Research careers: the legislative framework

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European Commission, DG R&I
R&I Actors and Research Careers
Council Conclusions on research careers, 28 May

Commission adopts proposal for a “Pact for Research and Innovation in Europe”, 16 July

Council Recommendation on a “Pact for Research and Innovation in Europe”

Council conclusions on the new ERA governance & the first ERA policy Agenda (2022-2024)

Establishment of the new ERA Forum to implement the actions of the ERA Policy Agenda

Member States committed to ERA actions

Associated countries and stakeholders were invited to indicate their commitment as well.
Europe faces the challenges deriving from the twin transition, the digital decade, the recovery from the pandemic, the war in Ukraine.

There are skills mismatches between the labour force and the needs of industry and the business sector, in particular for highly skilled jobs.

It is important to create the right conditions to attract and retain talents.

The global race for talent is intensifying and Europe needs to remain an attractive destination for business and highly skilled workers.
Challenges for researchers

Often precarious working conditions, based on cross-border and project-based temporary contracts → negative effects on attractiveness of careers in research and on mental health

Skills provided to doctoral candidates too often focused on careers within academia

Researchers need to seize opportunities in the broader labour market, including beyond academia or creating their own business→right skillset needed

Higher education institutions and industry need to partner to anticipate the skills needs
Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality“

The improvement of researchers’ careers has been a top priority for the Portuguese Presidency. The pandemic further highlighted that this is very much needed in order to preserve and promote a resilient and competitive Europe. These conclusions mark a first step towards making research careers across Europe more attractive and sustainable and allowing brain circulation to become a reality.

Manuel Heitor, Portuguese Minister for Science and Technology and Higher Education

Council Conclusions adopted on 28.05.2021

## 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
Deepening the ERA: Action 4 – Strengthen research careers

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. Research Careers Observatory, ERA Talent Platform)
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

Upcoming Commission proposal
Collecting feedback

Technical document
Shared with ERA Forum (Member States, Horizon Europe Associated countries, stakeholders)

Draft updated Charter and Code
### Framework for Research Careers

<table>
<thead>
<tr>
<th><strong>Definition of researcher/research profession</strong></th>
<th><strong>Recognition of research profession and comparability of research careers</strong></th>
<th><strong>Recruitment and working conditions</strong></th>
<th><strong>Researchers skilled for inter-sectoral careers and entrepreneurship/innovation</strong></th>
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<tr>
<td>- Frascati definition</td>
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<td>- Revised R1-R4 profiles with examples of occupations for each level</td>
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<td>- Equal esteem and reward for different career paths</td>
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<td>- Mapping of career structures by HR against R1-R4</td>
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<td>- OTM-R, attractive working conditions, social protection (RESAVER)</td>
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<td>- Specific measures and incentives for R1-R2</td>
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<td>- Skills based on ResearchComp and interaction in ecosystems</td>
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<td>- Entrepreneurship</td>
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<th><strong>Career development and progression</strong></th>
<th><strong>Balanced circulation of talents and making Europe an attractive destination</strong></th>
<th><strong>Support actions for research careers</strong></th>
<th><strong>Monitoring of research careers</strong></th>
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<td>- Recognition of all mobility experiences</td>
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<td>- Advisory/support services</td>
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<td>- Reformed assessment</td>
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<td>- Fair accession/progression</td>
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<td>- MS to make research systems more attractive</td>
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<td>- EC to support MLEs and monitor flows</td>
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<td>- Strengthen EURAXESS and develop ERA Talent Platform</td>
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<td>- New C&amp;C for all sectors and transition measures</td>
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<td>- Observatory on research careers in addition to ERA monitoring systems</td>
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A taxonomy of skills and occupations for researchers in ESCO

- Inclusion of new skills and occupations for researchers, and update of some existing ones
- Transposition at national level through EURES → all national vacancies will be adapted
- Better recognition of the research profession
- Researchers understand what skills and competences they need

ESCO v1.1 – January 2022
European Skills, Occupations and Qualifications
Conceptual model of the European Competence Framework for Researchers

- The development process is still ongoing
- All competences are equally important & interrelated
- Each stakeholder can use the Framework as a starting point to address its own needs
- Researchers need to develop competences in all 7 areas, but should not acquire the same or the highest level of proficiency for all competences
ResearchComp – Proficiency levels

4 proficiency levels

- **Foundational**
  - Developing expertise with guidance

- **Intermediate**
  - Building independence

- **Advanced**
  - Taking responsibility and guiding others

- **Expert**
  - Driving transformation, innovation and growth

2022

- Development of learning outcomes for each competence and proficiency level
- Final validation workshop with stakeholders
- Roll-out
ERA Talent Platform
EURAXESS extended

EU PORTAL AND SERVICES

- 19000+ registered organisations
- 80000+ job offers published yearly
- 78000+ researchers using the platform

implementation of an interoperable cooperation with Europass and EURES

revamping of the Partnering Tool into a professional networking platform

new module aiming at improving intersectoral mobility and balancing talent circulation

reorganisation of existing training modules into an enlarged training resources bank

NATIONAL PORTALS AND SERVICES

- 43 countries
- 650+ service centers
- 18 topics of support

develop a comprehensive reporting tool for the network of EURAXESS Centres

enhanced services for the social-cultural and labour integration of researchers and their families

build on the pilot projects of Virtual Assistant and Chat Bot

centres to specialize in talent management services
Research & Innovation Careers Observatory (RICO)
Data intelligence and monitoring of labour market trends

Partnership with OECD in preparation

Skills/quals
- Occupations
- Individuals
- Institutions

Research jobs
- Supply
- Demand
- Remuneration
- Work conditions (terms)
- Social & org

Mobility
- Talent circulation
- Talent exchange
- Brain drain
- Intersectoral & interdisciplinary

1. A common language and conceptual framework
2. A robust yet adaptable statistical monitoring system
3. Complemented by a repository of policy practices
4. Foundations for showcase of analysis
5. Community engagement and network mechanism
6. Enabler of user learning on best practices and RICO improvement
ERA4You – towards new actions
Supporting training and mobility of R&I staff across sectors

Academia-industry cooperation
• transfer of researcher knowhow to businesses, talent flow from academia to industry, business, public entities, non-profit organisations, cultural sectors

Training and lifelong learning
• upskilling and reskilling of researchers, talent flow from academia to industry or vice-versa
  i. to cover specific skills demand/needs by non-academic sectors in specific areas
  ii. to build R&I support capacity, such as knowledge brokers, data stewards, research infrastructure operators, etc.

Researchers’ entrepreneurship
• focused on development of entrepreneurial skills for researchers (e.g. business economics, business creation, knowledge transfer, intellectual property rights and other relevant legal framework), as well as commercialisation or other valorisation training
Retirement Savings Vehicle for European Research Institutions and research performing individuals (RESAVER)

- Cross-border mobility can result in **social security gaps**
- **Occupational pension solutions** are increasing in importance
- **Complication** by diversity of national rules as it impedes portability and the development of a large and competitive EU internal market for products such as occupational pensions and health insurance.

- Operational: Austria, Hungary, Netherlands, Cyprus, Belgium, Italy
- Implementation ongoing: France, Spain

- Multi-country, multi-employer fund, domiciled in Belgium
- For HEIs & RPOs
- Defined Contribution fund
- Based on IORP I and IORP II directives
- Respects national labour, social and tax laws
- No vesting period
- No additional fees related to transfer out.
- MyRESAVER: paperfree administration.
- Transparent fee structure
Thank you!

For more info: