

Eurodoc Report

Annual Report 2020/2021

Brussels, 14 July 2021



Edited by: Giulia Malaguarnera for Eurodoc Administration 2020/2021

Foreword

Dear all,

It has been an exceptional year for Eurodoc due to the pandemic restrictions and COVID-19 mutations. We started our mandate after a Eurodoc Conference and AGM online, and this is the first Eurodoc Administration in history who never met in-person. Nevertheless, this team produced policy inputs, letters, press-communications, surveys, and reports demonstrating dedication to Eurodoc. Online events were intensified, and that allowed us to be more visible amongst several stakeholders and partners. It was an honor being the voice of early-career researchers (ECRs) and coordinating Eurodoc's Administration and members. We are proud of setting a new strategic engagement plan with National Associations (NAs) through informal meetings (Christmas party online), participation in the board meetings and structural meetings (Geographical meetings). The updated [Eurodoc's mission and vision](#) also guided us throughout the term. In this report, we present an overview of our activities across the last 12 months.

During the Eurodoc Annual General Meeting (AGM) 2020 in Warsaw (online), the NAs requested SMART Goals for the Annual Goals. We soon realised that this format is not suitable for the Annual Goals, which need to be general and based on the most important topics for the ECRs. These key topics are reflected by Eurodoc's working groups (WGs): accreditation, democracy and sustainability, doctoral training, employment and career, equality, interdisciplinarity, mental health, mobility, open science, policy research, and research integrity. The Eurodoc Governance and Financial WGs have been a continual topic of discussion during board meetings, particularly addressing sustainability in organisational coordination, and financial management. Of note, difficulties occurred in Eurodoc's administration due to COVID-19 restrictions impacting on the management of our bank account(s). However, in light of limited expenditures without extensive travel demands, and healthy funding from the projects in which we are involved as partners (ORE and OPTIMA), Eurodoc can consider its financial situation stable. In addition, we are pleased with our increased visibility and status following several requests for comments or policy inputs by academic and non-academic stakeholders, policy-makers, and the press. Today, Eurodoc is now a well known and respected stakeholder representing ECRs in Europe, and we believe this equips us well to continue lobbying and collaborating in future years.

This Annual Report is a summary of the main activities of the Eurodoc administration 2020/2021. This report by no means captures all of the activities of the board and secretariat members (including the secretariat-coordinator, officers, and both WG and task force coordinators). It is simply intended to give an indication of our activities and results over the term. Note that we have attributed certain activities to specific people in the report. Our administration and all members involved worked collectively as a single community, but many activities were led specifically by particular individuals who contributed greatly to the realisation of activities. Naming these individuals is simply a way for us to thank these 'Eurodoccers', but we acknowledge whole-heartedly that these achievements were the result of many actors. To everyone who has helped in this challenging year, Eurodoc extends its warmest thanks and gratitude for your work.

Finally, we are looking forward to the Eurodoc Annual Conference and AGM 2021 in hybrid form (online and onsite) in Prague on 14-17 July 2021. For new members to Eurodoc, it might be useful to see our New Delegates Handbook, which explains Eurodoc and the role of our NAs and delegates.

We are looking forward to seeing you all in Prague or online at the AGM 2021!

Eurodoc Administration Board members

Giulia Malaguarnera, Beata Zwierzyńska, Agnieszka Żyra, Giuseppe Montalbano, Oleksandr Berezko, Mathew Tata and Katarzyna Turow

Contents

1. Eurodoc objectives	5
Mission	5
Vision	5
2. Eurodoc Members & Observers	5
National Associations (NAs)	5
Observers	5
3. Eurodoc Administration Members	6
Administrative Board	6
Secretariat	7
Advisory Board	9
4. Eurodoc Activities 2020/2021	9
4.1 The impact of COVID-19 in Eurodoc policies	9
4.2 ECRs' wellbeing and equality	10
4.3 Doctoral Training	11
4.4 Supervision for ECRs	12
4.5 Research Precarity and Career development	13
4.5.1 Postdoc Survey	13
4.5.2 Collaboration with OECD	13
4.5.3 Policy Input to European Commission	14
4.5.4 Collaboration with ISE	14
4.5.5 ESOF 2020	14
4.6. Transferable skills	14
4.7. The 3I: Interdisciplinarity, International and Intersectoral mobility	15
4.8. Open Science, Research Assessment and Research Integrity	16
4.8.1 Eurodoc position on Research Assessment	16
4.8.2 Focusing on Research Integrity and its awareness using Open Science practices	17
4.8.3 Focusing on Open Science	18
4.9. Democracy and Sustainability	19
4.9.1 Collaboration with the Council of Europe (CoE)	19
4.9.2 Civil Society Convention on the Future of Europe	20
5. Eurodoc Representations and Missions in 2021/2021	20
6. Eurodoc External Communication	24
Social Media	24
Website	25
Newsletters	27
7. Recommendations and Special Thanks from the President	28

1. Eurodoc objectives

Eurodoc shall pursue the following objectives according our [statute](#):

- (a) **To represent** doctoral candidates and junior researchers at the European level in matters of education, research and professional development of their careers.
- (b) **To advance** the quality of doctoral programmes and the standards of research activity in Europe.
- (c) **To promote** the circulation of information on issues regarding young researchers, **organize** events, **take part** in debates, and **assist** in the elaboration of policies about Higher Education and Research in Europe.
- (d) **To establish** and **promote** cooperation between national associations representing doctoral candidates and junior researchers within Europe. Eurodoc shall not interfere with the competences of its member organisations in respect of all national matters and issues.

In August 2020, the NAs approved the finalised version of the Mission and Vision statement, drafted by Eva and finalised by Mathew:

Mission

“To advocate for positive change in the policies, culture and environment that affect the quality of training, well-being and employment conditions of early career researchers.”

Vision

“A fair and sustainable research culture where early career researchers (ECRs) are treated with respect and have access to long-term and stable career pathways.”

2. Eurodoc Members & Observers

National Associations (NAs)

Austria (Doktorat.at - OH), Belgium (Focus Research and PhD Society Leuven), Croatia (MLAZ), Czech Republic (SK RVŠ), Denmark (PAND), Finland (FUURT), France (CJC), Germany (THESIS), Hungary (DOSZ), Ireland (IFUT and USI), Italy (ADI), Latvia (LJZA), Lithuania (LSYR), Luxembourg (LuxDoc), Netherlands (PNN), Poland (KRD), Portugal (ABIC), Slovakia (ADS), Slovenia (YAS), Spain (FJI-Precarios), Sweden (SNPA and SFS-DK), Norway (SiN), Switzerland (actionuni), Ukraine (RMU), and Azerbaijan (AYSPMU)

Observers

Individuals: Turkey, Bosnia Herzegovina

Organisations: Romania (Ro-Doc), Georgia (YSDCG)

