

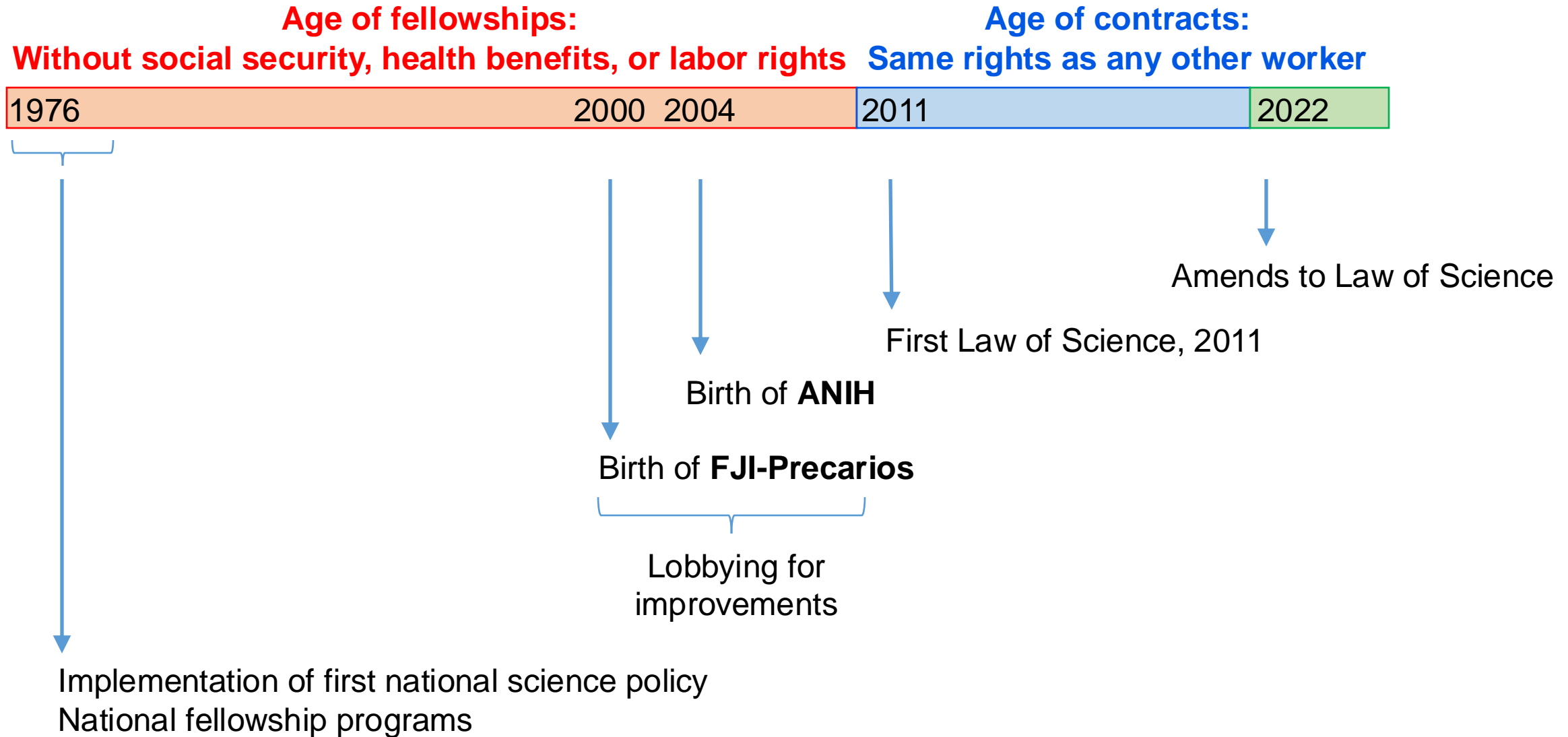
Pathways to end precarity in Spain

Dr. Francisco J. del Castillo

About ANIH (2004-2024)

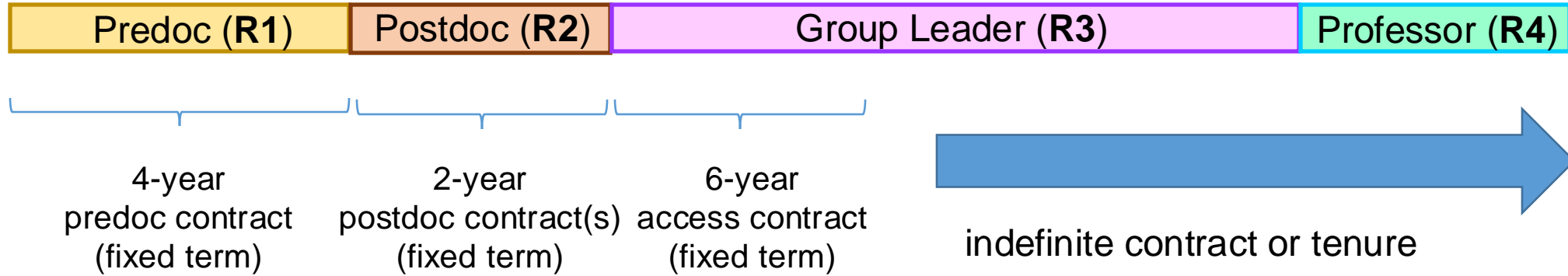
- **Research Staff Association** for research personnel within the Spanish **National Health System**
- It accepts **personnel at any stage in their careers and with any degree** (technicians, predocs, postdocs, group leaders...)
- It interacts with all **stakeholders** (institutions, political parties, trade unions, other RSAs, regional administrations, the national parliament and the government) to influence policy
- **Successes**: regional rules for working conditions at hospitals, recognition of hospitals as the third part of the National Research System, labor rights recognised in the successive versions of the Law of Science, specific types of contract for researchers to reduce precarity

Timeline for precarity in Spain, 1976-2024



The advances of the 2011 Law of Science

Ideal scientific career



But...

