

# eurodoc Newsletter

Issue #20, October 2016

The Official Newsletter of  
*The European Council of Doctoral Candidates and Junior Researchers*

For more information on Eurodoc visit [www.eurodoc.net](http://www.eurodoc.net) or make an inquiry at [board@eurodoc.net](mailto:board@eurodoc.net)

Dear Readers,

We are pleased to present you with Eurodoc's newsletter, aimed at informing Eurodoc members and other interested parties about recent activities proceeded by the Eurodoc community.

The last period was marked by several events related to PhD candidates and the career development of junior researchers, as well as to science, higher education and innovation current agenda, in which Eurodoc participated to highlight the need of raising ECRs voice on the European level and advocating junior researchers' rights, interests and priorities.

In this issue, you will get acquainted with the profiles of the new Eurodoc Board and Administration members and get informed about working groups priorities for 2016/2017. ERA activities conducted by several NAs and Brexit Statement are presented. Please note also information about the past events, including Eurodoc 2016 Conference!

Edited by the Board of:

*The European Council of  
Doctoral Candidates and  
Junior Researchers*

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## Contribute to the newsletter and promote your activities!

The Eurodoc Newsletter editorial board welcomes any contribution from our member associations and from partner associations or external organizations. We especially encourage our members to send us short reports on events organized by their associations or any national news that may be interesting to others.

If you are organizing an event or taking part in discussion/actions concerning PhD candidates and junior researchers in your country, please write a story about it and get the whole Eurodoc community familiar with your activities!



The 2016 Eurodoc Annual Conference took place on the campus of the University of Luxembourg, in the city of Esch-sur-Alzette, Luxembourg, between April 20th and 21st and was co-organised by the Association of Early-Career-Researchers of Luxembourg, LuxDoc.

The conference “Early-stage-researchers’ training: which future?” addressed the challenges for a modern vision of the doctorate. Early-career-researchers are the next generation of highly skilled professionals. As such, they must be trained, in the practice and production of excellent research, not only for Academia but for a variety of careers in a knowledge-based society. The conference brought together representatives from research institutions, stakeholders from the European Research Area (ERA), and early-career-researchers from associations across Europe. The aim was to discuss modern doctoral training, funding schemes throughout Europe, cross-border collaborations and intersectoral mobility; and to exchange diverse experiences on research environments and working conditions. The conference provided an opportunity to define and target goals regarding the purpose and value of the doctorate.

The conference was followed by the Annual General Meeting, during which Eurodoc projects, strategic aims and goals for the upcoming year were discussed. A new board was elected, and legally took over on the 25th of May, after the expiry of the transition period. This year’s board is composed as follows: Ewelina Pabjańczyk-Wlazło (KRD, Poland) was elected as the new president, Julija Baniukevic (LJMS, Lithuania) became vice-president, Antoine Dujardin (CJC, France) is secretary, Péter Miklós Kőmíves (DOSZ, Hungary) is the new treasurer, and Iryna Degtyarova (RMU, Ukraine), László Kövér (DOSZ, Hungary) and Fulvio Rizzo (FUURT, Finland) became general board members. For the

year 2016-2017, Eurodoc will pursue the goal of ensuring the recognition of the value and the purpose of the doctorate. To strengthen its positions, Eurodoc will count on its national association’s network to gather and provide data on the working conditions and training of early career researchers in Europe. Therefore, Eurodoc will continue to aim at providing expertise on early career researchers in the ERA, bringing also more focus onto the R2 level of researchers (“post-docs”).

Next Eurodoc Conference will be held in April 2017 in Oslo (Norway).

*Carole Chapin, Margaux Kerschot*





## Eurodoc 2016/2017 Board members' profiles

**Eurodoc President:****Ewelina Pabjańczyk-Wlaziło (PL)**

A social activist supporting women in science, a science popularizer - one of the founders of Boost Biotech Poland promoting life science sector, certified project manager and a doctoral candidate at Lodz University of Technology (Poland), also working as PR Officer in Autex Research Journal. The participant of few international projects among others in Germany, Japan, Sweden, Spain and France. She pursues her doctoral thesis in the area of biomaterials, dealing with polymer and composite biomaterials based on hyaluronic acid. She graduated from Biotechnology and Biomedical Engineering at LUT (BSc, Poland) and International Business Management at L'INSEEC Alpes-Savoie (Master, France). Experienced in self-governance of doctoral candidates at national and local level, with particular interests put on gender equality and business - academia collaboration.

**Vice-President: Julija Baniukevic (LT)**

is current vice-president of EURODOC elected in April 2016 and at the same time elected as board member of Lithuanian Society of Young Researchers (in 2014-2015 she was a president of this association). She is active in Eurodoc since 2013 and for one term she was elected as the coordinator of Mobility Working Group. Julija graduated with honors as Master in bioengineering and as Bachelor in biochemistry. Now she is in her final stage in order to defend her doctoral thesis about immunosensors design (physical sciences) in Vilnius University (Lithuania). Since 2013 she is an executive director of Lithuanian Future

Foresight Institute and during this period her interest in science diplomacy increased.

**Secretary: Antoine Dujardin (FRA)**

earned a MA in Engineering from the Université Libre de Bruxelles, Belgium, in 2015.

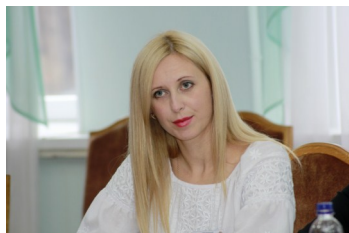
He also graduated from École Centrale Paris (now CentraleSupélec), in France, as part of the TIME Double Degree exchange program. His specialisations are biomedical imaging and informatics. While he was a student, he had a lot of experience in associations, such as the Board of European Students of Technologies (BEST). Currently, Antoine is a Doctoral Candidate at Lille University of Science and Technology, in France. His host institution is the Center for Infection and Immunity of Lille and his fellowship is part of an industrial agreement for training through research (CIFRE program) with Bruker.