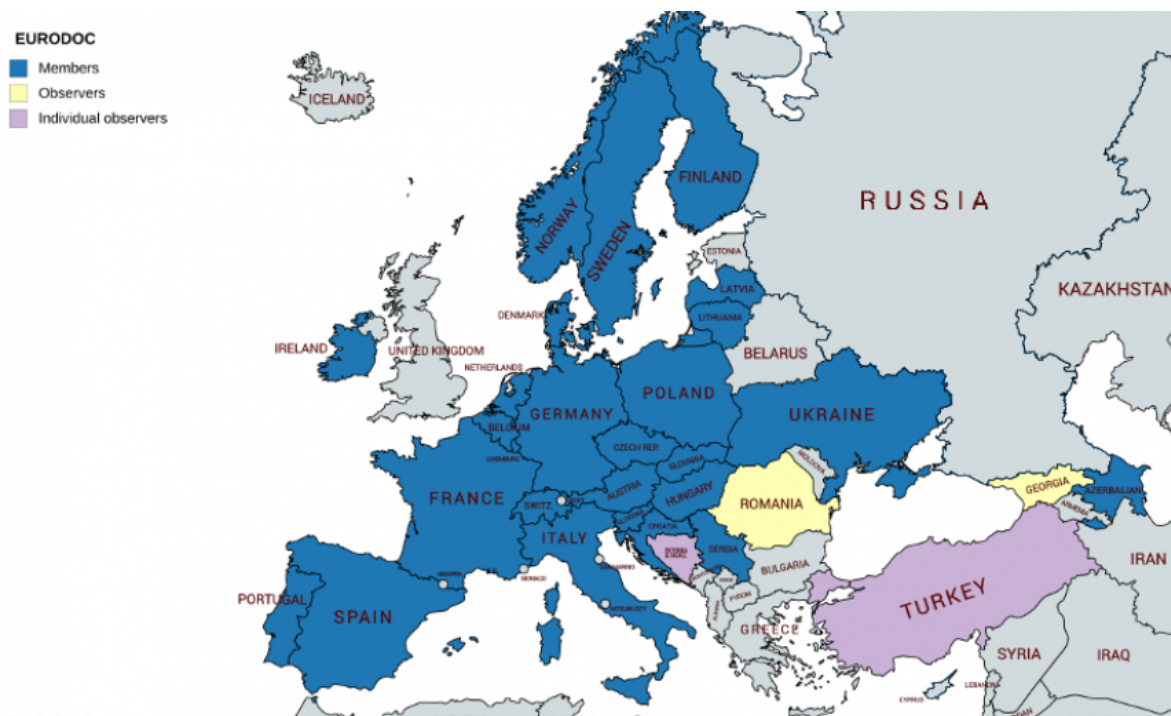


Fig. 1 Eurodoc on a map

3. Eurodoc Administration Members

The Eurodoc administration consists of the Administrative board, Secretariat and Advisory board members.

Administrative Board

The Administrative Board is Eurodoc’s regular executive body who shall represent, lead and administer Eurodoc’s daily activities, and also follow the decisions adopted by the General Meeting.

<i>Position</i>	<i>Person</i>	<i>Association</i>
President	Giulia Malaguarnera	Italy/ADI
Vice-President	Beata Zwierzyńska	Poland/KRD
Treasurer	Giuseppe Montalbano	Italy/ADI
Secretary	Agnieszka Żyra	Poland/KRD
General Board Member	Oleksandr Berezko	Ukraine/RMU
General Board Member	Mathew Tata	Sweden/SNPA
General Board Member	Katarzyna Turoń	Poland/KRD

Secretariat

Secretariat members are part of the administration who help to carry on the Eurodoc annual goals, coordinated by the Administrative Board.

<i>Position</i>	<i>Person</i>	<i>Association</i>
Secretariat Coordinator	Sara Pilia	Italy/ADI
External Communication Coordinator	Andrea Claudi	Italy/ADI
Newsletter Coordinators	Yildiz Kelahmetoglu	Sweden/SNPA
Language Officer	Mathew Tata	Sweden/SNPA
Webmaster	Oleksandr Berezko	Ukraine/RMU
CoE Officer	Beata Zwierzyńska	Poland/KRD
Skills Officer	Julienne O'Rourke	Sweden/SNPA
BFUG Officer	Iryna Hubeladze	Ukraine/RMU
Plan S Officer	Iryna Hubeladze	Ukraine/RMU
Plan S Officer	Evangelia Daskalakis*	Sweden/SNPA
EOSC Officer	Emanuele Storti	Italy/ADI
Pension Officer	Giuseppe Montalbano	Italy/ADI
WG Accreditation Coordinator	Adrianna Czarnecka	Poland/KRD
WG Doctoral Training Coordinator	Rashmi Rai-Rawat	Switzerland/Actionuni
WG Equality Coordinator	Sara Pilia	Italy/ADI
	Anja Ursic	Slovenia/YAS
WG Employment & Careers Coordinator	Mathew Tata	Sweden/SNPA
	Ines Almeida	Portugal/ABIC
WG Governance Coordinator	Pil Maria Saugmann	Sweden/ SFS-DK
WG Mental Health Coordinator	Mathias Schroijsen	Belgium/OR
	Pil Maria Saugmann	Sweden/ SFS-DK

WG Interdisciplinarity	Katarzyna Turoń	Poland/KRD
WG Mobility Coordinator	Danila Rijavec	Slovenia/YAS
WG Open Science Coordinators	Ana Slavec	Slovenia/YAS
	Ines Almeida	Portugal/ABIC
	Irina-Mihaela Dumitru	Sweden/SFS-DK
WG Policy Research Coordinator	Laura Marcela Palma Medina	Sweden/SNPA
WG Research Integrity Coordinator	Iryna Degtyarova	Ukraine/RMU
WG WG Democracy & Sustainability Coordinators	Viktória Pató	Hungary/DOSz
	Sara Pilia**	Italy/ADI

* Mandate end before the term for a new job position with possible conflict of interest

**Joined later in support

Advisory Board

The Advisory Board supports the Administrative board and other Eurodoc bodies with advice and facilitates the knowledge transfer between consecutive terms to assure the continuity of Eurodoc as an organisation.

Advisory board members for 2020/2021:

- Iryna Degtyareva (Ukraine)
- Margaux Kersschot (Belgium)
- Farouk Allouche (France)
- Emanuele Storti (Italy)
- Miia Ijäs (Finland)
- Mathias Schroijen (Belgium)
- Eva Hnatkova (Czech Republic)

4. Eurodoc Activities 2020/2021

In the present Annual Report, we will mention the activities based on the topics reflecting the structure of the [Eurodoc Annual Conference 2021](#), held in Prague (Czech Republic).

4.1 The impact of COVID-19 in Eurodoc policies

[Eurodoc](#) focused its attention in 2020 on living and working conditions for ECRs, severely-impacted since the onset of the COVID-19 pandemic. During May and June 2020, Eurodoc collected contributions from its members, 28 NAs representing ECRs in Europe. We subsequently reported on several issues consistently affecting the work and careers of ECRs in the article '[The aftermath of the pandemic for early career researchers in Europe](#)', published on 6 July 2020. In this article, we highlighted how the 'new normal' of working-from-home negatively affected most ECRs, who lack an adequate working environment or access to essential research resources. Bureaucratic requirements about doctoral training also present an obstacle for doctoral candidates: most of them experience issues with remote supervision practices, lack interaction with mentors or, on the contrary, experience increased pressure from them. The unclear future of EU research funding and the growing concerns about career progression lead to an increased sense of isolation and anxiety, thus lowering ECRs' productivity. These issues impacted more on ECRs with [caring responsibilities](#) and with [disabilities](#), which we explored in two dedicated articles. Despite our call on EU institutions to elaborate a post-pandemic plan for ECRs in Europe, this has yet to materialize.

2020 also marked the end of the Horizon 2020 framework programme for research and innovation, and saw the final agreement on its seven-year successor, Horizon Europe. Whilst the EU Parliament called for a budget of 120bn euros for Horizon Europe, the programme was the main victim of EU budget cuts, which were barely offset by funds from NextGenerationEU. During all the discussions on the [research budget](#), Eurodoc closely cooperated with the Young Academy of Europe ([YAE](#)), the Marie Curie Alumni Association ([MCAA](#)) and the Initiative for Science Europe ([ISE](#)) to express the concerns of all European ECRs to the highest EU institutions. In September, when budget figures reached the lowest figure of 75bn euros, Eurodoc participated in a [press conference](#) organized by ISE to call for a budget on-par with EU ambitions for research, featuring ERC Acting-President Prof. Jean-Pierre Bourguignon. Together with the aforementioned organisations, Eurodoc also contributed to [Recommendations about supporting EC grantees affected by the COVID-19](#)

[crisis](#), published by ISE on 16 November 2020. In subsequent conferences and meetings with the European Commission (EC) and stakeholders, Eurodoc called for more attention to the pandemic's impact on ECRs, asking to fund contract extensions for all EU research programmes. We also pushed for greater investments in career development and to rethink project-based funding, stating these aspirations in the [Nature Career Podcast](#). A deal for the Horizon Europe research programme was finally reached and announced on 11 December, with a top-up of several billion euros, addressed to the two main funding programmes for ECRs: the [ERC](#) and [MSCA](#). However no additional support for grantees of European research programmes is included in the deal. A [letter to Commissioner Gabriel](#) about supporting EC grantees was produced by [ISE](#) with the contribution of Mathew Tata and Giulia Malaguarnera. Finally, Eurodoc endorsed the [European Commission's Manifesto for EU COVID-19 Research](#) and joined the [Open Research Europe \(ORE\)](#) project as an active partner, helping build a platform to publish research outputs from Horizon research projects.

