



PROJECT TITLE

RESEARCHER'S CAREER: MULTIPLE PATHWAYS

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Introduction

Marie Skłodowska-Curie Presidency Conferences are organised once a year by one of the two Presidencies of the Council. In 2024, the MSCA Presidency Conference took place under the Belgian Presidency on 18-19 April 2024 in Mons in the form of a hybrid event.

This year, the conference funded by the Commission was organised by the Public Service of Wallonia – Research with partners from the Department of Economy, Science and Innovation of Flanders, the Ministry of the French-speaking Community of Belgium (MFWB) and the Belgian Science Policy (BELSPO).

The conference explored the multiple pathways of researchers' careers, and in particular how doctoral candidates can be prepared to enter careers within and outside academia. The discussions therefore touched upon questions such as the value of MSCA transferable skills for the non-academic sector, the gender impact on researchers' career and the value of PhDs for entrepreneurship.

The conference was an excellent opportunity to demonstrate how the MSCA programme allows researchers' career to expand beyond academia, providing them all the skills and competences needed on the labour market, to innovate and to convert ideas into products and services. The objective was also to feed the reflections on how to improve the MSCA under FP10.

The event which gathered more than 250 participants onsite was an excellent opportunity to meet with the stakeholders (public administrations, NCPs, alumni association, project coordinators...) and with MSCA fellows, and inform participants about MSCA's diverse career paths.

DAY 1 (18/4/2024)

Welcome address, by Willy Borsus, Walloon minister of Research on behalf of the Belgian UE Presidency (video message)

"Dear deputy general director, dear representatives of the European Commission, dear professors and researchers, dear audience,

I would like to welcome you here in Mons to the Marie Skłodowska-Curie Actions conference organised as part of the Belgian Presidency of the Council of the European Union. This event is a wonderful opportunity to discuss and explore the central theme of various career paths open to researchers.

The MSCA supports excellence in research and innovation not only in terms of the actual research content or chosen methodology, but also related to improving skills & careers by offering excellent training, supervision and career guidance as well as offering intersectoral collaboration opportunities which enhance the potential for knowledge transfer. At the institutional level this also contributes to creating a favourable environment for researchers to work in. As (Walloon) Minister for Research and Innovation, I fully endorse the MSCA as flagship instrument in the European Framework for Research and Innovation. As you may know, Belgium spent 3.44% of its gross domestic product (GDP) on research and development (R&D) which has enabled it to achieve a leading position in this field.

Moreover, the research mobility inherent to MSCA offers several significant advantages. It encourages the circulation of ideas, knowledge and best practices across borders and sectors, stimulating

innovation and the advancement of scientific research in the region. It also promotes the dissemination of research results by encouraging the sharing of expertise and knowledge.

In addition, it leads to the creation of solid and diversified collaborative networks, strengthening the links between academia, the private sector as well as broader society. It is a valuable opportunity for MSCA researchers to gain international experience, which is essential for their career development.

The Marie Skłodowska-Curie Actions not only generate substantial scientific and societal impact, but also induce positive structuring effects on how organisations employ researchers, on working conditions, and on the quality of training and career development of its researchers. By funding excellence in research and innovation, the MSCA equip researchers at all stages of their careers with new knowledge and skills, through cross-border mobility and exposure to different sectors and disciplines. The MSCA leads by example in that sense. Together with my fellow ministers in the European Council, I intend to explore how we can extend this positive effect beyond MSCA. And, as our theme today is research careers, I'd like to highlight our country's efforts to improve working conditions for our researchers in line with diverse European initiative such as the European charter for Researchers.

Dear researchers, MSCA fellows, ladies and gentlemen, I wish you all excellent exchanges during these two days, including this evening's visit to the Mundaneum, an institution which aimed to gather all the world's knowledge and classify it. It was developed in the turn of the 20th century by Belgian lawyers Paul Otlet and Henri La Fontaine. The Mundaneum is nicknamed the "Paper Google", which has been awarded the "European Heritage" label.

Enjoy the conference."

Opening speech, by Normunds Popen, Deputy director-general, DG Education, Youth, Sport and Culture

Normunds Popen opened the conference highlighting the need to train researchers, but also to connect them to the business world, to policy makers, and organisations. The MSCA programme provides adequate training and transferable skills but also international mobility and support. He also insisted on the importance of these discussions to reflect on the future Research and Innovation Framework programme, to acknowledge what has been achieved so far and assess how the Commission can further support the researchers in their career development in and out of academia, but also ensure that MSCA has a strong and sustainable impact on participating institutions.

