

ERA Policy Agenda

Action 4: Attractive and Sustainable Research Careers



Luísa Henriques, PhD

A4 co-sponsor Member States, ERA FORUM

FCT – Fundação para a Ciência e a Tecnologia

Facilidade de Diálogo UE - ANGOLA

28 September 2023 | Lisbon | Portugal

Overview



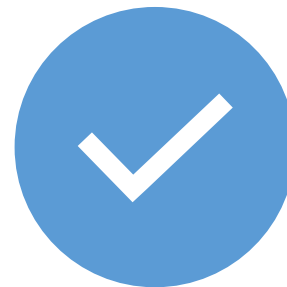
New European Research
Area – Research careers



ERA Policy Agenda:
Action 4 (2022-2024)



Action 4 – in the making



Conclusions



EU and Horizon Europe

ERA is composed of EU and Associated Countries to the Horizon Europe

Participants from the following low-to middle-income countries are automatically eligible for funding in Horizon Europe but not part of ERA

Afghanistan, Algeria, **Angola**, Argentina, Azerbaijan

.....**Brazil** can participate in Horizon Europe but is not eligible for funding

Cabo Verde, Cambodia, Cameroon, Central African Republic, **Guinea-Bissau... East Timor Mozambique... São Tomé e Príncipe...**

New European Research Area: R&D Careers

A long way since 2000....

Research careers: key dimension of ERA

2000 Communication of the EC: "Towards de ERA"

5.2. Introduction of a European dimension into scientific careers

In Europe today the career of researchers unfolds by and large within a national reference framework. Recruitment methods that give preference to nationals for academic or scientific careers and the lack of adequate career structures for researchers from other European countries deprive research organisations of the possibility of benefiting from the experience and knowledge of brilliant researchers trained elsewhere. Appointments and promotions amounting in some cases to penalising researchers that have remained outside national frontiers for too long discourage mobility.

Initiatives have been taken in some Member States to introduce a European dimension into careers, such as opening up researcher recruitment committees to scientists from other countries. This trend and the adoption by research bodies of measures along these lines should be encouraged, as should the establishment of career prospects for researchers from other European countries and the systematic inclusion of activities performed elsewhere in Europe or at European level in career assessments.

Art.179 - Lisbon Treaty¹⁶

2009 Bordless market for knowledge (researchers, research and Technology circulate freely)

2013

Spring EUCO Conclusions

17. In order to obtain a full European Research Area by the end of 2014, it is important to accelerate structural reforms of national systems and to strengthen progress monitoring based on robust data provided by Member States. The progress report submitted by the Commission identifies some areas which require more efforts. In particular, we must improve the mobility and career prospects of researchers through adequate pensions solutions, transnational access to research infrastructures and open access to publicly funded research results and knowledge transfer as part of innovation strategies at national and European levels.
18. The European Council invites the Commission and the Member States to continue their efforts in the area of innovation and research. It will take stock of progress at its meeting in February 2014.

Research careers:
not part of the
European
policy agenda
until 2020!



A new vision for the European Research Area

What is the new ERA?

A single, borderless market for research, innovation and technology across the EU...

...where countries come together and improve their research policies and systems...

...and where there is free movement of researchers, knowledge and innovation.

What are the objectives of the new ERA?



Prioritise investments in research and innovation



Boost market uptake



Widening: Improve access to excellence



Strengthen the mobility of researchers and free flow of knowledge and technology

Achievements

R&D expenditure: the ERA counts for 18% worldwide

Gross domestic spending on R&D: grew from 1.81% to 2.32% of GDP between 2000 and 2020

Number of researchers in the ERA: grew from 2.600 to 4.500 (per 1 mio. inhabitants) between 2000 and 2018

Top scientific publications: European scientists produce 20,6% of the top 10% scientific publications