One of the few positive aspects of the COVID-19 pandemic is that it proved the unquestionable value of Open Science in the research lifecycle and professional development of individual researchers. Open Access and preprint publishing played a key role in boosting the scientific response to the pandemic. Overall, Open Science is triggering deep changes in research culture, changing the academic environment from hypercompetitive to more collaborative.

Eurodoc in Press (Links):

- [Impact of COVID-19 on the career development of Researchers](#), ESOF 2020 (Sara Pilia)
- [Researchers with young children 'hit harder' by Covid-19](#), Research Professional News, 26 May 2020 (Sara Pilia and Andrea Claudi)
- [University and researcher groups set out implications of Covid-19](#), Research Professional News, 7 July 2020 (Andrea Claudi)
- [Covid-19 could worsen digital divide](#), Research Professional News, 17 September 2020 (Andrea Claudi and Giulia Malaguarnera)
- ISE Press Conference [Video](#) (Giulia Malaguarnera)
- Italian Press: [Sole 24 Ore](#) and [La Repubblica](#), 30 September 2020 (Giulia Malaguarnera)
- [Un budget européen en trompe-l'œil pour la recherche](#), Le Monde, 4 October 2020 (Giulia Malaguarnera)
- [The career costs of COVID-19: how postdocs and PhD students are paying the price](#), Nature Career Podcast, 25 November 2020 (Giulia Malaguarnera)

4.2 ECRs' wellbeing and equality

NAs reported surveys and analysis about the consequences of the pandemic restrictions in both ECRs' wellbeing and working conditions. In almost all countries, the NAs asked for: an extension in the PhD training to meet the requirements for adequate PhD thesis defence and to prolong contracts for postdoctoral researchers. Surveys and reports had been produced and shared among our NAs, including stories of postdocs losing their jobs and dropping out of the academic career path.

The Mental Health WG, coordinated by Mathias Schroijsen and Pil Maria Saugmann, focused on what mental wellbeing and/or mental health should be understood as, and what is required from the working context in which ECRs find themselves. This has led to drafting “10 steps towards mental health and wellbeing”, which comprises 10 core principles for better mental health among ECRs. At the moment, this is an internal draft that has so far only been circulated amongst active WG members. The second core aim of the WG has been to collect surveys (or ‘questionnaires’) focusing on work-life balance among ECRs. The aim of this work is to establish a general template for future surveys on work-life balance among ECRs that NAs can use as a foundation for their own analysis, rather than a resource for the WG itself. Mathias Schroijsen also supported the publication of an exclusive article on ‘[Peer-to-Peer support as an effective tool to combat mental health issue in academia](#)’ by Ewa Pluciennicka. Finally, Eurodoc coordinated transversal cooperation around the topic of ‘Mobbing in Academia’, involving contributions from the following Eurodoc WGs for internal and initial debates: (a) Mental Health, (b) Equality, and (c) Research Integrity.

A survey on ‘Harassment in Academia’, developed in the Equality WG, is under revision with support from experts from the project [ActOnGender](#), in which Eurodoc is represented by Sara Pilia. The working group produced articles on raising awareness on equality for ECRs:

- [Early Career Researchers with disabilities in times of crisis: equal treatment to all?](#) by (in alphabetical order): Véronique De Herde, Jorge R. Manhique, Sara Pilia (WG Coordinator), Andreea Scacioc, and Mathew Tata.
- [Overworking, Impostor Syndrome, and Ableism: A reflection on “Normality in Academia](#) by (in alphabetical order): Véronique De Herde, Francesco Nurra, Sara Pilia (Equality WG co-coordinator), Andreea Scacioc, Anja Ursic (Equality WG co-coordinator), Beata Zwieżyńska and Jorge Manhique
- [Raising awareness on Gender Based violence in Academia](#) by Andreea Scacioc and (in alphabetical order), Véronique De Herde, Luciana Forti, Giulia Malaguarnera, Sara Pilia (WG co-coordinator), and Mathew Tata

The advocacy work done within the ActOnGender network led to the submission of a funding application for a [COST Action on Gender Equality](#) based primarily on the perspective of ECRs, to be developed during the next few years.

4.3 Doctoral Training

Doctoral Training is one of the key topics of Eurodoc, which includes not only the contents of the training itself but also the overarching policies governing the third cycle of education (N.B.: first cycle: bachelors; second: masters; third: PhD). The highest stakeholder is the European Higher Education Area (EHEA) and Bologna Process, including the Ministerial Conference held every three years, with the most recent iteration in [Rome in November 2020](#). During the previous board, Eva Hnatkova agreed with the Secretariat of the Bologna Follow-up Group (BFUG) on hosting a presentation of Eurodoc, which is treated as a partner with no voting rights, but this was cancelled regrettably. We (Giulia Malaguarnera, Eva Hnatkova, Iryna Degtyareva, and Iryna Hubeladze) could not contribute directly to the policy document proposed by BFUG and we had only audit permission on the BFUG meeting held on 24 September 2021 ([online](#)). This led to Eurodoc drafting its ‘[Eurodoc Policy Input for European Higher Education Area: Focus on Doctoral Training and](#)

Doctoral Candidates' lead by Iryna Degtyareva and Eva Hnatkova. The biggest challenge for the European ECR community is that doctoral candidates are considered 'students' in most countries with no **professionalisation of the status**. According to Eurodoc's Annual Questionnaire, 71% of respondents say that the preferred status is to be considered 'employed'.

The Eurodoc administration has also pursued a campaign of awareness-raising with its stakeholders, particularly with the European Commission ([EC](#)), Council of Europe ([CoE](#)), European University Association ([EUA](#)), [UNICA](#), [Coimbra Group](#), and [Yerun](#). The professionalisation of doctoral candidates must remain a key objective for Eurodoc (administration and NAs) in terms of awareness raising, commensurate rights of the role, and shaping key policies that influence this ideal. The last press article on the topic was just published before the Eurodoc Annual Conference 2021 on [Times Higher Education](#). Doctoral candidates are agents of research and innovation in Europe, and our voice is well considered in the European Research Area ([ERA](#)). We aim to bridge the gap between the ERA and EHEA by strengthening and sharing our input among these stakeholders.

The 2020 was also the end of the term of Iryna Degtyareva and Eva Hnatkova in the graduate tracking expert group at the EC. The final report is called '[Towards a European tracking mechanism](#)'.

4.4 Supervision for ECRs

During this term, another key topic for ECRs was 'supervision'; not just for doctoral candidates, but also for postdoctoral researchers. Supervision is a broad theme and requires duties and responsibilities at three main levels: by institutions, by supervisors, and by the supervisee (doctoral- or postdoctoral researchers). We tackled the issue in three projects:

- (1) Consultation with [Marie Skłodowska-Curie Actions, DG EAC, EC](#) on the [MSCA Guidelines on Supervision](#).

Since 2019, the European Commission has been actively engaged in discussions with many organisations and stakeholders, including Eurodoc, to identify and address possible challenges and needs concerning supervision. The issue was also discussed during the "MSCA 2020 – Achieving more together" conference organised in September 2020 by the German Presidency of the Council of the European Union.

The MSCA Guidelines on Supervision provide specific recommendations for supervisors, researchers and institutions on aspects ranging from the integration of researchers, research support and career development to mentoring and wellbeing of researchers and communication and conflict resolution. They also provide guidance for the training and professional development of the supervisors themselves.

Eurodoc role in the project: we (Giulia Malaguarnera, Beata Zwierzyńska, Eva Hnatkova, and Iryna Degtyareva) had been invited by the MSCA to attend several online meetings, with the Marie Curie Alumni Association ([MCAA](#); Mostafa Moonir Shawrav and Fernanda Bajanca). Giulia and Beata coordinated the work of the Eurodoc Secretariat on the document, and both thank Eva Hnatkova, Iryna Degtyareva, Mathew Tata, Mathias Schroijsen, Pil Maria Saugmann, Ana Slavec, Ines Almeida, Danila Rijavec, Sara Pilia, and Rashmi Rai-Rawat for their contributions.