**Board Member: Laszlo Kover (HU)**

graduated at the University of Debrecen (Nature Conservation BA and MA; Game Management BA). During his student years, he won ERASMUS (Wageningen, NL), CEEPUS (Wien, A)

and DAAD (Gießen, DE) scholarships. He got his Ph.D. degree in 2015. At present he is an Assistant Lecturer at the Department of Nature Conservation Zoology and Game Management at the UD, Hungary. Laszlo's research field is the urban ecology, his research focuses on Corvids in urban environment. Beside it he interested in different nature conservation projects too. He is the teacher co-president of the Student Committee on Environment Protection at the University of Debrecen. He was elected as a Board member of Eurodoc in 2016.

## Eurodoc 2016/2017 Board &amp; Administration members' profiles



**Board Member Iryna Degtyarova (UA):** PhD in Linguistics. She received 2 master's degrees in Philology (2003) and in

Public Administration (2007). Currently she is a post-doctoral researcher at Dnipropetrovsk Regional Institute of Public Administration, and does her research in higher education governance. Since 2012 she is a foreign visiting researcher at the Polish Rectors Foundation (Poland) and was a member of the research project teams on benchmarking in higher education, on Polish-Ukrainian academic cooperation; on higher education governance. She is a vice-chairman of the Young Scientists Council at the Ministry of Education and Science of Ukraine. She joined Eurodoc team in 2015.



**Board Member: Fulvio Rizzo (FI),** PhD, Regional studies. He is a Post-Doctoral Researcher at the Department of Geographical and Historical Studies at the University of Eastern Finland (Finland). His core fields

of expertise include rural development and policy, sociology of agriculture, and methodological approaches for conducting research in international environments. As R&D Advisor at Mikkeli University of Applied Sciences (Finland), he has been involved in the Open House project, in which new forms of cooperation between universities and businesses have been sought and developed, and in the RDI expert program, whose goal is to strengthen the R&D skills of teachers working in universities of applied sciences.

**Treasurer: Peter Miklós Kórnives (HU)** MA in Law, Communication and Media, and a post-master degree in Higher Education and Science Management from the University of Debrecen, Eötvös Loránd University and Cor-



vinus University of Budapest. Currently he is a third-year doctoral student at Karoly Ihrig Doctoral School of Management and Business, his research area is higher education management and internationalisation of the higher education. Since 2015 Péter is the general vice president of the DOSZ, the Hungarian member organization of EURODOC. Since 2012 he is the founding president of the Doctoral Candidates Union, University of Debrecen. He is a permanent participant of the reconciliation forum called Higher Education Roundtable led by the State Secretary responsible for Higher Education.



**Secretariat Coordinator: Claudia Dobrinski (DE)** studied art history, Classical and Christian archeology, history, Byzantine studies and theology.

Claudia has been working in the museum pedagogy of the Heinz-Nixdorf-Museum Forum in Paderborn for 6 years and as a freelance service provider in the fields of publication, editing, text preparation (eg Martin Luther) and text correction. In the German NA thesis, she edited the association magazine THESE, and has been the Eurodoc delegate and Secretariat Coordinator since 2015, in the second term.

**Webmaster: Oleksandr Berezko (UA), PhD,** Associate Professor at Lviv Polytechnic (Intellectual Decision Support Systems MA). Since 2009 he has organized International Youth Science Forum "Litteris et Artibus". In 2014 he led Ukraine's admission in Eurodoc. His main research interests lie in the field of ICT, Web Science, online communities and social knowledge management.

## Eurodoc 2016/2017 Administration members' profiles – WGs

### **Employment and Career Development**

**WG: Sanna Rantakömi (FI)**, a junior researcher in public health and clinical nutrition, School of Medicine at the University of Eastern Finland, and **Miia Ijäs (FI)**, a junior researcher in history, School of Social Sciences and Humanities, University of Tampere. Both have been active members of the early career researchers' working group in the Finnish Union of University Researchers and Teachers (FUURT) for years. During this term, the members of the Employment & Career development WG take actively part in international discussions and events related to early career researchers' employment and career development issues. Due to recent challenges in academic career paths and with a growing number of PhD holders in Europe, the WG puts special attention to the status and conditions of junior researchers.

**Mobility WG: Gareth O'Neill (NL)** is originally from Ireland and earned his BA and MA degrees in linguistics at the University of Amsterdam. He is currently a PhD candidate and lecturer at Leiden University and works on the linguistic expression of emotion in Irish. He has been extensively involved in representing young researchers in Leiden, in the Netherlands, and at the European Commission.

**Interdisciplinarity WG: Yuliya Ovchynnykova (UA)** graduated from Donetsk National University with a MA in biology. At present she is an Associate Professor at the Department of zoology and ecology and Head of Educational Laboratory for methodological support of interdisciplinary education and training at the Vasyli' Stus Donetsk National University. Yuliya's research fields are the structure and dynamics of urban landscapes of South-East of Ukraine, biosystem and ecological structure. She is a Secretary at the Council of Young Scientists of Ukraine, and Head of NGO "Youth Initiative of Cities".

