The new European Framework for Research Careers

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Background and policy context

Context: Over 2 million researchers in Europe (2022)

Facts	Challenges
= 1 % of total labour force in EU	High variations in Member States: range 0.4% - 2.0%
45% increase since 2012	62% increase in China (26% in USA)
57% employed in business sector **32% in academic sector** **10% in government sector**	Variations: in some Southern and Eastern EU MS, ~50-60% researchers are employed in academic sector
incl. **0.67 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 then influx of researchers (**brain drain**), caused by i.a. inadequate working environments

Sources: Eurostat, MORE4, Knowledge ecosystems in the new ERA study

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A European framework for research careers – Responding to a political call

Council Conclusions on *Deepening the ERA – providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality (May 2021)*

Council Recommendation on a *Pact for R&I in Europe (November 2021)*

ERA Policy Agenda 2022-24 – Action 4 – *Promoting attractive research careers, balanced talent circulation and international, transdisciplinary and intersectoral mobility across the ERA*

Action 4 - Most committed ERA Action: **26 MS, 4 ACs, 13 SHs** → ERA Policy Agenda 2025-27

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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

A package for attractive and sustainable 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, RESAVER…
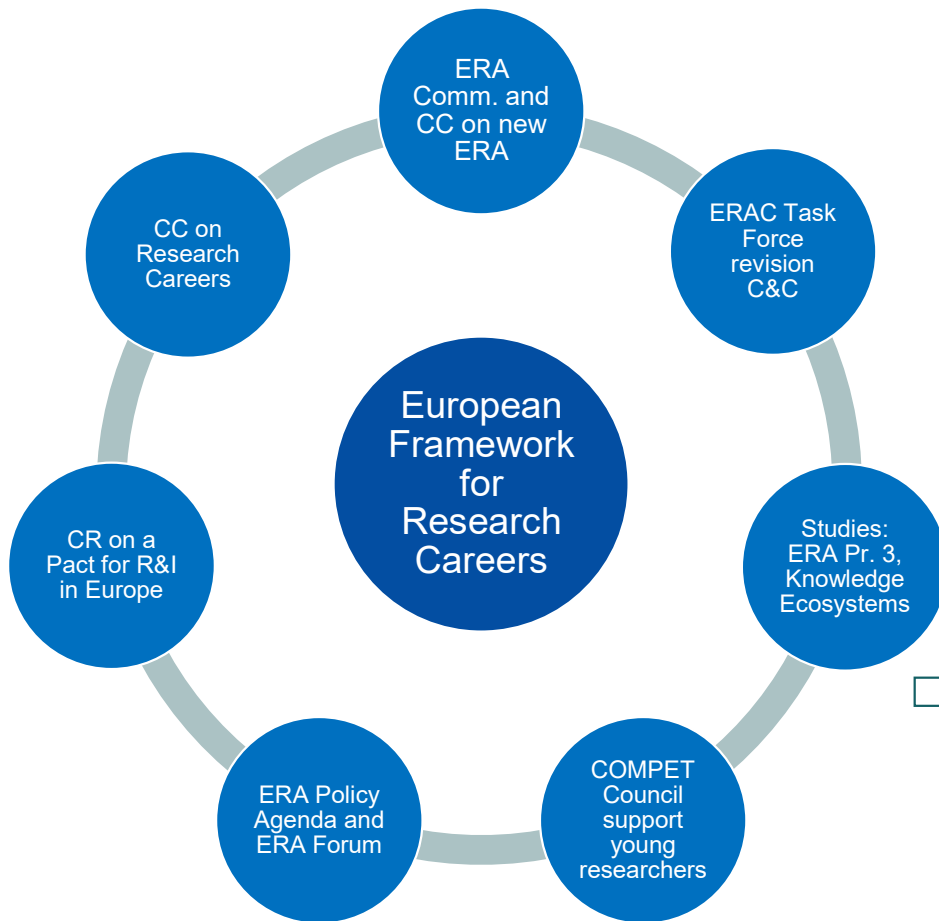
Promoting cultural change

