



Research mobility and career perspectives for early-career researchers

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Secretary MCAA

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MCAA Background

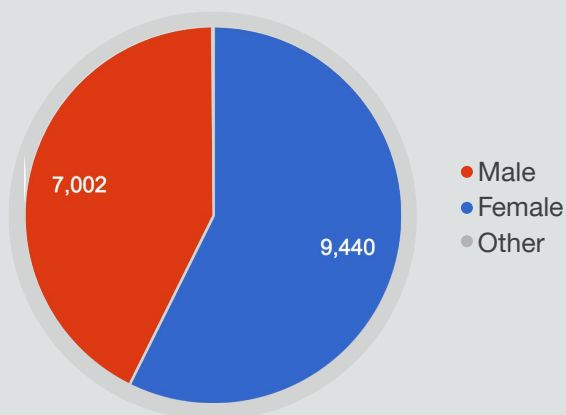


- Founded in 2012, today **the MCAA is a dynamic network boasting more than 20000 members.**
- The MCAA enables international transdisciplinary collaborations, **connecting researchers throughout Europe and around the world.**
- It encourages **networking, cooperation and mutual understanding** among members and external stakeholders.
- **Membership is free and open to any past or present MSCA researcher.**
- Funding and support for the MCAA is provided by the European Commission Directorate General for Education and Culture.

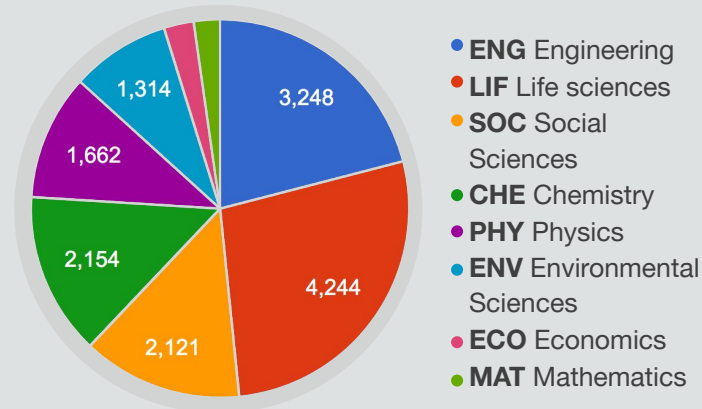
MCAA Members (20K+)