**Open Access WG: Katharina Müller (DE)** works at the University of Göttingen, Germany as project manager for EC (and nationally) funded projects and is affiliated for her re-

search at the German University for Administrative Sciences Speyer, Germany. She holds a Master degree in Sociology from the University of Bonn and a Master Degree in Public Administration from the University of Speyer and University of Geneva. Her areas of interest include International Organisations, European Cooperation, NGO Management, Research Management, Open Access, Horizon2020.

**PhD Training WG: Eva Hnatkova (CZ)** is a delegate from Czech Republic, currently doing her PhD at Tomas Bata University in Zlin. She works there in Technology Transfer Centre and in Centre of Polymer Systems as a junior research in the field of plastic processing and footwear production. Eva is involved as well in Czech Student Chamber of the Council of Higher Education Institutions (Committee for doctoral studies).

**Policy Officer: Maximilian Lesellier (FRA)** obtained an Engineering Degree in Mechatronics at National Institute for Applied Science in Strasbourg and Master degree with a specialization in Robotics and Computer Vision at University of Strasbourg. He is currently PhD candidate in Robotics at CNRS in France.

**Policy Officer & Governance Internal WG: Daniëlle van Osch (NL)** obtained MA in Public Administration with a specialization in International Administration. She also obtained a Master degree in History with a specialization in Political Culture and National Identities simultaneously from Leiden University in The Netherlands. She is currently PhD candidate with a focus on International Governance and her subject for her dissertation is transgovernmental networks.

**Social Media Coordinator: Ana Luis (PT)** with a graduation in Biology, MA in Geochemistry, PhD in Biogeochemistry, works as a researcher in natural sciences 11 years, with a focus on extreme microorganisms from extreme environments. She did research in Luxembourg, Spain and Canada. She is an active member of the Portuguese Association of Scientific Research Fellows (ABIC).



## Eurodoc WGs priorities in 2016/2017

### 1. PhD Training WG:

- Collect and share good practices of PhD training from different contexts in Europe, especially in sense of transferable skills.
- Provide documentations on these practices to individuals and to national organizations by creating an online platform on this topic.
- Define "Eurodoc recommendations" on the training to ensure its quality and adequacy with the recognition of PhD as a professional experience.
- Share and support the "7 principles of innovative doctoral training" and "Salzburg I and II recommendations", and organize a seminar on this topic.
- Publish seminar's outcomes.

### 2. Employment & Career Development WG:

- To produce a policy paper/statement on the current conditions and challenges of early stage researchers in respect of their employment and career development, as well as formulate recommendations on how these issues could be tackled on national and international level in Europe.

**3. Policy Research WG:** Eurodoc promotes and encourages the implementation of the European Charter for Researchers and Code of Conduct. Unfortunately, lack of awareness across Europe slows their implementation. For 2016-2017, PR WG has as a goal raising awareness about the C&C and evaluating the current level of their implementation in an effort to push their full implementation and help promote ERA & EHEA.

**4. Open Access WG:** Goals are to raise awareness and spread knowledge of open access, open science and the openness debate in general among Early Stage Researchers. Therewith, young researchers get an understanding of scholarly communication and publishing as key factors in the research system. In this sense, a focus is on advocating the advantages of open access, informing about the different routes and their implications, benefits and barriers. Moreover, the WG members link to their national associations and thematic communities and can encourage for an informed debate. Last, but not

least, the WG serves for network-building for ESRs interested in OA policies.

**5. Interdisciplinarity WG:** The strategic aim is improving dialogue and joining forces with other NAs to create an interdisciplinary research community as a European online platform (facebook group) to facilitate interdisciplinary and international scientific exchange and collaboration, exchange of ideas for possible joint projects and the transfer of knowledge among its members and beyond the borders. Goals are: to organize the survey and analyze the development of interdisciplinary in EURODOC member countries, through the eyes of young scientists (e.g. interdisciplinary PhD training and research); to create a database of contacts of young researchers in Europe in the field of interdisciplinary research; to organize a Skype conference/ seminar "The best practices of interdisciplinary research programs in Europe"

### 6. Gender Equality WG:

- Promote and advance a fair and equitable inclusion of women and men in their careers as doctoral candidates and junior researchers;
- For a fair and equitable inclusion in their subsequent careers in academia, industry and other social spheres;
- Manage policies and initiatives related to this task;
- Collaborate with associations and organizations who have similar interests to create mutually-beneficial relationships.

**7. Mobility WG:** Mobility may be broadly defined as the physical moving of researchers from one institution to another, from one sector to another from one region to another. The focus of this WG, this year, will be on intersectoral mobility, with emphasis on the needs of early stage researchers to help the transition from academia to the public/private sector. The goals of the WG are to disseminate the current state of play of intersectoral mobility in Europe, to address potential barriers to intersectoral mobility, and to propose best practices and policy advice for all major European stakeholders.

## **Eurodoc Statement on Brexit Brexit should not impact academia**

As the UK democratically voted for a Brexit, the consequences for higher education and research are not clear. This, unfortunately, places doctoral candidates and junior researchers in the United Kingdom in a potentially vague situation. Especially those early career researchers that rely on European funding as well as continental European early career researchers working in the United Kingdom. As of now, we acknowledge that the article 50 procedure hasn't been initiated and the current status quo hasn't been altered as of yet, when the United Kingdom does take this step to leave the European Union a new challenge for academia might arise. As Eurodoc, an organisation that supports the interests of doctoral candidates and junior researchers across Europe, we see this as a serious problem in need of a remedy. The position of early career researchers needs to be made clear and protected in the event of Brexit.

We argue that Brexit should not result in a loss of quality and opportunity for early career researchers. As Eurodoc, we hope our equals in the United Kingdom will not be limited in their pursuit of truth and knowledge. With this, we refer to the lifting of barriers as proposed by the European Research Area (ERA) and the European Higher Education Area (EHEA).

