



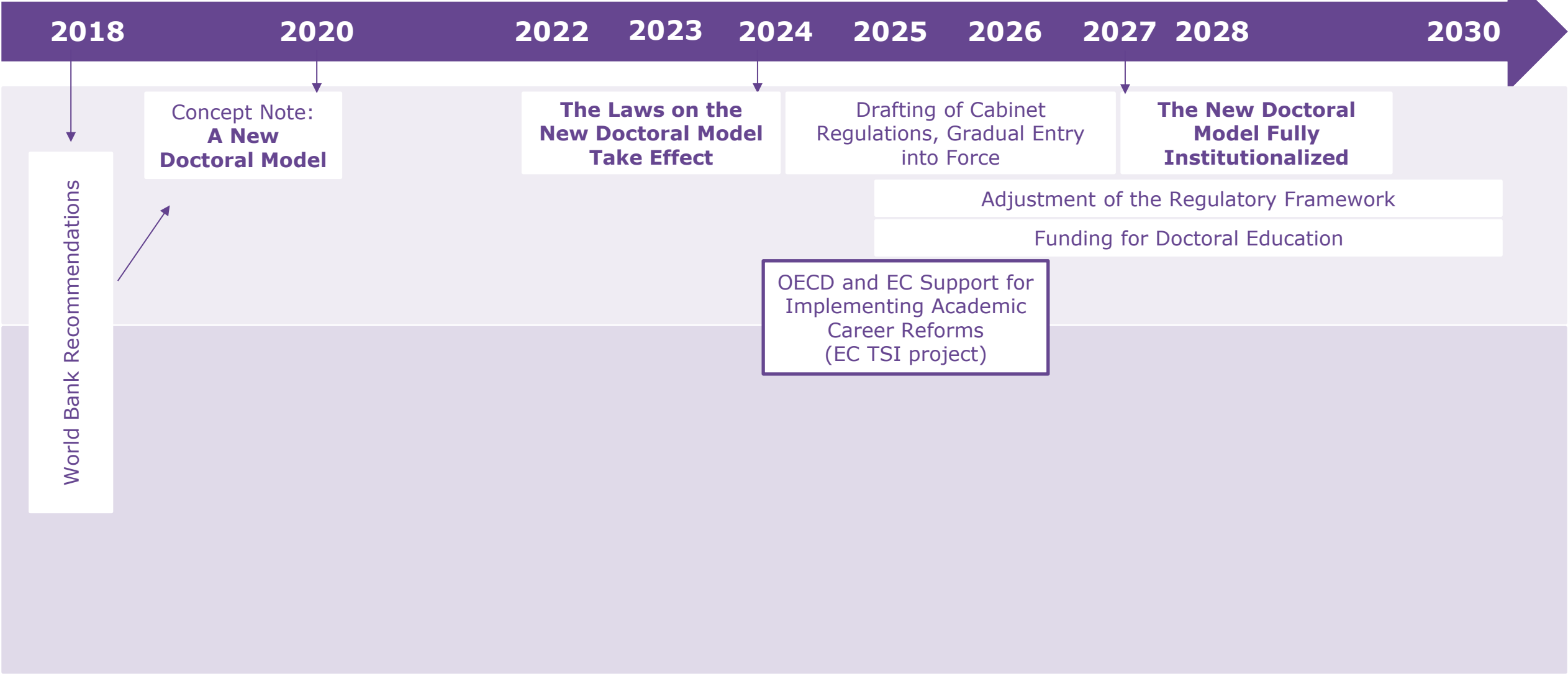
Ministry of  
Education and Science  
Republic of Latvia