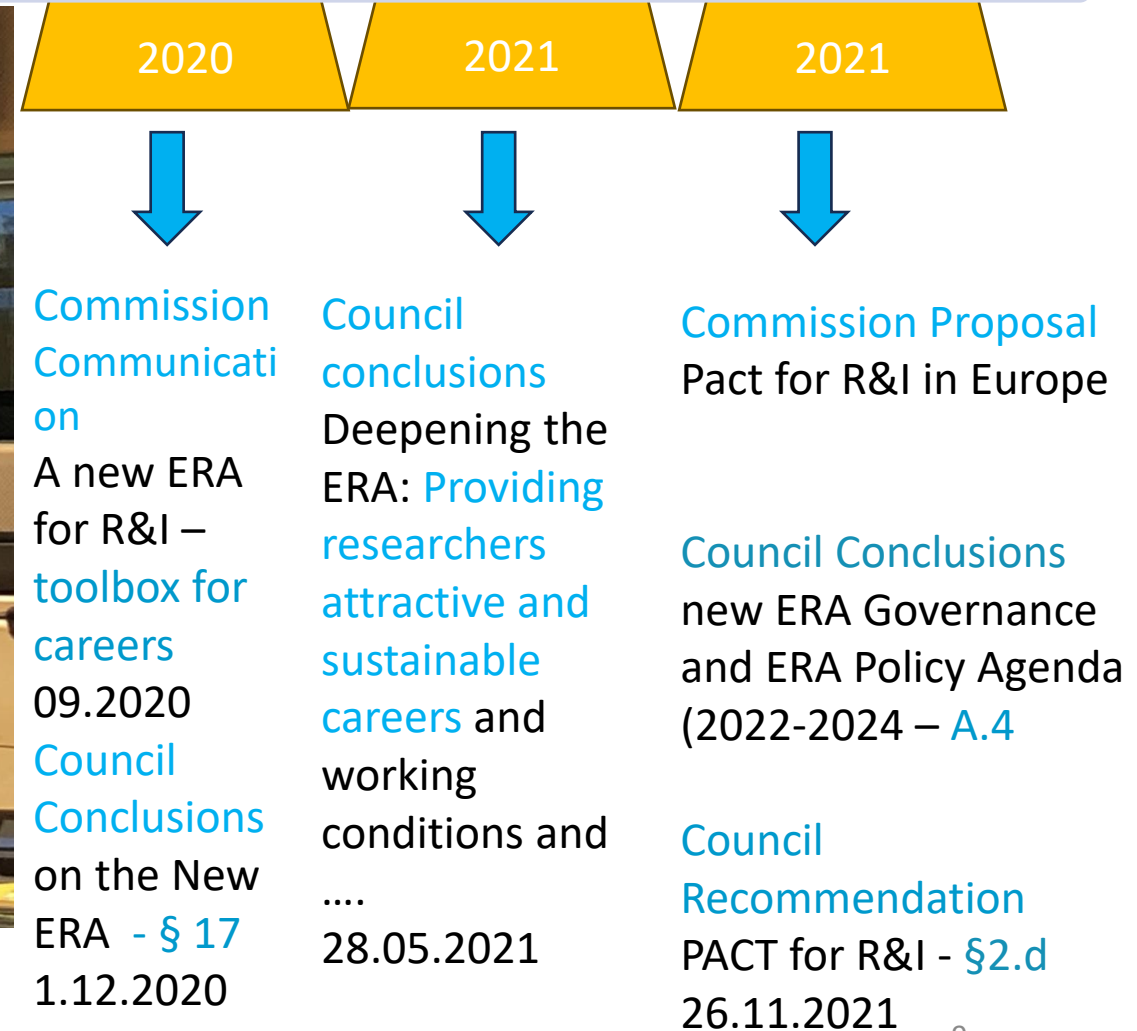
High-skilled jobs in the ERA: the share of high-skilled jobs increased by 20% between 2000 and 2020

Source: SRIP report (https://research-and-innovation.ec.europa.eu/strategy/support-policy-making/support-national-research-and-innovation-policy-making/srip-report_en)