We hope that the Brexit does not restrict the mobility and potential scientific collaboration across Europe, as Eurodoc envisions a ERA and EHEA policies where all researchers are duly recognised for their contributions. We exclaim our belief in a transparent form of academia with open access to all those who, in the words of Sir Isaac Newton, believe in the notion: "standing on the shoulders of giants."



## **Representing Eurodoc**

**Eurodoc was officially  
present at these events:**

*STEM Education for Innovation: Women in the Forefront*, 31 May-1 June 2016, Warsaw (Ewelina Pabjanczyk-Wlazlo, Claudia Dobrinski, Juliia Baniukevich, attending)

*EUA-CDE 9th Annual Meeting*, Tarragona, 16-17 June 2016 (Carole Chapin, Roundtable preparation)

*UNIKE project final conference "University Futures"*, Copenhagen, June 15-17 2016 (Iryna Degtyarova, attending, information packages, UNIKE mobility survey team participation)

*The EuroScience Open Forum, ESOF*, Manchester, UK, 24-27 July 2016 (Juliia Baniukevic, attending, poster presentation)

*ScienceEurope Workshop «Researchers' Careers: Postdoctoral Schemes and Intersectoral Mobility Schemes»*, Brussels, 5 October 2016 (Filomena Parada, Gareth O'Neill, participation in the panel discussion)

*European Forum of Young Innovators EFYI2016*, Lodz, 24-25 October 2016/Co-organizing (Ewelina Pabjanczyk-Wlazlo, Juliia Baniukevic, Gareth O'Neill, Ludovic Garattini, Carole Chapin, Miia Ijas, Oleksandr Berezko)

## New Research Grant Competition for Junior Researchers in Ukraine: Bottom-up Initiative from the Council of Young Scientists



One of the key activities of the Council of Young Scientists of Ukraine under the Ministry of Education and Science of Ukraine is to advocate and lobby the highest official institutions (for instance the Government and the Ministry of Education and Science) for introducing support measures for junior researchers. The Council of Young Scientists has a fruitful collaboration with the Ministry and become really strong stakeholder representing voice of junior researchers in the country (including doctoral candidates). Last year we initiated two major bottom-up activities. We contributed to the establishment of peer-review for those research projects submitted by the best young scientists, and promoted the setting up of a new research grant competition at the Ministry of Education and Science. First these ideas were declared in 2015 at the meeting of vice-rectors of universities responsible for R&D activity and directors of research institutions in the Ministry of Education and Science. These ideas were warmly welcomed both by the academic community and by the Ministry.

**Peer review and base of experts for junior researchers.** The Council of Young Scientists announced an open competition for experts and made an application form for junior researchers to register themselves for an expert position in different fields of science. We did wide information campaign to share the information and announcement among leading universities and scientific institutions in Ukraine. The main goal of campaign was to involve early career researchers as many as possible into the competition for the creation of the experts' base. Almost 950 young Ukrainian scientists working in Ukraine and abroad applied to become experts to evaluate grant project

applications. Based on results of the competition 300 persons were selected. The criteria for peer-review experts are high scientific level publications in leading international scientific journals, experience in international projects, experience in expertising, etc. To select junior experts so called 'super-experts' were appointed among the Council of Young Scientists. By the selection results experts were grouped in 11 commissions according to the grant competition sections. Leaders and representatives of the Council of Young Scientists became members of the Expert Committee (headed by the Vice-Minister) and Grant Competition Committee (headed by the Minister). The method the experts were enrolled and selected has become a pilot and now is used widely by the Ministry in different experts recruitment.

**Research Grant competition.** The process of implementation of the idea of "Junior researchers' grant competition" was quite challenging and included different steps and required a lot of work and cooperation of different actors, in particular the Ministry and the Council of Young Scientists. Together we worked out Research Grant regulation, call, application and the process of evaluation of submitted project proposals. Ministry guaranteed sufficient funding for this competition from the state budget (12 mln UAH). The grant competition was announced in 11 thematic research areas that correspond to priorities of the EU Framework Programme for Research and Innovation "Horizon 2020".

439 research proposals from 114 HEIs and research institutions were submitted to the Ministry in spite it was summertime. Each project was assessed by 4 or 5 experts.



Finally, grant competition committee selected 79 research projects with the highest marks, so 79 winners will get funding from the state budget. The total amount of funding for the projects is 60 mln UAH for 2-3 years, this year they'll get 12 mln. The competition was really held with maximum transparency.

Minister Lilia Hrynevych, PhD, noted that the contest for young scientists has been carried out for the first time in Ukraine and aimed at support and motivation of ECRs in Ukraine to active scientific work. *"Junior researchers are the golden fund of the nation and the state should find opportunities to support them. We need these talents to stay to work in Ukraine and encourage to participate in international projects"*. Pilot peer-review of junior researchers has really been successful; they did a good job, as it was pointed out by the Ministry.

**Post-competition activities.** The Council of Young Scientists proposed to introduce a new European good practice and send anonymous experts' reviews to the applicants in order to have a feedback from the experts and probably to improve their proposals for the next competition. It is important in terms of the quality of science, as well as transparency of the grant funding in Ukraine. The Ministry appreciated that and did this very challenging task sending electronic versions of the reviews to applicants. A group to improve next grant competition framework has been created, the Ministry supports the idea to continue this competition next year and guarantee sufficient funding in the state budget for 2017.