- [Exclusive Article by Lucy Swan](#) on Eurodoc news

- [MSCA Guideline on Supervision](#)

(2) [Survey on Doctoral Supervision Practices](#) led by Beata Zwierzyńska

The Employment and Career WG finalised and distributed a qualitative survey on supervision practices via Eurodoc social media channels (Facebook, LinkedIn and Twitter) on 13 November 2020. The stories and accounts collected were anonymised and processed by Beata and a small group of volunteers trained for the analysis (Yevheniia Polishchuk, Katarzyna Turoń, Meta Gorup, Rashmi Rai-Rawat, Natalia Rozmaritsyna, Daria Koucherets, Iryna Ivanets, Larysa Makaruk, Viktoria Moskvina). A draft of 'Good Practices' was produced for internal consultation by Beata Zwierzyńska and Ana Slavec. Finalisation of the report is expected by the end of 2021. Special thanks also to Ana Slavec, Yevheniia Polishchuk, Mathew Tata, and Meta Gorup for supporting Beata Zwierzyńska at different stages of the process of preparing and gathering data, and training.

(3) Supervision Report lead by Rashmi Rai-Rawat and Doctoral Training (DT) WG

The DT WG met virtually to discuss the supervision needs of doctoral candidates at different stages of doctoral training. The WG identified six stages in doctoral training, addressing the role and responsibilities of doctoral candidates, supervisor, and institution for each phase. The draft report and recommendations should be finalised during the next term.

4.5 Research Precarity and Career development

4.5.1 Postdoc Survey

The COVID-19 pandemic and stagnating career policy in Europe have worsened precarious working conditions for ECRs. However, research precarity is not a new topic – Emanuele Storti and Milena Medineckiene (both General Board Members) developed and disseminated a postdoctoral survey in the 2018/2019 term, closing the response collection in 2019. A new task force was organised by Filomena Parada in April 2020, analysing the survey during the 2020 Spring and Summer. A preliminary report drafted by Julienne O'Rourke included subsetting data that had been investigated further by Laura Marcela Palma Medina to define trends related to researchers' gender, discipline, academic age, and the region of Europe in which they worked. Filomena Parada will present preliminary results at the Eurodoc Annual Conference 2021, and the final report will follow by Fall 2021 at the latest. Filomena Parada and Mathew Tata also coordinated another open questionnaire for NAs, developed by Darren Fayne (IFUT) and Tea Romih (YAS); we are still waiting for feedback from some NAs.

4.5.2 Collaboration with OECD

Filomena Parada represented Eurodoc in the OECD, coordinating the recruitment of postdoctoral representatives from NAs with Mathew Tata. The results were reported in '[Reducing the precarity of academic research careers](#)' by the Organisation for Economic Co-operation and Development (OECD), published in May 2021. This report analyses academic research careers, with a focus on the "research precariat", defined as postdoctoral researchers holding fixed-term positions without permanent or continuous employment prospects. It identifies policies and practices that aim to improve researchers'

wellbeing, develop more diverse, equitable and inclusive research systems, attract and retain the best talent in academia, and ultimately improve the quality of science

In collaboration with OECD, Giulia Malaguarnera was invited to speak in the 'Reducing the precarity of research careers' webinar on 26-27 November 2020. The recording and presentation can be found [here](#).

Moreover, Eurodoc is collaborating in the dissemination of a survey that focuses on the working conditions of scientists, their engagement with society and contributions to the Sustainable Development Goals, as well as the impact of the COVID-19 on their work and career prospects. The survey, which takes about 20 minutes to complete, can be found [here](#). The survey is expected to remain **open until September 2021**, when initial results will be available on the [OECD ISSA webpage](#) alongside results from past editions.

4.5.3 Policy Input to European Commission

During the EC's Research and Innovation days 2020, Giulia Malaguarnera was invited to a closed High-level Roundtable on 22 September 2020 'Towards an ERA Talent Pipeline - Strengthening researchers' careers'. Giulia's speech was further edited and can be found at this [link](#). Eurodoc was subsequently invited to provide additional consultation for the EC and ERA across the remainder of the term. This includes the European Charter and Code for Researchers, following enthusiastic consultation from Eurodoc's NAs. The input can be found at this [link](#), but after NAs' requests to produce something visible externally, we will develop this input further into a declaration for publication on our website. We are particularly thankful to the Policy Research WG coordinated by Laura M. Palma Medina.

4.5.4 Collaboration with ISE

Within the 'Research Careers' Taskforce, Mathew Tata was a lead contributor for the ISE position paper on the '[Precarity of Academic Careers](#)', as well as co-organiser and -moderator of a [webinar series](#). The paper and webinars specifically addressed the role played by project-based funding, research assessment and grant evaluation in causing uncertain employment conditions for ECRs, and represented an important moment to strike consensus on the topic with like-minded stakeholders in Europe.

4.5.5 ESOF 2020

In the hybrid ESOF Conference 2020, Eva Hnatkova elaborated on the shared declaration between Eurodoc and the Marie Curie Alumni Association on [Sustainable Research Careers](#), reinforcing the idea that institutions must at least fund career support, if they are unable to fund full-time positions. Beata Zwierzyńska complemented this by emphasizing the confidence and good mental health that [proper career planning](#) can help ensure.

4.6. Transferable skills

The Eurodoc '[Transferable Skills and Competences](#)' report (2018) is one of our most popular reports used to shape the DT programme and support ECRs targeting careers outside academia. We (Giulia Malaguarnera, Julianne O'Rourke, and Irina-Mihaela Dumitru) had been invited to workshops and talks on the topic. Julianne O'Rourke

developed the presentation introducing the [STAR methodology](#), amplifying the interest of our report and its dissemination. Moreover, Ana Slavec's participation in ESOF 2020 echoed the significance of [skills training during the doctorate](#), particularly when they can aid intersectoral awareness and mobility. Also at ESOF 2020, Auréa Cophignon (former Eurodoc Vice-President) gave a personal insight into the value of [innovation ecosystems in doctoral training](#), commenting that tools like [PhDHub](#) can provide the necessary framework and confidence for obtaining transferable skills.

Giulia Malaguarnera commissioned a project initially developed by Charlotte Weber (Transferable Skills Officer 2018) on Open Science Skills, discussed with Gareth O'Neill (former President of Eurodoc) and Jon Tennant (friend and mentor of OS ambassadors) to the Open Science (OS) WG Coordinators (Ana Slavec, Ines Almeida, and Irina-Mihaela Dumitru). The project consists of identifying the skills developed whilst practicing Open Science. Julienne O'Rourke and Ana Slavec drafted the first version whilst currently, Emanuele Storti, Ana Slavec, Irina-Mihaela Dumitru, Giulia Malaguarnera, and Nicola Dengo are working on the analysis and conclusion for a short report and infographic.

Transferable skills are fundamental when we speak about ECRs' mobility, which is a key topic for the EC. In fact, Giulia Malaguarnera participated in a discussion during the Research and Innovation Days on '[Strengthening cross-country and cross-sectoral Talent Circulation](#)' ([ERA4YOU](#)). The panel covered the interdisciplinary and intersectoral challenges that face ECRs when moving between industries or nations. Giuseppe Montalbano presented a further challenge for mobility, specifically the need for integrated social security systems, at ESOF 2020, when elaborating on the ECRs' perspective on [Europe-wide pension schemes](#) like [RESAVER](#).

At the end of 2020, we (Giulia Malaguarnera, Beata Zwierzyńska, and Mathew Tata) participated in calls and workshops organised by the EC on the Labour market for researchers, skills, assessment and monitoring. Eurodoc was also invited by Gareth O'Neill and Inge van der Weijde to be involved in the project called 'Knowledge Ecosystem', which will provide a cross-section of skills, competences and working conditions for policymakers in selected countries. Giulia Malaguarnera involved NAs from these countries in the consultation, and we thank PNN (Netherlands), ABIC (Portugal), FUURT (Finland), and IFUT (Ireland) for their contribution. A survey intended for a wider group was sent in May 2021 to the Eurodoc consultation mailing list and via social media. Preliminary data will likely be presented by Inge van der Weijde during Eurodoc Conference 2021. Also at the conference, we anticipate more information on a policy roadmap towards intersectoral and international mobility by Apostolia Karamali, Head of the Unit for Academic R&I at the EC's Directorate-General for R&I (see the Eurodoc Conference 2021 Programme [here](#)).

4.7. The 3I: Interdisciplinarity, International and Intersectoral mobility

The 3I (interdisciplinarity, international and intersectoral mobility) is considered the model for doctoral training and postdoctoral funding programmes in the EC framework programmes, Horizon. This term was hit, however, by the transition between Horizon 2020 and Horizon Europe, which are the biggest research funding programmes in Europe. Giulia and Eva had contributed to the recent publication of the '[ISE position paper on Horizon Europe](#)', which focuses on:

- fostering interdisciplinary approaches within the Horizon framework programme;

- increasing efforts towards supporting EU-13 countries improve their R&I system;
- strengthening the Research and Innovation (R&I) cycle in pillar 2 of Horizon Europe, which focuses on Research Topics considered as priorities for EC.