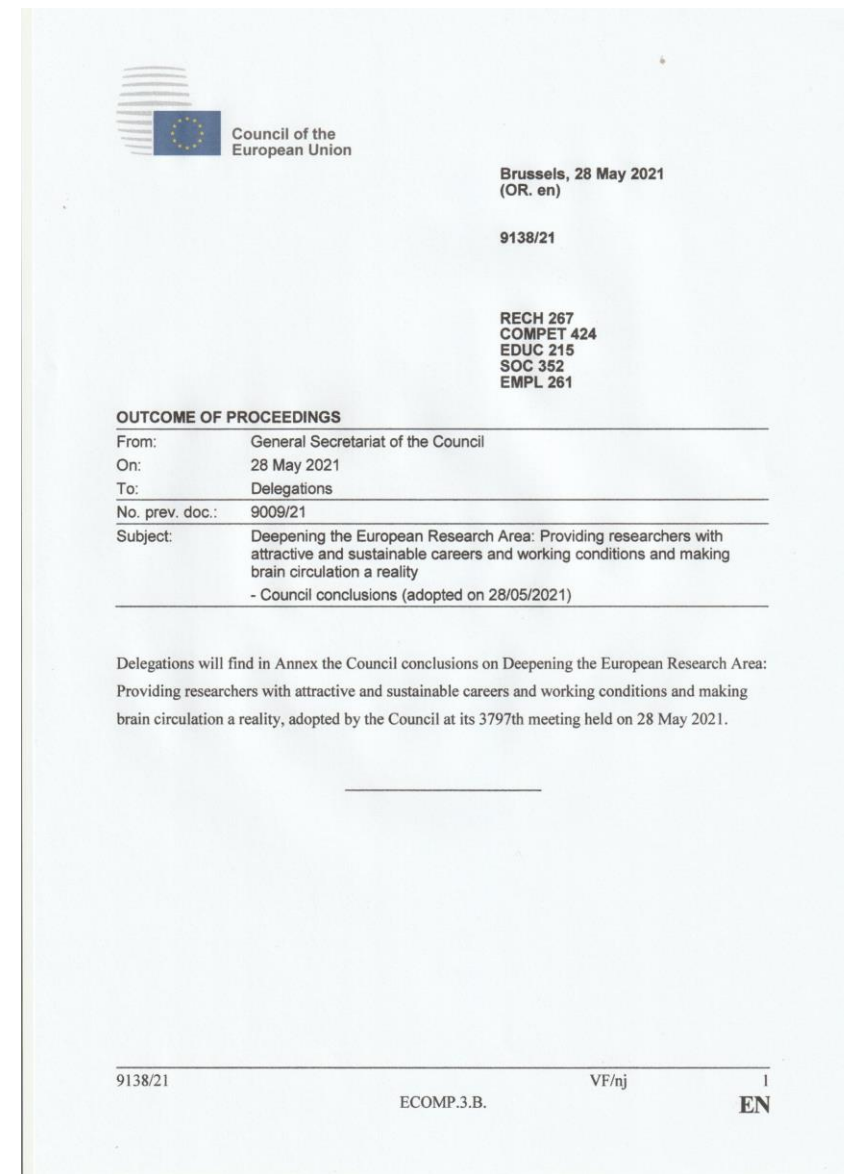
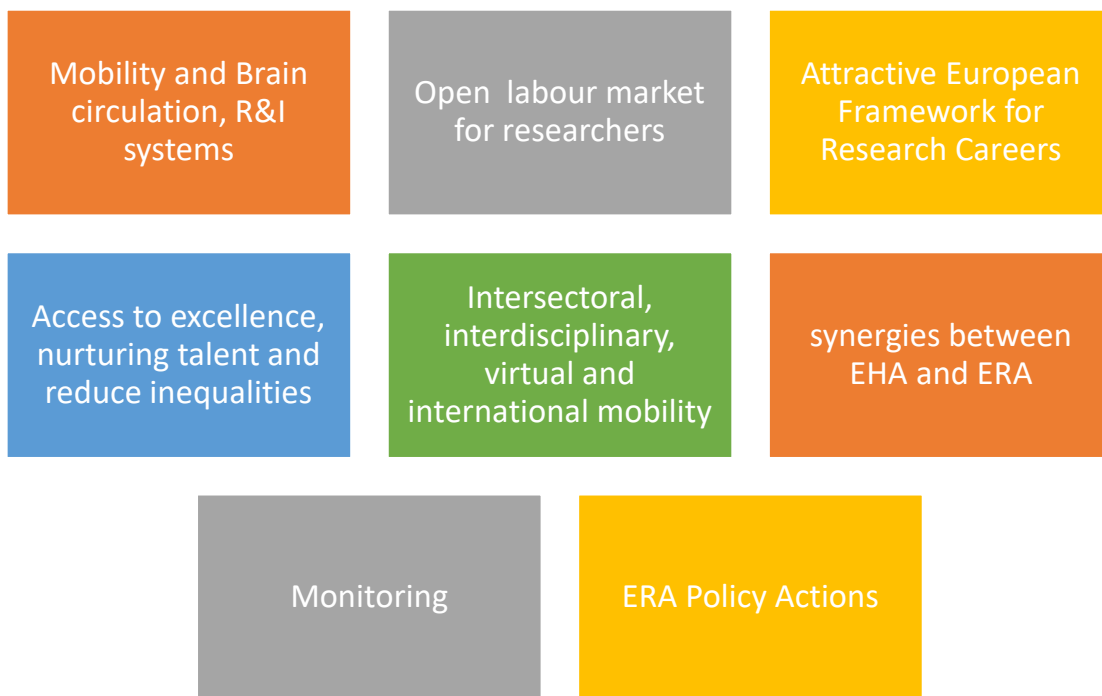


Trio of Presidencies of the Council of the EU (DE-PT-SI):

ERA and R&D careers back to the table!



The Game-changer: Council Conclusions on Attractive and Sustainable Research Careers



ERA Policy Agenda: Action 4 (2022-2024)

Implementation modalities by action

Workshops

- **Action 2** – Copyright & data legislation and research
- **Action 4** - Strengthen research careers
- **Action 6** - Protect academic freedom
- **Action 7** - Better knowledge valorisation
- **Action 12** - Transition of industrial ecosystems
- **Action 11.3** - ERA4FutureWork

Existing governance structures

- **Action 1** – Open Science (EOSC Steering Board)
- **Action 8** – Research Infrastructures (ESFRI)
- **Action 10.1** – Partnerships (EU Partnership Knowledge Hub)



Deepening the ERA: Action 4 – Strengthen research careers

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)

Commitment of at least half of the MS (14) needed for an action to go ahead
Action 4 received commitment from **26 MS, 4 Acs, 13 SHs**

Implementation and priorities: Priorities & key deliverables for the coming months

Strengthen Research Careers - Action 4

- Adoption of proposal to Council Recommendation on **European Framework for Research Careers**
- Launch of implementation tools: **ERA Talent Platform** (EUR 2.5 million) **Research & Innovation Careers Observatory—(RICO)** (EUR 3.7 million in the next two years).
- Exchange of best practices on **skills** (ERA4You, ResearchCOMP)
- Promote the concept of a **political partnership on young researchers with the** launch of a Horizon Europe Pilot Call in 2024