Keynote speech, by Sarah-Maria Fendt, KULeuven (BE)

Sarah-Maria Fendt, winner of the 2023 Francqui-Collen prize, considered, *mutatis mutandis*, as the Belgian Nobel Prize, presented her career path and highlighted how international, interdisciplinary and intersectoral mobility and collaboration have benefited her career and her growth as an academic researcher. She has been a recipient of the Marie Curie Career Integration grant (2013-2017), ERC Consolidator grant (2018-2023) and ERC Proof of Concept grant (2023-2024). She reflected on her experiences as an early-career researcher, highlighting determinant choices and collaborations and drawing lessons-learnt in the process which have contributed to her success as an academic.

Sarah-Maria Fendt graduated in biochemistry at the Technical University of Munich (DE) and continued her studies at the Technical University in Denmark through the Erasmus programme. She then

completed her PhD at ETH Zurich, CH, and a post-doctoral degree at the Massachusetts Institute of Technology (MIT) and Harvard Medical School, US. She returns to Europe to create her own laboratory in Louvain, BE, thanks, in particular, to the European funding mechanisms that are the MSCA and the ERC.

She shared five lessons gained from her international experience:

- The importance of collaboration
- The enthusiasm for research
- The effective communication of ideas
- The perseverance in research and
- The sharing of societal data.

Sarah-Maria Fendt concluded by calling for an adaptation of data protection laws to facilitate the rapid sharing of data and samples between laboratories around the world.

Scene-setting keynote speech, by Sebastian Dahle, President of Eurodoc

Sebastian Dahle delivered a keynote speech entitled “Research Careers for the Future,” where he discussed the current state of research careers, evolving career pathways, and future challenges and opportunities. He emphasized the necessity for reforms in working conditions, in researchers’ training, and the expectations and recognition of researchers, their skills, and their contributions at various career stages. Sebastian Dahle highlighted the significant role of the ongoing research assessment reform, spearheaded by the COARA (Coalition for Advancing Research Assessment), in facilitating these changes.

The effect of MSCA measures targeted to non-academic sector, by Claire Morel, Head of the MSCA Unit, DG Education, Youth, Sport and Culture

Claire Morel started her speech by recalling that the MSCA programme has always encouraged the participation of any type of non-academic partners such as companies, SMEs, public bodies, museums. She then presented the latest measures introduced under Horizon Europe to foster intersectoral mobility and collaboration between sectors, countries, and disciplines, key elements of the MSCA programme. The figures from the first calls under Horizon Europe provide positive results, with an increase in non-academic participation in most MSCA Actions. She further described the results of MSCA studies on the impact of intersectoral collaborations on individual researchers, their training and career opportunities afterwards, as well as on participating organisations. Beyond these positive results, Claire underlined as well the difficulty of involving non-academic partners. Claire eventually underlined the importance of transferable skills which are an integral part of the training activities of MSCA projects.

Round table 1: After your PhD, what's next?, with Neda Bebiroglu, Observatoire de la recherche et des carrières scientifiques (BE), Kristina Berkut, Association Bernard Grégory (FR), Julien Calmand, JL Etudes et Recherches (FR), Eva Hnatkova, Prague National Library of Technology (CZ), Anouk Lafortune, DG Education, Youth, Sport and Culture

The round table explored the realities of the international job market for PhDs graduates. Panelists presented figures and statistics on the careers of PhD holders, different career paths available, opportunities in different sectors but also the challenges that still exist to support the mobility of researchers and/or their transition from academia to other sectors.

Firstly, **Anouk Lafortune** presented findings from the MSCA end-of-fellowship questionnaires, indicating that approximately 49% of MSCA doctoral researchers find employment immediately after their fellowship. Those not employed are typically still in training (26%), unemployed (15%), or inactive for other reasons (10%). Two years later, the unemployment rate among former doctoral fellows drops significantly to 7%.