This case shows the efficiency and productivity of the state-public partnership, cooperation of the Ministry with junior researchers, high level of trust and openness of the Ministry to accept bottom-up activities, and from the other hand, high level of professionalism of junior researchers community and strength of the Council's voice among academic and political stakeholders. The state, Ministry has to support junior researchers, but juniors also

need to make much efforts to not only articulate but do a lot in day-by-day practice.

Iryna Degtyarova,  
Yurii Krashchenko



*Competition Committee at the Ministry of Education and Science after the adopting the decision on funding, 15 August 2016*



*Minister of Education and Science Lilia Hrynevych is signing the Ministry Decree on awarding grants to winners of the Competition, 15 August 2016*

## Hungarian JRs Representation in Doctoral Programmes Reforms



The National Association of Hungarian PhD and DLA Candidates (DOSZ) has more than 20 year history, and now it is operating as a public body.

The Association is named as a lobby group in the Higher Education Act currently in force, and it represents all of the doctoral candidates (on every stage of the training) of the country. At all of the country's doctoral training centers, Doctoral Candidates Unions operate. In these unions every doctoral student of the institution is an ex officio member. Doctoral students are not required to pay membership fee after their membership, however they can use all of the services provided by the Doctoral Candidates Union or the DOSZ (eg. legal aid services, protection of interests). The institutional unions of doctoral candidates delegate members to the senate and they participate in the functioning of the institutional doctoral councils with the right to vote (with this right they are able to vote about the institutional regulation of the doctoral programs, the honoris causa doctors, awarding or revoking of the doctoral degrees, etc.). The DOSZ performs major science organization function, in addition to the advocacy tasks. The scientific committees, patterned after the model of the class system which was established by the Hungarian Academy of Sciences on a territorial basis, are workshops based on the voluntary memberships of the doctoral candidates. These scientific committees engage in science organization and community-building, and their aim is to help the DLA and PhD candidates to achieve their conference participation and publication requirements and to provide voluntary and free trainings for young researchers.

The most important project in the recent years for DOSZ was the reform of the doctoral programs. The Ministry of Human Resources in collaboration with its State

Secretariat for Education, with the Hungarian Doctoral Council and with the Hungarian Rectors' Conference assembled a strategic document drafted by the DOSZ. The document's purpose was to improve the proportion of the awarded doctoral degrees, and in addition to make training more efficient and modern, raising the quality of the training and the relationship between the doctoral candidates and their supervisors. In order to improve the rate of the awarded degrees the former three years system was modified for two plus two years, and the place of the exam which measured the subject knowledge was taken over by a complex exam at the end of the second year.

Our organization set serious social objectives in connection with the original concept of the reform. The value of the 100 555 HUF scholarship was drastically reduced in the past, it was not a competitive alternative with the wages available in the private sector at all. This disadvantage in the income had a noticeable impact on the quality of the training, since it was not possible to attract some of the best students of the graduating classes to the universities from the private sector with such low scholarships. Due to the constructive discussions with the Ministry, the first year doctoral candidates' scholarships increased to 140 555 HUF, the scholarships of the third or fourth year doctoral candidates, who took the complex exam in the new system, rose and will rise to 180 555 HUF. Another aim of the DOSZ is to achieve a reform regarding the content of the trainings as well. In the next academic year, a pilot project will start in the "free university" system and according to the plans, from project resources. The aim of the project is to applicate and test the new content system which consist of modules from higher-education pedagogy, research methodology, ethics of science and applications. Our organization is currently working on the further validation of the trainings.

### NA's contribution to ERA – Latvia, Finland, Belgium

Eurodoc's member organizations are aimed and strongly committed at contributing ERA in their home countries. We're opening a new section in the Eurodoc Newsletter sharing good practices from the European countries represented by national associations of junior researchers. The Board asked national associations 3 questions;

1) *How does your NA contribute to development of more effective national research system in your country? I.e. promoting DCs and JCs on the national level, participation in policy making process in R&D, representing junior researchers, the outcomes, roles, etc.*

2) *What is your NA's experience and success stories/projects which demonstrate strong commitment to ERA values?*

3) *Have you conducted any activity for promoting European Charter&Code in your country?*

3 issues are related to the NAs - representativeness, critical mass to foster ERA implementation and strong relationship to research and innovation.

In the current issue you can find ERA activities and good practices from Latvia, Finland and Belgium.



**Association of Latvian Young Scientists (ALYS)** is strongly involved in the development of the national research system. We have a strong collaboration with the Latvian Ministry of Education and Science, our representatives are invited to meetings and discussions that concern research and higher education, especially DCs and JRs, as well as developing and review additions to the planned legal acts. In this we try to promote the ERA values and vision, as we agree with them ourselves.

Additionally, ALYS has a representative at the Latvian Council of

Science that is responsible for proposing improvements of the research system, and an active partner of the Latvian Academy of Science. ALYS experience with being committed to and promoting ERA values is dual. From one side, international, excellent and borderless science that complies with ERA values is well accepted by the young researchers community, as they immediately see the benefits. We have seen this during seminars, discussions and workshops that ALYS organizes for its members. These have included the good praxis in publishing and promoting our work (<http://ljza.lv/ljza-seminars-zinatnes-publicesanas-strategija-un-taktika-wos-un-scopus/> (in Latvian)) and sharing the experience of excellent Latvian scientists that managed to transform from research during the Soviet time to nowadays in the ERA era, remaining successful (<http://ljza.lv/paaudzu-tiksanas-seminara-pastaves-kas-parvertisies-rainis-ka-pastavet-zinatne/> (in Latvian)).