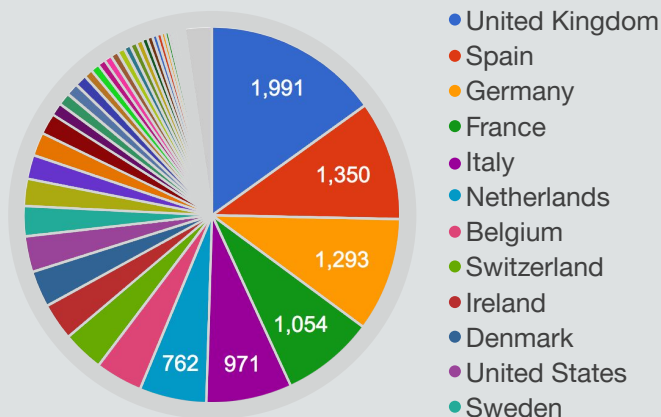
Gender



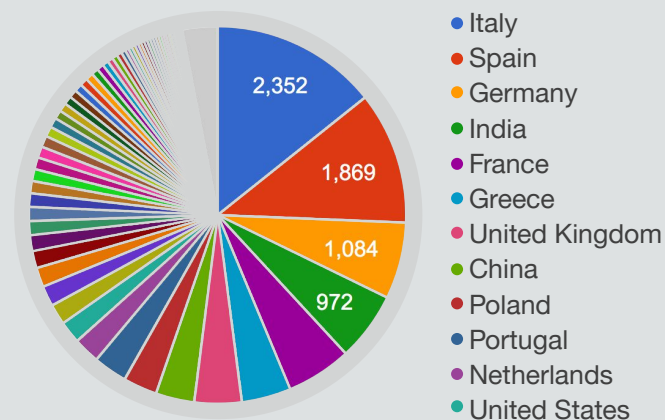
Scientific Panel



Country of Residence



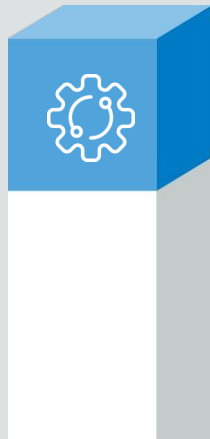
Nationality



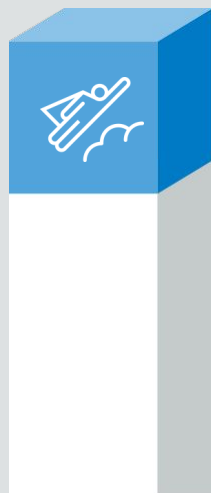
MCAA Pillars



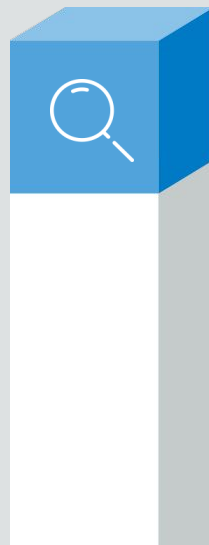
Networking



Career
Development



Science
Policy



Science
Communication



Innovation



MSCA Program



Pillar 1 Excellent Science

European Research Council

**Marie Skłodowska-Curie
Actions**

Research Infrastructures



Pillar 2 Global Challenges and European Industrial Competitiveness

Clusters

- Health
- Culture, Creativity and Inclusive Society
- Civil Security for Society
- Digital, Industry and Space
- Climate, Energy and Mobility
- Food, Bioeconomy, Natural Resources, Agriculture and Environment

Joint Research Centre



Pillar 3 Innovative Europe

European Innovation Council

European innovation
ecosystems

European Institute of
Innovation
and Technology

Widening Participation and Strengthening the European Research Area

Widening participation and spreading excellence

Reforming and Enhancing the European R&I system

Excellent Science (Pillar 1): reinforcing and extending the excellence of the Union's science base

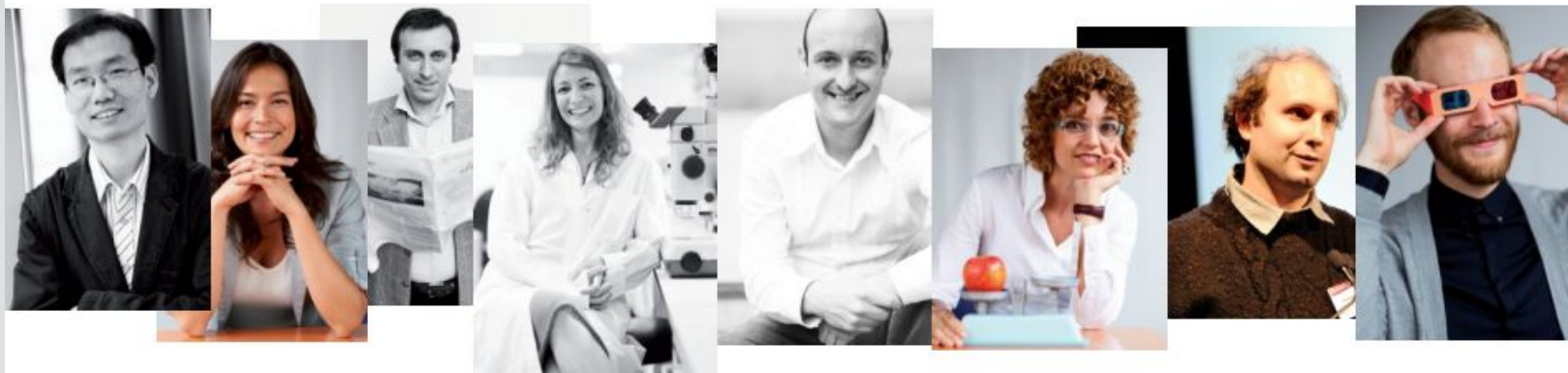


European
Commission

Horizon Europe (2021-2027)