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

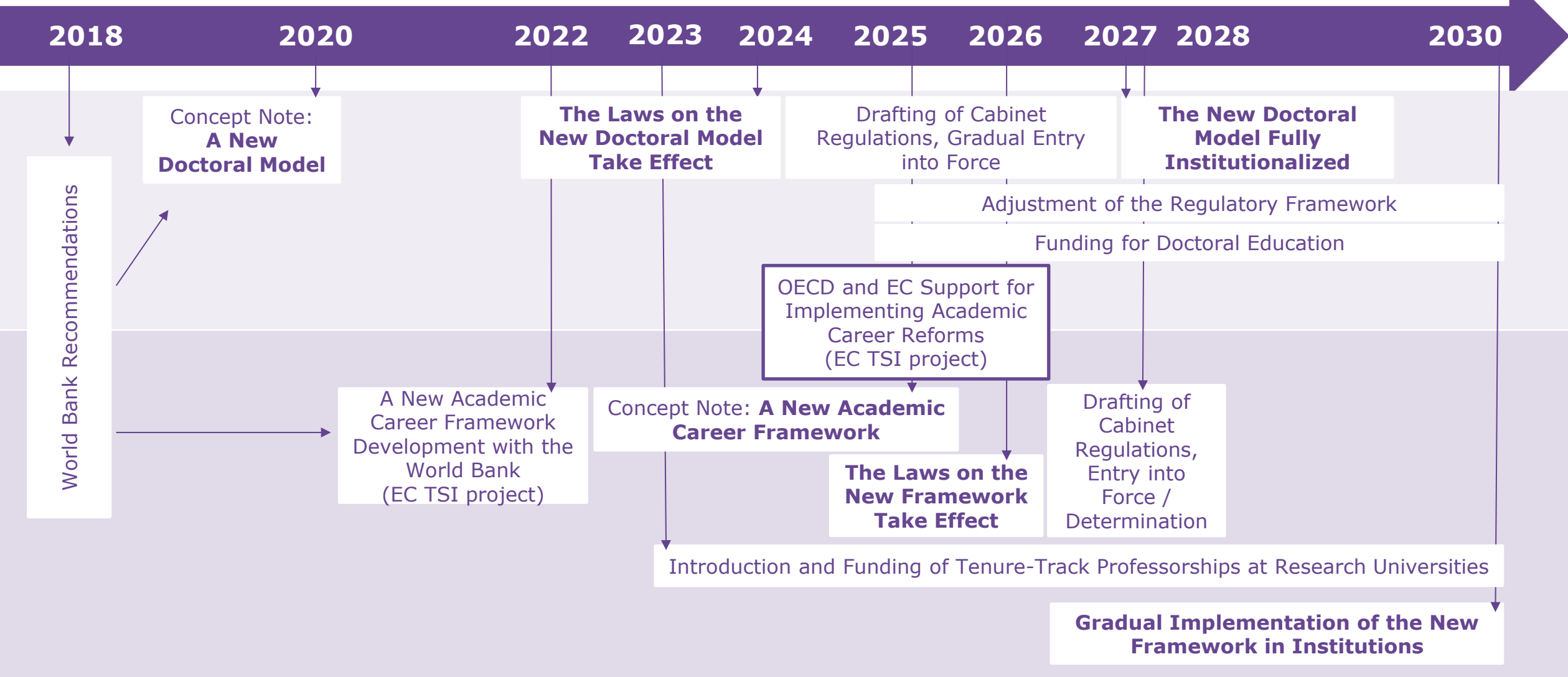
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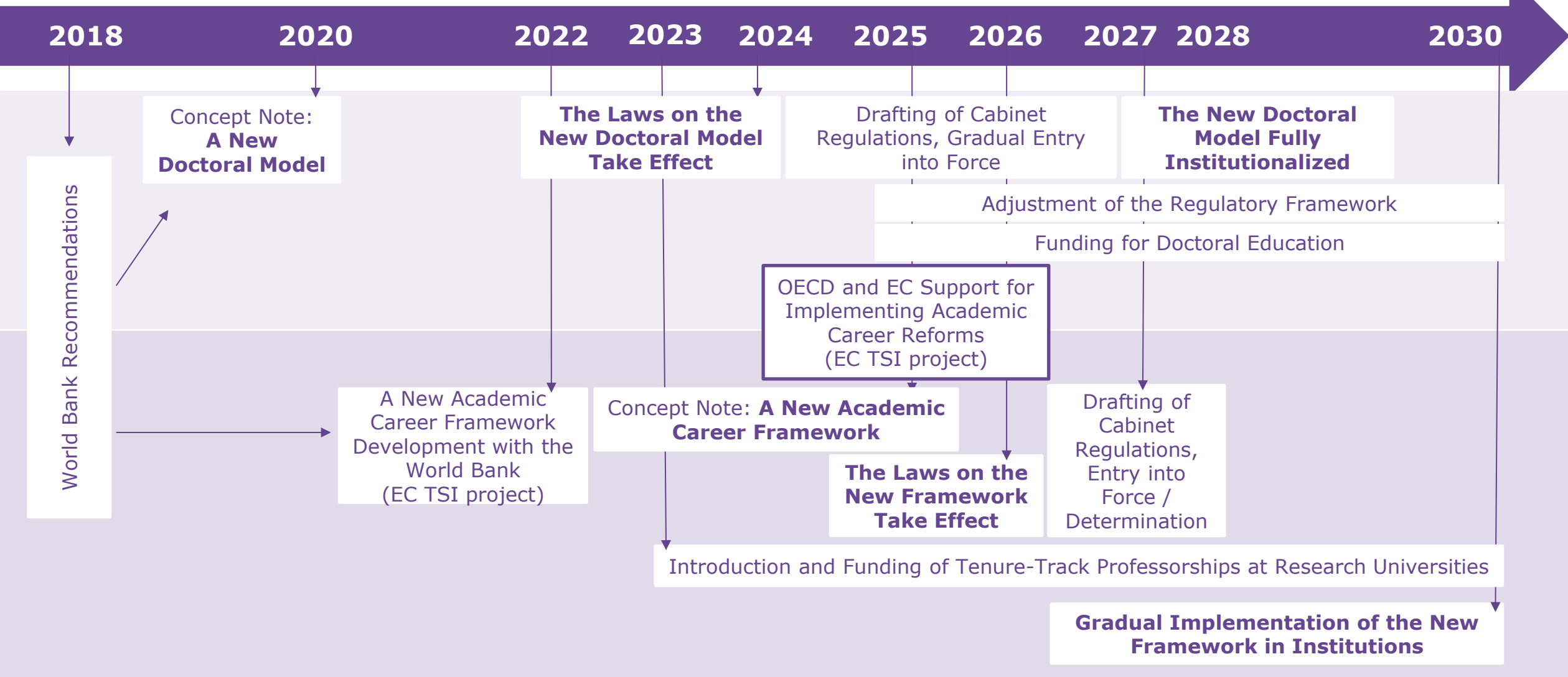
# ACADEMIC CAREER REFORMS: STATUS QUO (JUNE 2025)