Giulia Malaguarnera was invited to interview Jean-Eric Paquet, the EU's director general for research and innovation, on the relevance of [Horizon Europe and EU Policies for ECRs](#). We also expressed our opinion in the survey devoted to [Horizon Europe First Strategic Plan 2021-2024](#), which on behalf of Eurodoc Katarzyna Turon was responsible for.

For a more comprehensive explanation about the Horizon programmes, Danila Rijavec and the mobility WG produced an article for Eurodoc on '[Horizon Europe and Mobility Possibilities for ECRs](#)'. Danila Rijavec also presented on 'Mobility and its bottlenecks seen from the perspective of European Early-Career Researchers' at a workshop held by [The Guild](#), an important university stakeholder for Eurodoc.

Eurodoc was also involved in the development of new guidelines for the Erasmus program, as well as guidelines for doctoral and postdoctoral fellowships awarded through [MSCA-COFUND](#). Katarzyna Turon participated in the development of a new ECR mobility policy for the next Erasmus programme as part of the [DocMob project](#) and also in devising recruitment process recommendations for the [BoostUrCareer project](#). Katarzyna represented Eurodoc also in matters related to academic mobility and career development within and outside academia. During the [Work & Science Forum](#), she focused on the issues of "[International mobility as a career accelerator](#)". She discussed topics related to increasing ECRs' awareness of pursuing a career outside university, undertaking industrial internships or seeking support and financing for other types of internships.

Katarzyna Turon is also leading the design of a survey on interdisciplinarity in the [WG](#) on the challenges that ECRs have to face when performing research or pursuing their careers in and outside academia. It focuses on strengthening the discussion around the need for interdisciplinarity during various types of research.

4.8. Open Science, Research Assessment and Research Integrity

As mentioned previously, the OS WG worked on the OS Skills Report and had been consulted, together with the Research Integrity (RI) and Policy Research WGs, on Research Assessment. In fact, the Research Assessment was, this year, one of the topics most debated in research policy making. Giulia Malaguarnera had been invited to an internal debate within the EC by Kostas Glinos, Head of Unit for Open Science, on how to reform the current Research Assessment system. This was then followed by bilateral consultation between Eurodoc (Giulia Malaguarnera and Oleksandr Berezko) and EC in June on how to proceed with concrete actions on the new ERA, which includes Open Science practices. A third input is expected to be next September 2021 with a broad consultation among stakeholders such as Member States, Research Funding Organisations (RFOs), Research Performing Organisations (RPOs).

4.8.1 Eurodoc position on Research Assessment

Giulia Malaguarnera consulted the Open Science, Research Integrity and Policy Research WGs to prepare the speech in the internal meeting and the Panel Discussion at the Research and Innovation Days 2021 in June 2021 on '[Building careers and being assessed: A challenge for ECRs?](#)'.

We agreed that policies for Open Science should be aligned and monitored to ensure the effective implementation of Open Science Policies, including Plan S. Particularly, we think that more efforts are needed to raise the awareness on what is Open Science among Researchers; promoting training courses, supporting and helping researchers to practice the open science hiring Data Stewards. We think that the research reward system will need to be urgently revised to remove the current emphasis on journal-based indicators as per the [San Francisco Declaration on Research Assessment \(DORA\)](#) or other statements, such as the [Leiden Manifesto](#), the [Metric Tide](#), the [Hong Kong Principles for Assessing Researchers](#). Eurodoc has recently published some recommendations in the Initiative for Science Europe paper on '[Precarity of Academic Career](#)'.

What we feel is important is that beyond signing the declarations or statements, researchers and institutions should be committed and monitored to follow the principles. As well as for the European Charter and Code, we would like a serious commitment to implement the measure stated in the declarations and see the principle translated into practices. This means to make the new research assessment mandatory or foreseen sanction for non-compliance. We would like to emphasize the need of training researchers in Open Science (in Plan S). We encourage RPOs and RFOs to set fair and realistic sanctions for non-compliance as well as to fully train and support researchers in Open Science and include Open Science in research and career evaluations.

4.8.2 Focusing on Research Integrity and its awareness using Open Science practices

Regarding RI, Eurodoc is a part of the [Path2Integrity](#) Policymaker and Stakeholder Board which supports improving and disseminating teaching and learning materials, and helps embed the project in the wider research and education community. Iryna Degtyarova took part in the 1st Meeting ([Mission report](#) was sent to consultation) and in the [experts panel discussion](#) on 8 March 2021. Materials produced Path2Integrity are shared to Eurodoc and in social media, we made a call for volunteers to translate project materials (Slovenian representative Masa Mlakar).

Main recommendations for good RI training for ECRs were published in *Research integrity training for ECRs - main findings of the chapter by M.Kersschot, I.Degtyarova, P.Novitsky* (The chapter is published in the Routledge book "[Future of Doctoral Research. Challenges and Opportunities](#)", 2021. Edited By [Anne Lee](#), [Rob Bongaardt](#)). Key points mentioned in the chapter are: (1) RI training should commence considerably earlier; (2) RI training should be an obligatory part of any doctoral training and of the most important transferable skills; (3) RI training to mixed but small groups; (4) training around a unified Code of Conduct and combining and balancing legal and ethical (value-based) interpretations, which are both essential for practicing high standards of RI in research; (5) raising awareness of (new) trends in RI among senior academics supervisors; (6) ensuring effective RI infrastructure (e.g. RI officers, offices, persons of trust) and focus on ethos and the mission of the academic profession.

Articles from the Research Integrity WG had been published in our website, underlining the close relationship between Open Science and Research Integrity:

- '[The failure of success: what a PhD on success in science taught me about Academia](#)' by Noemi Aubert Bonn
- '[Authorship lists are dead: get the CRediT you deserve](#)' by Mathew Tata
- '[Integrity, Transparency, Openness: Key Issues for European Research](#)' by Iryna Degtyarova and Stefano Salvia

4.8.3 Focusing on Open Science

Eurodoc formed a cohort of Open Science Ambassadors to promote Open Science at european, national and local levels in 2019. This year, we involved them in a [series of articles for Open Access Week 2020](#). In January 2021, Giulia Malaguarnera participated in a workshop organised by Core Technology for Life Sciences (CTLS), a partner in the European Open Science Cloud (EOSC) project where Emanuele is an Advisory Member representing ECRs in EOSC. CTLS with other research communities developed a catalogue of open research infrastructures, [CatRIS](#), which was presented in a special workshop of the Eurodoc Conference 2021 and in May 2021, CTLS asked Eurodoc to answer a survey they launched on CatRIS.

During 2020/2021, Eurodoc participated in the debate on Open Science promoted by UNESCO. In the previous Annual Report (2019/2020), we mentioned this participation on a survey on Open Science's benefits and challenges across the globe in order to adopt Recommendation On Open Science by UNESCO Member States in 2021. This consultation resulted in the first draft of [UNESCO Recommendations on Open Science](#), in which Eurodoc gave substantial [input](#) (led by Ines Almeida, and supported by Giulia Malaguarnera), which was incorporated in the final published document.

Two projects on Open Science involved Eurodoc as partner: Open Research Europe (ORE) and the OPTIMA Project.

ORE is an Open Access publishing platform for Horizon 2020 and Horizon Europe beneficiaries, and is a key example of new e-infrastructure aimed at fostering change towards Open Science in the EU. In 2020, Eurodoc was among the organizations subcontracted as expert partners of ORE with the mission to help steer the project and ensure that ECRs, as stakeholders, are reached. During their work on the ORE project, Eurodoc volunteers Giulia Malaguarnera, Oleksandr Berezko, and Eva Hnatkova participated in 'project'- and 'communication' team meetings, provided feedback and took part in dissemination activities. We also launched a Europe-wide survey to gain new perspectives regarding awareness- and perception of Open Science, particularly concerning ORE among ECRs. The survey was available on the EUSurvey platform as an openly accessible online questionnaire. Survey questions were developed by Eurodoc volunteers (OS Ambassadors and OS Working Group members) during online collaboration. The survey was open between the 26th of May and the 15th of August 2020, a period of approximately 12 weeks. The total number of valid responses was 1186. A team, led by Oleksandr, processed and summarized the survey results, which are now being finalized as a report in the form of a research paper to be published in Open Access. Giulia Malaguarnera, Oleksandr Berezko, and Eva Hnatkova are complying with all the deliverables as stated in our contract with F1000, meeting all the deliverables. Giulia Malaguarnera also participated in the [ORE Twitter Chat](#) on 24 March 2021 and gave an interview on [Spotlight on Eurodoc as partner of ORE](#), whilst Eurodoc also delivered a [webinar on ORE](#) on 19 April 2021.