MSCA 2021-2027



1. MSCA Doctoral Networks
2. MSCA Postdoctoral Fellowships
3. MSCA Staff Exchanges
4. MSCA COFUND
5. MSCA and Citizens

→ *networks training PhD candidates*
→ *postdoctoral researchers*
→ *any type of research(-related) staff*
→ *co-funding for training programmes*
→ *public outreach events*

- Geographical Mobility → Mandatory!
- Intersectoral Mobility
 - MSCA Doctoral Network

Focus on career development plan, supervision, training: research and transferable skills

 - Industrial Doctorates
 - Joint Doctorates
 - MSCA Postdoctoral Fellowship

Focus on interdisciplinary, inter-sectoral and international experience

 - Two destinations: European and Global Postdoctoral Fellowships
 - Secondments in any country
 - Incentive for additional period of up to 6 months for placements in the non-academic sector

Why intersectoral mobility?



ADI – Associazione Dottorandi e Dottori di Ricerca Italiani
www.dottorato.it

Quali prospettive per i post-doc? 2019



Fonte: Cineca. Elaborazione ADI

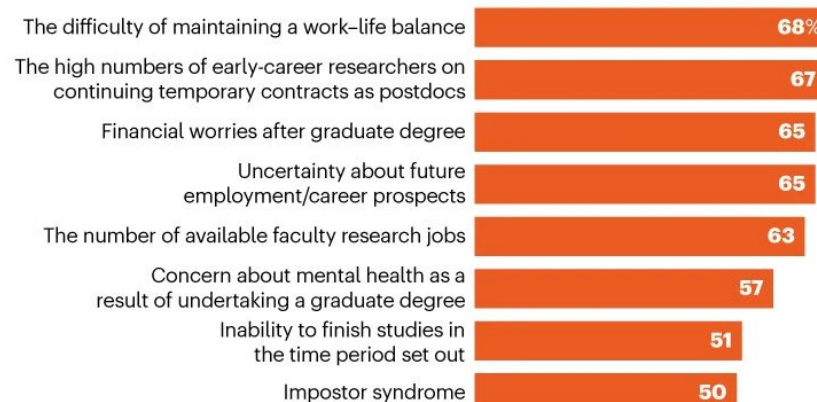
Brain drain from Academia



<https://www.oecd.org/publications/reducing-the-precariety-of-academic-research-careers-0f8bd468-en.htm>

TOP CONCERNS

Graduate students have much on their minds, including worries that their graduate degree won't leave them on a sound financial footing.



©nature

<https://www.nature.com/articles/d41586-022-03478-x>

Box 1. The precarity of researchers discussed in mainstream news media

The Financial Times

"The academic precariat deserves better. For those reliant on short-term university contracts, work can be chaotic and uncertain." (O'Connor, 2020^[2])

The Guardian

"UK academics must stand up to stop universities becoming sweatshops: Employment practices akin to dubious fashion outlets mean qualified professionals are used as poorly paid casual labour." (Jones, 2020^[3])

Le Monde

« A l'université et dans les laboratoires aussi, la précarité a des effets négatifs. De nombreuses études détaillent les conséquences des contrats courts. » (Larousserie, 2020^[4])

