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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

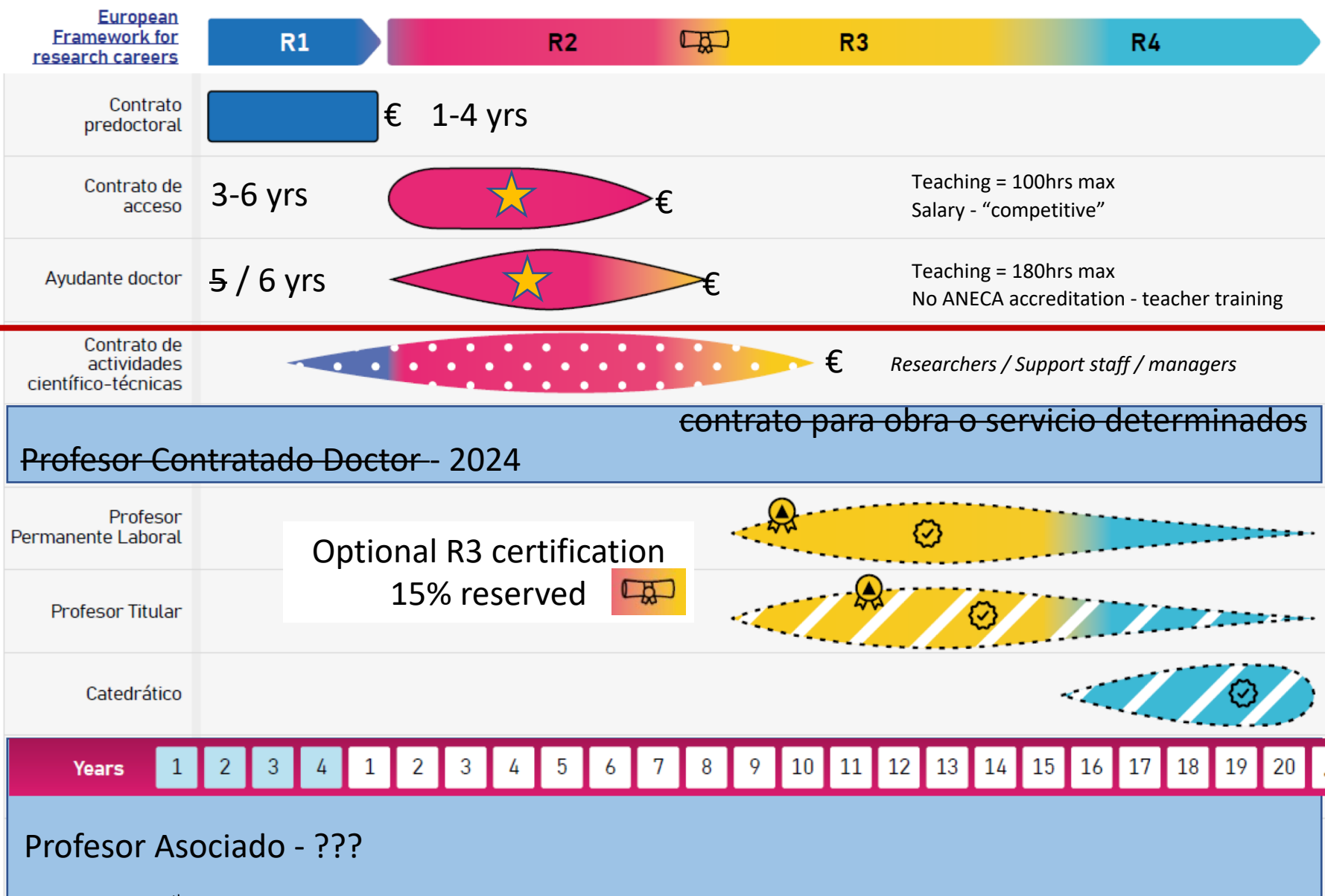




Public Universities

Fixed-term

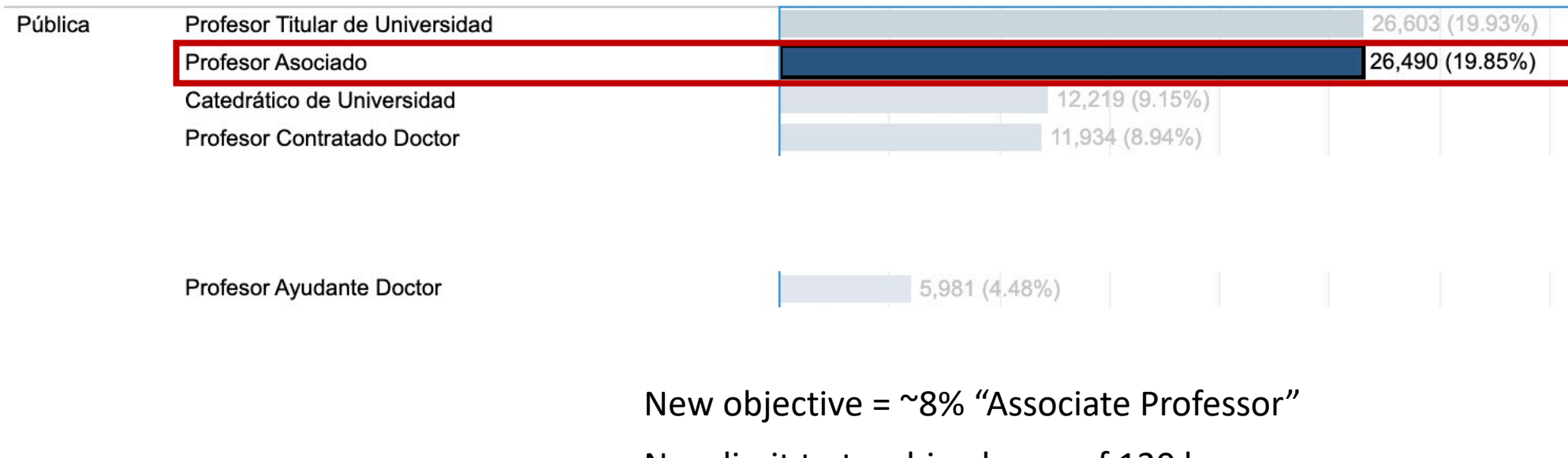
Permanent



Competitive intramural
ANECA
Required Accreditation

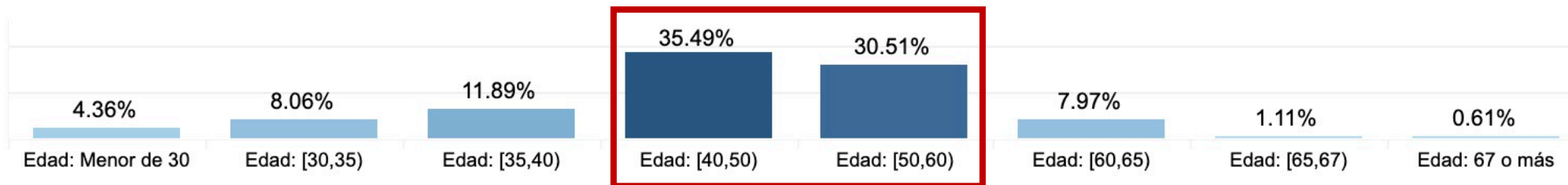
Profesor Asociado = Part time specialists to fill specific needs

Personal docente e investigador por categoría.Total nacional.
 Curso 2021-2022.Total universidades.Total centros.Ambos sexos.Total edad

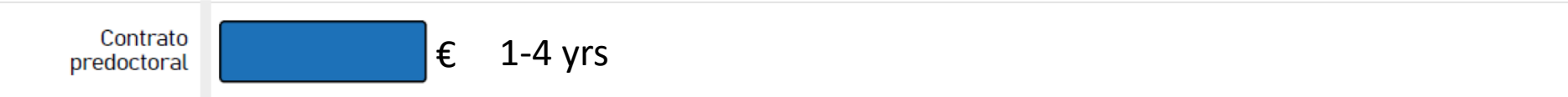


New objective = ~8% “Associate Professor”

New limit to teaching hours of 120 hrs per course



Fixed-term



Permanent



Public RPOs

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
 - 6months
 - Requires recognition of qualifications

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)

