



**When uncertainty prevails –
Research leadership and career paths
for young researchers**

Akademiet for yngre forskere

Ingeborg Palm Helland

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- Young Academy of Norway - Akademiet for yngre forskere (AYF)
- AYF 2016 survey among young researchers in Norway
- Findings related to uncertainties of future career
- Suggestions from AYF to improve research leadership and carrier paths



Akademiet for yngre forskere The Young Academy of Norway

The voice of young researchers in the public arena



- Founded October 2015
- At present 34 members
- Open for talented, young researchers from all disciplines
- Work with broader issues such as policy development and innovative research dissemination

Op-eds

Nr. 12 / 24. - 30. mars 2017 MORGENBLADET

Khrono[®] Nyheter Meninger Student

Søk

Karriereveier for økt forskningskvalitet

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Karriereveier for framtidens postdoktorer

Akademiet for yngre forskere tar i dette innlegget til orde for en innstramning av bruken av postdoktorstillinger og for at det etableres et alternativt karriereløp og et utviklingsprogram for postdoktorer. Samlet vil det, hevder Akademiet, skape tydeligere karriereveier innenfor og utenfor akademia, redusere bruken av midlertidighet og telle positivt i forskerkruttringen

GIRO LIND, leder
Medlemmer for yngre forskere
ANDRÉS SKJERVINGEN
Medlemmer for yngre forskere
HERDIS HØLLELAND
Medlemmer for yngre forskere
Kontakt: kontakt@akademietforungreforskere.no

utdanningen. De samme erkjennelse- og profesjonaliseringsprosessene har imidlertid ikke emfanget den pågående postdoktorperioden. Tiden er derfor inne for å sette fokus på postdoktorgruppen og dens karrierestier.

I løpet av det siste året har sentrale aktører som Universitets- og høgskolerådet og Norges forskningsråd bidratt til at karrierestier har fått en stadig mer frem-

utsatt rolle. De samme erkjennelse- og profesjonaliseringsprosessene har imidlertid ikke emfanget den pågående postdoktorperioden. Tiden er derfor inne for å sette fokus på postdoktorgruppen og dens karrierestier. Akademiet for yngre forskere mener det er avgjørende at postdoktorgruppen også får mulighet til å opparbeide og breddekompetanse, noe som er relevant for høyere stillinger i så vel kunnskapssektoren som privat og offentlig sektor. Per i dag er utviklingen av breddekompetanser som prosjektledelse, kommunikasjon og undervisning ofte avheng-

Tenk nytt om tellekanter, Haugstad!

En siteringsindikator kan være positivt for å måle forskningskvalitet fremfor -kvantitet, men vi trenger fornyelse av tellekantsystemet.

HUMANIORA Regjeringen og statssekretær Bjørn Haugstad (H) har nylig læst frem et nytt forslag om å ius-

fremstår tilfeldig hvilke tidsskrifter som har blitt plassert i nivå 1 og dere er det ikke nok med en tod-

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POLITIKK FORSKNING STUDENT CAMPUS

Søk

Tips oss
tips@universitetsavisa.no

Hjem

Norsk kunsthistorisk forskning snubler inn i fremtiden

Kan kunst og vitenskap gå hånd i hånd i fremtidens forsknings-Norge? Ja, mener kronikkforfatterne, men ikke hvis departementet får det som de ønsker.

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Hjem / Forskning

Kronikk:

Mobilitet i akademia - et liv som nomade?

I kampen om de beste hodene kan ikke mobilitet være et mål i seg selv, skriver de fem kronikkforfatterne.



IKOBA THULETS.COM

Kampen om talentene

Det er bred enighet om at forskning er nøkkelen for å løse mange store samfunnsutfordringer og omstillingsprosessen norsk økonomi står overfor. Men for å levere god forskning trengs gode forskere.

