

## **Precarious work in higher education – update August 2023**

This short report provides an update to some of the key data contained in our 'Precarious Work in Higher Education' report (see [https://www.ucu.org.uk/media/10899/Precarious-work-in-higher-education-Oct-21/pdf/UCU\\_precarity-in-HE\\_Oct21.pdf](https://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 2021/22, the most recent data we have access to at the time of writing. It also includes the key data from 2020/21 that we published last year for comparison.

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

All numbers are rounded to the nearest 5, all percentages are shown as whole numbers. All calculations are carried out before numbers are rounded.

### **Summary**

There have been some changes but there has been no significant reduction in the unacceptable 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.

The percentage of disabled staff on fixed-term and hourly paid contracts has also increased. Some of this may be attributable to a change in reporting practice in Scotland.

Although the numbers of atypical staff have decreased overall in the 2-year period, the numbers have actually risen since 2020/21.

It should also be noted that there has been an increase in the use of zero hours and hourly paid contracts since 2019/20.

In tables 1, 3&4, 7&8: the 'all' row includes data for academic contracts that are neither teaching nor research which is not shown as a separate item in the table.

**Table 1: Number of academic staff**

	2019/20			2020/21			2021/22			Change since 2019/20		
	Fixed-term	Open ended / permanent	Total	Fixed-term	Open ended / permanent	Total	Fixed-term	Open ended / permanent	Total	Fixed-term	Open ended / permanent	Total
Teaching & Research (T&R)	7065	90975	98040	6960	91620	98580	7065	93035	100100	0	+2060	+2060
Research only (R)	35025	16485	51510	34050	17325	51375	33805	17190	50995	-1215	+705	-515
Teaching only (T)	32135	40385	72520	31245	41640	72885	36095	44735	80835	+3960	+4350	+8310
All	74565	148890	223455	72255	150585	222840	77445	156190	233635	+2875	+7300	+10175

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

	2019/20	2020/21	2021/22
T&R	7%	7%	7%
R	68%	66%	66%
T	44%	43%	45%
All	33%	32%	33%

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

	2019/20		2020/21		2021/22		Change since 2019/20
	Number	%	Number	%	Number	%	Number
T&R	20	0%	20	0%	20	0%	0
R	115	0%	80	0%	100	0%	-15
T	3400	5%	3535	5%	4280	5%	+880
All	3545	2%	3645	2%	4410	2%	+870

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

	2019/20		2020/21		2021/22		Change since 2019/20
	Number	%	Number	%	Number	%	Number
T&R	470	1%	410	0%	490	0%	+20
R	445	1%	440	1%	495	1%	+50
T	29370	41%	27660	38%	30535	38%	+1165
All	30320	14%	28535	13%	31630	14%	+1310

**Table 11: Number of atypical staff**

2019/20 number	2020/21 number	2021/22 number	Change since 2019/20 number
66115	59075	62700	-3415

**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	2021/22
14%	14%	14%

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

	2019/20	2020/21	2021/22
Women	35%	34%	35%
Men	32%	31%	31%

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

	2019/20	2020/21	2021/22
Women	2%	2%	2%
Men	1%	1%	2%

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

	2019/20	2020/21	2021/22
Women	15%	14%	15%
Men	13%	12%	13%

All ethnicity data calculations exclude data for staff whose ethnicity is unknown.

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

	% of academic staff on a FTC		
	2019/20	2020/21	2021/22
Black	40%	39%	40%
Asian	43%	41%	42%
Other (including mixed)	41%	40%	41%
White	30%	29%	29%

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

	% of academic staff on a zero hours contract		
	2019/20	2020/21	2021/22
Black	3%	3%	3%
Asian	1%	1%	1%
Other (including mixed)	1%	1%	2%
White	2%	2%	2%

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

	% of academic staff on an hourly paid contract		
	2019/20	2020/21	2021/22
Black	19%	18%	20%
Asian	11%	10%	11%
Other (including mixed)	15%	14%	14%
White	12%	12%	12%

All disability data calculations exclude data whose disability status is unknown

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

	% of academic staff on a FTC		
	2019/20	2020/21	2021/22
Known disability	33%	32%	38%
No known disability	33%	31%	32%

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

	% of academic staff on a zero hours contract		
	2019/20	2020/21	2021/22
Known disability	1%	2%	2%
No known disability	2%	2%	2%

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

	% of academic staff on an hourly paid contract		
	2019/20	2020/21	2021/22
Known disability	14%	13%	16%
No known disability	14%	13%	13%