

Principles for the creation of the **Statute of the Scientific Worker** and subsequent application in the upcoming restructuring of the researchers career

The contribution of the nine public discussion sessions

From October 22nd to November 4th, ANICT organized 9 public sessions to discuss how to solve key problems of early stage researchers in Portugal. ANICT direction presented some initial solutions and asked for the scientific community participation to find alternative solutions. Two main problems needed to be address: (1) the lack of working contracts for a significant part of the research workers and (2) the lack of career perspectives for those with temporary contracts. This document will provide a brief overview of the solutions presented with critical viewpoints of each. All alternative solutions presented during the public discussion sessions are now subjected to a vote, by all the members of the community.

Problem 1: Lack of job contracts for a significant part of the research workers. In the past years, research fellowships' utilization has expanded beyond reasonability. All post-doctoral fellows should have a job contract, since they are no longer pursuing an academic degree. The same needs to be considered for researchers hired in the scope of a research project. ANICT is convinced that the shift from these types of fellowships (BPD and BI) to working contracts is only related to financial issues and needs to be urgently addressed.

First solution: Restructuring of the researchers salary, maintaining the current loss of ~14% for researchers with temporary contracts and converting BI and BPD into job contracts with an effective loss of ~7% of annual liquid income. Main positive (+) or negative (-) aspects discussed:

(-) The loss of future wages depreciates the research career

(-) It would not be possible to guarantee that the loss of income would revert to hire fellows with job contracts.

Alternative solution 1: Human resources management should be changed, in order to convert BI/BPD into job contracts without the loss of annual liquid income. Main positive (+) or negative (-) aspects discussed:

(+) maintaining the future wages at the same level

(-) this might result in a reduction of positions available

Alternative solution 2: Demand a bigger budget percentage for human resources in science. Main positive (+) or negative (-) aspects discussed:

(+) maintaining the level of recruitment

(-) the scientific budget should not be focused only in human resources

(-) this solution has been pursued in the past with little/no success

Problem 2: Lack of career perspectives. The lack of robust evaluation procedures and the current differences between the duties of a Professor and a Researcher are resulting in an insignificant recruitment of researchers by the universities.

First solution for hiring purposes: Restructuring of the researchers salary, to be paid in 3 segments: base salary + teaching + managing research. Main positive (+) or negative (-) aspects discussed:

- (+) The ability to loss of future wages depreciates the research career
- (+) The ability to receive money by acquiring research projects would stimulate competitiveness.
- (-) Not all institutions would be able to allow the teaching salary complement.
- (-) Not all research areas would be able to secure research projects.
- (-) The availability of research project calls is very unpredictable.
- (-) The differentiation in salary between Professors and Researchers would be prejudicial to the career and could cause disputes between careers.

Alternative solution 1: The new Researchers Career (CIC) should mimic the current Professor Career (ECDU), by including in the responsibilities of Researchers, other duties relevant to the mission of the Institution (keeping, however, research as the main responsibility). Main positive (+) or negative (-) aspects discussed:

- (+) This would allow the Researcher to carry out more activities and would contribute to the appreciation of the research career.
- (+) This would allow an approximation of both careers,
- (+) This would make the Researcher more competitive to be hired by the Institutions

Alternative solution 2: To merge the CIC and ECDU. Main positive (+) or negative (-) aspects discussed:

- (+) All workers performing research duties would have the same rights and duties
- (-) Some institutions (non-universities) do not need Professors but do need Researchers.
- (-) There is no State Budget to support this (many researchers are hired with EU funds)

Alternative solution 3: Demand a bigger budget percentage for human resources in science. Main positive (+) or negative (-) aspects discussed:

- (-) Most researchers are hired with EU funds and there is no State Budget to support this

First solution for evaluation purposes: Creation of a new contract type, with 5 year duration but automatically renewed, as long as the pre-arranged objectives were met; tenure possible after 10 years. . Main positive (+) or negative (-) aspects discussed:

- (+) Will assure accountability for long term researchers
- (-) Increase in precariousness and is against EU directives

Alternative solution 1: Hiring under the new General Law of Work in Public Duties, using “contrato a tempo indeterminado com termo resolutivo”. Main positive (+) or negative (-) aspects discussed:

- (+) Will include accountability of the researcher, with clear conditions for contract termination
- (-) Is associated with temporary needs of the institutions
- (-) Does not include evaluation for career advancement

Alternative solution 2: Implementation of the public evaluation scheme (SIADAP) on the research career law, as a mechanism of accountability with implications in the career advancement and contract termination. Main positive (+) or negative (-) aspects discussed:

- (+) will include accountability for both career advancement and contract termination
- (-) Current SIADAP has many flaws and it's not being effective.