



NEW European Research Area

Navigating the new “European Framework for Research Careers”: Implementation and Challenges ahead

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PT co-sponsor on behalf of Member States

Action 4 Research Careers - ERA Policy Agenda

**ERA Policy Agenda –
ERA Forum
Inspiring ERA
Workshop on Action 4
13 November 2024**

Overview



NEW European Research Area

I. The New European Research Area

II. 20 years: A bumpy road towards the new Framework

III. The European Framework for Research Careers

IV. What's new? what have we achieved, and which challenges lie ahead?

I - 20 years after ERA's new impetuous

The first attempts to create ERA

Commissioners Ralf Dahrendof (1970-1974) & Antonio Ruperti (1993-1994)

Inscription of ERA

European Commission Communication
"Towards the European Research Area"
Council Resolution
June 2000

The Lisbon Treaty (TFUE)

Art. 179. 1. The Union shall have scientific and technological bases and the objective of strengthening them by achieving a European research area in which researchers, scientific knowledge, and technology **circulate freely...**

New ERA

European Commission Communication "A new ERA for R&I" - Sep.2020
Council Conclusions on the New ERA - Dec.2020

I - New ERA approach

Shared responsibilities and on a voluntary basis

Participation of stakeholders and citizens

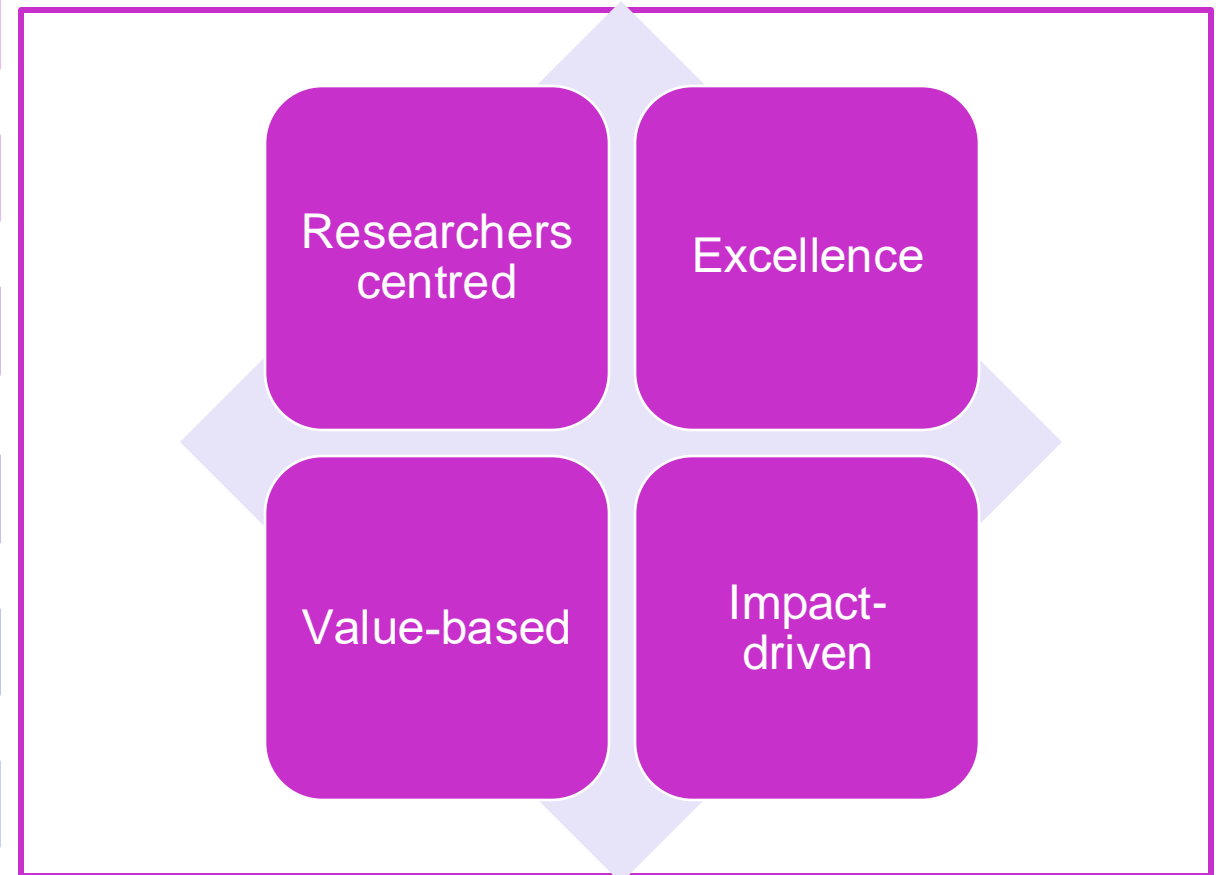
Diversity and strengths of European R&I ecosystems

