Action 4 ERA Policy Agenda 2022-24 and the new Council Recommendation on research careers

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Background and policy context

Context: Over 2 million researchers in Europe (2022)

2 million researchers

670.000 doctoral candidates

57% business sector
32% academic sector
10% government sector

45% increase since 2012

62% in China

26% in US

1% of total EU labour force

Ranging between 0.4% and 2% in MS

Sources: Eurostat, MORE4, Knowledge ecosystems in the new ERA study

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Challenges for research careers

- Have **recruitment and working conditions** to attract and retain research talents

- **Fight precarity** and ensure **financial wellbeing**

- Respond better to **labour market's skills needs**

- Strengthen and facilitate **intersectoral mobility**

- Improve the **assessment and reward system**

- R&I reforms to induce **better balanced talent circulation**

Priority Areas of the Pact: ERA Policy Agenda 2022–24

Deepening the ERA

1. Open sharing of knowledge, incl. EOSC
2. Data legislation fit for research
3. Reform of the research assessment system
4. **Strengthen research careers**
5. Gender equality and inclusiveness
6. Protect academic freedom
7. Better knowledge valorisation
8. Strengthen research infrastructures
9. Promote international cooperation

Widening the ERA

15. Regional and national R&I ecosystems
16. EU-wide access to excellence
17. Strategic capacity of Europe's public research performing organisations

Broadening the ERA

10. R&I Missions and Partnerships for ERA
11. Green energy transformation
12. Green and digital transition of industrial ecosystems
13. Empower higher education institutions
14. Bring science closer to citizens

Prioritising investments and reforms

18. Coordination national support for ERA
19. ERA monitoring mechanism
20. Prioritisation and coordination of R&I investments and reforms

A package for attractive and sustainable research careers

Setting standards

- Council Recommendation on a European Framework for Research Careers (incl. new European Charter for Researchers)

Supporting implementation

- MLE, ResearchComp, ERA Talent Platform one-stop-shop, R&I Careers Observatory, RESAVER…

## Promoting cultural change

- Reform of research and researcher assessment *(COARA.eu; ERA Action 3)*
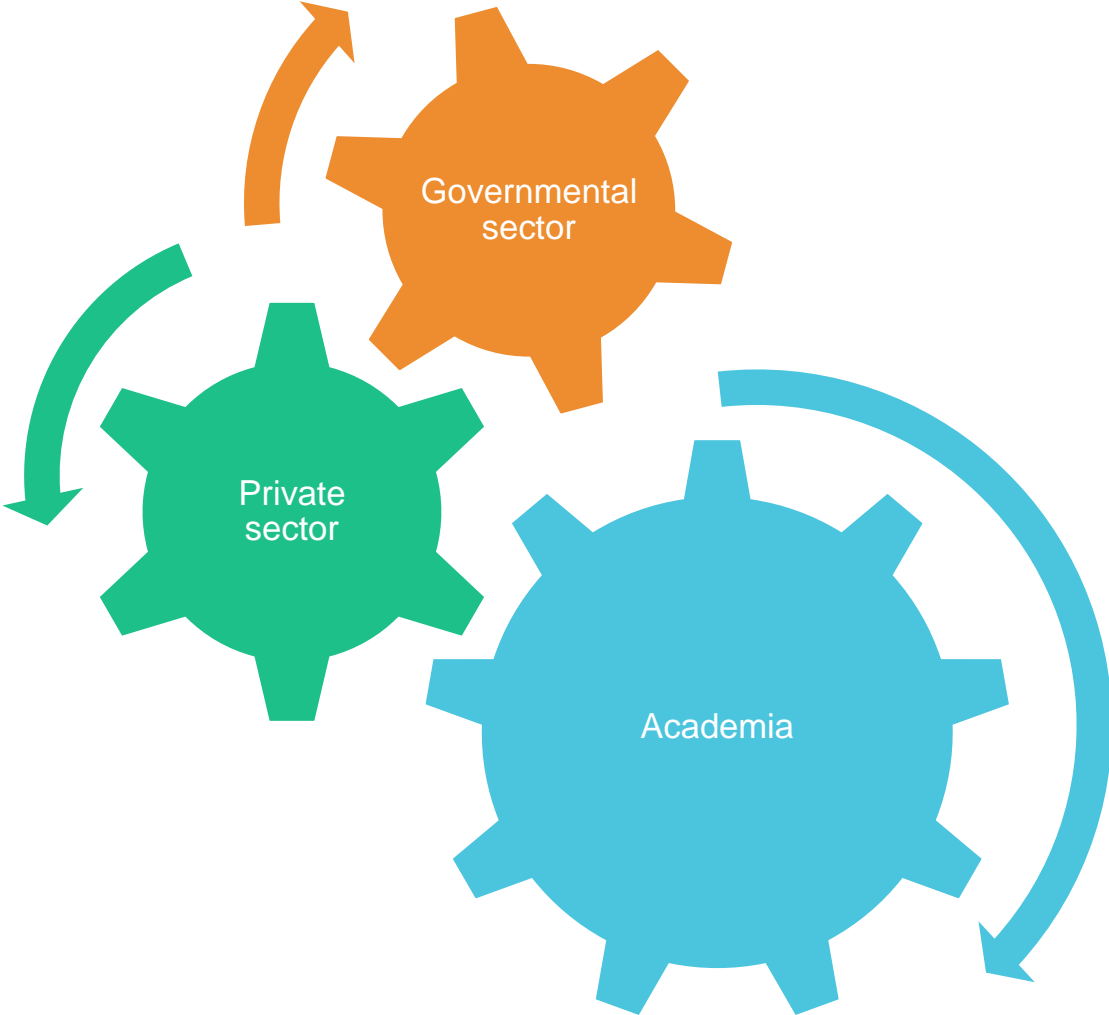
Coordinating investments

