

# Bratislava Declaration of Young Researchers

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# How

- Researchers were invited by the [European Commission](#) and [Slovak EU Presidency](#) to draft the Bratislava Declaration of Young Researchers: First meeting took place on **18/03/2016** in Brussels.
- First public presentation and discussion of the draft at a workshop on **13/06/2016** in Brussels. Incorporation of feedback from stakeholders and workshop participants.
- Final version released on **19/07/2016** at the [Informal Meeting of Ministers responsible for Competitiveness](#) in Bratislava (three team members were present).
- Appended to the [Council Conclusions](#) of **29/11/2016** on “Measures to support young researchers, raise the attractiveness of scientific careers and foster investment in human potential in research and development

# The Declaration

## **Aspirations:**

- 1. Enabling Great People and Ideas**
- 2. Sustainable and Transparent Career Trajectories**
- 3. Research Environment**
- 4. Work-Life Balance**

## The Declaration – Aspiration 2

### Sustainable and Transparent Career Trajectories

“2. When starting one’s research career, young researchers **face the prospect of an extended period of career insecurity with non-transparent career progression.**

This provides an **obstacle that can dissuade even the brightest young researchers from pursuing a research career.** To secure a sustainable future for young researchers, clear and structured career paths in both the public and private sectors are required.”

## The Declaration – Aspiration 2

### Sustainable and Transparent Career Trajectories

2.1. We call on the **EC and Member States** to urgently **realise employment-stability**, and explicit criteria for career progression. The structure of funding schemes should reflect this. The proportion of research scientists on **short-term contracts** is unacceptable and this affects the quality and impact of the science they do.

2.3 We call on **principal investigators and research institutions** to **fulfil their duty-of-care** with respect to the training and career development of young researchers. Employers must ensure that young researchers have the appropriate **skill-set, mentoring, and networking opportunities** to pursue a successful career.”

## The Declaration – Aspiration 3

### Research Environment

**“3. For research to transform society it must be done by people that represent it – all of them.** There is an urgent need to widen participation in European research with regard to gender, ethnic background, disability, nationality, geography etc. As well as researcher diversity, we must consider the diversity of environments where the research is done, removing barriers to inter-disciplinarity.

The current **‘publish or perish’ and hyper-competitive environment is toxic to the research endeavour** as it encourages extreme individualism, and is linked to an increase in fraudulent science. Members States and the EC are enabling this. These issues need to be addressed to create an **inclusive, supportive and collegial research culture.**”

## The Declaration – Aspiration 3

### Research Environment

“3.1 We call on the **EC and Member States** to support an **EU-wide equality and diversity charter, which should become a pre-requisite for access to EU funds.**

3.3 We call on **EC and Member States** to further develop policies that enforce free sharing of data and ideas (e.g., open access publications and open data) and **ethical behaviour** (e.g. identification of individual contributions, post-publication peer review).”

## The Declaration – Aspiration 4

### Work-Life Balance

“4. Researchers love what they do. **It is not entirely clear to us that the systems in which we work love us.** In many cases our vocation and enthusiasm is translated into **unreasonable working schedules, continuous availability, inappropriate salaries and unstable contract conditions.**

**Researchers do not enjoy the same employment rights or conditions that other young professionals enjoy.** This poses enormous challenges for young researchers to find a suitable balance between work and daily living. Requirements for researchers to be mobile in their career can accentuate these issues.”



## The Declaration – Aspiration 4

### Work-Life Balance

“4.1 We call on **research institutions** to implement supportive and **better childcare provisions, parental care, flexible working practices and provide dual-career opportunities**. These should be provided at all stages of the research career, even at the PhD level.