Responsive to smart directionality: twin transitions and societal challenges

Quality

Priority for investments (3% target)

ERA Actions with added-value with a critical mass of MS and the EC.



I - New ERA Priorities

Deepening the ERA

- Enhancing attractiveness of Research careers
- Freedom of science/academic freedom
- Research Infrastructure
- Open Science

Directionality

- Joint programmes and linkages between innovation ecosystems and actors
- Digital transformation
- European R&I partnerships
- Knowledge circulation
- International cooperation (reciprocity, openness, transparency, common values..)

Participation: visibility and relevance of R&I for society

- Citizen Science
- Science Communication

Broad inclusiveness and access to excellence

- Facilitate openness and inclusiveness
- Unbalanced mobility patterns
- Improving employability and career development
- Talent absorption
- Brain Circulation
- Gender Equality
- Science Management

I - ERA POLICY AGENDA 2022- 2024



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

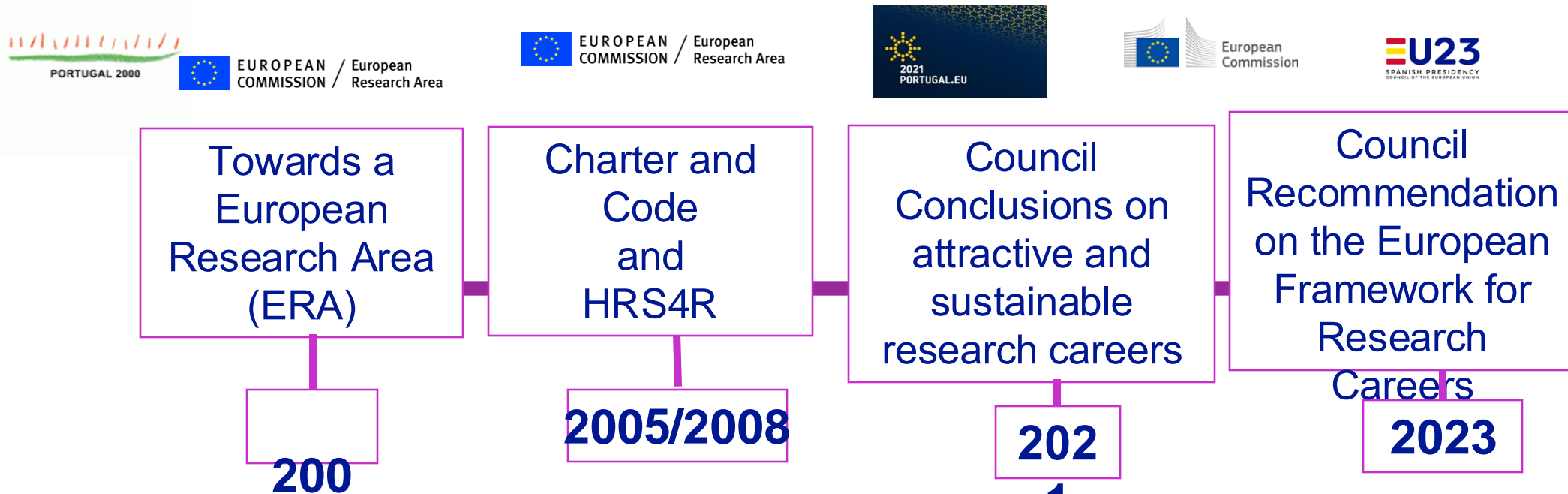
10. R&I Missions and Partnerships for ERA
11. Green energy transformation
12. Green and digital transition of industrial ecosystems
13. Empower higher education institutions
14. Bring science closer to citizens



