

Why hire researchers?

Open recruitment and reliable career prospects

Dr Andreas Keller
Vice-President
European Trade Union Committee for Education

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andreas.keller@gew.de

ETUCE: Teachers' and Researchers' Voice in Europe

- ETUCE = European Trade Union Committee for Education
- European umbrella organisation of education and research trade unions
- Represents 135 trade unions, 12.8 million teachers and researchers in Europe; e.g.:
 - *Ireland: Irish Federation of University Teachers (IFUT); Teachers' Union of Ireland (TUI)*
 - *Germany: German Trade Union for Education and Research (Gewerkschaft Erziehung und Wissenschaft, GEW)*
- European Region of the world-wide umbrella organisation Education International (EI)
- European level social partner in education and research

ETUCE in the European Research Area (ERA)

- European Sectoral Social Dialogue in Education
 - ETUCE and EFEE (European Federation of Education Employers)
 - Working Group n° 3: Higher Education and Research
- Institutional Human Resources Strategy Group: membership in the 4th cohort
- Stakeholder in the Bologna Process (European Higher Education Area - EHEA)
 - Memberships in the Bologna Follow-up Group (BFUG) and working groups
 - References to ERA topics as: mobility; doctoral education (3rd cycle students vs. early stage researchers); supportive environment for higher education staff

Dilemma of the "Excellence Generation"

The work accomplished by researchers is expected to display *excellence* ...,

- Increasing external funding
- Decreasing institutional funding
- Assessment of research
- Research ranking and rating
- Tougher competition

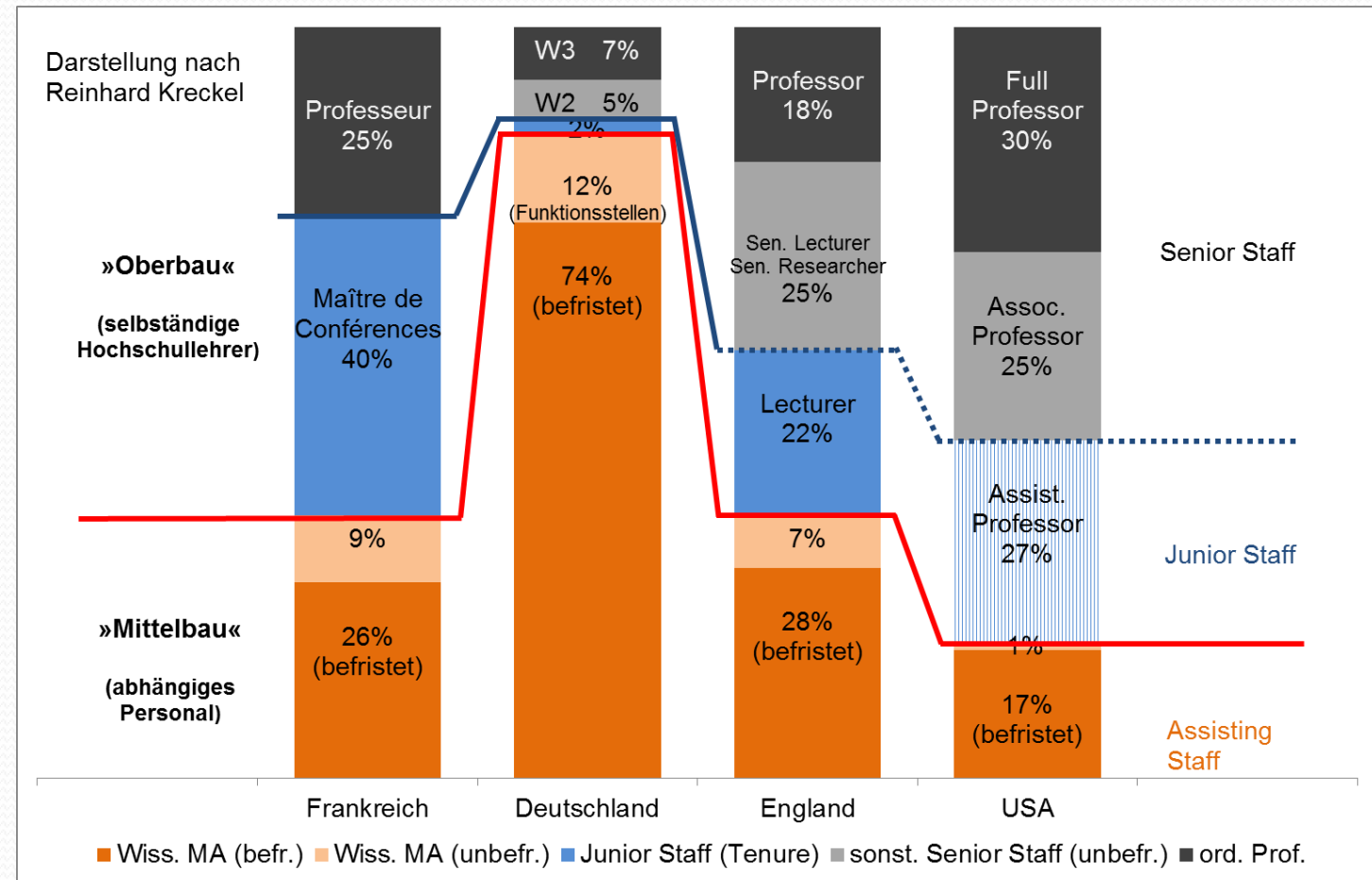
... but their career prospects and conditions of work and employment are, in many cases, a long way from achieving *excellence*.