On the other hand, the general research society in Latvia and policy makers are not always open to international scientific competition and external expertise. ALYS was recently involved in developing and reviewing the legal acts and documents for Latvia's research project competitions that are financed by EU structural funds. Only due to valid arguments and persistence of ALYS representatives, the long discussions resulted in much more qualitative legislation than ever before. This is the top success story for ALYS. The most important improvement is that the Latvian Ministry of Education and Science has redirected the reviewing from the national level to reviewers from H2020 evaluators database thus contributing to ERA values. Also, the new postdoctoral researchers' recruitment program is made internationally available, providing information also in English and is advertised internationally (<http://ec.europa.eu/euraxess/index.cfm/jobs/fgDetails/103806>).



Another success story for ALYS has been a science communication project that was carried out with the support of “Boris and Inara Teterevu fonds”. The collaboration with this foundation lasts for 2 years and it has given opportunity to visit many high schools all over the country, discuss with pupils how it is to be a scientist and promote ERA vision (<http://ljza.lv/category/pop/> (in Latvian).)

ALYS has an Ethics commission, which follows the scientific and academic ethics among the DCs and JRs of Latvia according to the rules and practices stated in C&C.



THE FINNISH UNION OF UNIVERSITY  
RESEARCHERS AND TEACHERS  
Tieteentekijöiden liitto | Forskarförbundet

**The Finnish Union of University Researchers and Teachers (FUURT)** is a professional organisation for teachers, researchers, library personnel and other academic experts at universities and research institutions. The Union was founded in 1967 and has 15 member associations with a combined membership of nearly 7,000 university employees (including also grant researchers). The Union's Early Stage Researchers' Work Group oversees the interests of doctoral candidates and recently graduated post-doctoral researchers, both within the Union and in society at large. The WG has drawn attention to the position of DCs and JRs within the academic community, including such aspects as the terms and conditions of research work, the fragmentation of funding, a lack of respect towards ECRs and the rights and equal opportunities of those working with the support of grant or scholarship funds.

The WG provides the Finnish Union of University Researchers and Teachers with current information about the everyday life of ECRs in the universities, thus ensuring that their needs are addressed in any collective bargaining negotiations in which a Union representative is present. With the help of the WG, the Union strives to influence legislation, personnel policies and researcher training at universities, as well as foundations and other research financiers. The

methods of influence used by the WG include e.g. holding regular meetings, organising seminars, speaking at different events, drafting statements and initiatives, and keeping active within their own university.

*Contribution to development of more effective national research system in Finland.* Our NA has a long history representing DCs / JRs. Our longstanding experience within the university sector has provided our organisation with a clear picture of the development of Finnish research system. We have been active to influence this development but with varying success. We are often consulted in matters that have to do with research and/or universities, e.g. FUURT negotiates on the local level with universities but also on the national level with the Ministry of Culture and Education, the Academy of Finland, the Parliament etc. when higher education and research policy is discussed. The focal point in our responses is based on how it would affect the researchers, their working conditions and possibilities to advance in career.

*FUURT ERA experience.* We strongly support the creation of an open labour market for researchers. I.e., FUURT has organised “Academic Self-Defense Courses” for Finnish and international researchers working at the Finnish universities. The aim is to distribute information on HE system, universities' functioning and working in universities. There is also information about the Finnish labour market, Finnish labour law and social security issues. We inform and support our members equally in Finnish, Swedish and in English. We take very seriously the task to provide information and support in English to serve our international members better. We are strong supporters of mobility of researchers and we work actively to make things easier for mobile researchers (both incoming and outgoing mobility). We were also active in the creation of a pension and social security system for grant researchers in Finland (see: [www.mela.fi/en/](http://www.mela.fi/en/)).

Currently, we are in the process of conducting a survey aimed at DCs and JRs. We did this kind of a survey in 2012 (inspired by the Eurodoc Survey I) and we are going to renew the survey in early 2017. The results of the previous survey were used in public statements and media visibility, informing the society at large about the status, working conditions and employability of ECRs as well as the quality and problems of Finnish doctoral training. Again, the new survey will be in three languages: Finnish, Swedish and English, and it will be targeted at individuals in different positions; (university) employees, grant holders and unemployed.

We are strong supporters of gender equality in academia and career development and have expertise in this. FUURT also works actively to secure the IPR of researchers and the organisation also possesses expertise in this area.

*Promoting European Charter&Code in Finland by FUURT.* The promotion of the Charter and Code is central in our policy to get recognition for the status of ESRs as professionals (and not as a student) and their equal opportunities at the academic labour market. We also push for that the title should be early stage researcher, early career researcher, PhD candidate or doctoral candidate. We also urge the universities to follow the European Charter for researchers and sign up / certificate themselves as followers of the Charter and Code. The Code for Recruitment is also used sometimes since there is a tendency to modernise / reform universities to become "flexible employers", which sometimes has been (mis-)understood that solid academic principles for recruiting could be side-stepped. We promote good practices in doctoral training and adequate working conditions of ECRs as means for better quality and effectiveness in research and higher education. We often refer to the Charter and Code in our own policy documents. In other words, the Charter & Code are both used as AIMS / principles and as MEANS / instruments to promote our interest representations.



**Belgian national association of junior researchers for the advancement of science is 'Focus research',** which was founded in 1987 as

a non profit organisation with three objectives: developing and improving communication among researchers; furthering dialog with authorities in charge of research policy; popularising science. Within our organization we have Research Policy work group who meet monthly to discuss news related to research policy, and to implement initiatives leading to dialogue with political authorities, such as the publication of open letters or documents destined to politicians. The research policy group is also responsible for the annual publication of a magazine distributed to all researchers of french-speaking universities. The magazine covers issues related to research policy and researcher careers.