Prioritising investments and reforms

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

II - The path to the European Framework for Research Careers



2008 – C.C. the 5th Freedom and family-friendly careers and work-life balance; Better careers, more mobility

2010 – C.C. European researchers mobility and careers

2016 – C.C. Early-stage researchers

II – Change in focus: from system's centred to researcher's centred

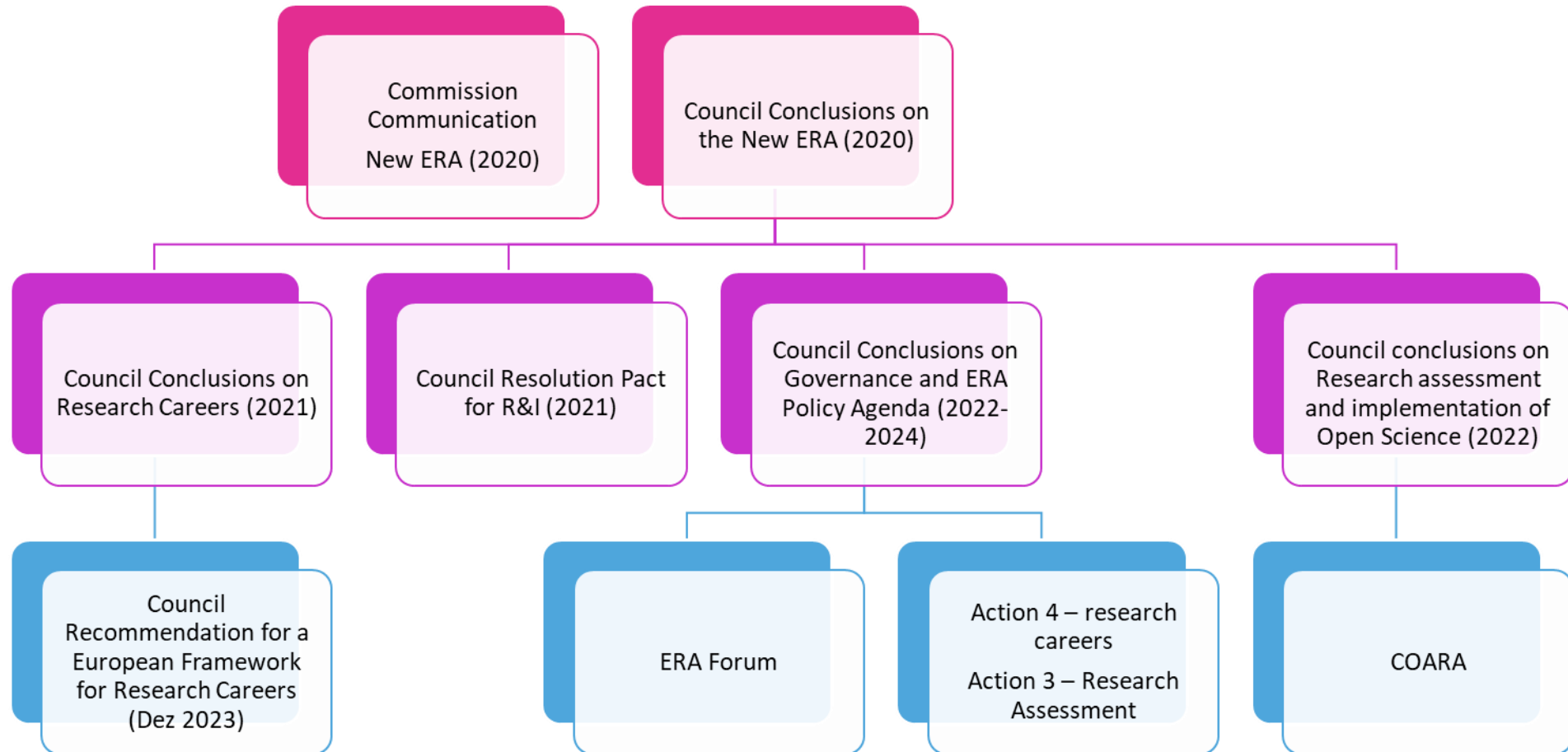
**More
abundant and
more mobile
human
resources
(2000)**

