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# The Impact of ReMO COST Action on Researcher Mental Health on Policy in European Research Governance

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## Abstract

Early-career researchers (ECRs) face precarious working conditions throughout Europe—short-term contracts, high competition, and an intense publish-or-perish culture (1). These conditions have significant implications for the mental health of researchers. Despite growing awareness of these challenges, researcher mental well-being has often been overlooked within institutional and policy frameworks.

The Researcher Mental Health Observatory (ReMO) COST Action, which ended in September 2024, strongly advocated for systemic change at the European level (2). This contribution examines the impact of ReMO’s policy engagement, focusing on its successful advocacy for the inclusion of mental health considerations in the newly revised European Charter for Researchers (3) and its contributions to the Marie Skłodowska-Curie Actions (MSCA) Guidelines on Supervision (4).

ReMO facilitated dialogue between researchers, policymakers, research institutions and funding bodies (5). In particular, ReMO emphasized the need for institutional accountability in supporting researcher well-being. Its work advanced recognition of mental well-being within researcher development and contributed to policy recommendations to embed mental health support within institutional practices.

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This contribution presents the key lessons learned from ReMO's efforts to advocate for policy changes. Future directions for ensuring long-term structural change within our research culture will be explored. The work of the ReMO COST Action highlights the synergy between advocacy for researcher mental health and efforts to promote gender equality and inclusion within academia, thereby aligning with the broader objectives of the VOICES COST Action.

References:

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