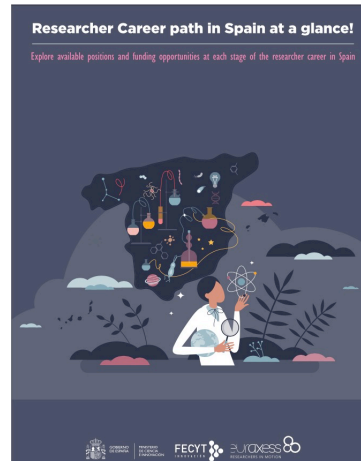


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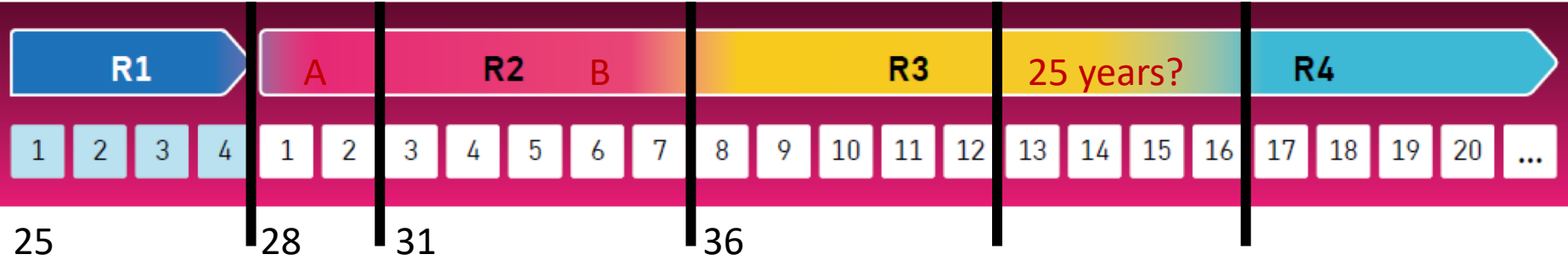


References

- La Federación de Jóvenes Investigadores (FJI) - Precarios.org
- <https://www.boe.es/buscar/doc.php?id=BOE-A-2022-14581>
- 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



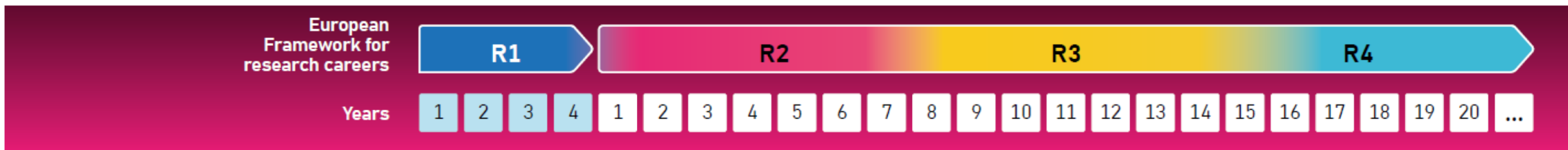
European
Framework for
research careers



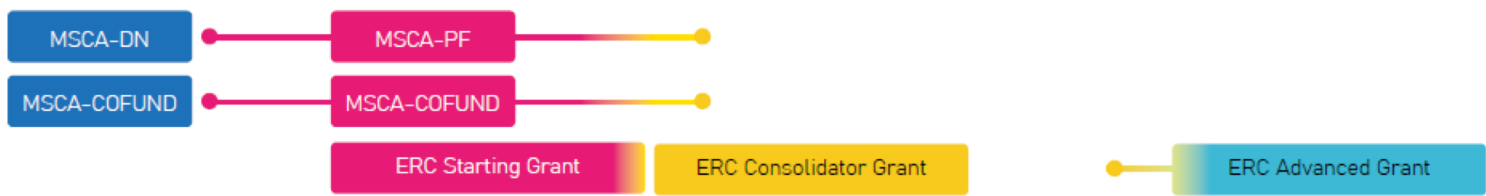
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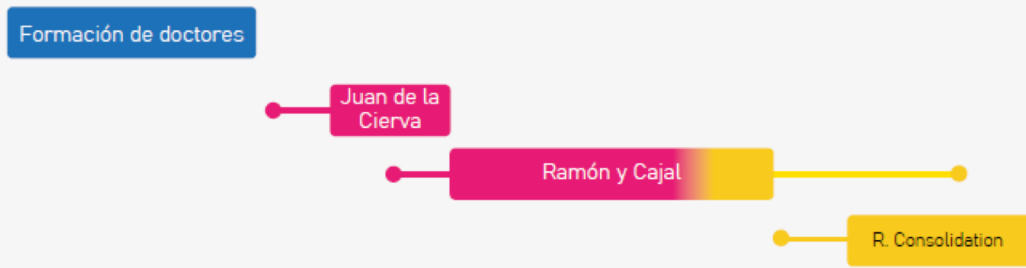
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European Funding Opportunities



Agencia Estatal de Investigación (AEI)



Spanish Government Funding Opportunities