**Realising the
Internal
market for
Researchers
(2007)**

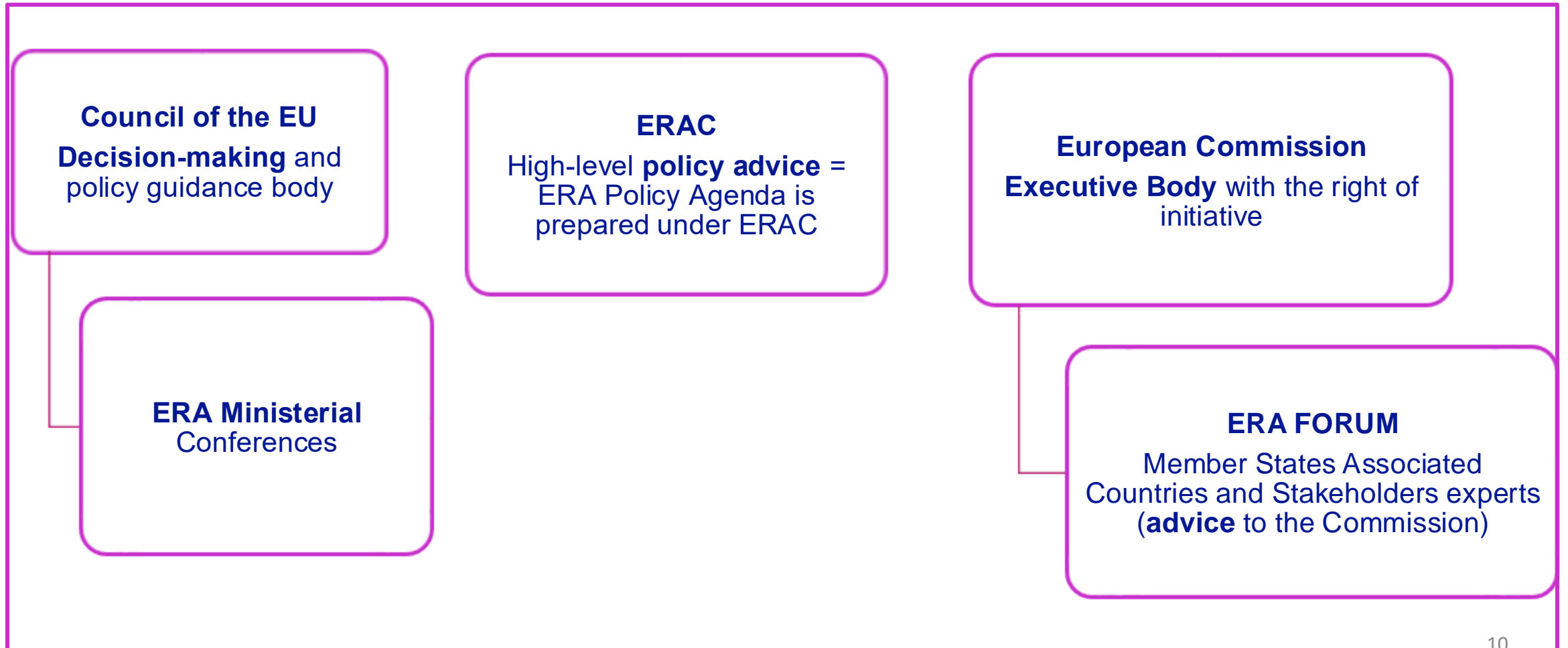
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**Attractive and
sustainable
careers and
working
conditions
(2021)**

II - The path to success: interlinked steps



II- Council Recommendation on a PACT for R&I + The ERA Policy Agenda (Governance)