We initiated some activities in Belgium. *The project Doctorat.be* is an initiative of Focus Research to enhance doctoral training. Doctorat.be is a portal that provides services to researchers meant to improve their professional development both in and outside the academic sector. These services are targeted at researchers before, during and after their PhDs: training, employment coaching, job announcements for PhDs, and a CV database online, searchable by potential employers.

*PhDHub* is an association for all PhD students and Postdocs of Belgium. It aims to enable ECRs to make contacts in Belgium beyond their group of friends and close colleagues of their research unit. This is achieved by organizing social events by researchers for researchers. We organised two PhD parties (2014, 2016) for PhDs.

*Objective Research* participates in the organization of events designed to bring together researchers around common issues.

*The Prodoc project* (2009-2013) applied to increase the integration of Belgian DCs and JRs in cross-border area, to stimulate the development of business and public organization from the Franco-Walloon area, to highlight the doctoral formation from cross-border area on European and international level.

## Highlight on : STEM – ESOF

### STEM



The representation of Eurodoc – Ewelina Pabjańczyk-Wlaziło, Claudia Dobrinski and Julija Baniukevic attended the "STEM Education for Innovation - Women in the forefront" conference that was held in Warsaw at between 31st May – 1st June 2016. It was the biggest meeting of STEM experts, STEM educators, innovators, representatives of high tech industry, community leaders and policy makers in this part of Europe.

Main topics concerned the importance of education in the STEM area and the need to give STEM priority in the state's policy and in the activities of other stakeholders. The Conference also attempted to answer how and why it is important to support women in science, technology, engineering and mathematics (STEM) on all levels: social initiatives, public policy, education and support for social activity and strategy for socially responsible industry and business.

### ESOF



On July 24-27 our vice-president Julija Baniukevic represented Eurodoc in The EuroScience Open Forum (ESOF) in Manchester, UK. This is a biennial, pan-European, general science conference dedicated to scientific research and innovation. Every two years ESOF brings together over 4,500 leading thinkers, innovators, policy makers, journalists, researchers and educators from more than 80 countries, to discuss current and future breakthroughs in contemporary science. At this event Eurodoc shared a stand in the exhibition with ICORSA, UKRSA and Vitae.

During this ESOF event European Commissioner for Research and Innovation, Carlos Moedas mentioned in his speech: "How will the 21st century of science be? A triangle of the public, scientists and data and it will require the public's support to succeed. We are entering a new era for open science and it will no longer be about a single nation's sprint to the finish line. Europe should not only be part of a global research area which embraces open science, but should lead the way. Europe is the first region to make open access the norm, but I haven't seen this in the news – it is something great about Europe but we don't see it".



## Highlight on : UNIKE Conference University Futures – Science Europe Workshop

### UNIKE Conference «University Futures »

On 15-17 June 2016 the Danish School of Education (DPU) at Aarhus University, Copenhagen Campus, hosted the final UNIKE project conference « University Futures ». This conference aims to promote collective thinking about the future directions of universities in the knowledge economies of Europe and the Asia-Pacific Rim.



UNIKE's University Futures conference is built up around an idea of organising 'collective' thinking. It aims to bring forward different ideas and approaches in scientific thematic sessions, generate a dialogue between them, and debate their strengths and weaknesses.

The conference's scientific themes are asking questions such as: How is a wide range of businesses and other stakeholders engaging with and reassembling the university? What is meant by internationalisation? How are universities mobilised by nations and regions in the global knowledge economy? How can ideas from feminism and post-capitalism be used to create a liveable university? And are there alternative ways of organising the university and its relations with society? Participants in each thematic session will discuss existing knowledge and critique of existing practices and institutions of higher education. Following this, participants will move on to think about an ideal future and consider how these ideals can be put into concrete action and how we can support each other in such an effort.

*By the official website of the UNIKE : <http://conferences.au.dk/universityfutures/>*

### Science Europe Workshop

On October 5, Science Europe organised a Workshop on “Researcher’s Careers: Postdoctoral Schemes and Intersectoral Mobility Schemes”. Eurodoc was represented by Filomena Parada and Gareth O'Neill. Filomena was one of the presenters for the afternoon session on Postdoctoral Schemes, and a member of the panel discussion that followed presentations. She was asked to reflect on conclusions and recommendations of the report focusing on "Postdoctoral Funding Schemes in Europe".



As the report authors acknowledged in the executive summary, Eurodoc contribution was instrumental in producing the literature review (chapter 7 of the report).

The Workshop was attended by representatives of many organisations: national research funding organisations, EC representatives, members from universities. Peter van der Hijden,

Independent Expert on Research Careers and former Head of Sector Higher Education Policy at the EC, was responsible for the Workshop Wrap-up.



## EUROPEAN FORUM OF YOUNG INNOVATORS

„from **IDEA** by **TRANSFER** to **IMPACT**”

24-25 October 2016  
Łódź, POLAND



[www.EFYI.PL](http://www.EFYI.PL)

eurodoc  
The European Council of Doctoral  
Candidates and Junior Researchers

ŁÓDZKIE  
INNOVATION  
DAYS

We are pleased to announce that on 24-25th of October 2016, the Foundation Poland Innovative in cooperation with the European Council of Doctoral Candidates and Junior Researchers (EURODOC), the National Representation of Doctoral Candidates in Poland (KRD), Lodz University of Technology and the Marshal Office of Lodz, organized the first edition of the European Forum of Young Innovators - EFYI'16. The main objective of the Forum was **to create a European platform for the exchange of knowledge, experience and contacts between young innovators in the EU**. The initiative aims also to encourage carrying out research in cooperation with industry and research entities, as well as to promote international cooperation.

