
- A pay rise that addresses inflation and the spiralling cost of living - plus national action on workload and job insecurity.



# PENSIONS ARE AN EQUALITY ISSUE

Pensions are deferred pay and lower salaries mean a smaller pension pot. Unless they are reversed, the recent cuts (average of 35%) to USS will have greater implications for women, younger people and those who are part-time/disabled. The pension valuation was done in March 2020, at the height of the pandemic and the cuts were unnecessary. Restore our pensions now!

## HOW CAN I HELP?

- **Join UCU:** [www.ucu.org.uk/join](http://www.ucu.org.uk/join) and join the strike on 14, 15, 16, 21, 22, 23, 27 and 28 February and 1, 2, 16, 17 (weekend 18, 19), 20, 21, 22 March 2023
- Come along to out rallies and events: <https://www.ucu.open.ac.uk/>
- Ask the Vice-Chancellor to reverse the USS cuts and support a pay rise that addresses equality, workload, job security and the cost of living crisis ([vice-chancellor@open.ac.uk](mailto:vice-chancellor@open.ac.uk))
- Sign up as a supporter at <https://www.ucu.org.uk/supportthestrikes>
- Donate to the National Fighting fund <https://www.ucu.org.uk/fightingfund>
- Post support on social media using #ucuRISING.

