

# Q: What Runs on Unpaid Work?

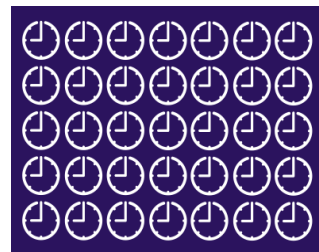
## A: UK Higher Education

A recent study using data from 2015-16 found that academic and other HE staff did an estimated 40 million hours in voluntary, unpaid duties relating to their jobs.

The authors calculated this amounted to roughly £3.2 billion pounds' worth of unpaid time annually. This was the equivalent of 24,493 full-time jobs.

The study focused on 'extra' work such as public presentations and other outreach, charity and social enterprise activity. This is part of how academic communities reach new audiences, interact with external organisations and politicians, and widen access to learning. But most of it is done on a goodwill basis.\*

Meanwhile the rise in **ordinary** workload for academics and support staff has been steep. Many hourly-paid academics make less than the minimum wage when marking and course preparation are taken into account. Professional services and support staff have been hit by the loss of colleagues through redundancy and voluntary severance, while administrative pressures intensify.



\* From Rachel Pells, Times Higher Education, 12 March 2018 describing 'An Elephant in the Room' (Report from Viewforth Consulting)  
<https://www.timeshighereducation.com/news/pro-bono-work-uk-university-staff-worth-ps32-billion-year>

### Four Nations/One Strike

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