The main concept of EFYI was the slogan **From IDEA by TRANSER to IMPACT**. This idea fully illustrates the path that young innovator must cross in order to succeed. EFYI involved panel discussions with practitioners, as well as workshops in order to advice the participants interested in the implementation of innovative solutions – so that in crossing the path from idea to success.



Discussions focused on, among others, intellectual property protection, financial instruments to support research and development projects, examples of best practices from Europe and the World, and "success stories" of effective transfer of knowledge from science to business. A novel approach was the introduction of VOP modules (Voice of Participants), where each participant after the end of the panel had an opportunity to participate actively in the discussion and refer to what has been discussed. In addition, **all participants had an opportunity to take part in practical workshops led by representatives of the EURODOC and Poland Innovative**.



The main topics will focus on career paths of young scientists, PhD formula - more specifically industrial doctorates and innovative Lean Startup in Science.

More info : [www.efyi.pl](http://www.efyi.pl)

[Live stream recordings](#)



## WORKSHOP:

**PhD formula - industrial doctorates.** The pros and cons based on the experiences of universities from France.

### Trainers:



**DR CAROLE CHAPIN**  
Adoc Métis



**DR LUDOVIC GARATTINI**  
Paris-Diderot University

### Workshop description:

In Europe, there is a great diversity of interpretations about what an "industrial doctorate" means and how it gets implemented. Therefore, it would be hazardous to define it further than what the European Commission already intended it to be at first : an initiative to promote private public partnerships (PPP) for research and innovation, and especially at its roots - the doctorate.



There are well-known differences between national systems (regulations, policies, etc.), between entrepreneurship and academic traditions or simply differences existing between sectors and cultures. However, a lot of commonalities and genuine knowledge coming from the very first public concerned by the matter, the Early Stage Researchers (ESR) themselves, can be usefully summoned. And especially, when it comes to understand (at the very least) what the forecasted great diversity of PPP schemes found by European nations, should and should not include.



This session was two-folded:

1. On one hand, the moderators started brush out the very basics European early stage researchers, across all disciplines, mostly agreed-on. That is to say on what a PhD, whereas academic, industrial or the mix of both, should and should not include. From that basic understanding, we took a case study, the "CIFRE conventions" which were frameworks, in France, for PPP at a doctoral level

2. On the other hand, both the contrasts and similarities between this basic understanding of what a modern doctoral training should and should not include, and these "CIFRE conventions", could be used by the participants themselves as a common framework to analyze and scout for new ideas within their knowledge of different national systems. Every bit of knowledge was important, starting from their own experiences as ESRs to some regional and national concerns they may know about. The idea being not to use the framework presented as an example but, rather more, as a thinking tool that can (and will) be left behind on the way.



Photos by: Oleksandr Berezko



## WORKSHOP: What future for a PhD holder ?

### Trainers:



**DR MIIA IJÄS**  
Employment & Career  
development working  
group coordinator, Eurodoc



**GARETH O'NEILL**  
The PhD candidates Network  
of the Netherlands (PNN)

### Workshop description

Topics of the four rounds of learning café discussion:

- Professional PhDs and their skills in future academia
- Academics at the (non-academic) labour market
- Academics in society
- Work-life balance



The workshop speakers Gareth and Miia gave short introductions to the topics in their opening talk. During the learning café the groups could discuss these topics freely and make notes of their ideas on paper/flip chart where the groups can also see each other's previous notes. It was possible to hear viewpoints, experiences and suggestions both on individual and institutional level: how individuals (researchers) and institutions (universities, research institutions, funding organisations, society at large...) can or could tackle and solve these issues?

Each group spent c. 20 mins discussing one topic, and then move on to the next topic. After four rounds of discussion, each group presented the ideas concerning the topic they last discussed, presenting also those ideas/notes that previous groups gave on the topic. After each presentation other participants could comment and make additions to the points that have been raised.

The speakers of this workshop (Gareth and Miia) collected the notes and suggestions from the groups and will write a short article about the outcomes for the next Eurodoc Newsletter.



Photos by: Oleksandr Berezko

*Dear honourable Speakers and Participants of EFYI'16,*

On behalf of the Foundation Poland Innovative, European Council of Doctoral Candidates and Junior Researchers, the National Representation of Doctoral Candidates in Poland (KRD), Lodz University of Technology and the Marshal Office of Lodz, please accept words of thank you for attending the 1st European Forum of Young Innovators that was held on 24-25th of October 2016 in Lodz, Poland. It was a pleasure to welcome all of you among us.

We hope that you found the conference informative and fruitful. The primary goal of this conference was to bring together young professionals in the areas of education, research and business and to create a European platform for the exchange of knowledge, experience and contacts between them in the EU.

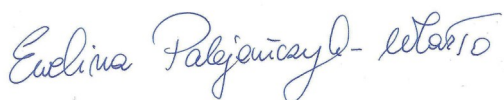
We believe that our diverse and dynamic group of speakers and panelists provided in-depth insight in on-going discussions and developments in the mentioned key areas. In addition, we believe that the event allowed for effective networking, which in the future can turn into very promising cooperation.

Your presence helped to make this event a great success and your enthusiasm, contribution and positive spirit helped to make our time together both productive and pleasant.

Let us express our special sincere appreciation for the Workshop Leaders for the outstanding presentations and group work they organized on the 2<sup>nd</sup> day of the conference. Thank you so much for sharing your time and experiences with us.

Thank you again for your contribution to the success of the European Forum of Young Innovators,

Sincerely yours



President

European Council of Doctoral Candidates and Junior Researchers



*The European Council of Doctoral Candidates and Junior Researchers*

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