

ICoRSA Annual Researcher Career Summit 2022 - EU and Global Perspectives

31 March 2022

European labour market for researchers and the
development of RESAVER pan-European
occupational pension fund



AGENDA

1. Policy developments

2. European Framework for Research Careers

3. RESAVER



Policy developments



1. The New European Research Area

Vision of 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



Improve access to excellence



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

2. 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

<https://www.consilium.europa.eu/media/49980/st09138-en21.pdf>

3. European Strategy for Universities (ES4U)

- Published on 18 January
- entire higher education sector, reaching out to the over 5,000 higher education institutions
- focus on four joint key objectives by mid-2024:
 - strengthen the European dimension in higher education and in research
 - support universities as lighthouses of our European way of life
 - empower universities in Europe a key actors of change in the twin green and digital transitions
 - reinforce universities as drivers of Europe’s global role and leadership

<https://education.ec.europa.eu/sites/default/files/2022-01/communication-european-strategy-for-universities-graphic-version.pdf>



4. ERA Policy Agenda: Actions (1)

Deepening a truly functioning internal market for knowledge

1. Enable the open sharing of knowledge and the re-use of research outputs, including through the development of the European Open Science Cloud (EOSC)
2. Propose a EU copyright and data legislative and regulatory framework fit for research
3. Advance towards the reform of the Assessment System for research, researchers and institutions to improve their quality, performance and impact
4. Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA
5. Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration
6. Deepening the ERA through protecting academic freedom in Europe

7. Upgrade EU guidance for a better knowledge valorisation
8. Strengthen sustainability, accessibility and resilience of research infrastructures in the ERA
9. Promote a positive environment and level playing field for international cooperation based on reciprocity

Taking up together the green transition and digital transformation and other challenges with impact on society, and increasing society's participation in the ERA

10. Make EU R&I missions and partnerships key contributors to the ERA
11. An ERA for green transformation
12. Accelerate the green/digital transition of Europe's key industrial ecosystems
13. Empower Higher Education Institutions to develop in line with the ERA, and in synergy with the European Education Area
14. Bring Science closer to Citizens

4. ERA Policy Agenda: Actions (2)

Amplifying access to research and innovation excellence across the Union

15. Build-up regional and national R&I ecosystems to improve regional/national excellence and competitiveness
16. Improve EU-wide access to excellence
17. Enhance the strategic capacity of Europe's public research performing organisations

Advancing concerted research and innovation investments and reforms

18. Facilitate a national process or ERA policy vehicle preparation for identification of running or planned measures contributing to the implementation of ERA
19. Establish an efficient and effective ERA monitoring mechanism
20. Support to the prioritisation, coordination and direction of R&I investments and reforms

4. ERA Policy Agenda: 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

Set of foreseen activities

- Development of a European Framework for research careers and toolbox of support measures to improve attractiveness of research careers in academia and beyond;
- Launch an observatory on research careers;
- Revise Charter and Code for researchers;
- Set up the ERA Talent Platform as the one-stop-shop online gateway to EURAXESS services, network and portals including HRS4R, and RESAVER;
- Launch the ERA4You initiative to promote talent circulation between sectors and across the EU;
- Exchange of good practices with regard to R&I systems to support balanced brain circulation;
- Pilot with European Universities alliances the European Framework for Research Careers (link with action

4. ERA Policy Agenda: Research careers

3 sets of activities

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

European Framework for Research Careers



European Framework for Research Careers

Synergies with employment and social policy

• Recognition of the profession



- ESCO update
- Skills taxonomies
- Competence framework
- Transposition through EURES
- Links with Europass and EQF

• Entry and employment conditions



- Employment conditions including transferability of pensions, social security
- Access to labour market (Students and Researchers' Directive)

Synergies with the European Education Area

- **European Strategy for Universities** (human capital development module)
- **European Universities as testbed**

Research policy

- **ERA Priority 3 assessment** (Charter and Code, HRS4R, EURAXESS) jointly with ERAC Task Force
- **Framework** to address challenges:
 - ✓ **within academia** (e.g. tenure track, assessment, diversification, international)
 - ✓ **outside academia** (e.g. interoperability of research careers in industry)

Nourishing and attracting talent

- Brain circulation 
- Intersectoral mobility
- Training and career development
- Widening



- ✓ **ERA4You**
- ✓ **ERA Talent Platform** expanding EURAXESS:
 - Governance
 - Network & services
 - Portals and tools



Data intelligence and monitoring labour market patterns, trends and dynamics

- ✓ Set up an **Observatory** on Research careers

RESAVER



Need for international collaboration...

- **Fragmented R&I landscape** and a clear need for consolidation.
- Mobility of researchers is a cornerstone in establishing an **European Research Area (ERA)** and a driver for **scientific excellence**.
- Main current and future societal challenges can only be tackled through collaboration, resulting in **exchange** of knowledge and **employees**.

Commission
proposes



3% EU GDP R&D investment target

New 1.25% EU GDP public effort target to be achieved by Member States by 2030

New 5% of national public R&D funding to joint programmes and European partnerships by 2030

New 50% increase of total expenditure on R&D in the next 5 years by Member States lagging behind the EU average R&D expenditure over GDP

..and more mobility...