↓
Many rules of incompatibility

↓
Reduced number of positions in programs

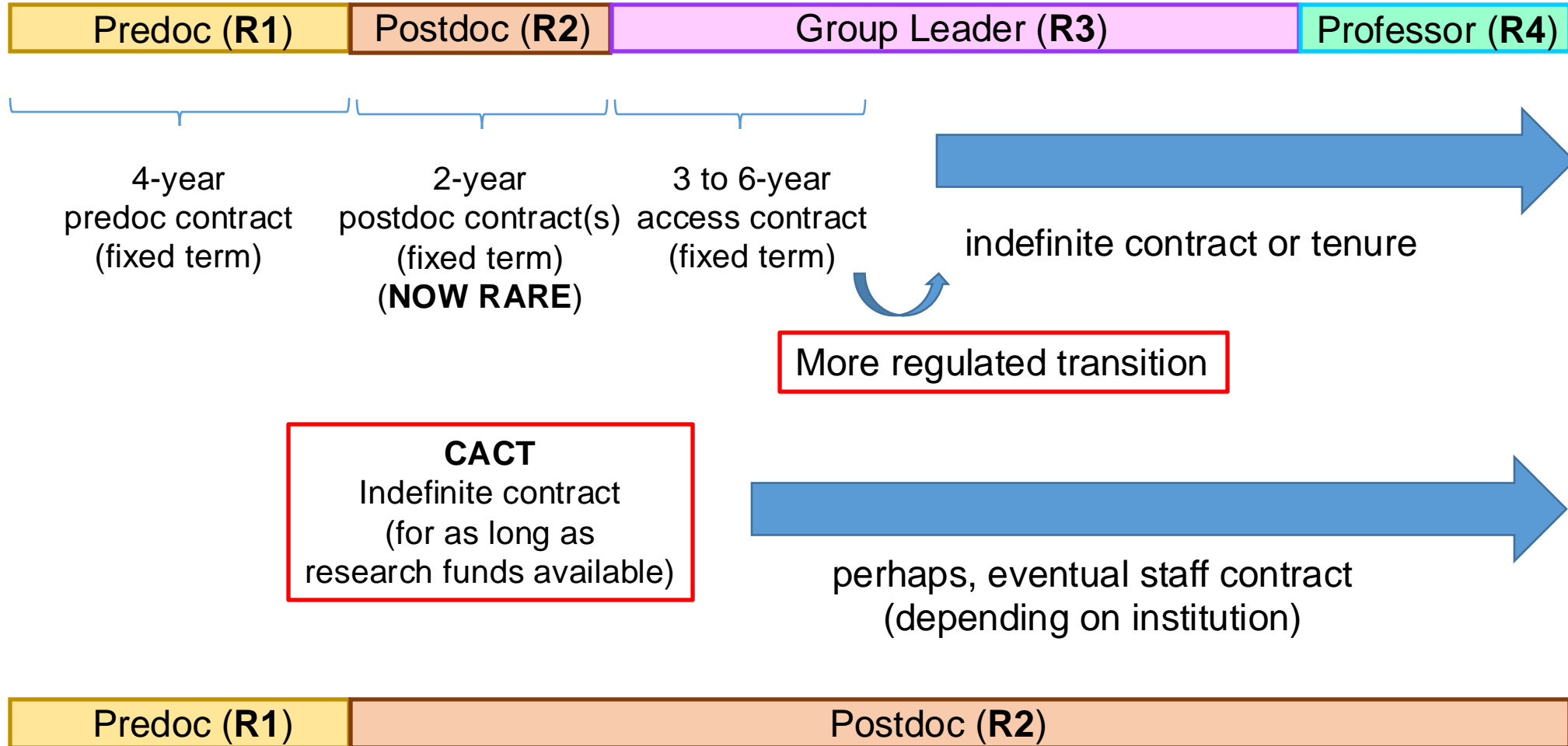


...the “postdoctoral valley of death”
(still **precarious!**)



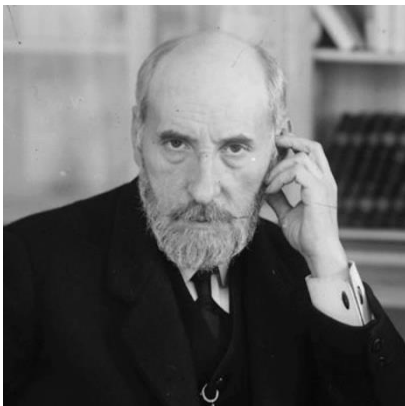
2022: Overhauling the 2011 Law of Science

Ideal scientific career



Take-home messages

- **Improvements** happen because of **lobbying**. Efficient lobbying requires joining **RSA associations** and your own **personal effort (no freebies ever!)**
- Creating a **legal framework** is not enough... you must convince your institutions to use it! (this requires **trade union** help)
- From the point of view of **labor rights**, **researchers are workers just like any other worker**. The specifics of our job as scientists cannot mean **having less rights** ever.



*“Discoveries are made by persons,
not by scientific equipment nor copious libraries”*

Santiago Ramón y Cajal, 1898