

An illustration featuring a tall, grey lighthouse with a red and white striped base and top, situated on a blue globe. A path of white, 3D rectangular blocks 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, a man in a yellow shirt holding a tablet, 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. The background consists of concentric yellow and green circles and light blue wavy lines on a blue gradient background.

A European framework to attract and retain research, innovation, and entrepreneurial talents in Europe.

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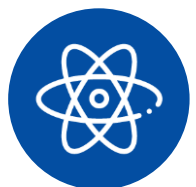
Research careers challenges in the broader context



Europe faces a wide range of new challenges deriving from a rapidly changing context (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 focus on careers within academia



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



Higher education institutions and industry need to partner to anticipate the skills needs

The Context: 2 million researchers in Europe

(Eurostat 2021)

Facts	Challenges
= 1.6% of total labour force in EU	High variations in Member States: range 0.4% - 2.0%
45% increase since 2011	73% increase in China (26% in USA)
53% employed in business sector 32% in academic sector	Variations: in Southeast of EU, 50-60% researchers are employed in academic sector
incl. 0.65 million doctoral candidates	Persistent skills mismatches and inadequate training >80% doctoral candidates aspire academic career vs. only ~10% will enter an academic career
13% mobile researchers (employed in other country than citizenship's)	≥11 Member States have higher outflow than influx of researchers (brain drain), caused by i.a. inadequate working environments

Counteraction needed

Install recruitment and working conditions to attract and retain research talents

Strengthen and facilitate intersectoral mobility

R&I reform to induce better balanced talent circulation

Fight precarity

Respond better to labour market's skills needs

Establish or update implementation tools

Part of a package ‘promoting attractive research careers’

Setting voluntary standards

- **European Framework for attractive Research Careers** (incl. new Charter for Researchers)

Supporting implementation

- **ResearchComp**, ERA Talent Platform one-stop-shop, R&I Careers Observatory with OECD, ...

Promoting cultural change

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

Coordinating investments

- Pilot in Horizon Europe 2024 supporting organisational change – possible upscaling 2026-2027

Measures launched on 13 July

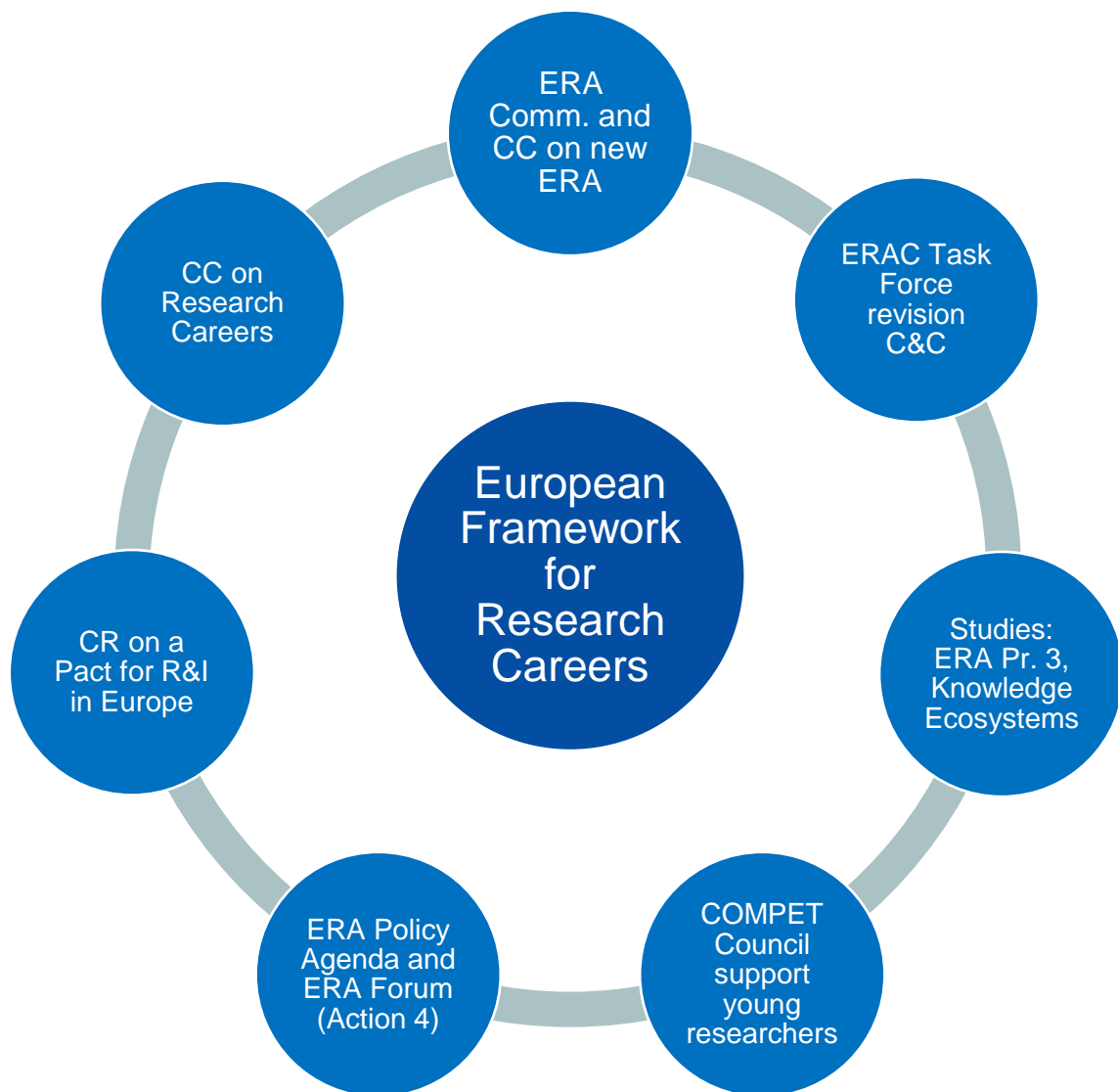
Council Recommendation proposal – A European Framework for Research Careers