Aftenposten

A-magasinet Osloby Sport Meninger

Bli abonnent

Kronikk: Karriereusikkerhet tærer på unge forskere

SOFIE HØGESTØL, LEDER INTERESSEORGANISASJONEN FOR STIPENDIATER OG POSTDOKTORER VED UIO (IBODOC) | GIRO LIND, AKADEMIET FOR YNGRE FORSKERE | KATRIEN DE MOOR, AKADEMIET FOR YNGRE FORSKERE | KATERINI STORENG, AKADEMIET FOR YNGRE FORSKERE | CARL HENRIK KNUTTSEN, AKADEMIET FOR YNGRE FORSKERE | ARNFINN MIDTBØEN, AKADEMIET FOR YNGRE FORSKERE | HERDIS HØLLELAND, AKADEMIET FOR YNGRE FORSKERE

OPPDATERT: 05 DES 2016 13:29 | PUBLISERT: 05 DES 2016 21:15

IKRONIKK



<http://akademietforungreforskere.no/publikasjoner/>

Research communication



Debates and talks



Kirkelutvalgs- og forsyningskomiteen holder åpen høring i følgende sak: StS20Ludjvstf.20/11.30.42



2016:

- ✓ Researcher career and uncertain prospects
- ✓ Cross-sectorial mobility
- ✓ Career guidance and career development
- ✓ Differences between disciplines



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- ✓ Career guidance and career development
- ✓ Differences between disciplines

2018 additions:

- ✓ Research quality
- ✓ Internationalisation
- ✓ Diversity
- ✓ Work-life balance

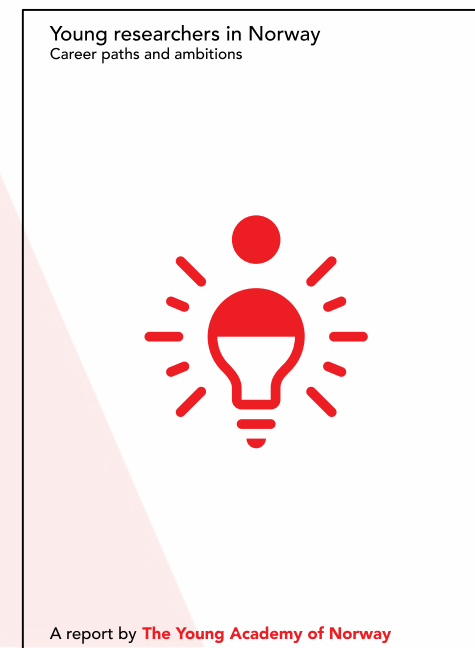
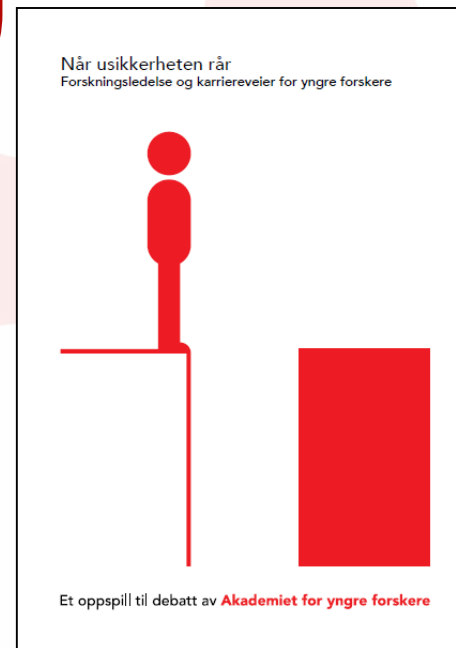
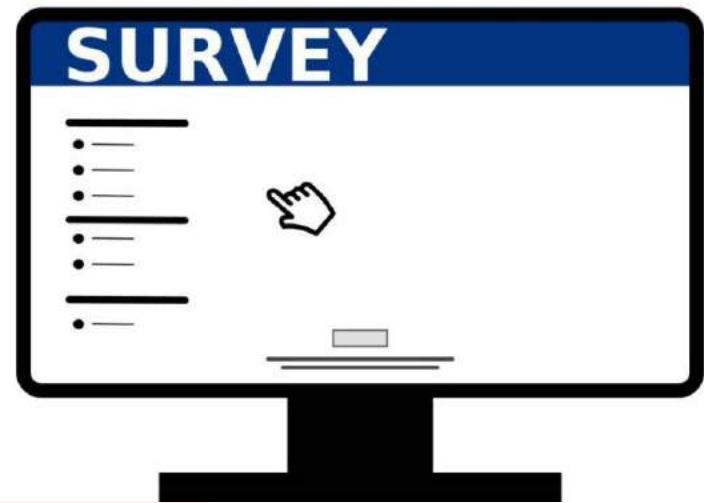


