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**The council for doctoral and
post-doctoral researchers**



**National Postgraduate Committee
Annual Conference 2006
Friday, 4th August**

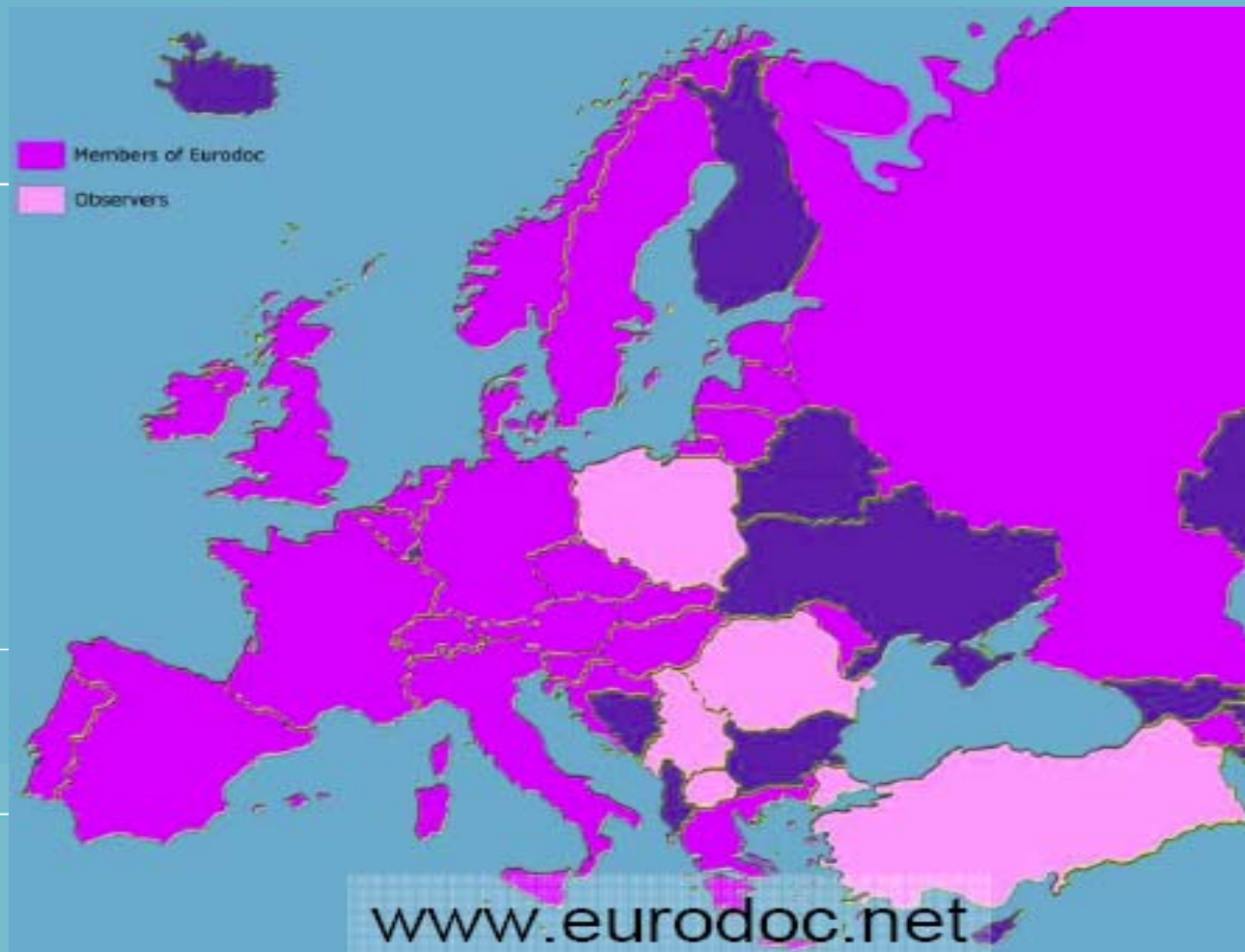
Harpreet Singh, Treasurer EuroDoc

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What is eurodoc ?