Neda Bebiroglu presented an analysis of career trajectories in the Wallonia-Brussels Federation, indicating a high employment rate among PhDs, with many securing jobs even before the official graduation. However, establishing a career in academia takes time, leading many researchers to accumulate fixed-term contracts. In industry, only 35% of PhDs report that their job requires a PhD degree. Some employers fail to recognize the value of PhDs, often due to a lack of understanding of their skill set. Nevertheless, those who have collaborated with doctoral candidates express clear interest and satisfaction in their contributions.

The other speakers provided examples from different countries and organisations of recognition and support that exists for career development of doctoral fellows, within or outside academia. **Julien Calmand** highlighted the significant changes in France over the past 30 years regarding the recognition of a PhD as professional experience and increased private-sector involvement during thesis work. **Eva Hnatkova** presented activities that the National Library of Technology (Czechia) has been involved in, including a study on labour market perspectives of doctoral graduates in Europe. Finally, **Kristina Berkut** shared a perspective from the private sector and the work that the Association Bernard Grégory has done to support the professional development and recruitment of doctoral researchers.

Workshop 1: Assessing non-linear careers, with Audrey Arfi, DG Education, Youth, Sport and Culture, Amandine Bugnicourt, Adoc Talent Management (FR), Manollo Castellano, Talento Scientifico (ES), Jennifer Polk, From Phd to Life (CA) / Xavier Ronald Eeckhout Chicharro, FECYT (ES) (moderator), Alexia Nectoux, HELMO (BE), rapporteur

In Europe, there are over 2 million researchers and PhD candidates, a 45% increase in 5 years. However, their employability raises questions. Contrary to popular belief, most researchers follow a “non-linear” career, moving between academia and other sectors, sometimes abroad or into different fields. This trajectory offers advantages such as increased creativity, innovation capacity, networking, and the development of transferable and soft skills. Many opt for non-linear careers because PhD holders are needed beyond academia.

PhD programmes primarily prepare for academic positions, but industries hire based on skills and motivations, not just diplomas. The different selection processes between academia and industry make the transition challenging. It is crucial to develop transferable skills during the PhD and to have the

support of research supervisors. Individuals should self-assess, clarify their goals, and explore various work environments. Institutions and governments need to recognize the skills developed during the PhD and their societal value.

Programmes like MSCA help researchers transition smoothly, providing training and networking for improved employability. A successful career means finding meaningful work, developing relevant skills, and staying curious. Finally, a coalition is needed to transform research culture, despite existing progress like the MSCA programme.

Workshop 2: The value of MSCA transferrable skills for non-academic sector, with Begoña Arano, (Research Executive Agency), Alessandro Brunetti, Iqrypto (BE), Anne-Laure Mention, Global Business Innovation Enabling Capacity Platform (AUS), Anastasia Moschovi, Monolithos (GR), Saba Safdar, Gevers (BE) / Eugenia Shadlova, Ministère de l'Enseignement supérieur et de la Recherche (FR) (moderator), Natalia Forneris, University of Liège (BE), rapporteur

The session highlighted the critical need to cultivate transferable skills in PhD education, preparing graduates for various career paths beyond academia. Speakers emphasized the importance of adaptability, resilience, and effective communication as essential skills across diverse professions. They stressed recognizing and nurturing transferable skills developed during the PhD, such as technical expertise, communication, project management, and writing abilities, all highly valued in non-academic sectors. The MSCA programme was identified as crucial for developing these skills, offering numerous growth opportunities.

Researchers were encouraged to embrace challenges and seek personal and professional development. The transformative impact of MSCA fellowships in fostering skills like communication and intellectual property management was underscored, with statistics showing high employability rates among MSCA fellows, proving the programme's effectiveness.

The discussion advocated integrating transferable skills into PhD programmes through communication courses, intellectual property management, and openness to new experiences. The necessity for universities to collaborate with industry and prioritize innovation was a recurring theme, highlighting the need to bridge academia and industry.

Panelists shared personal career experiences, stressing the importance of interdisciplinary engagement, international collaboration, continuous learning, early skill development, and networking. They emphasized the transformative potential of PhD training in creating adaptable, resourceful professionals ready for today's dynamic job market.

In summary, the session called for reimagining PhD training to focus on holistic skill development, equipping researchers to navigate contemporary career landscapes. By fostering a culture of innovation, collaboration, and lifelong learning, academia and industry can empower researchers to contribute meaningfully across sectors, driving societal impact and sustainable progress.

