

# UNISON Early Years Strategy

EPSU Quality Employment in Early Years  
Seminar

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# UNISON

## Background

- Public sector union
- 1.2 million members
- Around 40,000 members working in early years
- Mainly in the public sector
- Not teachers

# Challenges to organising in early years



## Challenges

- 85% of provision is private sector
- Spread across over 25,000 mainly small employers
- No national pay bargaining
- High staff turnover
- Limited history of trade unionism
- Specific difficulties organising nursery staff

# Campaigning for Quality

## Quality Matters

- A fully qualified workforce
- Clear career paths
- A right to CPD
- Pay that rewards better qualifications
- Better quality, lower cost training
- Better conditions of service
- A role for the public sector

# Organising for quality employment in Scotland



- Government expanding early years
- Identified public sector as higher quality
- Committed to Living Wage by 2020
- Currently 50% pay gap between public and private sector
- UNISON Childcare Charter and impact research
- Organising members

## Questions