Eurodoc is the federation of national organisations of PhD candidates and Junior researchers in Europe



- Members
- Individual contacts
- Applying for membership

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Foundation of eurodoc

- ✓ **Bologna** declaration, 1999
 - Harmonisation of education systems
 - Increase competitiveness of European HE
 - Increase employment and mobility in Europe
- ✓ **Lisbon** strategy, "3% objective" in R&D, 2000
- ✓ Knowledge-based society: a challenge for Europe
 - ✓ PhD candidates' associations from Europe met in Uppsala, Sweden, in February 2001
 - ✓ Need for an official frame of representation and discussion at the European level
- ✓ 02-02-02 ➤ Foundation and 1st annual meeting Eurodoc 2002 in Girona, Spain

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Aims of eurodoc

- ✓ Work to improve the situation of PhD candidates
- ✓ Make Europe a more attractive research environment
- ✓ Work to improve the quality of research
- ✓ Get Young Scientists more interested in European policy

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How does eurodoc realise its aims ?

- ✓ by constant exchange of information between different countries
- ✓ by establishing contacts with related organisations
- ✓ by influencing European policy through research, lobbying and networking
- ✓ by working on specific topics in workgroups:
 - International Mobility
 - PhD Supervision & Training
 - Gender Equality
 - Professional Future
 - Survey
 - Policy & Communication

Member Organisations

- CJC, France
- NPC, UK
- THESIS, Germany
- Precarios:FDJI, Spain
- USI, Ireland
- ADI, Italy
- SDok, Sweden
- PNN, Netherlands
- DOSZ, Hungary
- ENTA, Estonia
- ATCM, Moldova
- Doktorat, Austria
- Action Uni, Switzerland
- MLAZ, Croatia



- ABIC, Portugal
- OR/Focus, Belgium
- SiN, Norway
- EEEYD, Greece
- LJMS, Lithuania
- DMRS, Slovenia
- DPhDSN, Denmark
- ADS, Slovakia
- Acosocium, Armenia
- ARPI-YRR, Russia
- LJZA, Latvia
- SKRVS, Czech Republic



Eurodoc Structures

- ✓ 7-member Board
- ✓ Annual Conference with delegates and other representatives of countries from all over Europe
(**Eurodoc 2005 in Strasbourg, 2006 in Bologna**)
- ✓ Workgroups for a number of priority issues:
 - PhD Supervision & Training
 - International Mobility
 - Professional Future
 - Gender Equality
 - Survey
 - Policy & Communication
- ✓ A general mailing list for the interested public

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Bologna Process with 3 tiers

The introduction of the Doctoral level in the Bologna Process was appropriate

- Research and HE depend on each other
- Doctoral Programmes are the link between Research and HE: doctoral students *are* Early Stage Researchers
- Europe needs a regulatory framework, considering
 - ✓ the *profession* of doctoral researchers and
 - ✓ the *academic* proceeding within the administrative systems

Impact of the Bologna Process on UK Research

- **Linking** Higher Education with Research
- **Academic Structure:**
Homogenous Doctoral Programs:
define duration, training, mobility, evaluation
- **Employment Responsibility:**
Treat the doctoral candidates as professionals.
“Mobility” of Social Welfare Benefits
- **Sector Policy:**
Permeability, Synthesis

European Policies to impact UK Research

- 3% of GDP spend on Research
- International hub of excellence
- Attract & Retain Young International Researchers

Issues

- (Issues with Mobility, Career, Private Life)
Lack of European HRM approach towards young researchers.
- difficult to combine a job in science (funding requires mobility) and a family life.
- Other obstacles e.g. Non Transferable Pension rights
- Ideas:
 - Funding based on mobility should include a package to help move a scientist's family too.
 - A dedicated European agency for HRM.
 - A European researcher's contract (eg, a set of guidelines to harmonise national contracts).

