



ICoRSA
Global Survey on
Research Career
Progression

20 April 2023

Basic information

The **survey in 2023** is the **second** of a series of surveys that will form part of a **longitudinal study** that will take place over the next few years in an attempt to **track the career of researchers and if they have improved or not over time.**

2022

- Completed surveys: **460**
- Europe: **82%**

2023

- Completed surveys: **410**
- Europe: **68%**

Full report on survey results and comparisons will be issued soon.

Demographic data

2022

Most responses from

- Ireland (27%) & Portugal (16%)
- Female (59%)
- Age range 30-39 (34%)
- Science and technology (55%)

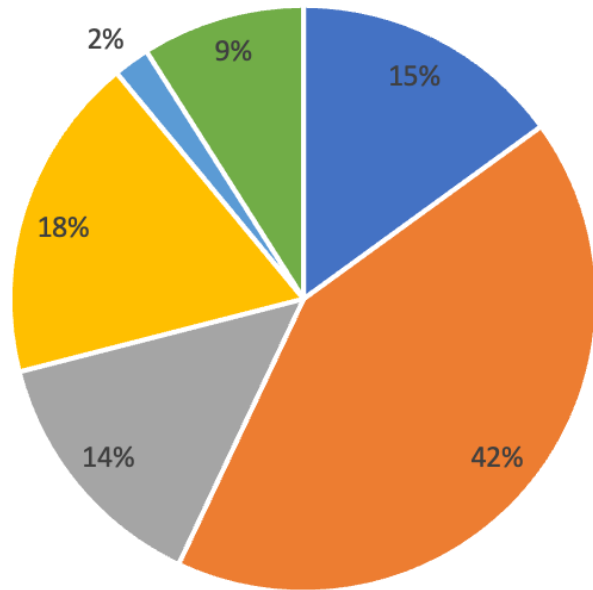
2023

Most responses from

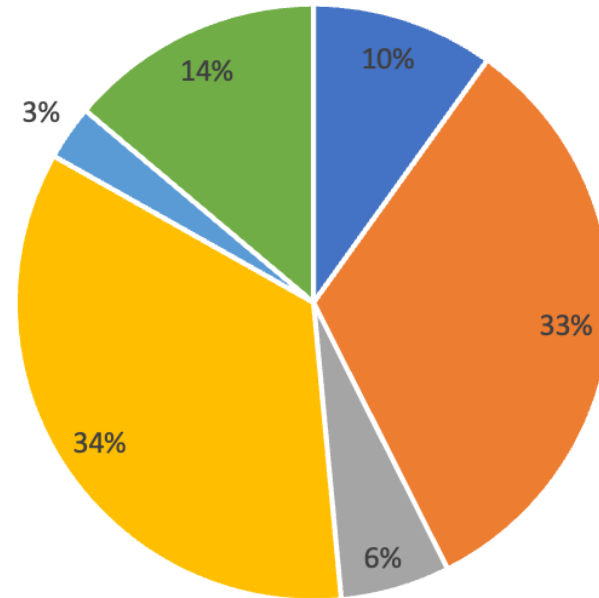
- Portugal (22%) & Ireland (15%)
- Female (59%)
- Age range 40-49 (34%)
- Science and technology (57%)

What kind of contract do you have?

2022



2023



■ Short-term ■ Fixed-term ■ CID ■ Permanent ■ Unsure ■ Other

What kind of contract do you have?

2022

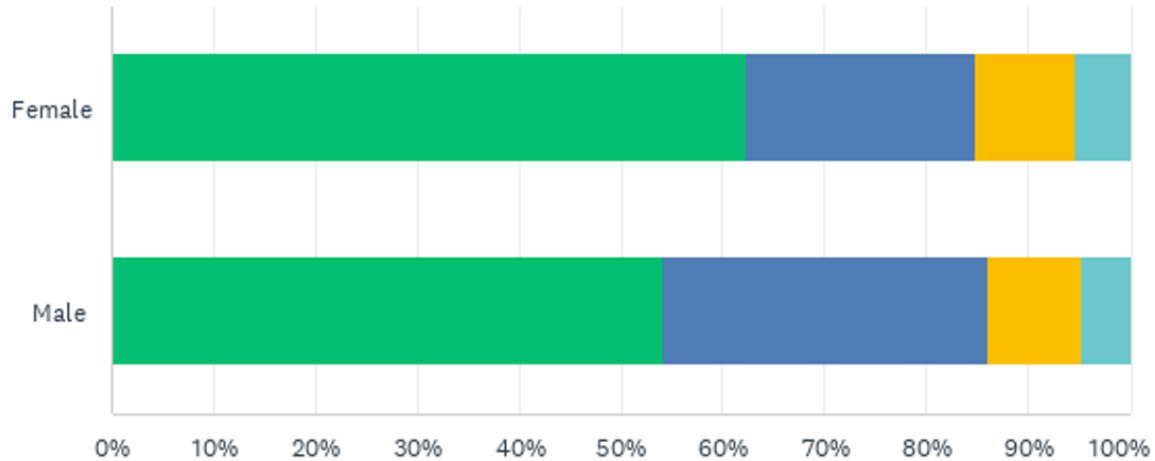
- “I have been on **multiple 1-year contracts** over the last 6 years working with **different groups**, its quite **exhausting.**”
- “Mine is permanent but those of our **research staff are currently mostly short or fixed term.** We are hoping to change that soon.”

