



# New policies to improve working conditions in the academic environments

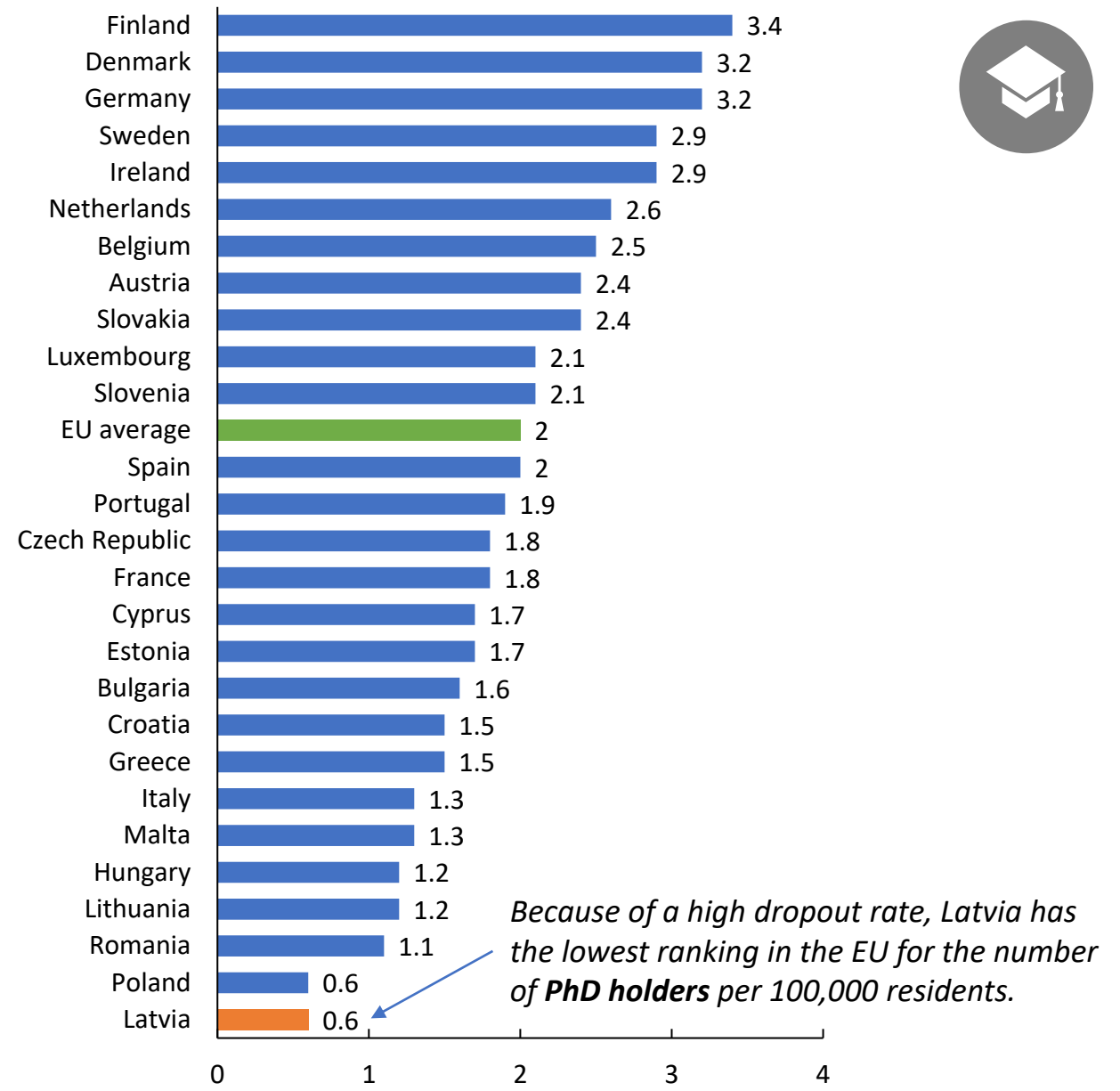
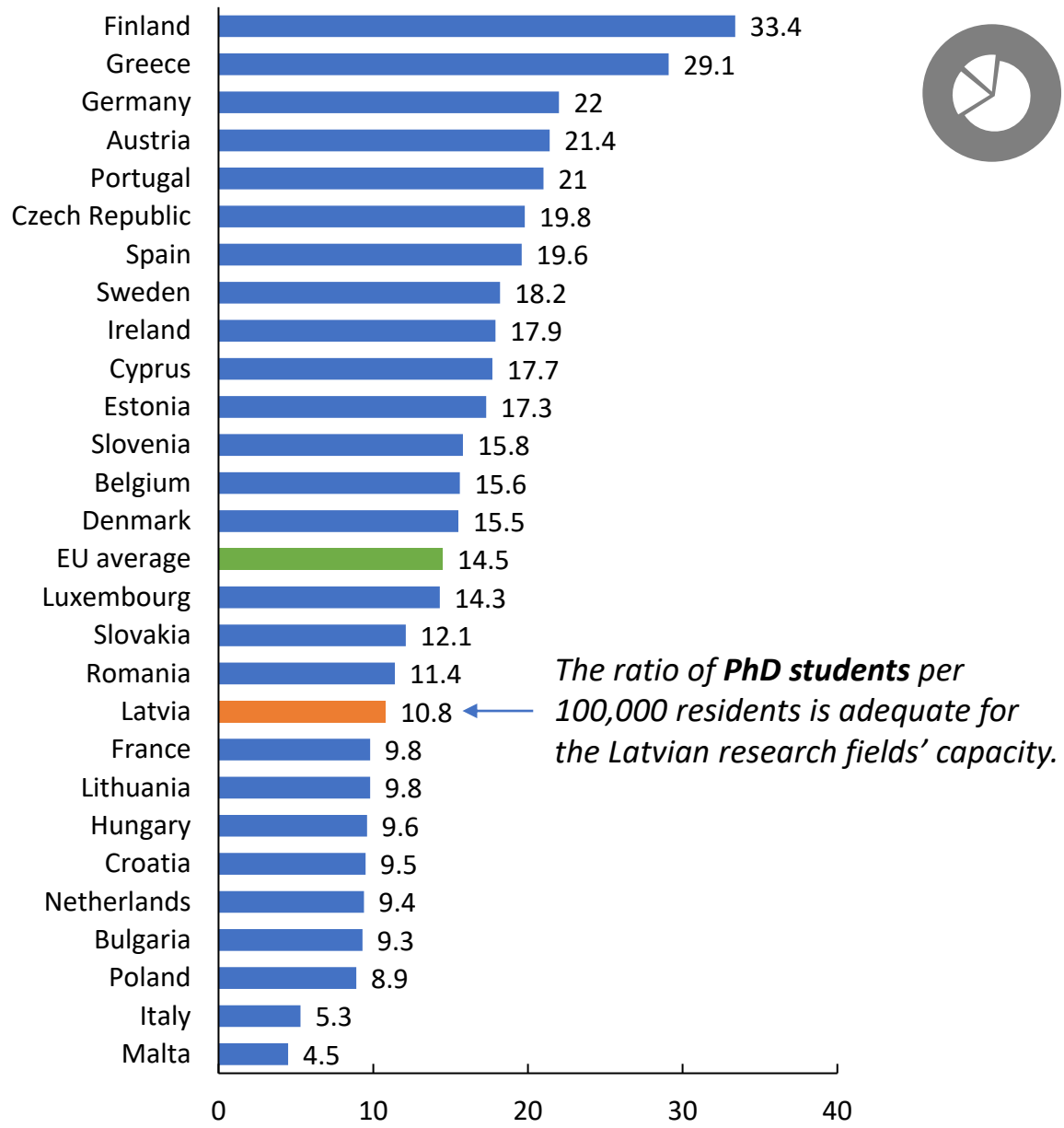
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**Tatjana Pladere, PhD**