Issues

- A Quality Management approach for doctoral training
To focus not only on the quality of training per se, but to have a broader approach to doctoral training and elaborate guidelines.
- Identifying all stake holders of the PhD process, and clarifying rights and duties, involving:
 - Funding and status of the PhD candidate, especially when teaching duties are part of his/her funding.
 - Quality of training, relationship with supervisor.
 - Rights of the PhD candidate as a lab/team member.
 - Tuning of supply and demand: students inflow into PhD studies relates to job opportunities thereafter, in academia or industry.

The European Doctorate

- ✓ European Quality Assurance Agency
- ✓ Structured Training, ECTS
- ✓ Evaluation of supervision, Mentoring
- ✓ Mapping of excellence in EHEA/ERA
- ✓ Enhance the permeability of public and private sectors
- ✓ Professional skills: new chapter of the thesis
- ✓ Respect different faculties

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Eurodoc Charter on Doctoral Studies

- Research Doctorates for European Knowledge Society
- Doctoral Programmes differ from first and second cycle of Bologna process
- Rights for Early Stage Researchers
- Supervision and Training of ESRs
- Fair Working Conditions
- Mobility of Researchers
- Promoting Researchers' Careers for European knowledge society

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EuroDoc Survey

Doctoral Candidates across 20 Countries

- Structures of Doctoral programmes
- Conditions of Doctoral Researchers (funding, rights & duties, labour conditions)
- Awareness of European Higher Education & Research policies and response
- Mobility Issues
- Training & Supervision Issues

Common Concerns

- Lack of Funding at early stage
- Post-Doc Employment & Career Opportunities
- Links of Academia with Industry
- Monitoring & Development of Quality in Research
- Regional Policies in Research & Mobility

Common Concerns

- Brain Drain
- Lack of a European HRM Approach Towards Young Researchers
- A Quality Management Approach for Doctoral Training
- Gender Inequality and Disparity

Diversity

- Duration of Doctorate
- Status of PhD candidates
- Funding
- Brain-Drain
- Recognition of Degrees and Joint Programmes
- Quality Assurance
- Supervision & Training

Eurodoc Work Groups

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Training & Supervision WG

- Diversity in expectations of supervisors and early stage researchers
- Deriving common standards for supervision and training – Eurodoc charter
- Equal status across Europe for all early stage researchers

Training & Supervision Charter

- ✓ Selection, admission and induction processes.
- ✓ Mechanisms for institutions to monitor supervision and training in different departments
- ✓ The roles of the supervisor and the doctorate
- ✓ Interaction of Supervisor and doctorate, including time spent, the use of co-supervisors and collaborative supervisors if applicable.
- ✓ Review procedures and examinations
- ✓ Training provisions - both inside and outside the institution. Include also a breakdown of what generic skills a doctorate should be expected to achieve
- ✓ Structured feedback mechanisms

Major mobility issues



International Mobility

- *Recognition* of Academic Titles in all parts and institutions of the EU is still *no reality*
- *Social Welfare* benefits are national-based, and different in the European countries
- *Joint Programmes* are still an exception

Intersectoral Mobility

- *Professional Experience* in Academia and Industry is *not equally* rated
- Transfer of *Social Welfare* Benefits

Eurodoc on Mobility

- ✓ Mobility between academia and industry should be facilitated
- ✓ Present research work in other countries
- ✓ Exchange : spend a significant time in another European country
- ✓ Encourage sector mobility and interdisciplinary network
- ✓ Proper recognition of the PhD degree along European institutions
- ✓ Establishment of a common set of regulations governing application for post-doctoral researchers
- ✓ PhD supervisors should let their students open to the «outside» (other countries, other activities...)