Workshop 3: Intersectionality impact on research careers inside and outside academia: what are the patterns?, with Milica Antic Gaber, University of Ljubljana (SL), Marcela Linkova, Czech Academy of Sciences (CZ), Victoria Showunmi, University College London (UK), Cathelijn Waaijer, Leyden University (NL) / Dario Pellizzon, Universita Ca Foscari Venice (IT) (moderator), Siva Ganesan, Multitel (BE), rapporteur

The discussion addressed several critical points, including the interaction of gender inequality with policymakers and the significance of assessing gender distribution among university professors to ensure equitable salaries and diverse gender representation in policymaking.

Key actions for effective policy implementation were identified, such as utilizing tools for monitoring gender diversity data in universities to inform decision-making and advocating for the European Commission to incite institutions to establish rules that integrate an intersectional perspective. The discussion also emphasized the need for increased awareness of intersectional policies.

The importance of including victims in policymaking panels was highlighted, along with the necessity for policies that recognize and support marginalized women through social justice, equality advocacy, and the removal of systemic barriers. Additionally, the implementation of mentorship programmes to educate on gender imbalance and equality issues, including harassment awareness, was recommended. The establishment of legislation at universities to provide assistance and support in various areas was also stressed, as was the importance of achieving gender balance in institutional leadership roles.

Round table 2: The value of PhD for entrepreneurship, with Tarek Barakat, Stûv (BE), Gaétan de Rassenfosse, Ecole Polytechnique de Lausanne (CH), Sohail Luka, DG Education, Youth and Culture, Matteo Tonelli, Association nationale de la recherche et de la technologie (FR) / Murat Gunes, Marie Curie Alumni Association (moderator), Taher Abunama, Cebedeau (BE), rapporteur

The session, moderated by Murat Gunes (MCAA), addressed the value of doctoral education for entrepreneurship from various angles.

Gaétan de Rassenfosse looked at the question of what literature says about the correlation between having a doctoral holder and the potential for entrepreneurship ability to start-up companies. While some literature indicates a positive correlation between holding a PhD and the capacity to initiate high-tech startups, other studies suggest no significant correlation. Notably, in a survey encompassing 9000 participants in Italy, it was observed that increased exposure of PhD researchers to entrepreneurial environments during the early stages of their careers renders them more inclined to pursue entrepreneurship.

Sohail Luka and **Matteo Tonelli** shared success stories from the MSCA Doctoral Networks (Industrial doctorates) and the French CIFRE programme (*Conventions industrielles de formation par la recherche*), highlighting their effectiveness in fostering an entrepreneurial mindset through doctoral networking with industry.

Sohail Luka's presentation revealed that within MSCA Doctoral Networks, a significant 77% of industrial doctorates pursued non-academic career paths. This underscores MSCA's role as a valuable tool and enabler for PhD holders to venture into entrepreneurship. Matteo Tonelli suggested to put the seed in

the mind of students to be entrepreneurship, and he advised insistently that copying the success rate of CIFRE system in France for regional European scale could be a solution. He underscored CIFRE's impact by showcasing that post-programme, 25% of participants secured employment within the same company, while approximately 65% found employment within three months of completing CIFRE.

It was said that PhD holders possess added value due to their capacity to translate scientific knowledge into industry and tangible products. It enables them to generate innovative ideas with commercial potential. Moreover, their willingness to embrace risk reflects their inherent resilience, a quality crucial for navigating the challenges of entrepreneurship. In terms of challenges, for PhDs to be entrepreneurs, cultural and “language” problems between academia and non-academia were highlighted and the need for guidance on entrepreneurship to PhD students was proposed as a potential solution to this challenge. Factors such as their curiosity, personality, and environment they are immersed in greatly influence their likelihood of success in entrepreneurial endeavors.

The panel centered its discussion on strategies to overcome these challenges summarized as follows:

- Encouraging entrepreneurship at university level helps to enhance PhDs to make startup as shown in literature.
- Academic institutions need to enable PhDs through training, spending time with non-academic partners.

Tarek Barakat concluded: “there is no perfect recipe: it’s a learning process from what is not going well”.

Note: the three workshops and the second roundtable have been commented by Gian Maria Greco, Marie Curie Alumni Association. See his PPT presentation under the section “Useful links”.

Note: the four rapporteurs are MSCA COFUND fellows: before they work in a Walloon R&D institution, Alexia Nectoux (French nationality) was in Japan, Natalia Forneris (Argentina) was in Argentina, Siva Ganesan (Indian) was in France and Taher Abunama (Palestinian) was in South-Africa.

