



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

(Council Recommendation 18.12.2024)

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Action 4 co-owner (Member States) :

Research Careers

ERA Policy Agenda ERA FORUM

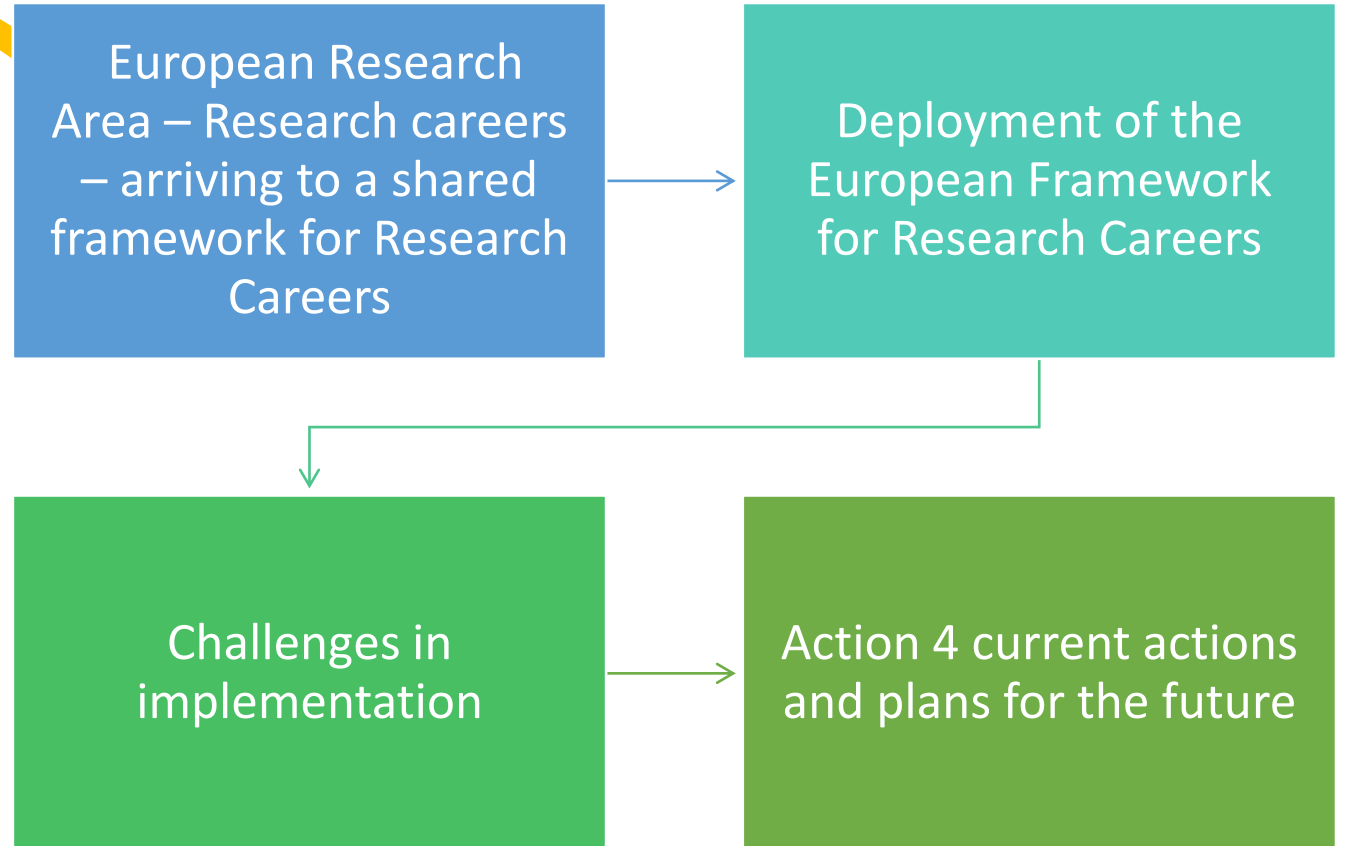
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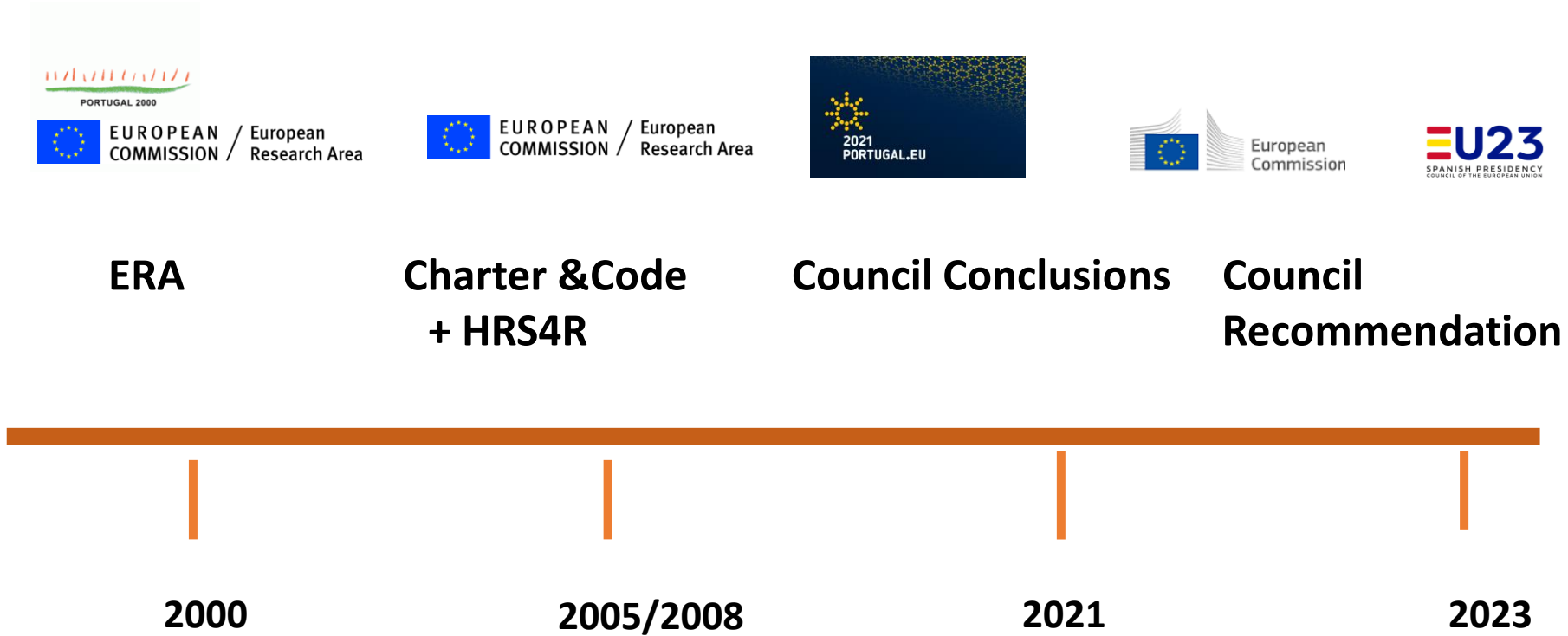
Reforms in Research Careers in
Portugal Roundtable discussion