The New York Times

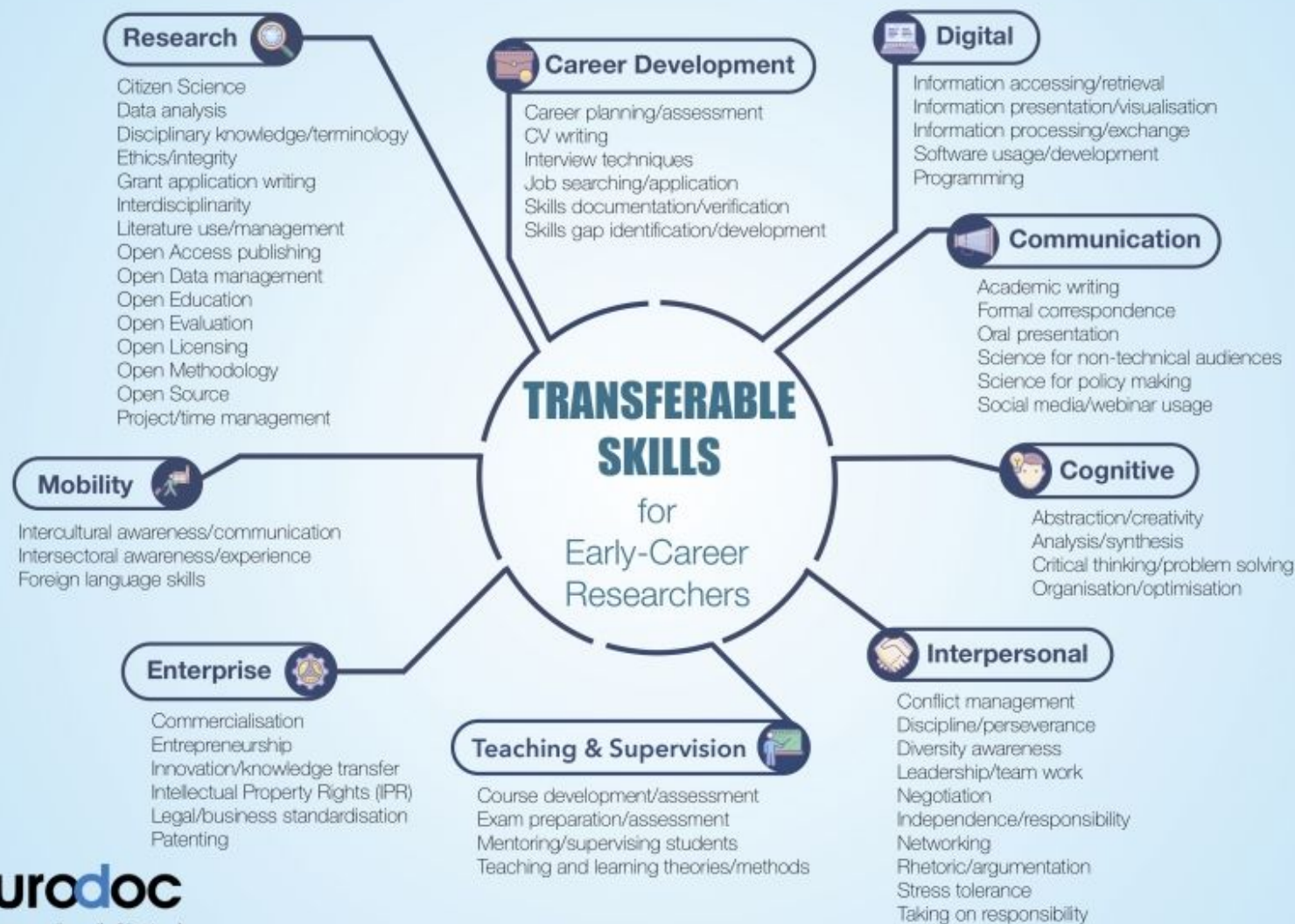
"The Bleak Job Landscape of Adjunctopia for Ph.D.s: Ruthless labor exploitation? Generational betrayal? Understanding the job crisis in academia requires a look at recent history." (Carey, 2020^[5])

Times Higher Education

"Academics 'not best' to advise postdocs on leaving academia: Event hears calls for improved careers services in universities to help steer PhD students and postdocs on opportunities." (Baker, 2020^[6])

"Pressure to publish forces Chinese to rethink childbearing: Women on fixed-term contracts twice as likely to have moved forward or delayed plans to start a family compared with permanently employed." (Lau, 2020^[7]).

Intersectoral mobility: How?



