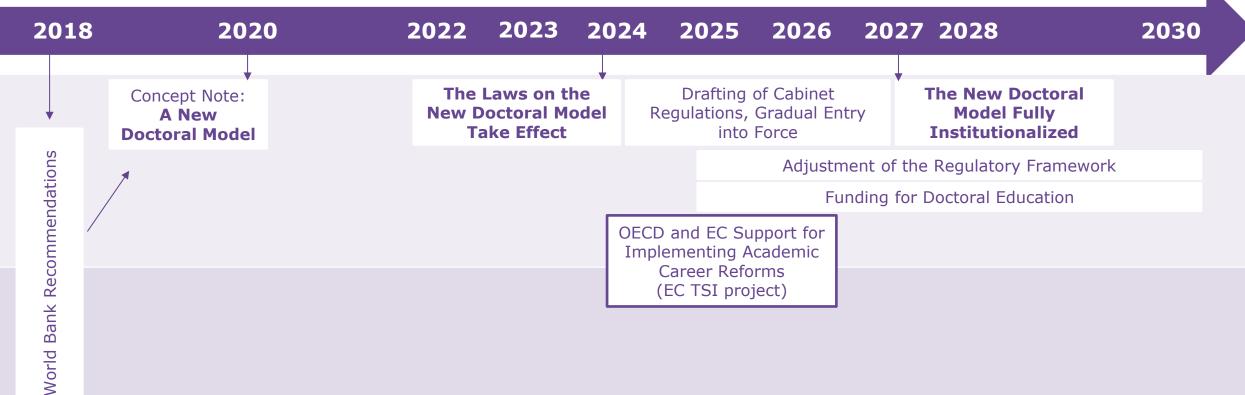


Ministry of Education and Science Republic of Latvia

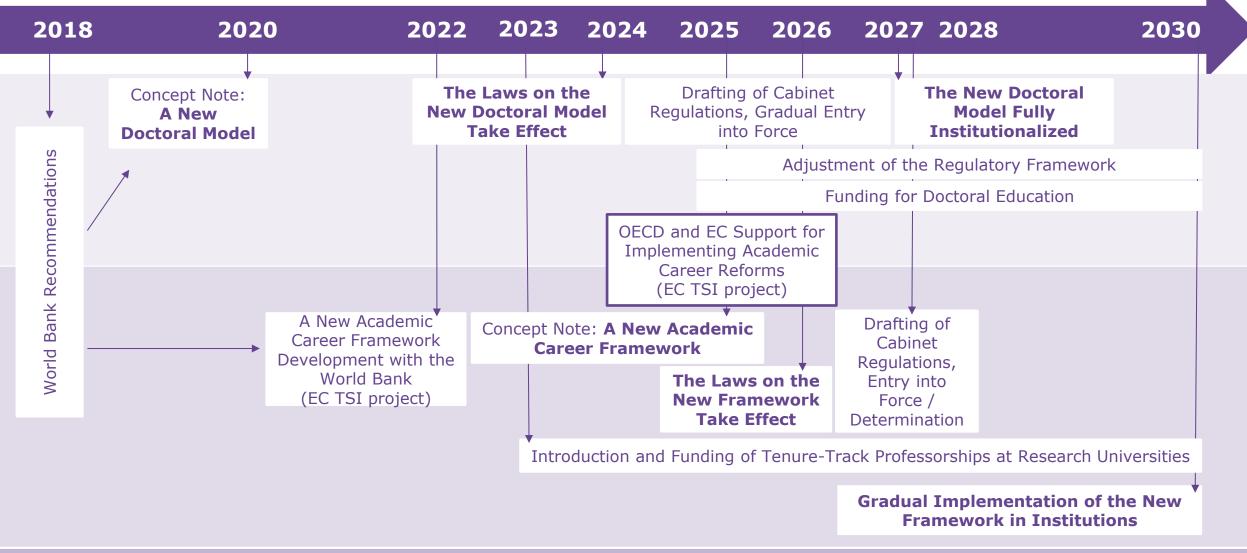
Latvia's Academic Career Reforms: What's Coming Next?