- 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

European Framework for Research Careers – Process

European Framework for Research Careers

- ERA Comm. and CC on new ERA
- ERAC Task Force revision C&C
- Studies: ERA Pr. 3, Knowledge Ecosystems
- COMPET Council support young researchers
- ERA Policy Agenda and ERA Forum
- CR on a Pact for R&I in Europe
- CC on Research Careers

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**

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European Framework for Research Careers – Timeline

-> 2022

Consultations with stakeholders, studies

2022

Consultations in ERA Forum

2023

Consultations with action 4 delegates, ERAC discussion

Jul 2023

Commission proposal

Dec 2023

Council adoption of final text

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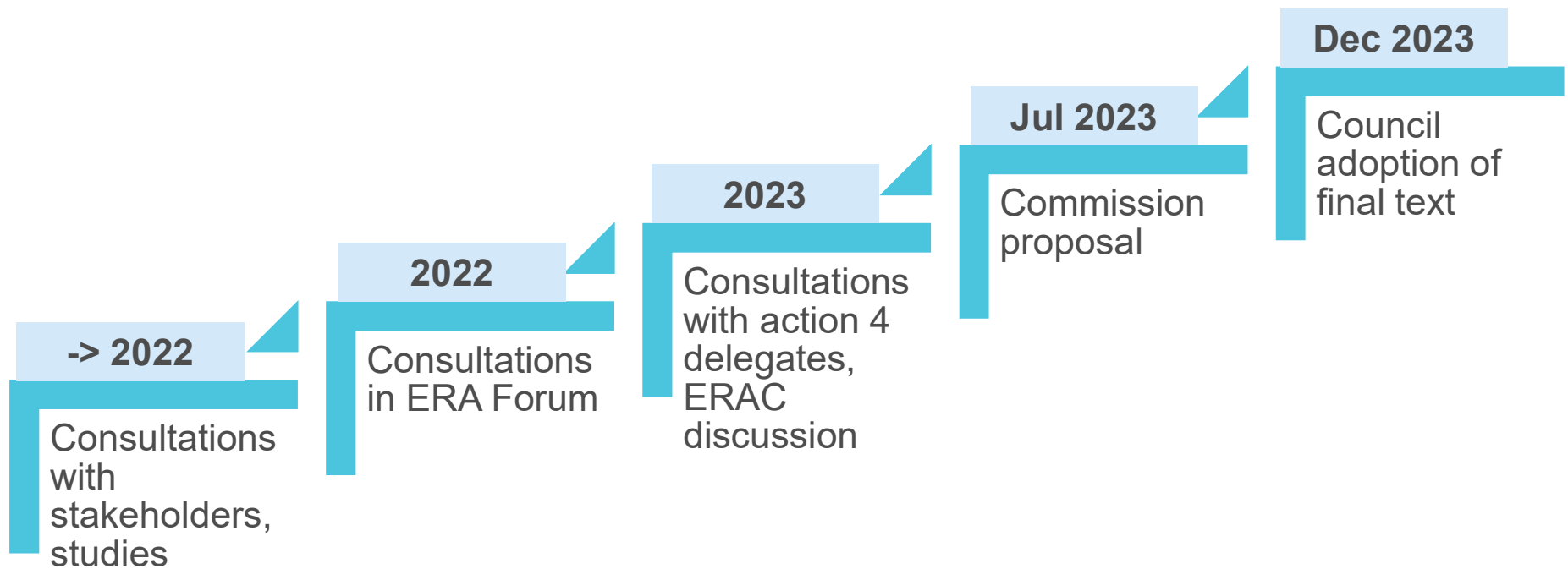
Pillars of the

European Framework for Research Careers

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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ResearchComp: the European Competence Framework for Researchers

- **7 Competence Areas**
- **38 Competences**
- All **competences are equally important & interrelated**
- Competences can be acquired via **dedicated training, on-the-job-training, peer-to-peer learning, coaching and mentoring**
- **Each stakeholder** can use the Framework as a starting point to address its **own needs**
- Researchers encouraged to **develop competences in all 7 areas, but should <u>not</u> acquire the same or the highest level of proficiency for all competences**

DOING RESEARCH
- Have disciplinary expertise
- Perform scientific research
- Conduct interdisciplinary research
- Write research documents
- Apply research ethics and integrity principles

