

Job insecurity in universities

The scale of the problem

Fixed-term contracts One third of all academics working in academia are employed on fixed-term contracts. This figure rises to almost half for teaching-only academics (49%) and over two thirds (67%) for research-only staff.

Zero-hours contracts Despite the negative press and widespread campaigning, 30% of all higher education institutions still use zero-hours contracts for employing academic staff. This equates to 49 institutions employing 6520 academic staff on these discredited contracts.

Hourly-paid contracts When it comes to hourly-paid academics, staff are again concentrated in teaching-only roles where 42% of academic staff are on hourly-paid contracts.

Atypical contracts There are 68,845 academic staff employed on 'atypical' contracts which will include those on the most casualised forms of contract.

Casualisation remains a problem for all academic staff groups but the use of fixed-term contracts for research staff, and zero-hours and hourly-paid contracts for teaching-only staff is endemic.

All data: HESA 17/18

EQUALITY AND CASUALISATION

Fixed-term contracts



36%



32%



of white academic staff on fixed-term contracts



of academic BAME staff on fixed-term contracts



of white male academics on fixed-term contracts



of Asian female academics on fixed-term contracts

Zero-hours contracts



of white academic staff on zero-hours contracts



of black academics on zero-hours contracts

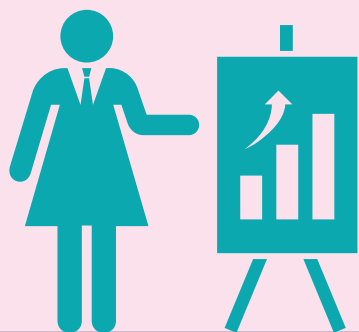
Hourly-paid contracts



of white academic staff on hourly-paid contracts



of black academics on hourly-paid contracts



Teaching-only academics



Fixed-term contracts
49%



Hourly-paid contracts
42%



Research-only academics



Fixed-term contracts
67%

ZERO-HOURS CONTRACTS



30% of higher education institutions use zero-hours contracts to employ academic staff