- More and more fixed-term contracts...
- ... with decreasingly short contract periods
- Lack of long-term career prospects
- Unequal opportunities for female and male academics

Case Study: Germany (1)

- Missing link at German universities: almost no junior staff
- Three quarters of teaching and research staff are on fixed-term contracts

Graph: Reinhard Kreckel 2011



Case Study: Germany (2)

- One half of fixed-term contract periods for teachers and researchers are for a period of less than one year

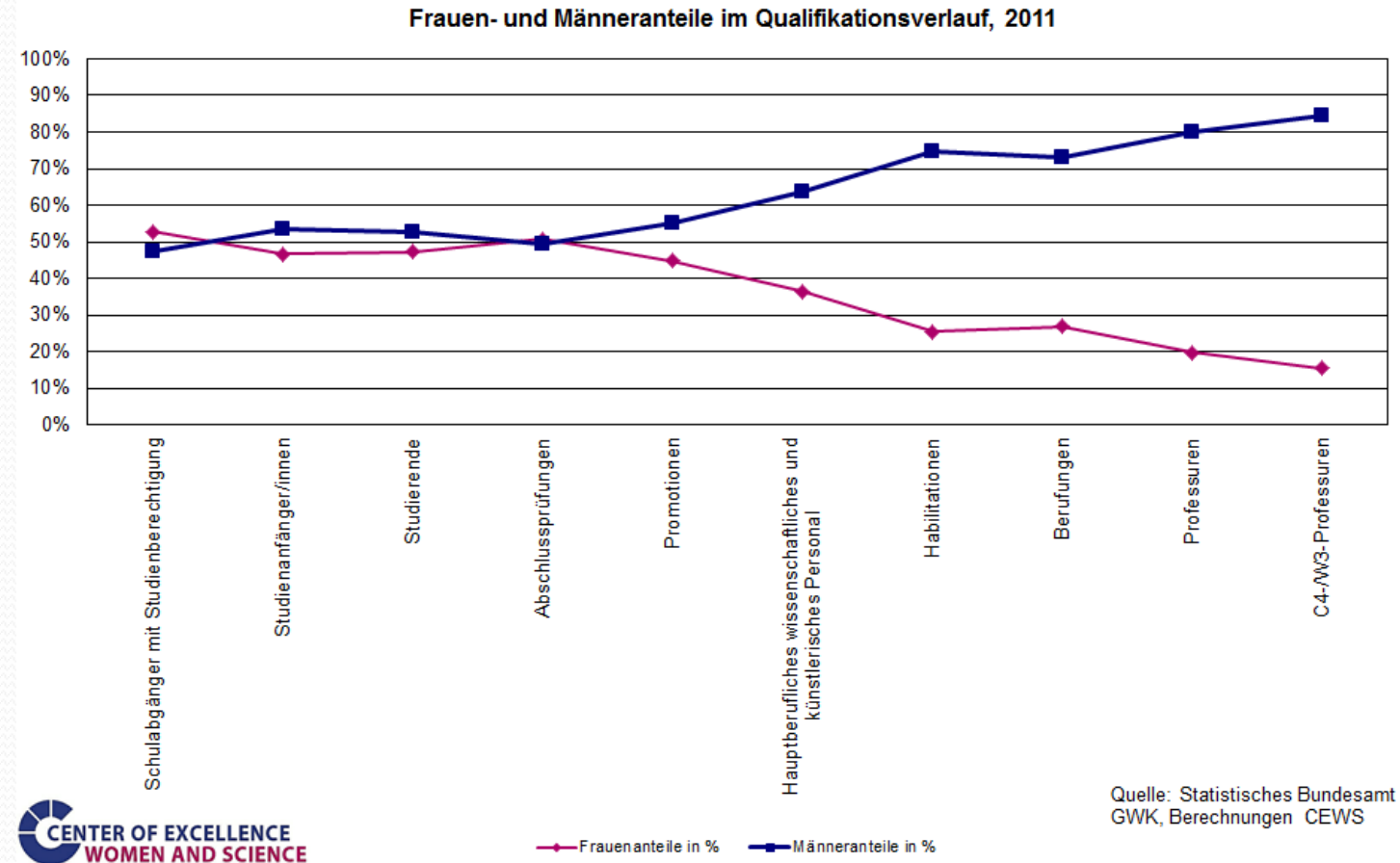
Figures: Georg Jongmanns 2012

contract period	Percentage (higher education institutions)	Percentage (research institutes)
< 1 year	53 %	50 %
> 1 year, < 2 years	35 %	33 %
< 2 years	11 %	18 %

Case Study: Germany (3)

- „Leaking pipeline“ – decreasing percentage of women and men stepping up the academic job ladder

Graph: CEWS 2013



Challenges

Excellence of research requires ...

- ... attractive working places in higher education and research and ...
- ... excellent working conditions and career prospects, ...

... thus:

- “Stability and permanence of employment” *
- “Working conditions which allow both women and men researchers to combine family and work, children and career” *
- “Gender balance at all levels of staff” *
- “Portability of both grants and security provisions” *
- “Long-term career prospects” **
- “Open, transparent and merit-based recruitment” ***

**) European Charter for Researchers (2005)*

****) Code of Conduct for the Recruitment of Researchers (2005)*

****) ERA Communication from the European Commission (2012)*

Open recruitment or reliable career prospects?

Open recruitment

- Open and not too specialised advertisements
- Transparency about the recruitment process and the selection criteria
- Recognition of research experience
 - abroad (international mobility)
 - outside academia (intersectoral mobility)
- ...

Reliable career prospects

- Tenure track for early-stage researchers
- Permanent contracts for permanent tasks
- Effective measures to boost the proportion of women and other under-represented groups at every stage of the research career
- Appreciation of career breaks or untypical CVs
- ...

Conclusion

- Open recruitment and reliable career prospects are no contradiction but two sides to the same coin.
- This calls for
 - sufficient and reliable funding,
 - systematic planning and development of the human resources,
 - professional development and career advice,
 - supportive environment for the research staff.
- Institutions applying for funding by the EU should be obliged to comply with the European Charta for Researchers/Code of Conduct.

Thank you
for your attention!

andreas.keller@gew.de