Eurodoc is a full partner of the three-year (Jan 15 2021 - Jan 14 2023), EU-funded, and capacity-building Erasmus+ project in the field of higher education named "[Open Practices, Transparency and Integrity for Modern Academia](#)" (OPTIMA). This project is coordinated by Lviv Polytechnic National University and is aimed at bringing modern and

European Open Science practices to Ukraine. Eurodoc's role is to provide volunteers acting as Open Science experts for various project activities. Eurodoc has already received the first installment of funding (9 374.40 EUR), which has to be spent exclusively for travel purposes during the 2nd year of the project (Jan 2022 - Jan 2023).

Moreover, Eurodoc is involved in the [implementation of Plan S](#), an initiative from a consortium of research organisations and funders targeting complete Open Access of published research. We raised awareness on the '[Rights Retention Strategy](#)', which Giulia Malaguarnera signed on behalf of Eurodoc, in a [webinar](#) planned with Iryna Hubeladze and Oleksandr Berezko in April 2021. Eurodoc also promoted a [survey](#) by [COAlition S](#) on the potential impact of Plan S on publishing practices.

Finally, Eurodoc has been invited by both its members (such as Actionuni) and stakeholders (including YERUN, Coimbra Group, and Greco Project) to deliver talks about Open Science. Giulia Malaguarnera and Mathias Schorrijen are in touch with YERUN for a collaboration on Citizen Science, and we asked them to introduce the topic to ECRs in article on our [website](#).

4.9. Democracy and Sustainability

4.9.1 Collaboration with the Council of Europe (CoE)

Eurodoc has a participatory status (renewed every 4 years) within the Conference of International NGOs (INGOs) - a civil society body in the CoE. Thanks to that, Eurodoc can engage the Conference and participate internally, with Beata Zwierzyńska being elected a [Standing Committee](#) member in April 2021, Sara Pilia engaged in the creation of a Gender Committee, and Beata Zwierzyńska, Katarzyna Turon and Veronique De Herde starting to contribute to the [Environment](#), Climate Change, Heritage and Health Committee. This committee aims to bridge the gap between nature and culture that hampers cooperation and progress towards a shared vision - a vision of protecting human rights, upholding democracy and encouraging the development of shared values also in science.

Outside the Conference of INGOs, Eurodoc is engaged in the Steering Committee for Educational Policy and Practice ([CDPPE](#)) as an observer. We are also given the right to make interventions and in addition to joining the plenary sessions, we participate in events organised by CDPPE, such as Conferences of Ministers of Education. We are also members of the Educational Policy Advisors Network ([EPAN](#)) within CDPPE.

The CoE is a vital organisation where we have direct access to member states through ministries, parliamentarians, and other authorities responsible for shaping Europe's education and research policies. Through this organisation, Eurodoc can perform similar advocacy efforts to those undertaken with other bodies like the EC, the Bologna Follow-up Group (BFUG), the EHEA, the ERA, higher education events and consultations. The CoE typically takes important roles in those bodies or events. The CoE Officer, Beata Zwierzyńska, collaborated with Sara Pilia and the Democracy & Sustainability WG for discussions, informal liason on CoE activities, and brainstormed future opportunities for collaboration in the CoE. The actions for CoE were developed by Beata Zwierzyńska and Sara Pilia and presented to the board. As a result, a triangle of collaboration was developed: CoE Officer - Democracy & Sustainability WG - Eurodoc's delegate/s to the CoE. This term we have achieved:

- Further visibility and recognition within the Conference of INGOs; e.g. Beata was elected to the Standing Committee by 65 INGOs, whilst Sara Pilia and Beata Zwierzyńska are valued members of different committees;
- Bringing Eurodoc topics, such as ECRs' precarity, gender equality in research, and academic freedom, to the attention of INGOs and the Environment, Climate Change, Heritage and Health Committee. In addition, Eurodoc is helping to form a committee on gender equality, in which it can emphasise themes related to research integrity, doctoral training and career development from a genderised perspective;
- Gaining further recognition in the higher education policy landscape (including research and training); e.g. Beata Zwierzyńska is one of two persons in the Standing Committee responsible for education issues;
- Raising awareness of ECRs' situation during the pandemic; e.g. during committee meetings or interventions during the Conference's main sessions, or during CDPPE plenary meetings and the informal Ministerial Conference;

In the future, the Eurodoc team for the CoE plans to:

- Train volunteers for CoE engagement;
- Developing discussions and raising awareness on CoE and Eurodoc relevant topics, both internally among Eurodoc members and externally, increasing cooperation with partners and stakeholders;
- Improve our ability to network with specific INGOs working on topics similar to ours;
- Monitor the situation of academic freedom if requested by NAs or general assembly.

4.9.2 Civil Society Convention on the Future of Europe

Eurodoc has joined a [Civil Society Convention](#) for the Conference on the Future of Europe to include ECRs voice in the advocacy of civil society organizations within the Conference for the Future of Europe launched by EU institutions. After several rounds of discussion, Eurodoc endorsed a [Joint Declaration](#) to reclaim a relevant role in the Conference on the Future of Europe (COFOE) for civil society organizations. Beata Zwierzyńska and Sara Pilia have worked together to raise the voice of ECRs in thematic clusters and its working groups, mostly connected to the social situation of ECRs and equality issues important for ECRs; the mental health issue was included as an important request for all workers. So far, we have built trust and a network of INGOs who can support us in our advocacy. In addition to this, Sara Pilia took part in the elections in the governance structure, which brought Eurodoc further visibility and attention to our aspirations. Most recently, we signed a Letter to the COFOE Executive Board on the inclusion of marginalised communities.

5. Eurodoc Representations and Missions in 2021/2021

<i>Name of the Eurodoc representative</i>	<i>Event</i>	<i>Date</i>	<i>Place/form</i>
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Iryna Degtyarova	EuroScience Open Forum (ESOF) 2020	3 Sep 2020	Trieste, Italy/hybrid session/online participation
Beata Zwierzyńska	Consultation of Council of Europe (CoE) Pompidou Group	3 Sep 2020	online
Ana Slavec	ESOF 2020	5 Sep 2020	Trieste, Italy
Beata Zwierzyńska	ESOF 2020	6 Sep 2020	online
Beata Zwierzyńska	Information meeting on Autumn Session of the Conference of INGOs	8 Sep 2020	online
Julienne O'Rourke	European Innovation Fest	14-16 Sep 2020	online
Giulia Malaguarnera	European Innovation Fest	14-16 Sep 2020	online
Oleksandr Berezko	European Innovation Fest	14-16 Sep 2020	online
Giulia Malaguarnera	Research and Innovation Days	22 Sep 2020	online - closed event
Giulia Malaguarnera	Research and Innovation Days	24 Sep 2020	online - video
Katarzyna Turoń	The Role of Universities in Fostering High Quality Citizen Sciences	24 Sep 2020	online
Giulia Malaguarnera	Press Release: impact of COVID-19 and budget cuts on the next generation of EU researchers	28 Sep 2020	online
Giulia Malaguarnera	All-Ukrainian Forum of Young Scientists Councils	29 Sep 2020	Kyiv / Ukraine + online
Oleksandr Berezko	All-Ukrainian Forum of Young Scientists Councils	29 Sep 2020	Kyiv / Ukraine + online
Katarzyna Turoń	Universities and open innovation	8 Oct 2020	online
Katarzyna Turoń	DocMob final conference	13 Oct 2020	online
Beata Zwierzyńska	INGOs - Service general assembly (part of the Conference of INGOs)	14 Oct 2020	online
Beata Zwierzyńska and Sara Pilia	Autumn Session of the Conference of INGOs	15-16 Oct 2020	online
Sara, Beata	Conference of INGOs of the Council of Europe	15-16 Oct 2020	online
Sara Pilia and Oleksandr Berezko	Open Access week webinar organised by OpenAire "Open	22 Oct 2020	online