2016:

- ✓ Researcher career and uncertain prospects
- ✓ Cross-sectorial mobility
- ✓ Career guidance and career development
- ✓ Differences between disciplines

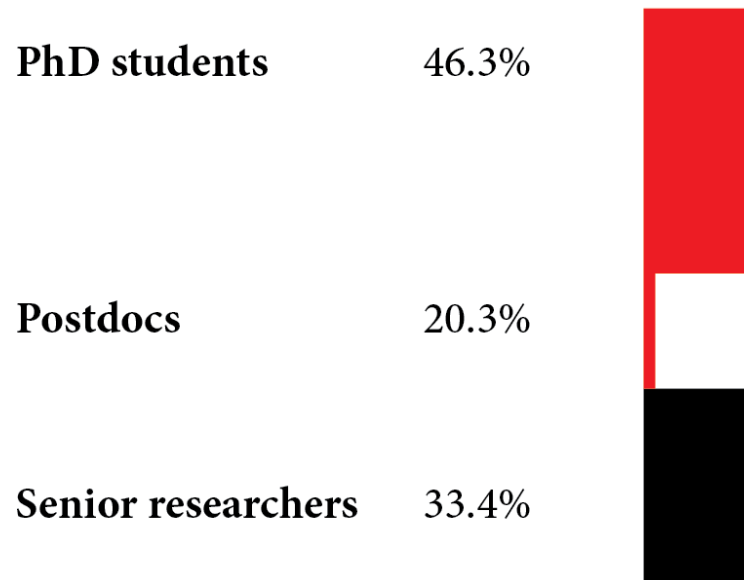
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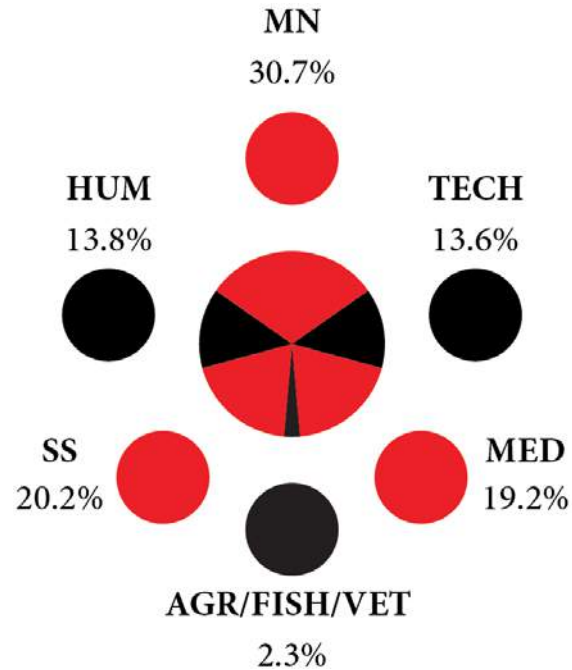


Sample 2016

- **840 participants**, 38 or younger
- Around **75%** of the respondents are on a temporary contract
- 60 % Norwegian, 40 % foreign
- 56 % women, 44 % men