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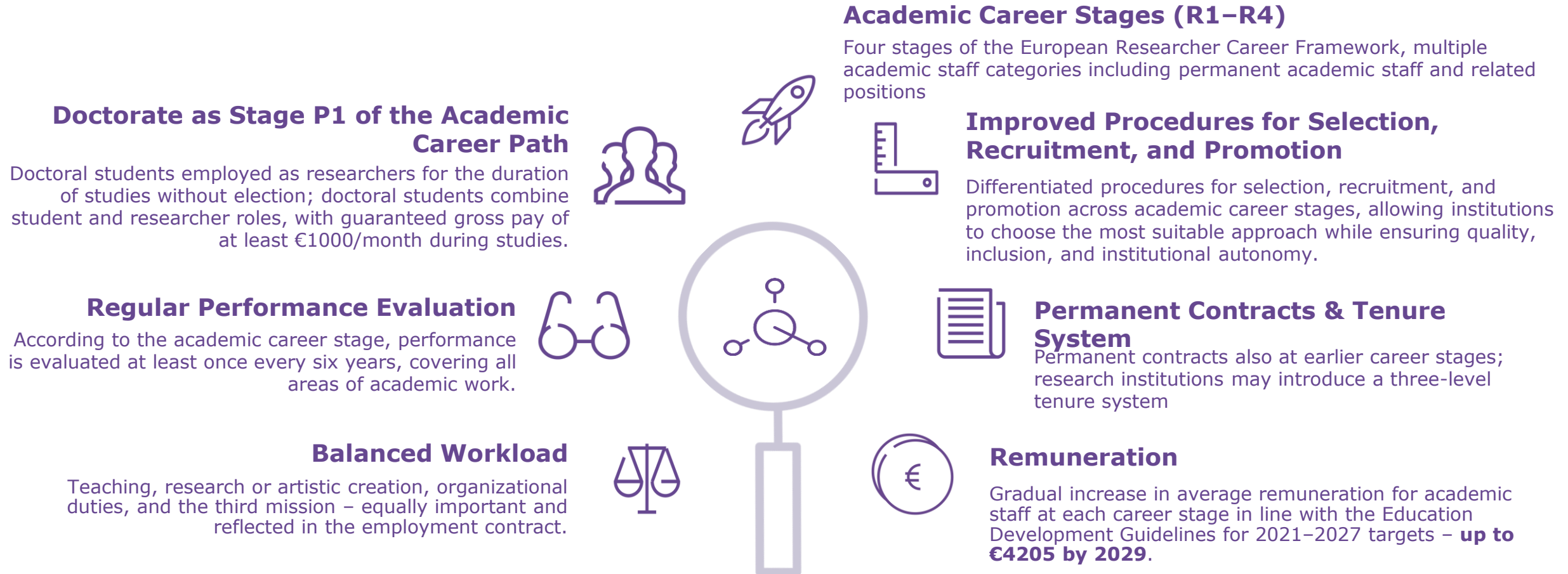
# ACADEMIC CAREER REFORMS: STATUS QUO (JUNE 2025)



Change in internal governance of HEIs, introduction of HEI typology

- Consolidation of HEIs and RI with RRF
- Transition to institutional financing of HEIs
- Introduction of cyclical institutional accreditation of HEIs

# THE NEW ACADEMIC CAREERS FRAMEWORK



## 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

## 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



## ACADEMIC STAFF CATEGORIES & STATUS

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

## RESPONSE:

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



## CAREER TRANSITIONS & STABILITY

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

## RESPONSE:

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

# 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!



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