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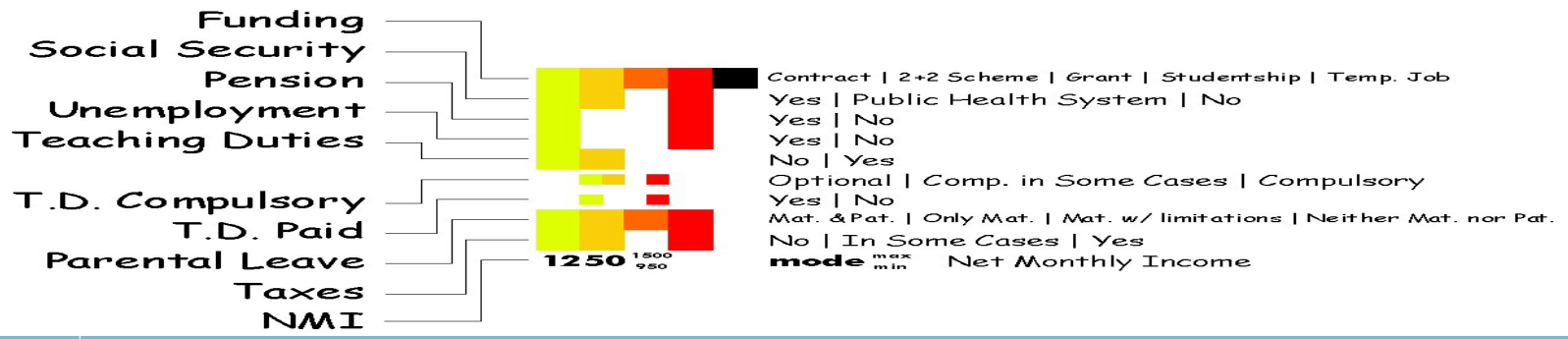
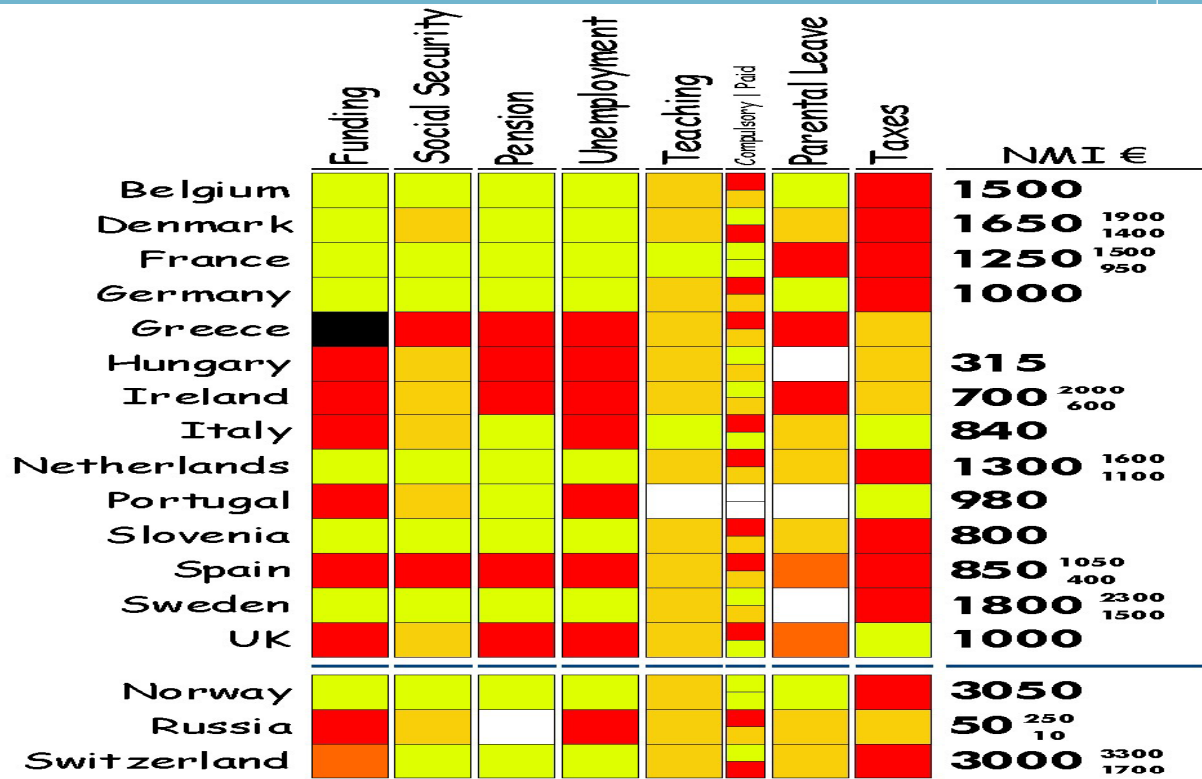
Mobility – the buzzword?