2023

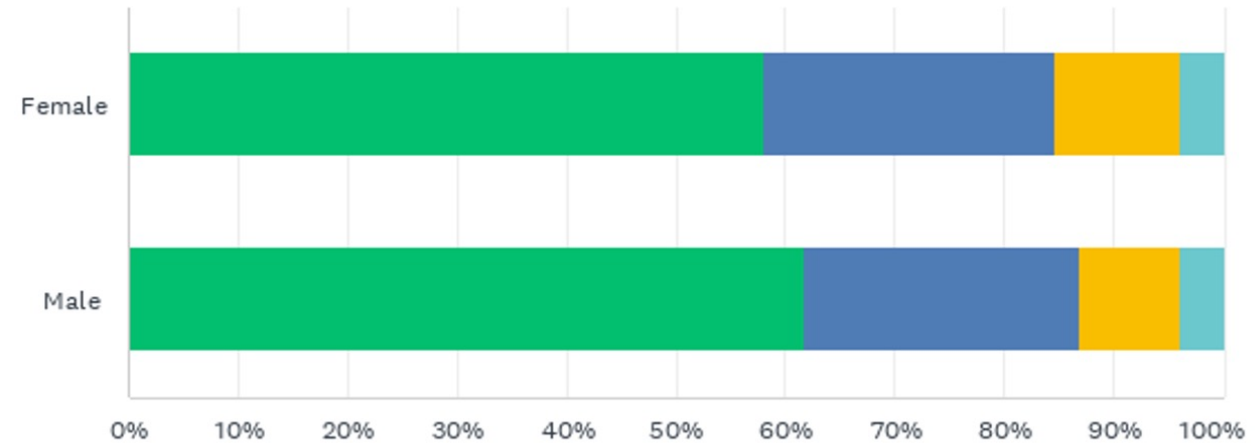
- „Currently short-term but **renewed every year for many years.**”
- „Multiple short term contracts of **varying durations.**”
- „Fixed term contract with the **possibility** to reach 6 years of contract and get a recruitment call for **tenure** in my field.”

Is your professional experience appropriately reflected in your title relative to academic staff?

2022



2023



Yes

No

Unsure

Maybe

Is your professional experience appropriately reflected in your title relative to academic staff?

2022

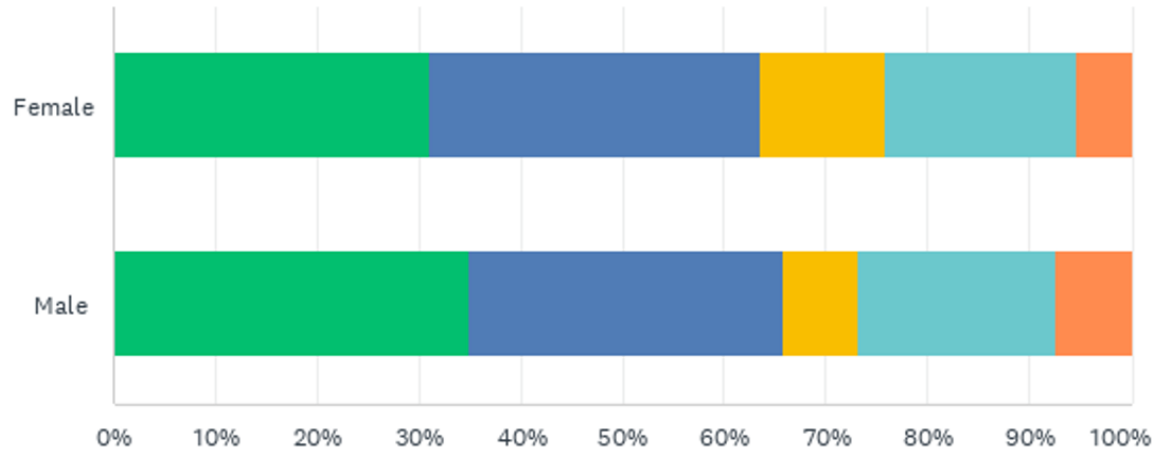
- “I am called a **postdoc** but postdoc contracts in here stipulates we are still **in training** in order to keep us on **low salary precarious contracts.**”
- “We are **not academic staff**. People don't understand the **differences** and there is **no standardisation** of research job titles across the country / different institutions / funders.”
- “My career is stopped at R3 stage because **no opportunity to advance** has never been offered in 20 years of experience, by my institute.”