III- Policy Rationale towards the European Framework for Research Careers

- The **precariousness** of employment in academia - **Guidance mechanisms and skills diversity.**
- **Diversified and multiple-career paths:** European taxonomies for interoperability, comparability and recognition.
- The evolution of **reward and assessment systems with a talent-based approach** requires **European and global comparability.**
- Taxonomy of **skills for researchers** for a recognised **profession for researchers**
- **Working conditions** and **family** friendliness (portability of pensions, social security, parental leave, career breaks) and **equal opportunities**
- **Monitoring researchers' labour market**, better data, indicators and measurement
- Adequate **framework conditions** to retain and attract talent

III - The European Framework for Research Careers

**Professions:
Definitions of
Researchers and
research support
personnel**

**Recognition,
interoperability
and comparability
of careers**

**Recruitment and
working
conditions,
including
precarity**

**Balanced
circulation of
talents**

**Career
assessment,
development and
progression**

**Research skills to
the academia and
beyond**

**Support actions for
research careers**

- Charter for researchers
- ERA Talent Platform/EURAXESS
- Human Resources Strategy for Researchers,

**Monitoring of
research careers**

- Observatory on Research Careers

IV - What's new since 2021?

- **Research as a profession** included in the European Framework
- **3 careers:** Research, Research Management and Research Technician
- European **Competence Framework** for Researchers
- Reform of the **research assessment** system (CoARA)
- **Precarity** – pressure to reduce the use of fixed-term contracts
- PhD candidates recognised as R1: the **first stage in the profession**
- **ReICO (EC-OECD)** –Research and Innovation Careers Observatory
- Experimenting with institutional support for possible instruments in **FP10**

IV - The European Framework for Research Careers needs the engagement of all

The Council recommendation is not mandatory!

- It is, nevertheless, a **strong policy orientation** from the Council to the Member States, the Commission and Stakeholders. It will move!
- The overarching approach, as recommended in 2021 Council Conclusions, is kept. Research Careers involve **multiple public policies** and require alignment.
- **Coordination** is needed, as possible, at the multiple levels of governance: European, national and regional, organisations, and networks of organisations
- Allow **time for cultural change and organise it** in a structured way to **contribute** to the policymaking process!



IV - CONTRIBUTION OF ACTION 4 Research Careers(ERA Policy Agenda (2022-2024))

ACTION 4 is within the ERA FORUM EC and the sponsorship of Portugal & Coimbra Group

Most committed Action
MS – 26
AC – 4
SH - 16

The role of MS:
Share experiences and learn; Co-create and coordinate actions, Support pilots

AIM
To achieve all the outcomes by 2024

European Framework for Research Careers ✓

Pilot call to support attractiveness and sustainability of research careers in Horizon Europe ✓

Monitoring the flows and labour market for researchers - Observatory on Research Careers - EC and OECD ✓

EURAXESS ERA TALENT Platform ResearchComp, European Charter for Researchers ✓

IV – POSSIBLE FUTURE OF ACTION 4

“Making research careers more attractive and sustainable” (2025-2027)

Structural policy with short-term actions to be implemented in 2025-2027

Structured European approach to ensure effective coordinated implementation at national, regional and organisation levels

Collective effort to induce institutional change

Outcome 1 - Guidelines for the implementation of Council Recommendation

Outcome 2 – CoP for sharing experiences, including addressing precarity & talent circulation

Outcome 3 - Consolidate ReICO

Outcome 4 – Recommendation for career development and progression, including tenure-track-like models

Outcome 5 – Co-creations of investment pathways

IV - Some 'Lessons learnt'

- ❑ Global, European and National **competition for talent** is a reality!
- ❑ All countries are mobilising measures and instruments to **attract and retain talent**- fierce competition using all dimensions, such as salaries, working conditions, and quality of life.
- ❑ **Highly-developed R&I systems depend on foreign talent** – internal lack of attractiveness of research careers.
- ❑ **Research-performing institutions** depend on precarious researchers to perform high-quality research as funding systems are centred on short-term project-based mechanisms and R1-R2 contracts are a problem for many.
- ❑ **Multi-career paths**, interoperability and intersectoral mobility have yet to be a reality. It is linked to the reform of research assessment.
- ❑ **Tenure-track-like** models for career prospectives in

IV - Work in progress

Changes in national regulatory systems laws and governance

- Many Member States and Associated countries have developed **National R&I Strategies** with new approaches to Research Careers following the **European approach**.
- Reforms in **career laws** and structures are occurring.
- Creation of **advisory bodies** and high-level conferences and workshops to generate shared objectives and align paths.
- **Position papers** and independent **reports published**
- Negotiations and agreements to **align national** framework mechanisms with performing organisations' strategic plans.
- Adoption of R1-R4

IV -Work in progress

Changes in national regulatory systems laws and governance (cont.)