MANAGING RESEARCH
- Mobilise resources
- Manage projects
- Negotiate
- Evaluate research
- Promote open access publications

MAKING AN IMPACT
- Participate in publication process
- Disseminate results to the research community
- Teach in academic or vocational contexts
- Communicate to the broad public
- Increase impact of science on policy & society
- Promote open innovation
- Promote the transfer of knowledge

MANAGING RESEARCH TOOLS
- Manage research data
- Promote citizen science
- Manage intellectual property rights
- Operate open source software

RESEARCH COMP

SELF MANAGEMENT
- Manage personal professional development
- Show entrepreneurial spirit
- Plan self-organisation
- Cope with pressure

WORKING WITH OTHERS
- Interact professionally
- Develop networks
- Work in teams
- Ensure wellbeing at work
- Build mentor-mentee relationships
- Promote inclusion & diversity

COGNITIVE ABILITIES
- Abstract thinking
- Critical thinking
- Analytical thinking
- Strategic thinking
- Systemic thinking
- Problem solving
- Creativity

EUROPEAN YEAR OF SKILLS

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Use of ResearchComp

- Self-assessment
- Upskilling (lifelong learning)

Researchers

- Adapt doctoral training
- Offer targeted training

HEIs and training providers

- Have clear view of what researchers can offer
- Job vacancies

Employers

- Support use of ResearchComp
- Develop/adapt policies

Policy makers

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ResearchComp – Proficiency levels

4 proficiency levels

Intermediate

Building independence

Expert

Driving transformation, innovation and growth

O2 O4
O1 O3
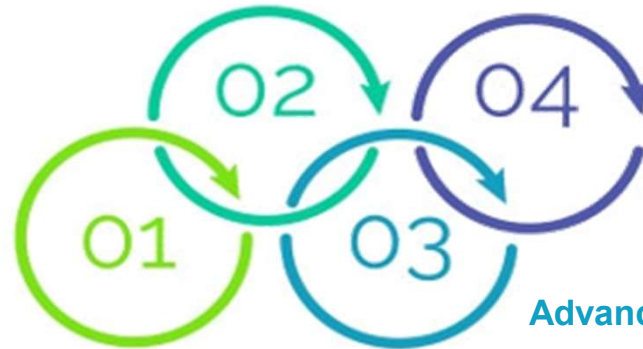
Foundational

Developing expertise with guidance

Advanced

Taking responsibility and guiding others

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Example of learning outcomes

Abstract thinking (Cognitive abilities): Demonstrate the ability to use concepts in order to make and understand generalisations, and relate or connect them to other items, events, or experiences.

Foundational	Intermediate	Advanced	Expert
➢ Assimilates concepts from own discipline ➢ Establishes relationships with own knowledge	➢ Elaborates concepts independently ➢ Identifies and understands complex trends and patterns	➢ Uses with confidence concepts from other disciplines ➢ Provides insights beyond the obvious	➢ Connects unrelated ideas and concepts to elaborate theories ➢ Contributes outstanding insights pushing the frontiers of knowledge