New Charter for Researchers (annex to Council Recommendation)

Launch of European Competence Framework for Researchers (ResearchComp) website

Council Recommendation – A European Framework for Research Careers

European Framework for Research Careers: the process



Consultations with MS and stakeholders

- 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

Exchanges with ERAC, ERA Forum, action 4 delegates based on technical document with revised Charter for Researchers



Commission proposal for a Council Recommendation

**Annex I: R1-R4 (examples across sectors)
Annex II: the Charter**

European Framework for Research Careers

Definition of researcher/research professions

- Frascati definition
- Revised R1-R4 profiles with examples of occupations for each level

Recognition of research professions and comparability of research careers

- Equal esteem and reward for different career paths
- Mapping of career structures by HR against R1-R4

Recruitment and working conditions

- OTM-R, attractive working conditions, social protection (RESAVER)
- Specific measures and incentives for R1-R2

Researchers skilled for inter-sectoral careers and entrepreneurship-innovation

- Skills based on ResearchComp and interaction in ecosystems
- Entrepreneurship

Career development and progression

- Recognition of all mobility experiences
- Advisory/support services
- Reformed assessment
- Fair accession/progression

Balanced circulation of talents and making Europe an attractive destination

- MS to make research systems more attractive
- EC to support MLEs and monitor flows

Support actions for research careers

- Strengthen EURAXESS and develop ERA Talent Platform
- New Charter for all sectors and transition measures

Monitoring of research careers

- Observatory on research careers in addition to ERA monitoring systems

Annex I – Examples of occupations across sectors for R1-R4 profiles

Annex I - Examples of occupations for the R1-R4 profiles

- **R1-R4** profiles adapted

R1: First Stage Researcher (*e.g. doctoral candidate, junior researcher*)

R2: Recognised Researcher (*e.g. postdoc, research assistant*)

R3: Established Researcher (*e.g. assistant professor, principal investigator*)

R4: Leading Researcher (*e.g. full professor, chief scientific officer*)

- Examples of **occupations** for researchers (who perform research) across the various sectors
- To facilitate comparability and **interoperability** of careers across sectors and Member States
- Stimulate use of R1-R4 profiles in vacancies, and mapping of careers structures for researchers

References

- European Commission Communication “A new ERA for Research and Innovation”, 30 September 2020,
<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52020DC0628>
- Council Conclusions “Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality” adopted on 28 May 2021
<https://www.consilium.europa.eu/media/49980/st09138-en21.pdf>
- Taking stock, evaluating the achievements and identifying the way forward for the ERA priority 3 policy measures
<https://op.europa.eu/en/publication-detail/-/publication/40089aaa-57dc-11ec-91ac-01aa75ed71a1>
- Proposal for a COUNCIL RECOMMENDATION on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe
[EUR-Lex - 52023DC0436 - EN - EUR-Lex \(europa.eu\)](https://eur-lex.europa.eu/uri/CELEX/52023DC0436)



Thank you!

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