- Mobilisation around the reform of research assessment and reward systems.
- Focus on career assessment for progression.
- Development of diverse models for early-career researchers.
- Equal opportunities, gender balance, mental health.

New funding instruments

- Rethinking of funding cycles for more balanced funding between project and core institutional funding.
- Programmes to create new positions for early-career researchers and career development
to reduce precarity
- Support to entrepreneurial careers and promotion of the vocation
- Mechanisms to support mobility
- Cooperation with the diasporas and expatriates

IV -Work in progress


Organisational changes

- Implementation of career guidance offices and offices for Human Resources.
- Transversal skills for doctoral candidates at the PhD programme level.
- Skills development courses and adoption of Researchcomp.
- Umbrella organisations for universities and research institutes and University Alliances are mobilising working groups to reflect and suggest organisational changes, benchmarking careers and align and coordinate strategies.

IV - What is in the making for 2024- 2029? using the lens of European research careers



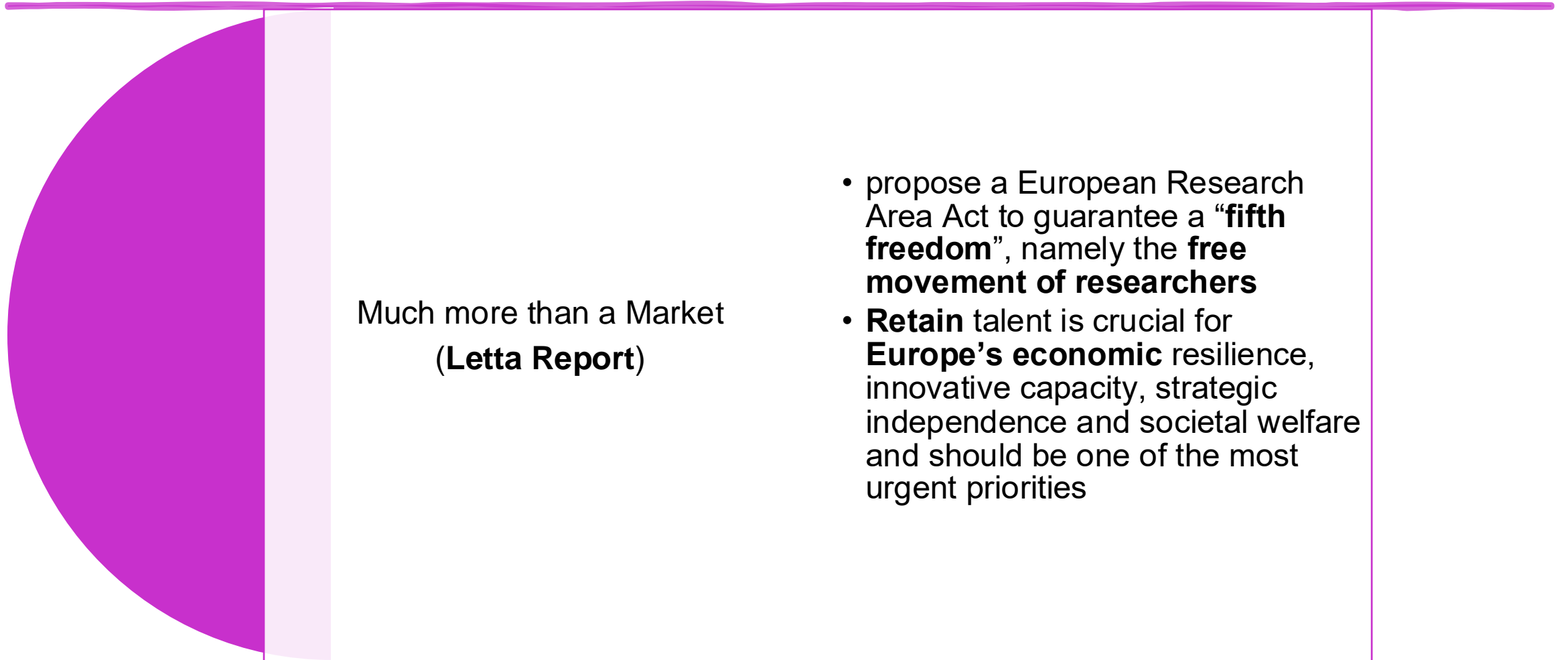
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Mission Letter for Commissioner for Startups, Research and Innovation