	Science Ambassadors - how ECRs can boost Open Science with equity in mind”		
Sara Pilia and Mathew Tata	ACT-on-Gender Matching Event: Careers	27-29 Oct 2020	Online
Beata Zwierzyńska Sara Pilia	Conference of Ministers of Education	29 Oct 2020	online
Giulia Malaguarnera	MCAA Annual Conference on Research and Democracy (Session on Open Science)	5-6 Nov 2020	online
Giulia Malaguarnera and Mathew Tata	OECD - Reducing the precarity of research careers	26-27 Nov 2020	online
Oleksandr Berezko	ALLEA-GYA-STM expert roundtable "The future of peer review"	3 and 9 Nov 2020	online
Emanuele Storti	Seminar for students of the MS in "Data Science per l'Economia e le Imprese", Faculty of Economics, Marche Polytechnic University	19 Nov 2020	Ancona, Italy
Beata Zwierzyńska	KRD internal conference	20 Nov 2020	online
Giulia Malaguarnera	Nature Career Podcast	25 Nov 2020	online
Emanuele Storti	Seminar for Ph.D School in Engineering Science, Polytechnic University of Marche	26 Nov 2020	online
Beata Zwierzyńska	enTrust project round table	30 Nov 2020	online
Giulia Malaguarnera	CJC Annual General Meeting	5-6 Dec 2020	online
Giulia Malaguarnera	Salute Mentale dei precari della ricerca (ADI Pavia)	workshop registered	online (YouTube in italian)
Oleksandr Berezko	International Conference of Young Professionals «GeoTerrace-2020»	7 Dec 2020	online
Mathew Tata	Researcher Identity Conference	10 Dec 2020	Online
Giulia Malaguarnera and Mathew Tata	Labour market for researchers, skills, assessment and monitoring	15 Dec 2020	Online

Beata Zwierzyńska and Sara Pilia	Autumn session (part 2) of the Conference of INGOs of CoE	15-16 Dec 2020	Online
Beata Zwierzyńska	Civil Society Convention on the Future of Europe - launching	3 Feb 2021	online
Agnieszka Żyra	OPTIMA Project Kick-off meeting	23-25 Feb 2021	Online
Mathew Tata	Initiative for Science in Europe Webinar: "Research assessment practices"	4 Mar 2021	Online
Beata Zwierzyńska and Sara Pilia	Civil Society Convention on the Future of Europe plenary	4 Mar 2021	Online
Giulia Malaguarnera	Research Assessment - "Towards a European agreement between stakeholders" (EC, Open Science)	18 Mar 2021	Online
Beata Zwierzyńska	CDPPE Plenary Meeting	24-26 Mar 2021	online
Agnieszka Żyra	Meeting with the Czech Commission for Doctoral Education	8 Apr 2021	Online
Oleksandr Berezko and Giulia Malaguarnera	Eurodoc - 2 webinars for ECRs on Right Retention Strategies and ORE Q&A	19 Apr 2021	Online
Mathew Tata	EXPERT GROUP ON THE ERA FORUM FOR TRANSITION WORKSHOP WITH THE ERA STAKEHOLDERS	20 Apr 2021	Online
Giulia Malaguarnera	ERA Priority 3- Analytical Paper (Charter & Code, HRS4R)	26 Apr 2021	online
Beata Zwierzyńska and Sara Pilia	Spring session of the Conference of INGOs of CoE	26-30 Apr 2021	online
Danila Rijavec	PhD Career Tracks in Social Sciences and Humanities	27 April 2021	Online
Sara Pilia	ADI Events on Gender Equality in Higher Education	8- 9 May 2021	online
Giulia Malaguarnera	Working Group Meeting Skills for Researchers EC Project	11 May 2021	online
Giulia Malaguarnera	ERA Forum for transition - 2nd workshop with stakeholders	25 May 2011	online
Giulia Malaguarnera	Inspiring Researchers on the use of Open Science - GRECO Project	28 May 2021	online

Danila Rijavec	The Guild RSO Meeting	28 May 2021	Online
Katarzyna Turoń	Work & Science Forum	28 May 2021	Warsaw / Poland + online
Giulia Malaguarnera	Open Science Cafè (UC3M) - Practicing OS for ECRs	3 June 2021	online
Beata Zwierzyńska	Civil Society Convention on the Future of Europe plenary	7 June 2021	online
Irina Dumitru	Eurodoc Transferable skills	7 June 2021	online
Giulia Malaguarnera and Oleksandr Berezko	Research Assessment - Eurodoc/European Commission bilateral meeting	9 June 2021	online
Giulia Malaguarnera	Joint meeting with coordinators of European Universities and stakeholders	16 June 2021	online
Giulia Malaguarnera	Discussion with Stakeholders on the new ERA	22 June 2021	online
Beata Zwierzyńska and Katarzyna Turoń	Council of Europe Environment, Climate Change, Heritage and Health Committee Meeting	22 June 2021	online
Giulia Malaguarnera	R&I Days 2021 - Session “Building careers and being assessed: a challenge for young researchers?”	24 June 2021	online
Giulia Malaguarnera	Guest Speaker at Coimbra Group Three Minute Thesis (3MT) Final- Open Science for ECRs	29 June 2021	online

6. Eurodoc External Communication

In the past few months, Eurodoc was repeatedly cited as a source in [Research Professional News](#), a website dedicated to research news in Europe, and we engaged other press journals: [Le Monde](#), [Times Higher Education](#), [Horizon Magazine](#), [La Repubblica](#), [Il Sole 24ore](#), [Nature Career \(Podcast and journal\)](#). We thank Andrea Claudi for sharpening our answers to the press, and engaging them through constant dialogue.

Social Media

Our followership grew on social media from August 2020 to July 2021.

- **Facebook** page followers grew from 5 080 in the previous year to 6 613 (+30.2%); there were 42 new posts, the account audience was 97 570 users, it received 7 700 interactions, 2 161 reactions, and 439 shares.
- **Twitter** followers grew from 4 451 in the previous year to 5 536 (+24.4%); there were 75 new tweets, the account received an average of 1.3 K engagements per day, and received 1 342 likes, 1 209 link clicks, and 895 retweets overall.

- **LinkedIn** followers grew from 2 283 in the previous year to 2 569 (+12.5%); there were 42 new posts, the account got 20 952 impressions, 499 clicks, and 304 reactions.
- The **YouTube** account has 92 subscribers (no data to compare); there were 3 new videos, the account received 14.3K impressions and 73 hours of watch time.

Website

The Eurodoc website during the reporting period (Jul 25 2020 – Jul 15, 2021) was more popular than during the same period last year: + 21,72% of users, +14,99% of pageviews. In total, it received around 34K users and around 80.9K pageviews (Fig. 2).

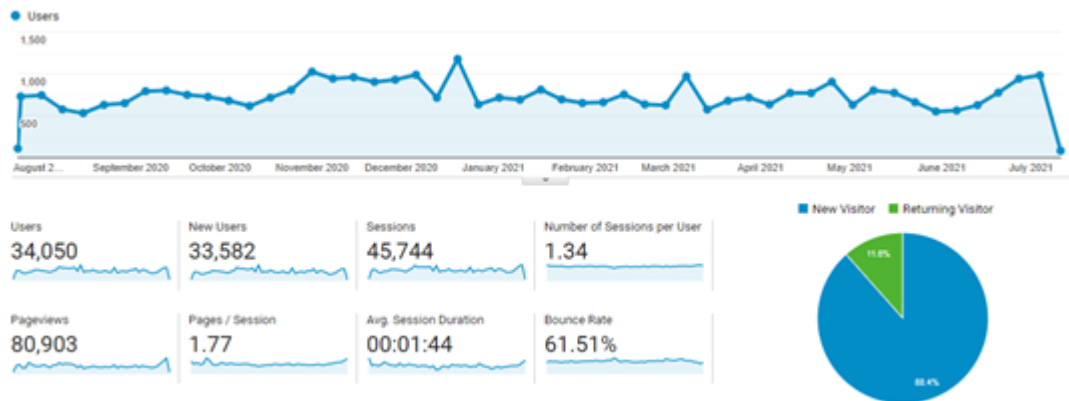


Fig. 2 Eurodoc website popularity (print screen from Google Analytics)

The most common website users’ age group was people between 25 and 34 years of age (Fig. 3).