Discipline and type of institution



University
52.9%



University college
12%



Research institute
21.9%



University hospital
8.7%



Other
4.5%



Temporary positions

- Foreign citizens more often temporary
- Women more often temporary

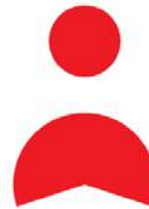
MIDLERTIDIG STILLING

Kvinner

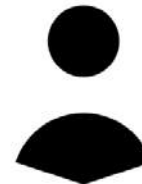
58,6%

Menn

41,4%



359



254

FAST STILLING

Kvinner

49,8%

Menn

50,2%



113



114

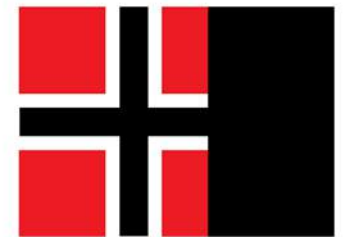
STATSBORGERSKAP

Norsk

57,3%

Utenlandsk

42,1%



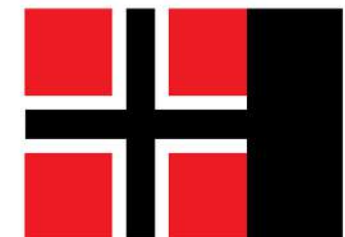
STATSBORGERSKAP

Norsk

68,3%

Utenlandsk

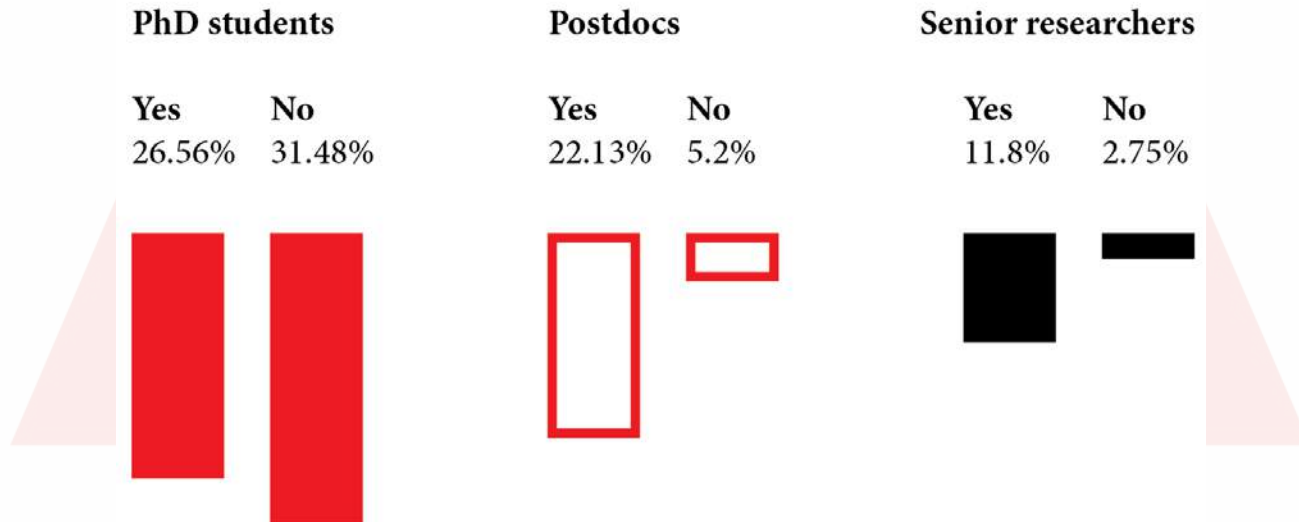
31,7%



Negatively affected by **uncertain working conditions**

- 60.4% of those in **temporary employment** experience this as **problematic**
- Affects different groups in different ways

Do you experience the lack of a permanent employment as problematic?



Believe in permanent position?

Tror du med tiden at du vil få fast ansettelse som forsker?

