

# Action 4 ERA Policy Agenda: 'Promote Attractive & Sustainable Research Careers'

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# The European Research Area (ERA) Policy Agenda



Adopted by Research Ministers in November 2021, the [ERA Policy Agenda](#) sets out **voluntary ERA actions for the period 2022-2024** to contribute to the priority areas defined in the Council Recommendation on a Pact for Research and Innovation in Europe ([Pact for R&I](#)).

It was the first step **to addressing comprehensively the priority areas** set out in the Pact for R&I. A **new Policy Agenda for 2025-2027** is in preparation.

# ERA Policy Agenda 2022-2024: 20 Actions under 4 priorities

## DEEPENING A TRULY FUNCTIONING INTERNAL MARKET FOR KNOWLEDGE

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



## TOGETHER FOR TWIN GREEN AND DIGITAL TRANSITION, AND INCREASING SOCIETY'S PARTICIPATION IN THE ERA

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



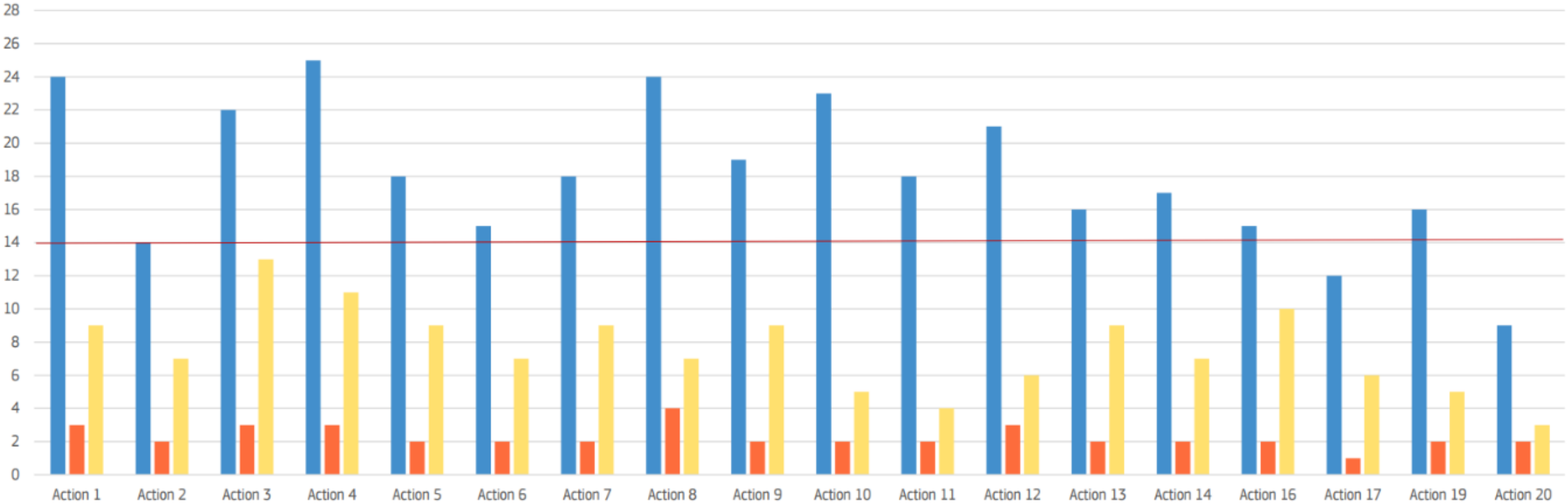
## AMPLIFYING ACCESS TO RESEARCH AND INNOVATION EXCELLENCE ACROSS THE UNION

15. Regional and national R&I ecosystems
16. EU-wide access to excellence
17. Strategic capacity of public RPOs

## ADVANCING CONCERTED R&I INVESTMENTS AND REFORMS

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

# Action 4 - The most committed ERA Action in September 2022





# Action 4 - Objectives

DEEPENING A TRULY  
FUNCTIONING INTERNAL  
MARKET FOR KNOWLEDGE

**Action 4** – Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA

## 3 levels of activity

1. Development of a comprehensive **European Framework for Research Careers**
2. **Exchange of best practices** on skills and mutual learning to support inter-sectoral mobility and more balanced talent circulation (e.g. ResearchComp, ERA4You)
3. **Support measures** to improve attractiveness of research careers within and beyond academia (e.g. HRS4R, Research Careers Observatory, ERA Talent Platform)

# Action 4 - Governance



# Action 4: A package of measures to transform research careers in Europe

2022 – 2024

2025 - 2027

## 1. SETTING STANDARDS

- **Council Recommendation** on a European Framework for Research Careers
- **New European Charter for Researchers** (annex to Council Rec)

## 2. SUPPORTING IMPLEMENTATION

- **EURAXESS**
- **HR Excellence in Research award**
- **Mutual Learning Exercise (MLE)**
- **ResearchComp**
- **R&I Careers Observatory (ReICO)**
- **RESAVER**
- **ERA Talent Platform** (one-stop-shop)

## 3. PROMOTING CULTURAL CHANGE

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

## 4. COORDINATING INVESTMENTS

- **Pilot in Horizon Europe 2024** supporting organisational change (possible upscaling 2026-2027)

## Next ERA Policy Agenda

- **Guidelines and recommendations**
- **Communities of practice**
- **Consolidation of ReICO**
- **Investment pathways**

Co-sponsors of the action: Portugal (MS) + Coimbra Group (SHs)