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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
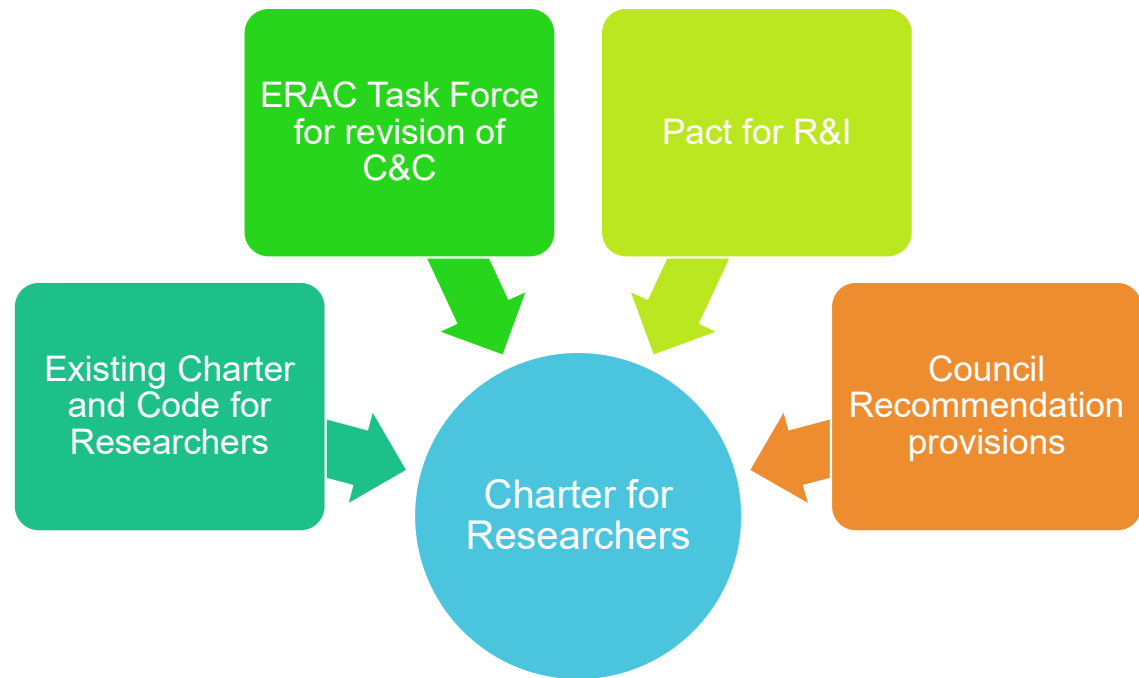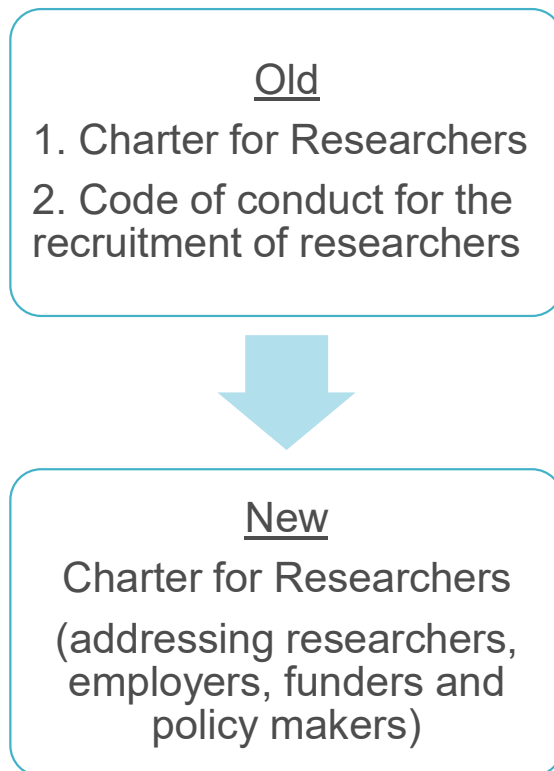
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Support actions for research careers

- Strengthen EURAXESS and develop ERA Talent Platform as one-stop-shop for researchers and institutions
- New Charter for all sectors and transition measures

Monitoring of research careers

- Observatory on research careers in addition to ERA monitoring systems

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Annex II – Charter for Researchers

Old

1. Charter for Researchers

2. Code of conduct for the recruitment of researchers

New

Charter for Researchers

(addressing researchers, employers, funders and policy makers)

ERAC Task Force for revision of C&C

Pact for R&I

Existing Charter and Code for Researchers

Charter for Researchers

Council Recommendation provisions

Charter for Researchers – Pillars

Novelties

1. New or adapted principles
2. Reduced number of principles
3. Focus on all sectors
4. Adopted through a Council Recommendation
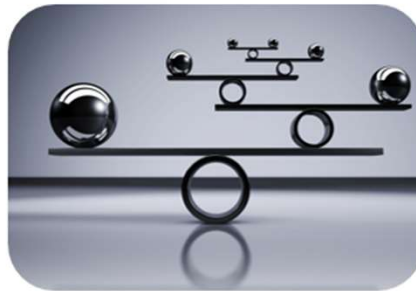
ETHICS, INTEGRITY, GENDER AND OPEN SCIENCE

RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

WORKING CONDITIONS AND PRACTICES

RESEARCH CAREERS AND TALENT DEVELOPMENT

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Thank you!