Kvinner

Menn

Ja
9.5%

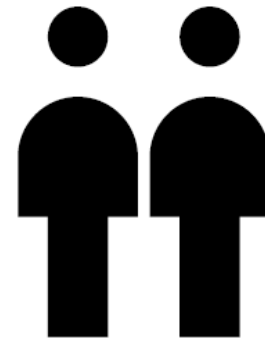
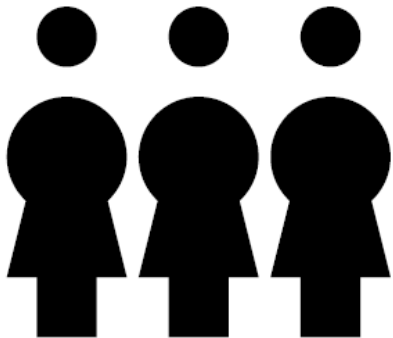
Nei
33.2%

Kanskje
16%

Ja
8.8%

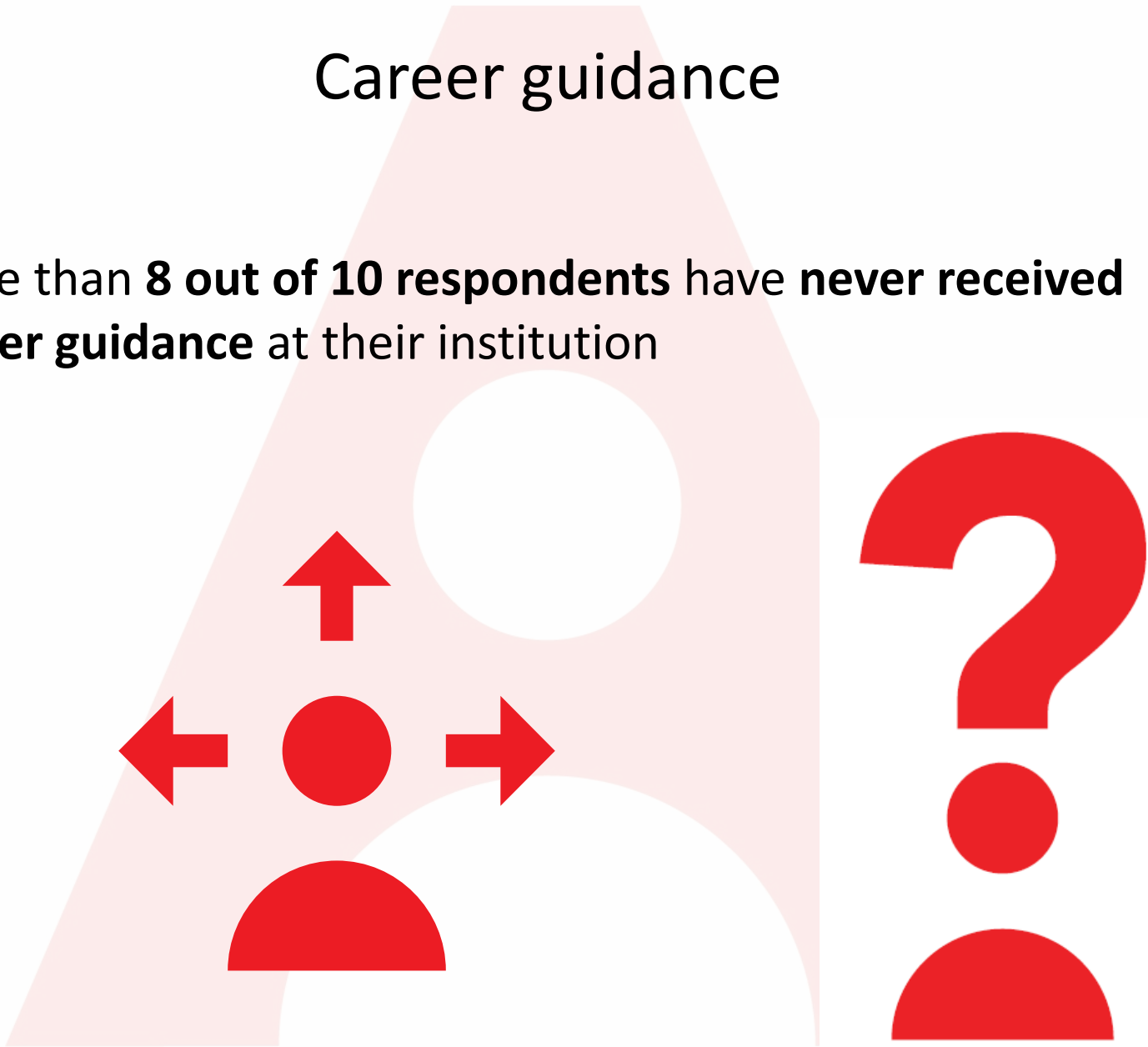
Nei
24.8%

Kanskje
7.7%



Career guidance

- More than **8 out of 10 respondents** have **never received career guidance** at their institution



Do you recommend a research career?

