

An illustration featuring a lighthouse on a blue globe. The lighthouse is white with a red top and bottom section, and a glowing yellow light emanates from its top. A path of white, 3D-style steps leads from the bottom left towards the lighthouse. Several stylized human figures are positioned along this path: a graduate in a blue jacket and cap running, a man in a yellow shirt talking on a phone, a woman in a white lab coat holding a tablet, a woman in a white lab coat and red bag, a woman in a red dress holding a phone, and a man in a blue suit standing at the bottom. The background consists of concentric yellow and green circles and blue wavy lines on a light blue background.

The Council recommendation on a European framework for research careers

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Background

2 million researchers in Europe
1% of total EU labour force (source Eurostat)



Challenges

Improved recruitment and working conditions

Fight precarity and ensure financial wellbeing

Strengthen skills and facilitate intersectoral mobility

Improved assessment and rewarding system

Balanced circulation of talents



Attractive and sustainable research careers in Europe (ATTRACT and RETAIN)

A look at the Council Recommendation

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

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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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

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

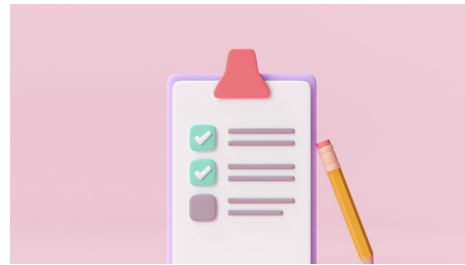
- [Observatory on research careers](#) in addition to ERA monitoring systems

What benefits for researchers?



Council Recommendation

Politically binding for Member States



European Charter for Researchers

New, streamlined and stronger



New and strengthened instruments

To support implementation, including a Mutual Learning Exercise for Member States



Pilot investment supported by Horizon Europe

To create ECR-centered talent ecosystems with better working conditions and easier employability



Thank you!