2023

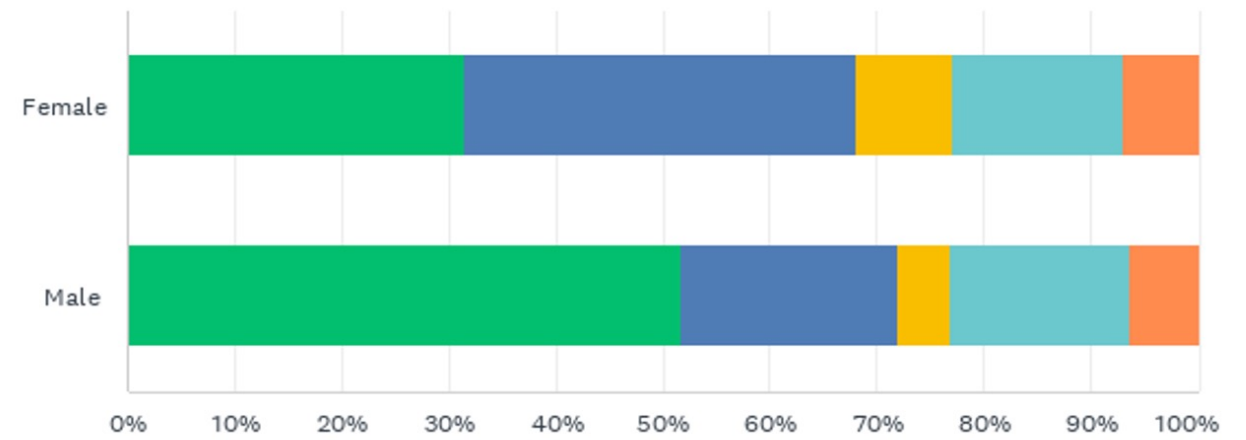
- “My position does **not reflect my >20 years experience** and early career scientists have the same title.”
- “Despite securing my own funding and being actively involved in multiple international collaborations, I am still **officially a postdoctoral researcher** and **not a research fellow** or equivalent.”
- My contract is called as **junior researcher** but have more than 10 years experience as a researcher after PhD.”

Would you consider moving country in order to progress your career?