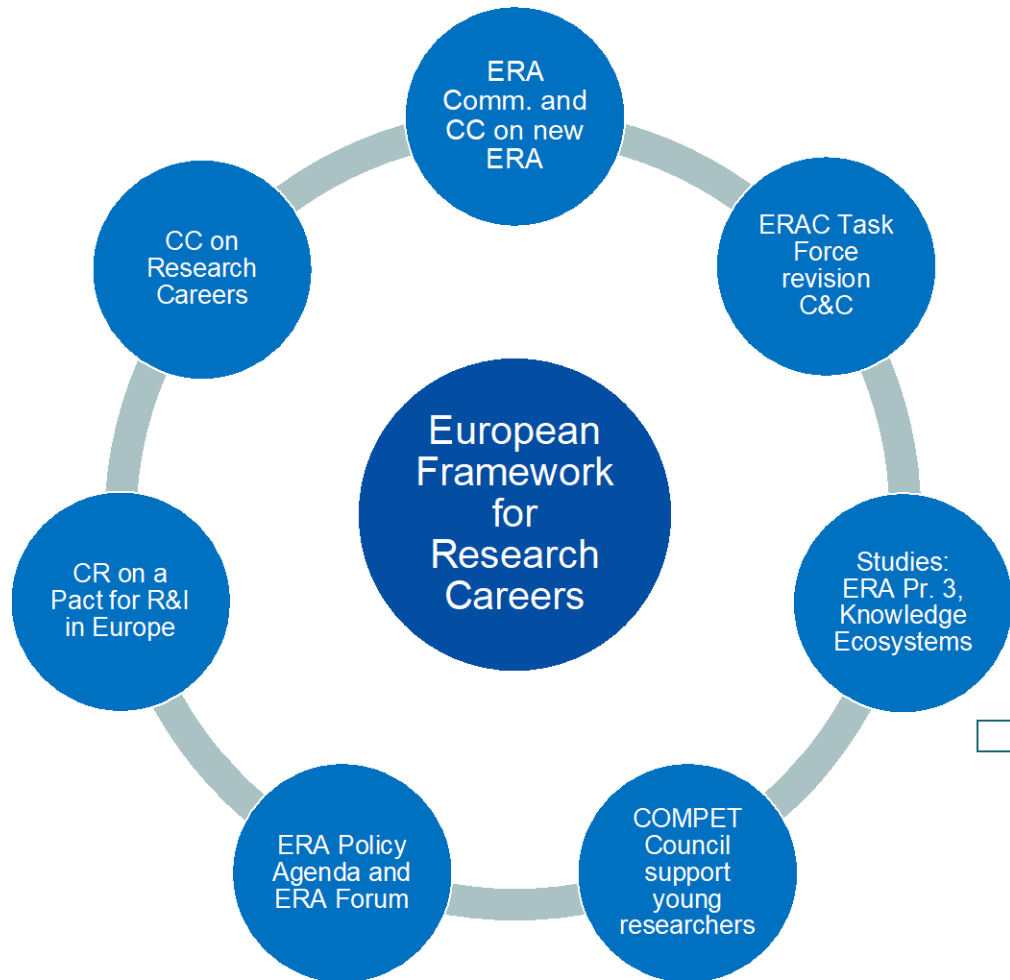


Research assessment- Action 3

- ‘**Coalition for Advancing Research Assessment**’, CoARA, was constituted in December 2022 with 344 participants and has started its work
- First **analysis of legal and administrative barriers** as well as national workshops

Action 4 – in the making

European Framework for Research Careers



Consultations with stakeholders and MS

- Framework for research careers: 3 workshops
- ERAC workshop on researchers
- HRS4R: infodays, experts days
- EURAXESS workshops and biennial conferences
- Skills and competences: surveys, interviews, 2 workshops
- Employment contract & social protection: surveys, interviews, 1 workshop
- Talent circulation analysis: surveys, interviews, 1 workshop
- Careers observatory: 2 workshops, interviews
- Workshops on careers and mobility

Technical document with revised Charter for Researchers

Commission proposal for a Council Recommendation



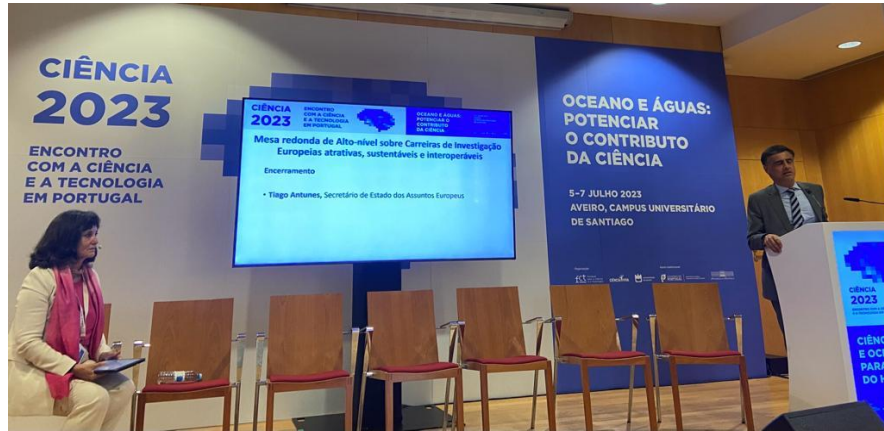
European Framework for Research Careers



State of the play:

- Technical document discussed in different Fora (stakeholders, ERAC, ERA FORUM, MS)
- Commission approved in the College of Commissioners the proposal for a Council Recommendation July 2023
- Commission submitted to the Council the proposal and is being discussed at the RWP since sept.2023
- Negotiations at RWP until majority is reached then COREPER –COUNCIL – to be approved hopefully by Dec. 2023

European Framework for Research Careers - Discussions in Portugal: Lisbon 04/23, Aveiro 06/23



Main advancements and controversies

- **Definition of researcher:** Frascati Manual definition. doing research, may be engaged with other activities (teaching, management). Other support science careers (Action 17).
- **Recognition of Research Profession:** Equal esteem and rewarding for non-linear career paths geo/hybrid transposition to MS level of ESCO. Mapping against R1-R4 (Charter for Researchers)
 - R1 First stage Researchers
 - R2 Established researcher
 - R3 Recognised researcher
 - R4 Leading Researcher

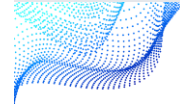
Main advancements and controversies

- **Recruitment and precarity:** Open, transparent, merit based, without penalisation of career breaks or intersectoral mobility; equal opportunities. Countering precarity by incentives to achieve threshold of 1/3 short term contracts in the total institution employment. Baseline funding for institutions (life-cycle funding). Specific measures for early-career researchers.
- **Working conditions:** Guaranting decent levels of social protection in all types of contracts and fellowships. Entitlements preserved and accumulated and be transferable. RESAVER.
- **Research skills and mobility:** Doctoral training to be adapted to interoperable careers, valorization of knowledge and entrepreneurship, cooperation among sectors...

Main advancements and controversies

- **Career development and progression:** Value mobility, and different paths, support for career advisory mechanisms and support services. Fair, equal, inclusive transparent and gender equal career assessment and progression. **European tenure-track system poss.**
- **Research Assessment:** qualitative assessment by peers but supported by responsible use of quantitative indicators (Action 3), value diverse outputs and diversity of researcher profiles and paths.
- COARA

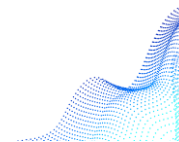
To follow on research assessment



<https://coara.eu>

Coalition for Advancing Research Assessment

Our vision is that the assessment of research, researchers and research organisations recognises the diverse outputs, practices and activities that maximise the quality and impact of research. This requires basing assessment primarily on qualitative judgement, for which peer review is central, supported by responsible use of quantitative indicators.



The Agreement

Based on 10 commitments, establishes a common direction for research assessment reform, while respecting organisations' autonomy. The Agreement on Reforming Research Assessment sets a shared direction for changes in



Main advancements and controversies

- **Balanced circulation of talents:** Measures by MS and by the Commission. Increase investment in R&I.
- **Monitoring:** Launch of the Observatory in cooperation with the OECD – monitoring research careers and of research labour market.
- **Support actions:** ERA Talent Platform, European Charter for researchers, HRS4S, Researchcomp, ERA4You



Conclusions

A new impetus was given to the ERA with new governance structures, focus and direction with the biennial ERA Policy Agenda.



A new approach for research careers is set and a major milestone is about to be achieved: The European Frameworks for Research Careers to be adopted.



the trend is global as the careers and their assessment are global problems - better to learn when the others are learning too!



For Angola and Mozambique and other Portuguese Speaking Countries important to follow the main lines on careers and research assessment

Obrigada, Thank you 🙏

Luisa.Henriques@fct.pt