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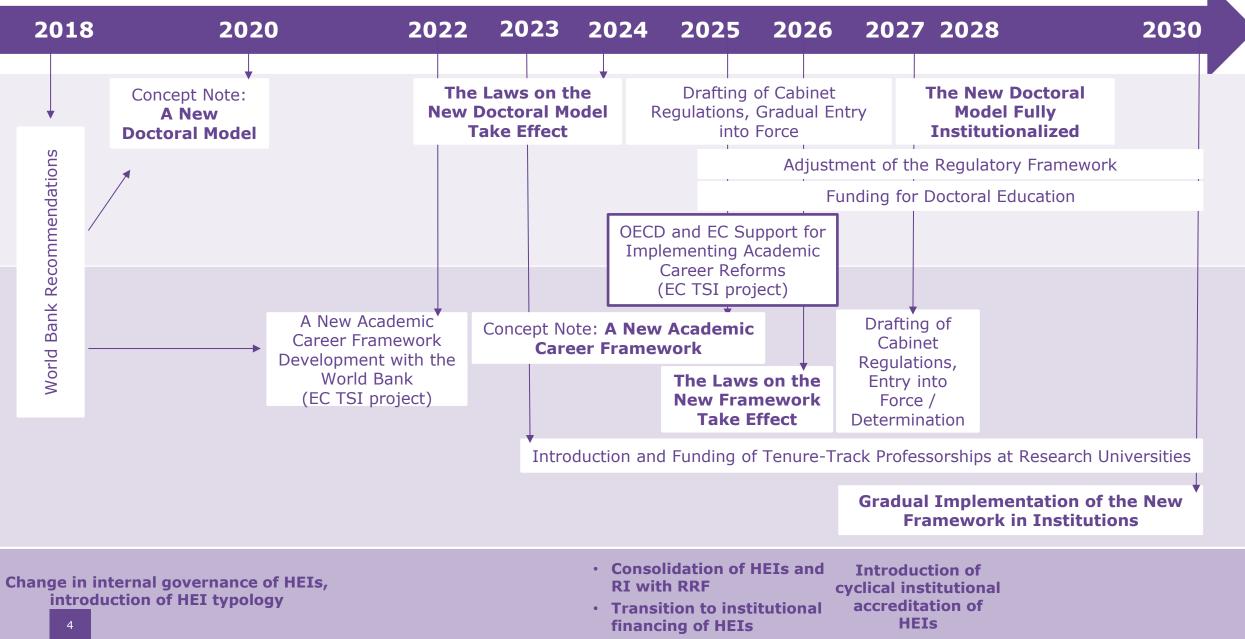
ACADEMIC CAREER REFORMS: STATUS QUO (JUNE 2025)



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THE NEW ACADEMIC CAREERS FRAMEWORK

Doctorate as Stage P1 of the Academic Career Path

Doctoral students employed as researchers for the duration of studies without election; doctoral students combine student and researcher roles, with guaranteed gross pay of at least $\leq 1000/month$ during studies.

Regular Performance Evaluation

According to the academic career stage, performance is evaluated at least once every six years, covering all areas of academic work.

Balanced Workload

Teaching, research or artistic creation, organizational duties, and the third mission – equally important and reflected in the employment contract.

Academic Career Stages (R1–R4)

Four stages of the European Researcher Career Framework, multiple academic staff categories including permanent academic staff and related positions

Improved Procedures for Selection, Recruitment, and Promotion

Differentiated procedures for selection, recruitment, and promotion across academic career stages, allowing institutions to choose the most suitable approach while ensuring quality, inclusion, and institutional autonomy.

Permanent Contracts & Tenure System

Permanent contracts also at earlier career stages; research institutions may introduce a three-level tenure system

Remuneration

Gradual increase in average remuneration for academic staff at each career stage in line with the Education Development Guidelines for 2021–2027 targets – **up to** €4205 by 2029.

WHERE DO WE STAND & WHAT'S NEXT?



The first consultation round of the draft conceptual report has been completed in the Legal Acts Portal.

The Ministry has reviewed the submitted objections and proposals and has accordingly refined the conceptual report.

Within June, the revised draft will be submitted for **a second round of consultation.**



KEY CONCERNS & PROPOSED SOLUTIONS

SALARY & FINANCING

- Concerns about shift from minimum to average salary levels
- Need to align reform goals with realistic financing
- Financial sustainability of the remuneration model



ACADEMIC STAFF CATEGORIES & STATUS

 Clarification of academic staff categories, including practice-oriented and visiting roles



CAREER TRANSITIONS & STABILITY

- Stronger protections and support for academic staff
- Clear transition pathways to the new framework for current academic staff

RESPONSE:

- Retained state-defined average salary levels per academic career stage
- Provided a clearer reform implementation and financing timeline
- Confirmed that the 2026–2028 academic staff remuneration model fits the current budget

RESPONSE:

- Clarified who qualifies as academic staff, defined all categories, including practice-oriented and visiting staff
- Ensured consistency and fairness across roles

RESPONSE:

- Outlined clear transition paths for current academic staff
- Introduced protections in academic staff performance evaluations
- Reinforced stability and trust in academic career

THE THREE STRONGEST FEATURES OF LATVIA'S NEW ACADEMIC CAREER FRAMEWORK



A clear, phased career structure aligned with the European Research Career Framework Possibility to conclude permanent contracts at all career stages – a structural shift towards greater academic career stability



A modernized academic staff remuneration model that respects financial realities and reinforces institutional autonomy



Ministry of **Education and Science Republic of Latvia**

Thank you!