University of Latvia, Latvian Association of Young Researchers

*tatjana.pladere@lu.lv*





Source: Ministry of Education and Science of Latvia, data from 2020



# Towards New Doctoral Studies Model in Latvia

Factor	Current Model	New Model
<b>Income</b>	State scholarship (€114 per month). Salaries vary significantly.	A portion of the salary is funded by the government (€1,000 per month).
<b>Employment</b>	Depends on the availability of funding and other factors.	Mandatory (at least 0.8 FTE).
<b>Beginning of Studies</b>	The beginning of the academic year (September/October).	Not synchronized with the beginning of the academic year.
<b>Organization and Standards</b>	Separate and different for each university.	The establishment of a unified PhD program and the standardization of its requirements.

Source: The Cabinet of Ministers of the Republic of Latvia



# Towards New Academic Career Framework in Latvia

Factor	Current Model	New Model
<b>Career Path</b>	The unpredictability stemming from short-term contracts and inconsistent regulations.	Tenure-track with permanent positions and clear requirements.
<b>Income</b>	Primarily funded through short-term research projects. The compensation for teaching is low.	Guaranteed salary at tenure position with motivational bonus system.
<b>Research and Teaching</b>	Research and teaching careers are structurally unintegrated (the result of a <i>dual legislation</i> ).	All academics both teach and conduct research (the proportion differs).

Source: 2022 International Bank for Reconstruction and Development / The World Banks



# European Framework for Attractive Research Careers

- Presented by the European Commission in the middle of July, 2023.
- Aspects covered include:

A definition of researcher and the recognition of their value

Improved recruitment and working conditions (including permanent contracts)

Researchers skilled for inter-sectoral and inter-disciplinary careers

Fair career development and progression

Measures for a balanced circulation of talents

Effective monitoring of research careers

Source: European Commission