- Between nations, sectors
- Duration: from symposia to tenure
- A nice concept?
- An end in itself?
- An essential element of research experience?
- A means towards...
 - ✓ Cross-European cultural understanding
 - ✓ Better, more collaborative research output
 - ✓ Achieving a European ‘critical mass’ to rival U.S.
- Is it really valuable to all research areas?

Gender equality

- ✓ Equality of chances should exist not only for gender, but also for criteria such as colour, sexuality, age, disability...
- ✓ Eurodoc gender-equality workgroup has 5 goals :
 - Learn more about the current situation (questionnaire)
 - Disseminate information about the situation
 - Collaboration with other organisations
 - Proposal of concrete measures
 - Work for implementation of these proposals

A Comparison of Labour Conditions



Some pan-European comparisons

✓ **UK/IE:** minority of PhD studentships centrally funded, journal publications at late stage, teaching duties paid separately. PD salary and short term contracts unattractive.

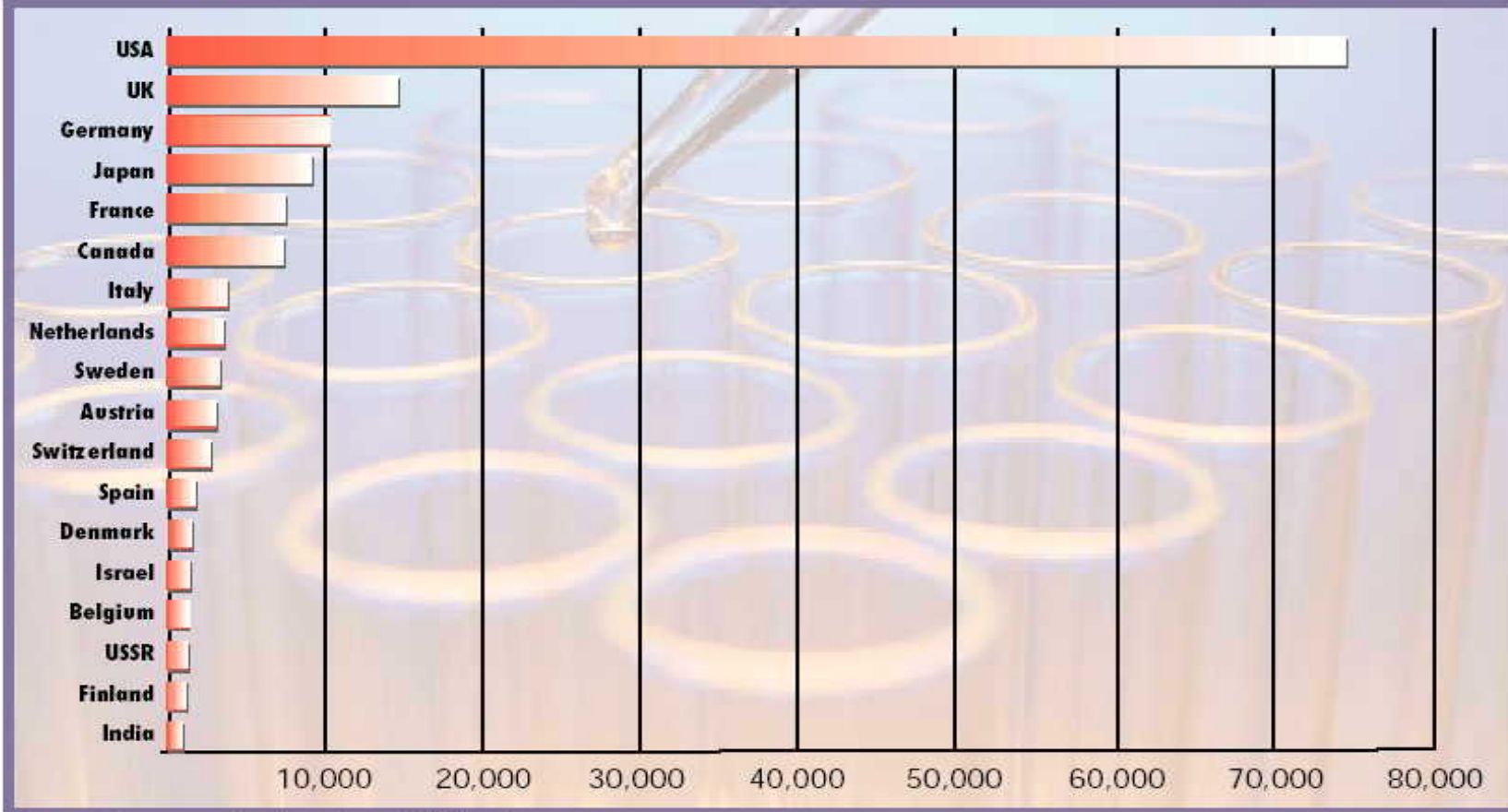
✓ **SE/NO/DK/DE:** most PhD research centrally funded, must publish before thesis submission, teaching duties integral to position in department. PD described as full staff researcher.