Report on promoting diverse career pathways and postdoctoral researchers, by Carthage Smith, Organization for Economic Co-operation and Development, Directorate for Science, Technology and Innovation (remote)

Carthage Smith addressed the issue of future research workforce in his intervention. Since 2018, he recalled, the OECD regularly publishes reports on education, research, or science. This is the most recent one which is mentioned in this intervention. It should be noted that these are not academic reports but policy-making documents.

He presented some introductory figures that contextualize his speech:

- 1% of the population in OECD countries between 25 and 64 years old holds a PhD
- This percentage is 3.5 in Switzerland
- 60% of PhDs work in the academic sector in Spain compared to 15% in Germany

Carthage Smith also reported on a 2019 questionnaire in which 56% of PhDs would choose the academic sector for a post-doctoral position against only 26% for the industrial sector and 9% for the non-profit sector.

He mentioned supply and demand because the 'classical' academic world cannot absorb the number of PhD holders today. As a result, this precariousness affects PhDs particularly in terms of mental health but also decreases the attractiveness of careers and reduces efforts to promote diversity and gender equality.

In parallel, the causes and challenges are also addressed:

- Lack of sectoral mobility
- Lack of diversity in research careers
- Issue arising the international mobility

As a result, the OECD makes several recommendations:

- Improve working conditions and offer more transparent, predictable and flexible career prospects for postdoctoral researchers
- Offer broad professional development during postdoctoral training
- Promote equal opportunities, diversity and inclusion in research careers by identifying and addressing existing biases and challenges
- Establish better links between research assessment and funding, and human resource management policy objectives
- Improve institutional practices regarding human resource management in research
- Promote inter-sectoral mobility of researchers
- Support the international mobility of researchers
- Develop the evidence base on research careers
- Include all relevant stakeholders in the governance and coordination of research and ensure concerted, systemic action

DAY 2 (19/4/2024)

Message from the National Research Foundation of Ukraine, by Yulia Reminska, NRFU (UKR) and MSCA4UKRAINE testimonies, by Iuliia Anosova, University of Ghent (BE) and Ruslana Kuzina, KULeuven (BE)

We heard three poignant testimonies: the first one from Yuliia Reminska, representative of MSCA at the Horizon Europe office in Ukraine, and the other two from two researchers involved in the MSCA4Ukraine programme in Belgium.

Yuliia Reminska warmly welcomed attendees to the MSCA Conference in Mons. She expressed gratitude to the organizers for fostering a platform for sharing innovative ideas on career opportunities and skill development for researchers. Her speech highlighted Ukraine's resilience amid 786 days of war, emphasizing the country's commitment to supporting its researchers and innovators despite immense challenges. She thanked the European Commission, the Belgian Presidency, and the European scientific community for their unwavering support. The message underscored Ukraine's enduring collaborative spirit in scientific advancement, despite the destruction of research infrastructure and loss of lives. Specific examples of resilience included enduring long air alerts and continuing revolutionary projects in various fields. Yuliia reflected on the tragic loss of around 80 Ukrainian scientists and the displacement of nearly 5,000 others, emphasizing the significant loss of potential

innovations. The environmental impact of the war, including mass dolphin deaths and the ecological disaster from the Kakhovka hydroelectric power station explosion, was also highlighted. The address concluded with a call for continued collaboration within the European Research Area, emphasizing the importance of partnerships and inclusivity to overcome challenges and advance scientific inquiry and innovation.

Iuliia Anosova, researcher at the University of Ghent within the Faculty of Law and Criminology detailed her research on sexual violence during armed conflict, particularly in Ukraine (*“(In) Visible Crime Dealing with Conflict related Sexual Violence in International and National Contexts A Case Study of Ukraine”*). She provided some frightening figures:

- 1518 scientists have taken up arms voluntarily.
- The Ukrainian research budget decreased by 48% (and salaries by 39% (current average monthly salary is about 255 €)
- 53 countries welcome NRFU (National Research Foundation of Ukraine) scientists as refugees
- Over 1400 research infrastructures have been destroyed or damaged

Hosted at the KULeuven, **Ruslana Kuzina** currently works on the war challenges in education of Ukraine and her research question is *“can the rehabilitation after the war be an opportunity to put sustainability more on the agenda in Ukraine?”*. The main objective of her research project is making policy recommendations related to enhancing sustainable development goals (SDG) awareness as well as improving SDG performance in the rehabilitation and the post war economy.

