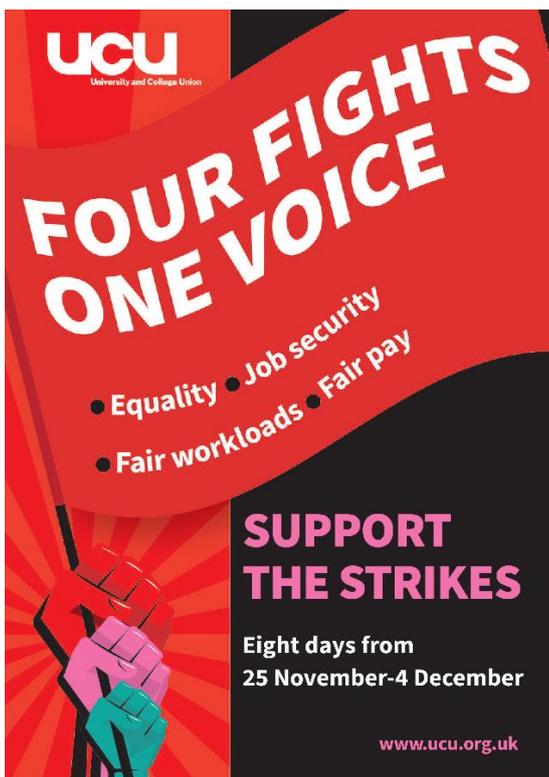


**Fixed Term...?
Contractor...?
Insecure?
Precarious...?**

= CASUALISED

More than half the teaching in Higher Education is now done by academics on short-term, precarious or ‘atypical’ contracts. 70% of research-only staff are on fixed-term contracts (FTCs).

There are c 37,000 teaching staff on such contracts, mostly hourly paid. A further 71,000 teachers are employed as (mostly hourly-paid) “atypical academics”.



Many work year after year without any job security, constantly applying for work and fearful of being replaced at any time. This creates the conditions for bullying and harassment.

At the OU, UCU recently negotiated a new contract for 4000+ Associate Lecturers, which is a big win for OU employees. However, many of the other staff here still face unacceptable, precarious conditions.

STOP PRECARIOUS WORK

The 5 HE unions have joined together to call for:

- All universities to set up an **institution-level action plan** for security of employment
- An **end to zero-hours contracts**
- The **transfer of hourly-paid staff** onto fractional employment contracts
- **Security for research staff** through the use of open-ended contracts and other measures
- The agreement to bring contracted-out services back in-house, with agreed timescales, and **end exploitative outsourcing**
- A national framework agreement for a **35-hour week** contract for all full-time employees

PLUS we want a **joint report to be co-authored by the unions and UCEA (the employers' body)** to be published in June 2020, to update on the sector's progress.

Casualisation is bad for education.

LET'S END IT