✓ **ES:** PhD/PD studentships centrally funded, but taxable; little social security entitlement. Estimated 50% Spanish journal publications first-authored by PhD/PD researchers.

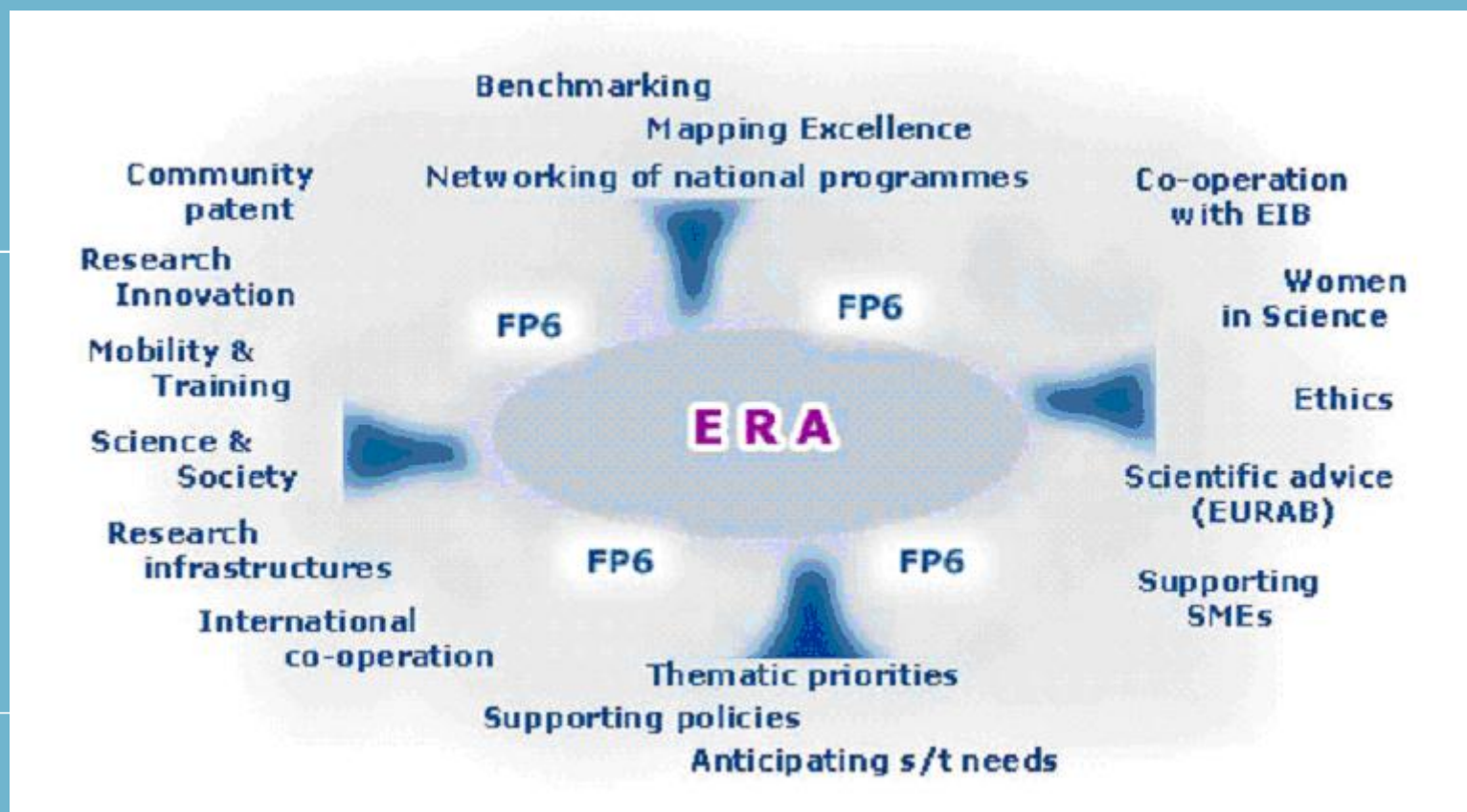
✓ **SK/HU:** PhD studentships mostly centrally funded; little dialogue between HE/Industry. Academic careers poor; PD-stage starts Brain Drain to western Europe and U.S.

