

Alarming statistics: Almost half of early-career researchers face career uncertainty

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*While the departure of skilled talent dominates conversations across the region daily, hopeful news is emerging directly from the heart of the European Union. At the prestigious Talent Ecosystems Cluster Event in Brussels - a gathering of 10 European Commission-funded initiatives - representatives of the **AttractAdria** project, led by a team from Bosnia and Herzegovina and Croatia, served as the voice for the Adria region's early-career scientists.*

How our regional experts are reshaping the future of young researchers in BiH and Croatia?

Led by Project Coordinator **Dr Tamer Bego** from the **University of Sarajevo**, alongside distinguished researcher **Elma Omeragić** and **Ivana Gulišija Radić** from the regional glycan analysis leader **GENOS** in Zagreb, our delegation led important conversations with the European scientists about challenges faced by local talent.



As the cornerstone of this European collaboration, the **ERA White Paper (European Research Area White Paper)** was officially launched in Brussels. This strategic document,

which outlines the trajectory of European science policy, was co-authored by the AttractAdria project team.

The data presented in the paper is striking and resonates strongly with our region: an alarming **48.6% of early-career researchers cite total uncertainty and a lack of clear career progression pathways as the primary barrier to continuing their scientific careers**. For Bosnia and Herzegovina and Croatia, where young talent has historically migrated to Western European hubs, these findings present a clear opportunity for a strategic turnaround.

"We cannot expect our brightest minds to remain in Bosnia and Herzegovina and Croatia unless we provide them with transparent career pathways, international visibility, and direct integration with global centres of excellence," stated the AttractAdria team.

The AttractAdria project is dedicated to institutional transformation and the advancement of personalised preventive healthcare, with a specific focus on establishing sustainable support mechanisms. By funding attendance at leading global conferences for early-career researchers and participating directly in shaping European policy decisions in Brussels, this team demonstrates that the Adria region possesses the knowledge, drive, and tools required to foster a new generation of scientific leaders.

The complete **ERA White Paper**, featuring detailed recommendations and an analysis of regional potential, is now available to the public on the [official AttractAdria project website](#).

About AttractAdria project: The AttractAdria (Attractive Research Ecosystem in the Adria Region in the Field of Personalised Preventive Healthcare) project is a multinational and multistakeholder initiative funded by the the European Research Executive Agency (REA), under the European Union's Horizon Europe research and innovation programme. The ultimate goal of the project is to develop a thriving and lasting research ecosystem in the Adria region for personalised preventive healthcare.

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