2022

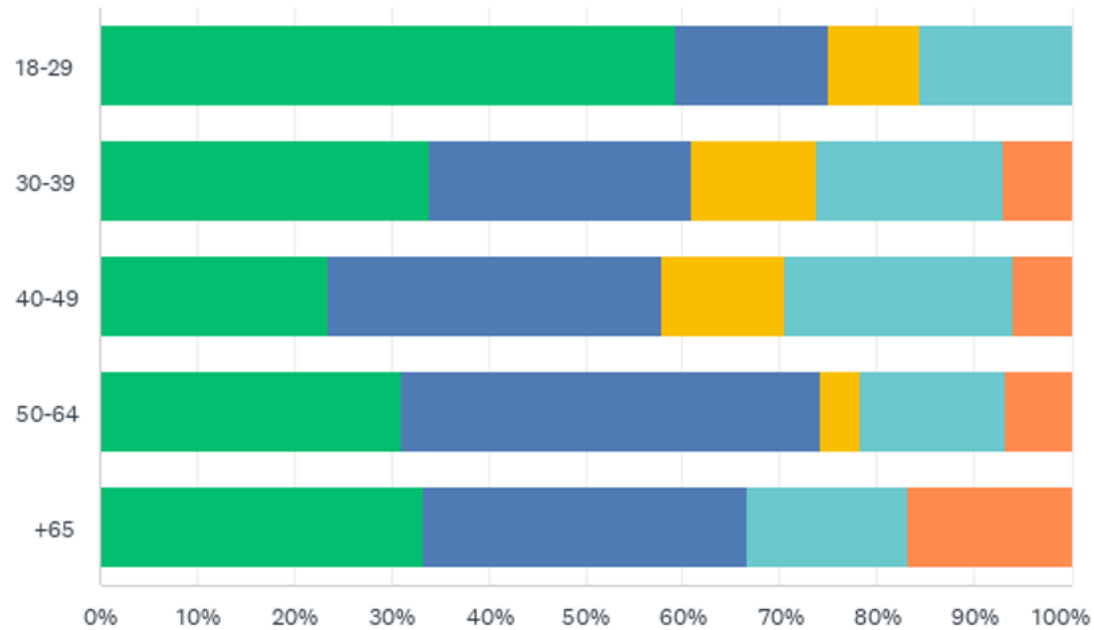


2023

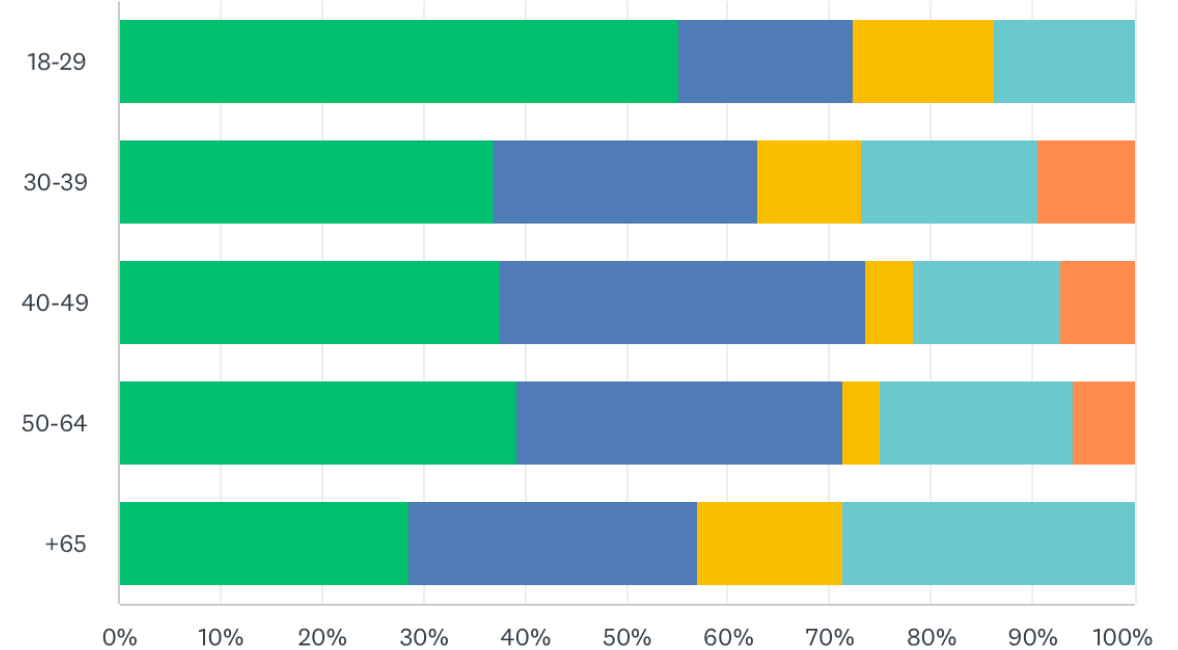


Would you consider moving country in order to progress your career?

2022



2023



Yes
Other

No

Unsure

Maybe

Would you consider moving country in order to progress your career?