- Pilot in Horizon Europe 2024 supporting organisational change – possible upscaling 2026-2027

ERA Policy Agenda 2025-27

- Guidelines and recommendations
- Communities of practice
- Investment pathways

Commission

Portugal (MS)

Coimbra Group (SHs)

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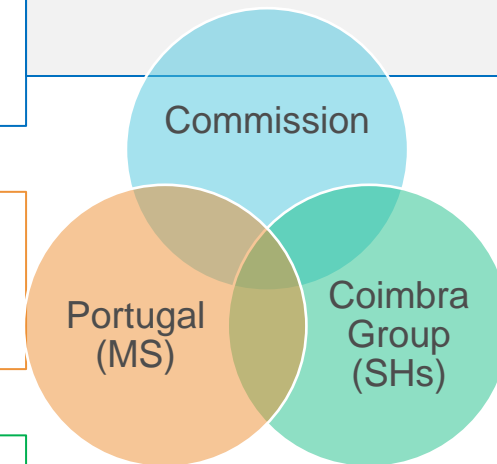
A continuous flow of talents

Pillars of the Council Recommendation

Definitions

Recognition, interoperability and comparability of researchers' careers

Recruitment and working conditions

Researchers skilled for inter-sectoral and inter-disciplinary careers and for entrepreneurship and innovation

Career assessment, development and progression

Balanced circulation of talents and making the Union an attractive destination

Support actions for research careers

Monitoring of research careers

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Pillars 1 & 2

Definitions

- Researchers
- Research managers
- Research technicians
- Revised R1-R4 profiles with examples of occupations (annex I)

Recognition, interoperability and comparability of researchers' careers

- Equal esteem and reward for different career paths
- Mapping of career structures by HR offices against R1-R4 profiles

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Pillars 3 & 4

Recruitment and working conditions

- OTM-R
- Attractive working conditions including remuneration, job security and stability
- Social protection and promotion of RESAVER
- Equality and inclusiveness
- Specific measures and incentives for early-career researchers (R1-R2)

Researchers skilled for inter-sectoral and inter-disciplinary careers and for entrepreneurship and innovation

- Development of skills including based on ResearchComp and on interaction in ecosystems
- Foster innovation and entrepreneurial mindset, including focus on women
- Eliminate structural and administrative barriers to mobility
- Promote inter-disciplinary mobility of researchers

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Pillars 5 & 6

Career assessment, development and progression

- Recognition of all mobility experiences
- Reformed assessment and reward system
- Advisory/support services
- Fair, equal and inclusive accession and progression system, including considering Tenure-Track-Like systems

Balanced circulation of talents and making the Union an attractive destination

- MS to make research systems more attractive
- EC to support MLEs, monitor flows, and facilitate attraction and return of talents

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Pillars 7 & 8

Support actions for research careers

- Strengthen EURAXESS and develop ERA Talent Platform as one-stop-shop for researchers and institutions
- New European Charter for Researchers for all sectors and transition measures (annex II)

Monitoring of research careers

- Observatory on research careers in addition to ERA monitoring systems

Thank you!

European Research Area Platform - Horizon Europe support for research careers
https://european-research-area.ec.europa.eu/horizon-europe-support-research-careers