Challenges in translation into practice of the European Framework to attract and retain research, innovation and entrepreneurial talents in Europe

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FCT – Fundação para a Ciência e a Tecnologia

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Overview

European Research Area – Research careers – arriving to a shared framework for Research Careers

Deployment of the European Framework for Research Careers

Challenges in implementation

Action 4 current actions and plans for the future
Research Careers in ERA from 2000 to 2023: a Bumpy road, with breaks and... yet to be finished
New ERA Deployment
Research careers, mobility and assessment

- Commission Communication New ERA (2020)
- Council Conclusions on the New ERA (2020)
- Council Conclusions on Research Careers (2021)
- Council Resolution Pact for R&I (2021)
- Council Conclusions on Governance and ERA Policy Agenda (2022-2024)
- Council conclusions on Research assessment and implementation of Open Science (2022)
- Council Recommendation for a European Framework for Research Careers (Dec 2023)
- ERA Forum
- Action 4 – research careers
  Action 3 – Research Assessment
- COARA
Deployment of the European Framework for Research careers
The European Framework for Research Careers

Professions: Definitions of Researchers and research support personnel
- Recruitment and working conditions, including precarity
- Recognition, interoperability and comparability of careers

Balanced circulation of talents
- Career assessment, development and progression
- Research skills

Support actions for research careers
- Charter for researchers
- ERA Talent Platform/EURAXESS
- Human Resources Strategy for Researchers,

Monitoring of research careers
- Observatory on Research Careers
Challenge 1 - Professions: Definitions of Researchers and research support personnel

It has already been achieved:

- the inclusion of the profession of researcher in the European framework – is done in ESCO (European Skills, Competences, Qualifications and Occupations)
- Inclusion on the EUROPASS and EURES (European Network of Employment Services)-taxonomy in the labour market
- New taxonomy R1-R4 this profiles identify early-research career and seniors and allow interoperability and mobility
- Research Management Careers and Research Technicians; profile already included in the Framework

To be done:

Needs to be included in ISCO (International Standard Classification of Occupations)
Why is important? Favours mobility, quantification of the labour market for researchers and data for the REICO
Further development of research support careers
Challenge 2 - Recognition, interoperability and comparability of careers

To be done:

• Recognition of equal esteem and reward of different paths regardless of the sector

• Careers tend to be non-linear, hybrid and multi-career to be equally recognised as the linear ones
Challenge 3 - Recruitment and working conditions, including precarity

To be done or in process:

• Commensurate remuneration, work-life balance, equal opportunities
• Social protection irrespective of the form of employment – specific measures to R1-R2
• European Tenure-track like models
• Precarity - towards job security and stability - Permanent or open-ended contracts are recommended and that is the path
  • What about the need of fixed-term contracts? Is it possible to set a threshold per organisation?
  • What about the role of the structure of funding linked to project-base and less and less to long-term base-line funding?
Challenge 4 - Career assessment, development and progression

In progress

Diversity in careers and mode of appraisal
- Beyond the linear careers
- Qualitative unbiased judgement
- Responsible use of quantitative indicators

Diversity of outputs
- Reward quality and impact
- Reward multiple functions and their respective outputs

Diversity in opportunities and standards and ethics
- Diversity of profiles and circumstances
- Equal opportunities
What are we planning to do in A4 Era-Policy Agenda to support the deployment of the framework

For 2022-2025

1. Continuation of the development and revision of the support mechanisms
2. MLE – yet in approval phase – Research careers – more attractive & sustainable and Better-balanced talent circulation

For 2025-2027

1. Co-created guidelines for the implementation of the Council Recommendation on research careers based on the exchange of good practices and lessons learnt, for better quality jobs and a better functioning research labour market
2. Community of Practices to share experiences in order to advance implementation at European, national, regional, organisational levels on strengthening research careers and improving mobility
3. Consolidated Research and Innovation Careers Observatory fulfilling the needs of policy makers and stakeholders with the involvement of relevant actors beyond the R&I community, and jointly eliminating gaps
4. Recommendations for better career development and European tenure-track like models, and related funding mechanism
5. Co-created investment pathways, joining and coordinating forces to reduce precarity and to facilitate paths for non-academic research careers
Conclusions

1. Needs to be a collective effort – be part of the networks
2. Requires coordination at multiples levels
3. Full engagement of the stakeholders and research careers’ owners
4. Sharing and learning from experiences failures and successes, learn with the others, adapt successful cases
5. Implies modifications in the normative and legal framework at the various levels and sectors
6. We are at the beginning
Obrigada, Thank you 🙏🏼

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