2022

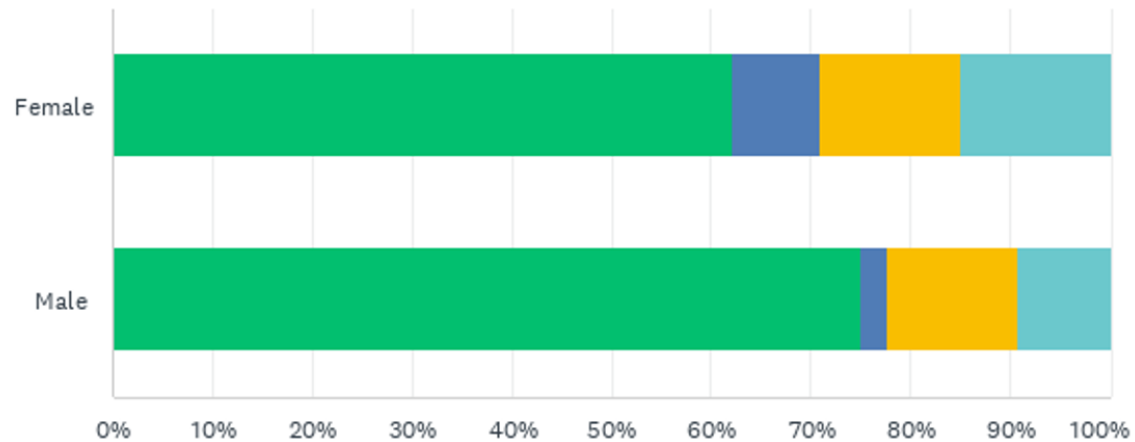
- “**Not anymore** - I have already moved country 3 times.”
- “In my academic career I did. I'm **not convinced** it made **any difference** to my future employer.”
- “At some point I would like to start a family on a fixed location. Moving around for multiple postdocs is **damaging** to that end.”
- “Yes, but initially temporally, not permanently...although **open** to change.”

2023

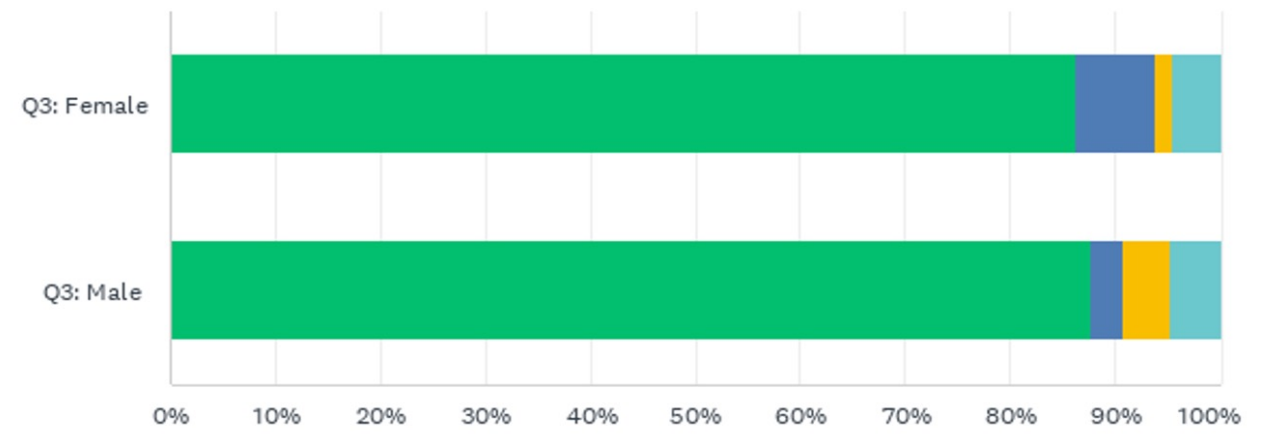
- “I moved country seven times, I think that's **enough** for this career.”
- “**Yes**, I have done it a few times already.”
- “Only if it's a **permanent** position.”
- “I would like to, but can't for **family reasons**.”

Do you want to stay in research (either in academia or industry)?

2022



2023



Yes

No

Unsure

Maybe

Have you anything else you would like to add to this survey, or about your own particular situation?

- “The main problems of pursuing a research career are the **poor salary conditions** and the **lack of stability**.”
- “Longer term contracts would be useful and a way to continue in research positions without having to become lecturer in university. **Ideal would be permanent post-doc positions.**”
- “The only thing that keeps me in science is a **love of science**, but I find it infuriating to have my hard-won **experience and qualifications** completely **disrespected and undermined** by being classed as a **trainee**.”
- “As researchers we are expected to **do everything** - research, manage people, manage grants, apply for funding, teach, conduct interviews, it becomes **unsustainable and off-putting as a long-term career option**.”

Have you anything else you would like to add to this survey, or about your own particular situation?

- “Career progression, or rather the **lack of career progression**, has been a source of friction.”
- “The sense of **precariousness** among researchers is difficult, impedes planning and puts our lives on hold. Following a PhD, there should be a **clearer career-progression** and universities should actively support researchers and offer job security to foster us bright and talented people. Yet, this active support is lacking.”
- “There needs to be a **common career path for researchers across Europe**, ending in Research Professor. Institutions that do not participate should not compete for research funding as they obviously want to focus on their teaching mission.”