



Annual Members Meeting
19/02/2015

Motion Name: UBU should strive towards fairer pay

Background:

1. In the last year the Vice-Chancellor's salary was £321,000, and ninety three out of the University's 5,299 staff earned over £100,000 (2%). Senior managers in general earned £60-111,000. At the same time many of the University's staff have a salary under £15,000. This means the highest paid member of staff earns over twenty one times what the lowest paid earn, in a year – earning in two and a half weeks what others earn in a whole year. Such huge pay inequalities are deeply classist, and have many harmful effects.
2. Several staff in UOB are employed on casual contracts at under the living wage (the living wage is currently £7.85 an hour). Some people are struggling to make a living whilst others have so much more.
3. Vice Chancellors in the UK have seen average pay rises of around £10,000 in the last couple of years, at the same time as staff have seen real-value pay cuts: inequality is growing.
4. There are significant ethnic and gender pay gaps in the UK. The ethnic pay gap has increased from 18p per hour in 1993 to 43p an hour in 2008, and current gendered pay gap of approximately 20%.
5. Such pay gaps are also significant in universities, with an ethnic pay gap of 3-15% among academic staff across the UK, and gender pay gaps in universities have increased in recent years. UK Russell group universities have on average a higher pay gap than others.
6. As pay inequality disproportionately effects women and ethnic minorities, reducing general pay inequalities is an important component in opposing ethnic and gender pay gaps.

Purpose:

1. These inequalities are unjust and unjustifiable. Ethnic and gender pay gaps are racist and sexist, and must end.
2. The University should have a 1:5 pay ratio – no member of staff should have a salary more than five times that of any other member of staff. Students and staff in universities across the country have recently been campaigning for a 1:5 ratio, and an end to ethnic and gender pay gaps. NUS Scotland may soon be adopting such a policy.
3. To allow or encourage a democratic, collaborative and open academic environment that best nurtures research and learning. Such dramatic pay differentials foster division and encourage those at the top to treat the university like a business: for their own profit – with a stifling top-down culture of management.
4. No-one should be paid less than a living wage; all staff should be able to have secure contracts.



5. Having over-worked and underpaid staff, often on insecure contracts, is harmful for both staff and students, as it is detrimental to morale and teaching quality.
6. As has been seen, many of these issues are getting worse, and if we hope to overcome them, we must do so actively.

Action:

1. UBU should ensure that it itself has a 1:5 pay ratio, and ends any ethnic and gender pay gaps amongst its employees.
2. UBU will strive to bring about a 1:5 pay ratio in the university, and to end ethnic and gender pay gaps, through a variety of means, including:
 - i. Organising student events and demonstrations, together with interested students.
 - ii. Lobbying the university management, including writing a statement demanding such changes.
 - iii. Raising awareness among the student body, including emailing all students about this campaign, and what they can do to support it.
 - iv. Supporting, with resources, representation, or other means, actions that seeks to bring about a 1:5 pay ratio and/or end gender and ethnic pay gaps. UBU should defend of any students threatened with disciplinary measures, or otherwise harassed over these actions.

Proposed by:
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