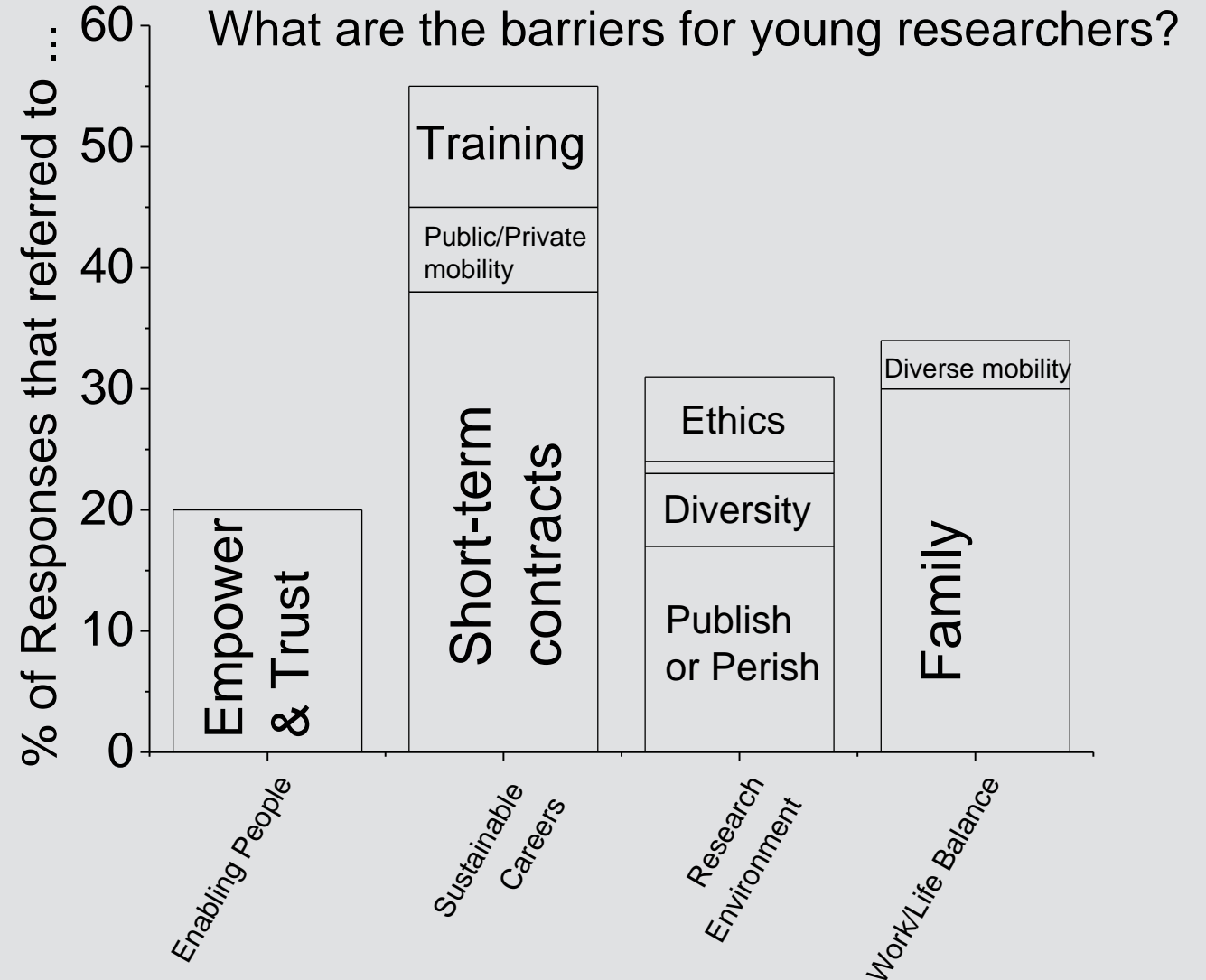
We call on the **EC and Member States** to enforce these mechanisms through **legislation**, whenever necessary.”

## Post – Declaration

- Throughout **2017** involved in numerous EU, national and local initiatives and groups to put the BDYR into practice
- Between **February and May 2017** conducted an EU wide survey targeting students and early career researchers in cooperation with the European Commission, Global Young Academy, Young European Associated Researchers, European Student Parliaments, Network of European Young Academies and the Young Academy of Europe
- Presented the survey results at the **03/07/2017** Conference Research & Innovation, Shaping our Future in Brussels.
- **December 2017** Input for FP9 send to the Lamy - High Level Group in cooperation with Bullied Into Bad Science, Global Young Academy, International Consortium of Research Staff Associations, Network of European Young Academies, Young Academies of Europe, Young European Associated Researchers, Early Career Investigators' Network of Innovations in Climate Governance and Leibniz Information Centre for Economics

# Survey results

- 560 respondents | 55% female; 44% male
- more than 43 countries of origin
- Barriers within the 4 Aspirations of the BDYR
- Based on the results we came up with ideas how the next Framework Programme could lower those barriers



## Input FP9

### Recommendations on the horizontal level

- Focus FP9 funding on institutions that abide by the principles set out in the **EU Charter & Code for Researchers**.
- Make support for **inclusion of early-stage researchers a cross cutting issue** across all research and innovation projects funded.
- FP9 must **do more to improve the diversity** of those it funds. For research that FP9 enables to impact all Europeans, it must be done by a diverse community that reflects the diversity within Europe.
- Clarify and publish evaluation criteria for funding calls. These should be based on a combination of quantitative and qualitative indicators tailored to the goal.

<http://declaration.mimuw.edu.pl/>

**SIGN IT!**

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