



**★ iwgb CHARITY WORKERS**

PAY

The average salary for a charity sector job listed on CharityJob has **fallen by 3%** in three years - from £35,700 in 2019 down to £34,800 in 2022.

CharityJob Salary Report 2023, based on over 60,000 paid roles

In that same period, the cost of goods and services increased by over **27%**.

Office for National Statistics inflation data (RPI)

# St Mungo's homelessness charity workers to strike for 28 days after 'pitiful' pay rise offer

Members of Unite at St Mungo's will walk out from May 30 to June 26 after rejecting a pay offer



“ You can't pour from an empty cup, and it's getting to the stage where we can't look after our clients the way we should...Low pay isn't just a problem in practical terms, though we are all struggling with skyrocketing rents and energy bills – it's also pushing up our workloads up as people go off sick with the stress of it. ”

St. Mungo's employee

# JOB SECURITY

24% of third sector employers report using zero hours contracts, compared to 18% in the private sector and 16% in the public sector.

CIPD, Zero-hours contracts: evolution and current status, 2022

“ Like many third sector workers, I’m on a short term contract which leads to constant job insecurity. It makes it hard to plan for the future and ever really settle in, as you know you’ll be leaving sooner rather than later. This is my 5th short term contract in 4 months, and I’m tired of the insecurity. ”

Notes from Below, Class Composition Project, 2023

OVERWORK

# Almost all charity staff work beyond their contracted hours, survey finds

**The  
Guardian**

**Confessions of a  
charity professional**  
Voluntary Sector Network

## I live and breathe my charity work, but burnout was a wake-up call

Despite what some people might think, working for a charity affects your work-life balance as much as employment in the private and public sectors



VOICE

IWGB members have won significant improvements in their workplaces:

- Better sick pay, including full sick pay from day one of employment.
- More progressive and transparent pay structures.
- Permanent contracts for all staff, and an end to short, fixed-term contracts.
- A 4-day working week with no loss of pay.
- Cost-of-living payments and salary increases that match inflation.

MYTH #1: Unions are only for low paid, precarious workers

**REALITY**

Unions improve pay and conditions for **all workers**

MYTH #2: Unions are only for bad employers

## REALITY

Unions can improve **all workplaces** - making them better, fairer and more democratic

MYTH #3: The union doesn't represent your best interests

## REALITY

You ARE the union! A union is a democratic organisation of workers standing up for their rights

MYTH #4: A union will create division and conflict

## REALITY

Unions play an important role in resolving conflict and can make the workplace more harmonious

MYTH #5: You don't need a union - we already have a staff forum / an open door policy

## REALITY

A union gives workers a seat at the table, where issues can be negotiated in a structured, transparent and democratic way

MYTH #6: Unions threaten the ethos of the sector

## REALITY

Unions have a history of advocating for those with the least power, helping to secure rights and benefits which may not otherwise have existed



## Unions in the charity sector:

IWGB: [iwgb.org.uk](http://iwgb.org.uk)

Unite: [unitetheunion.org](http://unitetheunion.org)

UNISON: [unison.org.uk](http://unison.org.uk)

Community: [community-tu.org](http://community-tu.org)