- **to access excellence** and expand experience through dedicated mobility schemes, especially to support researchers in Member States with low R&I performance
- **Intersectoral and interdisciplinary mobility**
- **Virtual and physical; national and international mobility**

International mobility for or during PhD



PhD mobility:

16% of R1 and R2 researchers

>3 months during PhD:
23% of R1 and R2 researchers (18% in 2016)

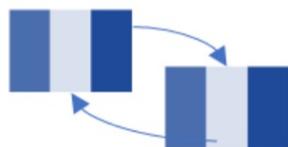


International mobility in post-PhD stages

27% of researchers currently working in the EU have been mobile in the last 10 years for more than 3 months



International collaboration



63.1%

collaborate with researchers in their own country



65.3%

collaborate with researchers in EU countries



48.8%

collaborate with researchers in non-EU countries

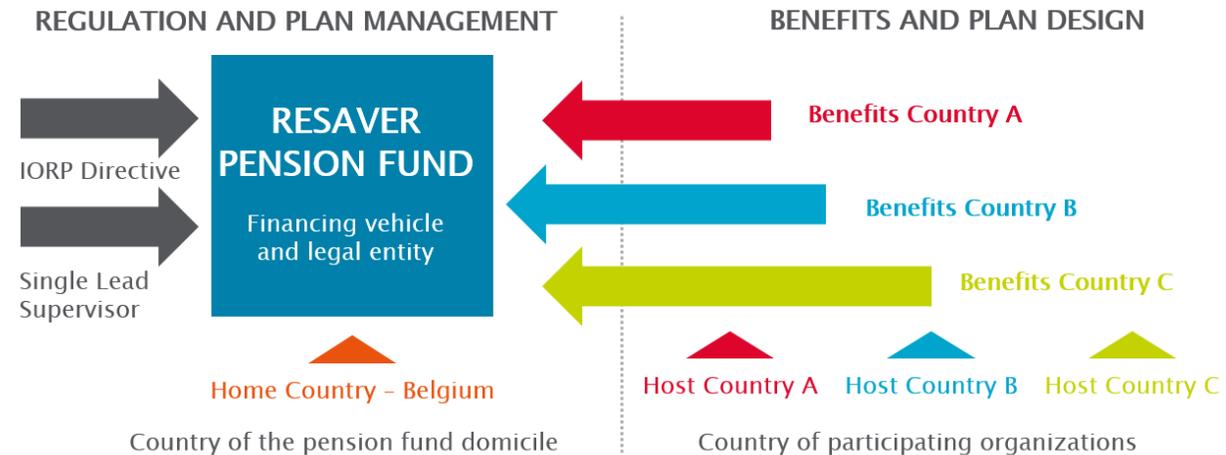
Challenges related to social security

- 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.

Article 22 of The Universal Declaration of Human Rights:

*Everyone, as a member of society, has the **right to social security** and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.*

How RESAVER works



- **Multi-country, multi-employer** fund, domiciled in **Belgium**
- **For HEIs and 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**

State of play

- **Fully operational since May 2017**
- **Rollout**

Operational	Implementation ongoing
<ul style="list-style-type: none">➤ Hungary➤ Austria➤ Belgium➤ Netherlands➤ Italy➤ Cyprus	<ul style="list-style-type: none">➤ France➤ Spain

MyRESAVER member portal

- *Interactive portal tailor-made for RESAVER members*
- *Available in local languages*

MY PARTICIPANT ACCOUNTS Last update 04-08-2016

TOTAL € 100.000

ACCOUNTS	AMOUNT
MEMBER	€ 35.333,00
EMPLOYER	€ 45.667,00
OTHERS	€ 19.000,00

NEWS

- 23 MAR NEWS-TITLE
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc lobortis est, a efficitur augue condimentum.
- 12 FEB NEWS-TITLE
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc, a efficitur augue condimentum.

PERFORMANCES

JAN FEB MAR APR MAY JUN JUL AUG SEP OCT NOV DEC

RECENT TRANSACTIONS

Operation Code	Reference Date	Gross Amount	Fees & Charges	Currency Date	Net Amount	Currency
Contribution	01/01/2016	500,00	40,00	01/01/2016	460,00	EUR
Contribution	01/01/2016	500,00	-	01/01/2016	500,00	EUR
Contribution	01/03/2016	500,00	-	01/03/2016	500,00	EUR
Transfer IN	01/04/2016	25.000,00	-	01/04/2016	25.000,00	EUR
Fees	01/04/2016	-	25,00	01/04/2016	-25,00	EUR
Contribution	01/05/2016	750,00	-	01/05/2016	750,00	GBP
TOTAL					26.435,00	EUR
					750,00	GBP

MY FUNDS Last update 04-08-2016

TOTAL € 100.000,00

FUNDS	PERCENTAGE	AMOUNT
FUND A	43%	€ 35.333,00
FUND B	15%	€ 45.667,00
FUND C	42%	€ 19.000,00

NEWS

- 23 MAR NEWS-TITLE
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Nunc lobortis est, a efficitur augue condimentum.
- 12 FEB NEWS-TITLE
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Q&A

