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Researchers' career frameworks and precarity:
Reforms to research careers in Spain

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Research careers in Spain - Public positions

• Researcher career precarity is an issue in Spain.
• Legislation reforms intended to improve this:
  • Science and Technology act
  • Universities act
• Aims:
  • Improve labour conditions of researchers on fixed term contracts - e.g., severance pay
  • Reduce fixed term contract use
  • Reduce the age of access to “tenure” track & facilitate R2-R3 transition

**Fixed-term**

- **Contrato predoctoral**: € 1-4 yrs
- **Contrato de acceso**: 3-6 yrs
- **Ayudante doctor**: 5/6 yrs

**Contract for fixed-term positions**

- **Contract for determined work or service**: €
- **Teaching**: 100hrs max
- **Salary**: “competitive”
- **Researchers / Support staff / managers**: €

**Permanent**

- **Profesor Contratado Doctor - 2024**: contrato para obra o servicio determinados
- **Optional R3 certification**: 15% reserved

**Public Universities**

- **Required Accreditation**
- **Competitive intramural**

**Source:** Research Career path in Spain at a glance - 6th edition (2023)
Profesor Asociado = Part time specialists to fill specific needs

New objective = ~8% “Associate Professor”

New limit to teaching hours of 120 hrs per course

Source: Estadística de personal de las universidades - SIIU
Public RPOs

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<th>European Framework for research careers</th>
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- **Contracto predoctoral**: € 1-4 yrs
- **Contracto de acceso**: Teaching = 100hrs max
- **Salary**: "competitive"

Researchers / Support staff / managers

- **Optional R3 certification**: 25% reserved
- **Contrato para obra o servicio determinados**: ~40yrs
- **Investigador Científico**: Compete intramural

Source: Research Career path in Spain at a glance - 6th edition (2023)
R3 Certification & ANECA accreditation

- **R3 Certification**
  - Streamlines processes R2-R3
  - 2 years experience abroad
  - Either ANECA or Funding body
- “Silence” = Negative

- **ANECA accreditation**
  - Profesor Permanente Laboral
  - Profesor Titular / Catedrático

- **Lengthy process**
  - 6 months
  - Requires recognition of qualifications

Source: EURAXESS Spain
Positives

• Active engagement with the issues of precarity for researchers
• Improved working conditions for short-term contracts
• The shape of a career framework
• Addressing of “legacy issues”
Some issues

• Salary stagnation & low salaries - High expenses
• Overreliance on “paro” / “false” autonomos - Associate Prof.
• International mobility requirements
• Project funding vs core funding - Who pays? For how long?
• “Bulges” while implementing changes - e.g. Associate prof -> assistant prof
• ECRs - increased competition for grants from more senior researchers
  • JdC-F / JdC-I removed & RyC “shifted” earlier.
• Bureaucracy - LOTS - Complicated for foreign researchers (NIE, Cert etc)
• Speed of change - implementation?
• Less transparency with removal of accreditation? (e.g., Ayudante doctor)
References

- La Federación de Jóvenes Investigadores (FJI) - Precarios.org
- www.euraxess.es
- Researcher Career path in Spain at a glance (2023) FECYT
- Científicas en cifras 2023 (2023) FECYT
- Estudio sobre la situación de las jóvenes investigadoras en España (2021) OMCI
Thanks

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Source: Research Career path in Spain at a glance - 6th edition (2023)