Roundtable 3: Stakeholders’ perspectives on the new European Charter for researchers, with Julien Chicot, The Guild, Manuel Heitor, Conference of European Schools for Advanced Engineering Education and Research, Celine Peroni, DG Education, Youth, Sport and Culture, Michele Rosa-Clot, DG Research and Innovation, Mostafa Moonir Shawrav, Marie Curie Alumni Association

The panelists discussed the new European Charter for Researchers adopted in December 2023 as an annex to the Council recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe.

Céline Peroni first reminded the audience of the first Charter and Code published in 2005, as one of the policy measures that were designed to implement Priority 3 of the European Research Area (*“An open labour market for researchers”*), and a set of principles setting high standards when it comes to the recruitment and working conditions of researchers; and of the reasons why a new Charter was needed in the context of a broader, updated policy framework on research careers.

Michele Rosa-Clot (DG RTD) and **Mostafa Moonir Shawrav** on behalf of MCAA, discussed the outcomes of the first Charter’s implementation, both on organisations and on Member States regarding improving researchers’ careers; and highlighted the challenges that remain from the point of view of the institutions involved with regards to the concrete implementation of these principles notably since the Charter is a non-binding document. There are also legal issues such as the definition of a researcher.

Julien Chicot noted that cultural changes within academia, such as how researchers are recruited and evaluated, are essential to fostering a more inclusive and dynamic research environment. For him,

institutional changes are necessary to ensure that national regulations, particularly those concerning public employment, allow universities to make academic research careers more attractive.

Manuel Heitor wondered about the number of female researchers who benefited from the effects of the Charter. He recalled that 20 years ago, Commissioner Busquin (in charge of Research) stressed the urgent need to increase the number of researchers in Europe and that today they represent 1% of the workforce. He pointed out, however, that quantity does not rhyme with quality, evoking, for example, precariousness.

The roundtable was also the occasion to explore the structuring effects that the MSCA produced on organisations by spreading the practices and standards laid down in the Charter & Code, which were highlighted by both the ex-post evaluation of Horizon 2020 and the (currently ongoing) interim evaluation of Horizon Europe.

Finally, the speakers tried to identify the specific needs that organisations have to improve their support for better, more attractive and less precarious careers, as well as in implementing the new standards. Linked to that, they also concluded that the MSCA is a central instrument in spreading the principles of the new European Charter and in supporting organisations in improving researchers' careers, although more could be done, and that with a higher budget under the next programme, the MSCA could be even more impactful in terms of spreading those standards.

The Guild and MCAA agreed on the positive impacts of the Marie Skłodowska-Curie Actions on research careers and on the fact that this programme should continue in FP10 with a higher budget.

Future perspective of MSCA in Horizon Europe, by Manuel Heitor

Manuel Heitor, member of the CESEAR but also chair of an advisory group on the next European R&D framework programme, delivered a keynote speech on the future perspective of the MSCA in the upcoming FP10. Manuel Heitor, who recently served as Portugal's minister for Science, Technology, and Higher Education, celebrated the EU's success in increasing the number of researchers in Europe to 2 million. However, he noted that this increase did not correspond with improvements in the quality of researchers' careers. As the chair of the advisory group, he outlined that their reflection process is organized around four pillars:

- Competitive excellence
- European industrial competitiveness
- Societal challenges
- The European ecosystem for R&I (the ERA).

Final words and conclusions, by Antoaneta Angelova-Krasteva, Deputy director-general, DG Education, Youth, Sport and Culture

In her closing speech, **Antoaneta Angelova-Krasteva** emphasized the crucial role of supporting researchers in their careers to ensure the creation of meaningful, high-quality jobs. She highlighted academia's significant contribution, providing researchers with opportunities to delve into their fields, undertake groundbreaking projects, and mentor future students. However, she also recognized the transformative impact of the non-academic sector, where researchers apply their expertise to drive technological innovations, influence market trends, and enhance global quality of life. She concluded

by underscoring the importance of European solidarity, especially during times of war, and the critical need for researchers to work in a safe environment.

Useful links

[Conference recording](#) and [speakers' presentations are available online.](#)