- create the **conditions** for researchers and innovators to thrive”
- propose a European Research Area Act to guarantee a “**fifth freedom**”, namely the free movement of researchers
- supporting the **next generation of researchers** and helping strengthen and incentivise cooperation between academic, private and public sector entities to create attractive career perspectives.

IV - What is in the making for 2024- 2029? using the lens of European research careers



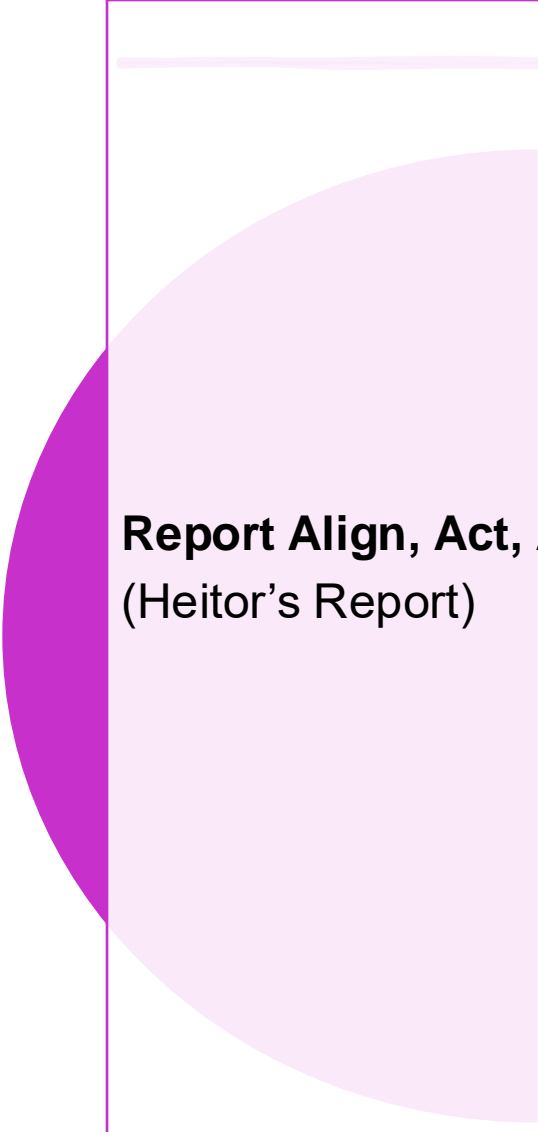
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The future of European Competitiveness
Draghi report

- Introducing **instruments for supporting excellent research institutions**a world-leading research institution necessitates a **critical mass of talent**, with a significant number of **top-tier** researchers collaborating on closely related topics within the same physical space
- A new **EU framework for private funding** to enable public universities and research centres to design more **competitive compensation policies for top talent** and to provide additional support for research

IV - What is in the making for 2024- 2029? using the lens of European research careers



Report Align, Act, Accelerate
(Heitor's Report)

- **Recommendation 5 - Attract and retain talent** through the enhanced **MSCA programme** to foster careers of young researchers “Choose Europe”
- Promoting cross-border and cross-sectoral **mobility** of researchers
- Talent: **attract and nourish** (fund and train)
- The **quality of RD&I jobs** has not evolved at the same pace as the EU research workforce
- Expand MSCA Industry Programmes
- **Recommendation 8 fosters an attractive and Inclusive R&DI ecosystem in the EU**
- **Brain drain** from EU to USA
- **Institutional co-funding** and open competition for research careers
- Council Recommendation on the European Framework for Research Careers not mentioned

Obrigada, Thank you 🙏

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