Declaration on Sustainable Researcher Careers



<http://doi.org/10.5281/zenodo.3194228>

- 24 February 2019: MCAA symposium on career paths of researchers
- 400+ researchers discussed key issues and factors influencing sustainable research careers
- Internal consultations within MCAA and Eurodoc
- Published on 27 May 2019



Provide sustainable career prospects for researchers

Problem

- Short-term, doctoral and postdoctoral research funding
- Limited long-term career options in academia
- Decision to leave academia often postponed until the last minute

Recommendations

- Long-term, predictable, and sustainable funding
- Early involvement of potential future, non academic employers
- Implementing career progress tracking systems

Deploy career management services at organisations employing researchers

Problem

- Little guidance on (alternative) career opportunities
- Institutions and research supervisors need to be transparent about potential employment opportunities
- Stress: available organizational support is still far from sufficient

Recommendations

- Deploy services for career management to support individual career pathways
- Career guidance should be present early in the doctoral program
- Researchers need to be trained to reflect on their own skill set

Put more emphasis on transferable skills training and recognition

Problem

- Mismatch between academic and non-academic skill sets
- Transferable skills are critical to strengthen integrity and employability
- Researchers need to speak the non-academic language

Recommendations

- Enrich researcher training with transferable skills training
- Excellence in transferable skills and community engagement should be part of researchers' regular performance evaluation
- Dedicated deliverables in research projects

Provide wide variety of networking options and services in and outside of academia

Problem

- High level of specialisation results in mental and physical isolation
- Building networks outside academia often depends on individual proactivity
- Non-EU researchers working in the EU are in a particularly difficult situation

Recommendations

- Support researchers' inter- and intra-sectoral mobility
- Systematic organisational support
- Support in bridging cultural differences

Next steps- European Research Area Policy Agenda



https://research-and-innovation.ec.europa.eu/system/files/2021-11/ec_rtd_era-policy-agenda-2021.pdf

4 PROMOTE ATTRACTIVE AND SUSTAINABLE RESEARCH CAREERS, BALANCED TALENT CIRCULATION AND INTERNATIONAL, TRANSDISCIPLINARY AND INTER-SECTORAL MOBILITY ACROSS THE ERA

While being at the heart of the ERA, researchers still suffer from precarious working conditions and skills mismatches that hamper inter-sectoral and inter-disciplinary mobility and a full cycle of knowledge production, circulation and valorisation. In addition, their work is not adequately recognized at societal level, and efforts are needed to achieve a balanced geographical mobility. The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C) and its implementing mechanism Human Resources Strategy for Researchers (HRS4R), contributed towards the strengthening of the ERA and to the development of an attractive, open and sustainable European labour market for researchers. However, there is now the need for an updated framework, able to better address existing and new challenges, and for targeted actions.

A comprehensive legislative framework will be proposed that will be wider in scope than the current C&C. The new framework will aim, among others:

1. at improving working conditions of researchers;
2. strengthening skills, employability and the attractiveness of research careers;
3. promoting inter-sectoral mobility and balanced mobility between Member States;
4. addressing issues pertaining to research assessment; and
5. encouraging the full recognition of the research profession.

It will be complemented by other initiatives, including the ERA4You promoting a flow-through of talents from academia to other sectors and vice-versa, the ERA Talent Platform as the evolution of EURAXESS into a one-stop-shop for researchers, an observatory for research careers, and the European Competence Framework for Researchers to foster adequate skilling, up-skilling and re-skilling of researchers throughout their career and the visibility and recognition of researchers' competences.

OUTCOMES

- Development of a European Framework for research careers and toolbox of support measures to improve attractiveness of research careers in academia and beyond
- Launch an observatory on research careers
- Revise Charter and Code for researchers
- Set up the ERA Talent Platform as the one-stop-shop online gateway to EURAXESS services, network and portals including HRS4R, and RESAVER
- Launch the ERA4You initiative to promote talent circulation between sectors and across the EU
- Exchange of good practices with regard to R&I systems to support balanced brain circulation
- Pilot with European Universities alliances the European Framework for Research Careers



Thank you



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JOIN THE
#MCAA
COMMUNITY!