

## **Precarious work in higher education – update August 2022**

This short report provides an update to some of the key data contained in our 'Precarious Work in Higher Education' report (see [www.ucu.org.uk/media/10899/Precarious-work-in-higher-education-Oct-21/pdf/UCU\\_precarity-in-HE\\_Oct21.pdf](http://www.ucu.org.uk/media/10899/Precarious-work-in-higher-education-Oct-21/pdf/UCU_precarity-in-HE_Oct21.pdf)).

The updated data is taken from the HESA staff data 2020/21, the most recent data we have access to at the time of writing.

All the table numbers refer to the tables in the original report.

All numbers are rounded to the nearest 5, any calculations are made before rounding and all percentages are shown as whole numbers.

There have been some changes but there has been no significant reduction in the levels of casualisation in the sector nor changes in the disparity in the levels of casualisation between men and women and BAME and white academic staff.

T&R = Teaching & research  
 R = Research only  
 T = Teaching only  
 All: includes those who are neither teaching or research

**Table 1: Number of academic staff**

	2019/20			2020/21			Change		
	Fxd	OE/P	Total	Fxd	OE/P	Total	Fxd	OE/P	Total
T&R	7065	90975	98040	6960	91620	98580	-105	+645	+540
R	35025	16485	51510	34050	17325	51375	-975	+840	-135
T	32135	40385	72520	31245	41640	72880	-895	+1250	+360
All	74565	148890	223455	72590	151770	224365	-1975	+2880	+905

Fxd = Fixed-term    OE/P = Open ended / permanent

**Table 2: Percentage of academic staff on a fixed-term contract (FTC)**

	2019/20	2020/21
T&R	7%	7%
R	68%	66%
T	44%	43%
All	33%	32%

**Tables 3 & 4: Numbers and % of academic staff on a zero hours contract**

	2019/20		2020/21		Change
	Number	%	Number	%	Number
T&R	20	0%	20	0%	-
R	115	0%	80	0%	-35
T	3400	5%	3535	5%	+135
All	3545	2%	3645	2%	+100

**Tables 7 & 8: Numbers and % of academic staff on an hourly paid contract**

	2019/20		2020/21		Change
	Number	%	Number	%	Number
T&R	470	1%	410	0%	-60
R	445	1%	440	1%	0
T	29370	41%	27660	38%	-1710
All	30320	14%	28535	13%	-1790

**Table 11: Number of atypical staff**

2019/20 number	2020/21 number	Change number
66115	59075	-7040

**Table 12: Percentage of ARPS staff on fixed-term contracts**

Academic-related staff are those counted in the HESA staff record as employed on non-academic contracts (excluding atypical contracts) at the following levels: senior management, senior function head, function head, non-academic section manager, team leader (professional, technical, administrative), senior professional, and senior administrative professional.

2019/20 %	2020/21 %
14%	14%

**Table 14: Percentage of academic men and women on a FTC**

	2019/20	2020/21
Women	35%	34%
Men	32%	31%

**Table: Percentage of academic men and women on a zero hours contract**

	2019/20	2020/21
Women	2%	2%
Men	1%	1%

**Table 15: Percentage of academic men and women on hourly-paid contracts**

	2019/20	2020/21
Women	15%	14%
Men	13%	12%

**Table 17: Casualised academic staff and ethnicity**

	% of academic staff on a FTC	
	2019/20	2020/21
Black	40%	39%
Asian	43%	41%
Other (including mixed)	41%	40%
White	30%	29%

**Table 18: Academic staff on zero-hours contracts and ethnicity**

	% of academic staff on a zero hours contract	
	2019/20	2020/21
Black	3%	3%
Asian	1%	1%
Other (including mixed)	1%	1%
White	2%	2%

**Table 19: Academic staff on hourly-paid contracts and ethnicity**

	% of academic staff on an hourly paid contract	
	2019/20	2020/21
Black	19%	18%
Asian	11%	10%
Other (including mixed)	15%	14%
White	12%	12%

**Table 24: Casualised academic staff and disability**

	% of academic staff on a FTC	
	2019/20	2020/21
Known disability	33%	32%
No known disability	33%	31%

**Table 25: Academic staff on zero-hours contracts and disability**

	% of academic staff on a zero hours contract	
	2019/20	2020/21
Known disability	1%	2%
No known disability	2%	2%

**Table: Academic staff on hourly-paid contracts and disability**

	% of academic staff on an hourly paid contract	
	2019/20	2020/21
Known disability	14%	13%
No known disability	14%	13%