The new European Framework for Research Careers

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ERA, Spreading Excellence and Research Careers
Background and policy context
### Context: Over 2 million researchers in Europe (2022)

<table>
<thead>
<tr>
<th>Facts</th>
<th>Challenges</th>
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<tr>
<td>= 1% of total labour force in EU</td>
<td>High variations in Member States: range 0.4% - 2.0%</td>
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<td><strong>45% increase</strong> since 2012</td>
<td>62% increase in China (26% in USA)</td>
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<td><strong>57% employed in business sector</strong></td>
<td>Variations: in some Southern and Eastern EU MS, ~50-60% researchers are</td>
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<td>32% in academic sector</td>
<td>employed in academic sector</td>
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<td>10% in government sector</td>
<td>Persistent <strong>skills mismatches</strong> and inadequate training</td>
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<td>incl. <strong>0.67 million doctoral candidates</strong></td>
<td>&gt;80% doctoral candidates aspire academic career vs. only ~10% will enter</td>
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<td>an academic career</td>
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<td><strong>13% mobile researchers</strong> (employed in other</td>
<td>≥11 Member States have higher outflow then influx of researchers (<strong>brain</strong>)</td>
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<td>country than citizenship’s)</td>
<td>drain), caused by i.a. inadequate working environments</td>
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Sources: Eurostat, MORE4, Knowledge ecosystems in the new ERA study
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**
# 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

## Prioritising investments and reforms

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
15. Regional and national R&I ecosystems
16. EU-wide access to excellence
17. Strategic capacity of Europe’s public research performing organisations

## Widening the ERA

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

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

Commission proposal for a Council Recommendation

Exchanges with ERAC, ERA Forum, action 4 delegates based on technical document with revised Charter for Researchers
European Framework for Research Careers - Timeline

- Consultations with stakeholders, studies
- Consultations in ERA Forum
- Consultations with action 4 delegates, ERAC discussion
- Commission proposal
- Council adoption of final text
Pillars of the European Framework for Research Careers
<table>
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<tr>
<th>Definitions</th>
<th>Recognition, interoperability and comparability of researchers’ careers</th>
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<tr>
<td>• Researchers</td>
<td>• Equal esteem and reward for different career paths</td>
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<tr>
<td>• Research managers</td>
<td>• Mapping of career structures by HR offices against R1-R4 profiles</td>
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<td>• Research technicians</td>
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<td>• Revised R1-R4 profiles with examples of occupations (annex I)</td>
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<tr>
<td>Recruitment and working conditions</td>
<td>Researchers skilled for inter-sectoral and inter-disciplinary careers and for entrepreneurship and innovation</td>
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<tr>
<td>• OTM-R</td>
<td>• Development of skills including based on ResearchComp and on interaction in ecosystems</td>
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<td>• Attractive working conditions</td>
<td>• Foster innovation and entrepreneurial mindset, including focus on women</td>
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<td>including remuneration, job</td>
<td>• Eliminate structural and administrative barriers to mobility</td>
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<td>security and stability</td>
<td>• Promote inter-disciplinary mobility of researchers</td>
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<td>• Social protection and promotion of RESAVER</td>
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<td>• Equality and inclusiveness</td>
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<td>• Specific measures and incentives for early-career researchers (R1-R2)</td>
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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 not acquire the same or the highest level of proficiency for all competences
Use of ResearchComp

- Support use of ResearchComp
- Develop/adapt policies

Researchers
- Self-assessment
- Upskilling (lifelong learning)
- Have clear view of what researchers can offer
- Job vacancies

HEIs and training providers
- Adapt doctoral training
- Offer targeted training

Employers

Policy makers
- Support use of ResearchComp
- Develop/adapt policies
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
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.

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<th>Intermediate</th>
<th>Advanced</th>
<th>Expert</th>
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<tr>
<td>Assimilates concepts from own discipline</td>
<td>Elaborates concepts independently</td>
<td>Uses with confidence concepts from other disciplines</td>
<td>Connects unrelated ideas and concepts to elaborate theories</td>
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<td>Establishes relationships with own knowledge</td>
<td>Identifies and understands complex trends and patterns</td>
<td>Provides insights beyond the obvious</td>
<td>Contributes outstanding insights pushing the frontiers of knowledge</td>
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<td>Career assessment, development and progression</td>
<td>Balanced circulation of talents and making the Union an attractive destination</td>
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<tr>
<td>• Recognition of all mobility experiences</td>
<td>• MS to make research systems more attractive</td>
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<td>• Reformed assessment and reward system</td>
<td>• EC to support MLEs, monitor flows, and facilitate attraction and return of</td>
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<td>• Advisory/support services</td>
<td>talents</td>
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<td>• Fair, equal and inclusive accession and</td>
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<td>progression system, including considering</td>
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<td>Tenure-Track-Like systems</td>
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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
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)
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
Thank you!