Ville du anbefale unge i dag en forskerkarriere?

Ja
52.9%

Nei*
47.1%



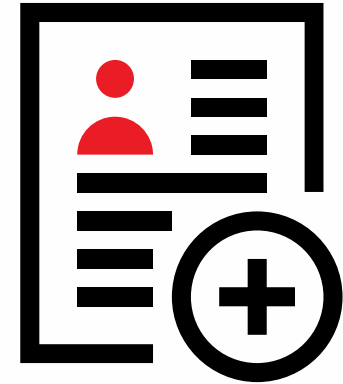
- Older to a lesser extent than younger
- Women to a lesser extent than men
- Temporary to a lesser extent than permanent

Looking more into the data, we find that **UNCERTAIN WORKING** conditions are the main reasons for this

Postdocs and senior researchers emphasize challenges in a life phase perspective; psychological/social burden

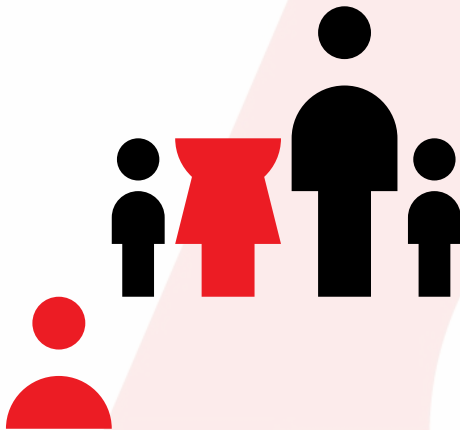
"I don't want to continue at any price. I love my job, but I cannot withstand being temporarily employed in many years, without any prospect to a permanent position, when I already have so much relevant competence"

Woman (38), postdoc at university, HUM, 6-7 years of experience



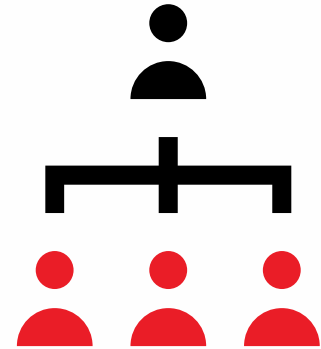
"To work as a researcher is a privilege, but when I approach the age of 40, have children, a loan to pay off, etc., the question is whether a more stable working situation would not be preferable."

Man (37), researcher, university, MED.
At least 10 years of experience

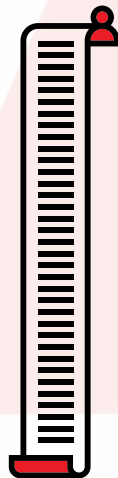


...they also experience to have **fewer rights, feel less appreciated and less included**

"I have to ensure that the ones that have a permanent position are satisfied with my work/me. This is a barrier to an open and inclusive working environment (...) and can lead to a "yes"-culture around more senior and temporary employed staff. (...) I experience that the university sector appreciates me less than its permanent employees."



Man (36), postdoc, university, MN, at least 10 years of experience



"Unsure working future affects how I feel and my everyday life at work. In a permanent position I would have been engaged differently in my working place, which I believe would have been good for my employer too."

Woman (34), researcher, institute, SS, 5-6 years of experience

What is needed?

- **More attractive working conditions** and **clearer career paths**
- **Career guidance**
 - Clearer focus on **career options and goals, reality orientation**
 - Gain overview of **lacking competences**, both scientific and broader, more **transferable skills**
- **Cultural change**
 - Start treating **temporary colleagues** as **assets**
 - Create **inclusive working environments**



**Investing in young researchers
should not be considered a risk,
but an opportunity!**



We want to hear from you!

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