

First ideas on research proposal, Working Group 3 on Higher Education and Research

Supporting and Enhancing Academic and Researchers' Careers: Perceptions and Strategies Researchers in Higher Education. A European comparative study of the management of academics and researchers in the European Higher Education and Research Area.

Introduction

The November 2012 report from the ESSDE Working Group on Higher Education and Research reported that the group had discussed three major topics during its meeting of 15 March 2012: gender equality; the environment for early career researchers; and the mobility of academic staff within Europe. These subjects were selected by the social partners during previous working group sessions in 2011. The dialogue on the environment for early career researchers was linked to the European Commission for a European Research Area and supported measures directed at the quality of doctoral training, attractive employment conditions and gender balance in research careers, as described in the Innovation Union.

The working group members have suggested the possibility of developing a proposal for a joint research project in 2013 for further research on practices in HE&R with regard to supporting/enhancing academic and researchers' careers, and their wider dissemination.

Objective

A small research project to undertake a European comparative study of the management interventions to support academic / research careers in universities.

What is/could be the role of employers and trade unions in supporting academic and research careers?

Project activities:

- literature review
- survey for research managers
- 3 or 4 case studies in different EU countries

Project partners:

UCEA (University and College Employers Association) EFEE member is leading.

EFEE and ETUCE are project partners as well as their WG3 members (active involvement of members in establishing contacts with research managers for survey and case studies)

Call for proposals August 2013: social dialogue and labour relations funding

Research questions (for discussion in establishing project priorities)

- What are the current employment policies and practices of HE Institutions in (a range of) EU member countries to assist the careers of academic / research staff?
- How are the outcomes of policies and practices being measured? To what extent can the outcomes of policies be shown to deliver on the aims of the European Research Area (may need to spell out the main relevant aims)?
- What are the evidence bases in countries or institutions for identifying issues for policy/practice interventions?
- What are the main recruitment and retention challenges facing employers and what initiatives / approaches have been successful in addressing these challenges?
- What challenges face female (early career?) academics/researchers, particularly, but not limited to, mobility?
- Is support for mobility becoming a significant feature in any of the policies and practice for academic / research staff careers?
- How has social dialogue and partnership working with employee representatives contributed to the development of successful policies and practices?