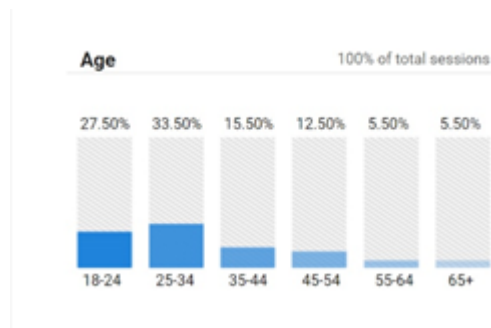


Fig. 3 Age of Eurodoc website audience (print screen from Google Analytics)

Most website visitors came from: USA (11.14%), India (7.54%), UK (7.01%), Italy (5.62%), Germany (5.51%), Spain (4.62%), France (4.45%), Netherlands (3.52%), Belgium (2.65%), and Poland (2.62%). Small numbers of people from a large number of other countries then formed a “long tail” of 45.3% of visitors.

Website contributions were prepared especially with the assistance of Oleksandr Berezko (webmaster), Andrea Claudi (External Communication Coordinator), Giulia Malaguarnera (President), Mathew Tata (Language Officer) and other administration members.

- [The Marie Skłodowska-Curie Actions strengthens support and guidance for researchers through new ‘Guidelines on Supervision’](#) (Jun 2021, Lucy Swan, Deputy Head of MSCA)

- [Integrity, Transparency, Openness: Key Issues for European Research](#) (May 2021, Iryna Degtyarova, Stefano Salvia),
- [Authorship Lists Are Dead – Get the CRediT You Deserve](#) (May 2021, Mathew Tata),
- [The Failure of Success – What a PhD on success in science taught me about academia](#) (May 2021, Noémie Aubert Bonn),
- [Horizon Europe and Mobility Possibilities for Early Career Researchers](#) (Apr 2021, Danila Rijavec, Sebastian Dahle and Simona Miceska),
- [Building Momentum for Citizen Science](#) (Mar 2021, Chiara Colella, Yerun),
- [Eurodoc input on UNESCO Open Science Recommendation](#) (Mar 2021, Inês Almeida, Giulia Malaguarnera),
- [Raising Awareness on Gender-Based Violence in Academia](#) (Mar 2021, Andreea Scacioc and Véronique De Herde, Luciana Forti, Giulia Malaguarnera, Sara Pilia, Mathew Tata),
- [Slovenian National Association organises Third Consecutive Annual Open Science Event](#) (Feb 2021, Ana Slavec),
- [PNN survey among PhDs in the Netherlands](#) (Feb 2021, Rosanne Anholt),
- [Why should I reply to graduate surveys? ESOF 2020 gave me the answer](#) (Jan 2021, Zarja Muršič),
- [From science and policy to science policy](#) (Jan 2021, Mattias Björnmalm),
- [Hard Times: Eurodoc and the Struggle for ECRs in 2020](#) (Dec 2020, Giulia Malaguarnera and Andrea Claudi),
- [Peer-to-peer support as an effective tool to combat mental health issues in academia](#) (Dec 2020, Ewa Płuciennicka),
- [Overworking, Impostor Syndrome, and Ableism: A Reflection on "Normality" in Academia](#) (Dec 2020, Véronique De Herde, Francesco Nurra, Sara Pilia, Andreea Scacioc, Anja Ursic, Beata Zwierzynska and Jorge Manhique),
- [Slovenian "Mentor of the Year Award" Turned 10](#) (Nov 2020, Majda Pavlin, Tea Romih, Ana Slavec, Marion van Midden, Matja Zalar),
- [Press Release on Eurodoc Policy Input for European Higher Education Area: Focus on Doctoral Training and Doctoral Candidates](#) (Nov 2020, Giulia Malaguarnera, Eva Hnátková, Iryna Degtyarova),
- [Horizon Europe: better than nothing, less than needed](#) (Nov 2020, Andrea Claudi),
- [Bärbel Tress on 'What makes a PhD candidate complete successfully?'](#) (Nov 2020, Bärbel Tress),
- [Access to scientific knowledge allows making informed decisions](#) (Oct 2020, Eva Hnátková),
- [It's about time we change our old habits and allow science to be open](#) (Oct 2020, Sothea Seang),
- [Open Science is a must, which was strongly shown by the SARS-CoV-2 pandemic](#) (Oct, 2020, Ewelina Pabjańczyk-Wlazło),
- [There are enormous advantages for young scholars who embrace Open Science](#) (Oct 2020, Gergana Romanova),
- [Making my research open is a matter of equality](#) (Oct 2020, Melanie Röthlisberger),
- [Without openness, we cannot call it 'science'](#) (Oct 2020, Ana Slavec),
- [ESOF 2020: early career researchers as agents of change](#) (Sep 2020, Mathew Tata),
- [Alexander Hasgall on the changes of academic career assessment](#) (Sep 2020, Alexander Hasgall),
- [Eurodoc endorses the European Commission's Manifesto for EU COVID-19 Research](#) (Aug 2020, Oleksandr Berezko),

- [No Country for Old Researchers: the researchers' pensions in EU and the RESAVER scheme](#) (Aug 2020, Giuseppe Montalbano),
- [Eurodoc elects the new board in the first ever online AGM](#) (Jul 2020, Andrea Claudi)

Newsletters

With the assistance of Yildiz Kelahmetoglu (Newsletter Officer), Mathew Tata (Language Officer), Andrea Claudi (External Communication Coordinator) and board members, Eurodoc prepared and published 12 monthly [Newsletters](#).

- [Newsletter #49 August 2020](#)
- [Newsletter #50 September 2020](#)
- [Newsletter #51 October 2020](#)
- [Newsletter #52 November 2020](#)
- [Newsletter #53 December 2020](#)
- [Newsletter #54 January 2021](#)
- [Newsletter #55 February 2021](#)
- [Newsletter #56 March 2021](#)
- [Newsletter #57 April 2021](#)
- [Newsletter #58 May 2021](#)
- [Newsletter #59 June 2021](#)
- [Newsletter #60 July 2021](#)

7. Recommendations and Special Thanks from the President

Recommendations for the next term had been included in the Annual Goals Proposal as per the voting procedures in our Annual General Meeting (AGM) 2021. The board wishes to discuss further and engage our members and stakeholders in our policy debate during the next term.

I would like to thank the Eurodoc volunteers in the administration for their hard work this year, especially with the disruption, sickness and personal loss faced during the pandemic. Some of you became an inspiration for me and I am proud of the work done. I would thank Beata for her resilience, Agnieszka for her patience and accurate work, Giuseppe for his perseverance, Mathew for his constant contribution, Oleksandr for his professional nature, and Katarzyna for her daring approach to topics and tasks. Special thanks to Sara for her coordination of the secretariat and her willingness to engage new members and reactivate working groups. Thanks to Andrea and Mathew who sharpened my speech and supported me with communications for the press.

This year, the Advisory Board and Filomena contributed massively to passing knowledge and supporting our policy work and this was fundamental for a Eurodoc administration comprising many new members. I encourage experienced Eurodocers to provide training for new members to pass on their expertise and to minimise the feeling of intimidation that some members experienced. Thanks also to Mathias for his support with Belgium-based administration during the pandemic when we were not able to travel.

I would also like to thank the key people that made me so committed and engaged in Eurodoc: Emanuele, whose position as ADI delegate to Eurodoc I inherited in 2017/2018; Gareth, for whom I worked in the communications team and from whom I learned a lot about Eurodoc topics and stakeholders; Eva, Aurea, Milena, and Veronique who inspired me with their enterprise and leadership approach; Mathias and Farouk for their support throughout these last three years; and finally Agata Lilia Skwarczyńska-Wojśa, Davide Pacitti, and Oleksandr for bravely being in the first communication team in Eurodoc in the 2018/2019 term with me.

Lastly, a big thank you to all NAs delegates engaged with me in the last three years. I hope I helped address your comments and suggestions, and that I could support you at the European level. I hope that your journey in Eurodoc will be as rewarding and pleasant as it was for me.

Best wishes,
Giulia Malaguarnera
Eurodoc President 2020/2021