

**ROOTLESSNESS**

Fixed-term contracts often require relocation. Being unable to put down roots can be debilitating and impact social, familial, and romantic relationships, as well as the ability to feel at home.

**SOCIAL ISOLATION**

Building friendships and a sense of community takes time, which some fixed-term contracts do not allow. This can be exacerbated by issues like workload, commuting times, and caring responsibilities.

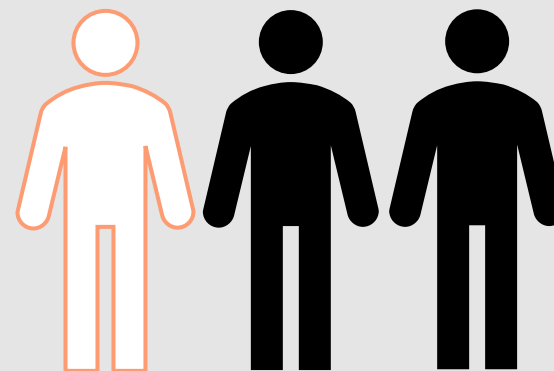
**DIFFICULTY SAYING "NO"**

The often precarious nature of fixed-term contracts means that it can be very difficult for colleagues to say 'no' to tasks and requests. This intensifies already high workloads.

**FINANCIAL INSECURITY**

Financial insecurity is common. This impacts the ability of colleagues to plan for the future in their personal lives. This is particularly problematic for colleagues on visas, due to costly visa processes.

Over one third¹ of academic staff are employed on fixed-term contracts, which can present many challenges.



Your colleagues may be experiencing any number of these challenges as a direct result of uncertain working conditions.

**LACK OF CAREER PROGRESSION**

Contract length and timelines for academic progression can be incompatible. It can be harder to apply for grants, to gain promotion, to supervise students, and to allocate time to research activities.

**FEELING DISPOSABLE**

Fixed-term contracts can often leave colleagues feeling worthless and undervalued. This hinders their ability to raise issues and participate fully in departmental life.

**PUTTING LIFE ON HOLD**

Major life decisions (such as buying a home, starting a family, or beginning new relationships) are often disrupted or put on hold because of a lack of certainty about the future.

**ILL-HEALTH**

Many colleagues on fixed-term contracts report high levels of anxiety and depression alongside symptoms of stress and burnout. Relocation can also impact access to specialist healthcare.

**OVERWORK**

Unmanageable workloads are commonplace. Additional tasks are often automatically allocated to colleagues on fixed-term contracts, leading to concerns around exploitation.