ERA: Critical Mass

NUMBER OF WORLD CITATIONS OF SCIENTIFIC PUBLICATIONS PER COUNTRY, 1982–2000



European Research Area



PhD Candidates as Early Stage Researchers (ESR)

- **Research as main activity:**
carrying on the knowledge
based economy
- **Trained by** and not trained for
research
- **Assessed** mainly on
research activity

- **Approx $\frac{3}{4}$ of all research in Sweden is carried out by PhD candidates***
- **48.8% of the Spanish articles published in international journal of impact have a junior researcher as a first author: 25.1% PhD candidates, 23.8% post-docs****

***The Swedish Research Council, enquiry about Swedish medical research, 2003**

****Survey made by the Spanish Federation of Young Researchers in 2001**

Skills: from general praxis to formalisation and recognition

- Formalisation and implementation of the *Dublin Descriptors*
- EURODOC's statement of standards in assessment, expectations and outcomes of Doctoral Programmes in Europe (to be released shortly)
- Professional recognition: access to private sector and public administration

Institutional rights and Working conditions: creating the innovative environment

➤ ESR as important members of the institutional staff and assets for the development of doctoral programmes in Europe

➤ Provision of competitive income

➤ Provision of transferable social security throughout Europe

➤ Clear career structures:

EURODOC's recommendation for the organisation of Core Research Career Structure in Academia

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Questions

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Group Discussions

Group I:

Impact of Achieving Professional Status on UK PhDs

Group Discussions

Group II:

3% GDP Spend with More Private Investment in Research

Group Discussions

Group III:

Improved Mobility within and Outside Europe

Group Discussions

- **Group IV**

Mobility of Researchers between Academia and Industry in the “United States” style

Major Recent Events

- ✓ Conference on International Mobility **Feb 2004, Lisbon**
- ✓ 4th Eurodoc Conference **March 2004, Athens**
- ✓ Conference on Role of Universities in Europe of Knowledge **April 2004, Leige**
- ✓ Brain Drain Conference **June 2004, Paris**
- ✓ EuroScience Open Forum **August 2004, Stockholm**
- ✓ **Eurodoc** Bologna Seminar **Feb 2005, Salzburg**
- ✓ 5th Eurodoc Conference **March 2005, Strasbourg**
- ✓ UK Presidency Event **September 2005, London**
- ✓ Survey Group Conference **October 2005, Hannover**
- ✓ 6th Eurodoc Conference **March 2006, Bologna**
- ✓ EUA Conference **June 2006**

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How can you participate?

- ✓ Join Eurodoc Workgroups:
www.eurodoc.net/workgroups
- ✓ Information about activities and participation:
www.eurodoc.net/activities
- ✓ Participate in the
Eurodoc Conference 2007 in UK?

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Contacts

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