

JOB INSECURITY

HARMS EVERYONE

Why are we on strike over precarious work?



Following extensive negotiations and many obstacles, from 1 August 2022 OU tutors received enhanced job security, a pay uplift, additional annual leave, and staff development allowances. This brought benefits to the whole OU community, especially our students.

Across the sector, thousands of lecturers and support staff are on 'atypical', fixed-term or zero-hour contracts. With the new AL contract, the OU showed it didn't have to be this way.

However, even at the OU, there is continuing over-use of fixed-term contracts, agency temps and outsourcing. This means staff face insecurity and anxiety - while the institution suffers from inefficiency and wasted resources.

ACADEMIC FREEDOM UNDER THREAT

Experts at UNESCO and the International Labour Organization (ILO) agreed with UCU that job insecurity and casual contracts in UK higher education undermine academic freedom.

<https://www.ucu.org.uk/academic-freedom-allegation-unesco>

Open University Branch of UCU

Email: ucu@open.ac.uk Facebook (openuniversityucu)

Twitter @oubucu (#ucuRISING #EnoughIsEnough #USSMess)

Donate to or apply to the Hardship Fund: <http://ucu.open.ac.uk/branch-hardship-fund>



WHAT CAN WE DO?

UCU believes that high quality education and fair working conditions depend on contracts that give staff stability and continuity of employment.

Casualisation is bad for staff and bad for education.



- All universities need an institution-level action plan for security of employment
- It's time to end to zero-hours contracts
- We need to transfer hourly-paid staff onto fractional employment contracts
- There must be security for research staff through use of open-ended contracts and other measures
- We have to end exploitative outsourcing by bringing services back in-house
- And it's time to look at a national framework agreement for a 35-hour week contract for all full-time employees.

HOW CAN I HELP?

- Join UCU: www.ucu.org.uk/join and join the strike
- Ask the Vice-Chancellor to reverse the USS cuts and support a pay rise that addresses job security, workload, equality and the cost of living crisis (vice-chancellor@open.ac.uk)
- Sign up as a supporter at <https://www.ucu.org.uk/supportthestrikes>
- Donate to support strikers: <https://www.ucu.org.uk/fightingfund>
- Post support on social media using #ucuRISING.



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