12 January 2024 | Lisbon | Portugal

Overview

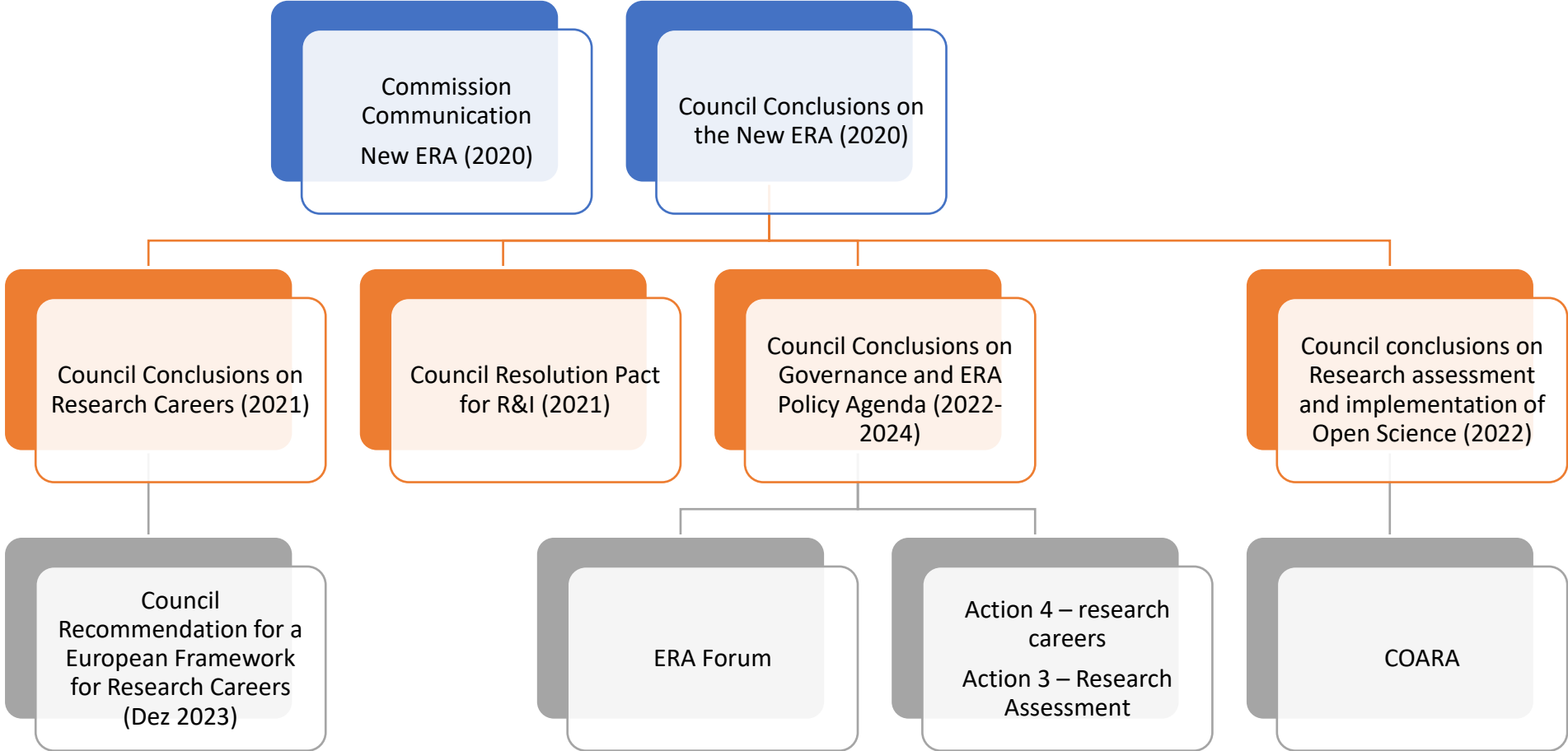


Research Careers in ERA from 2000 to 2023: a Bumpy road, with breaks and... yet to be finished

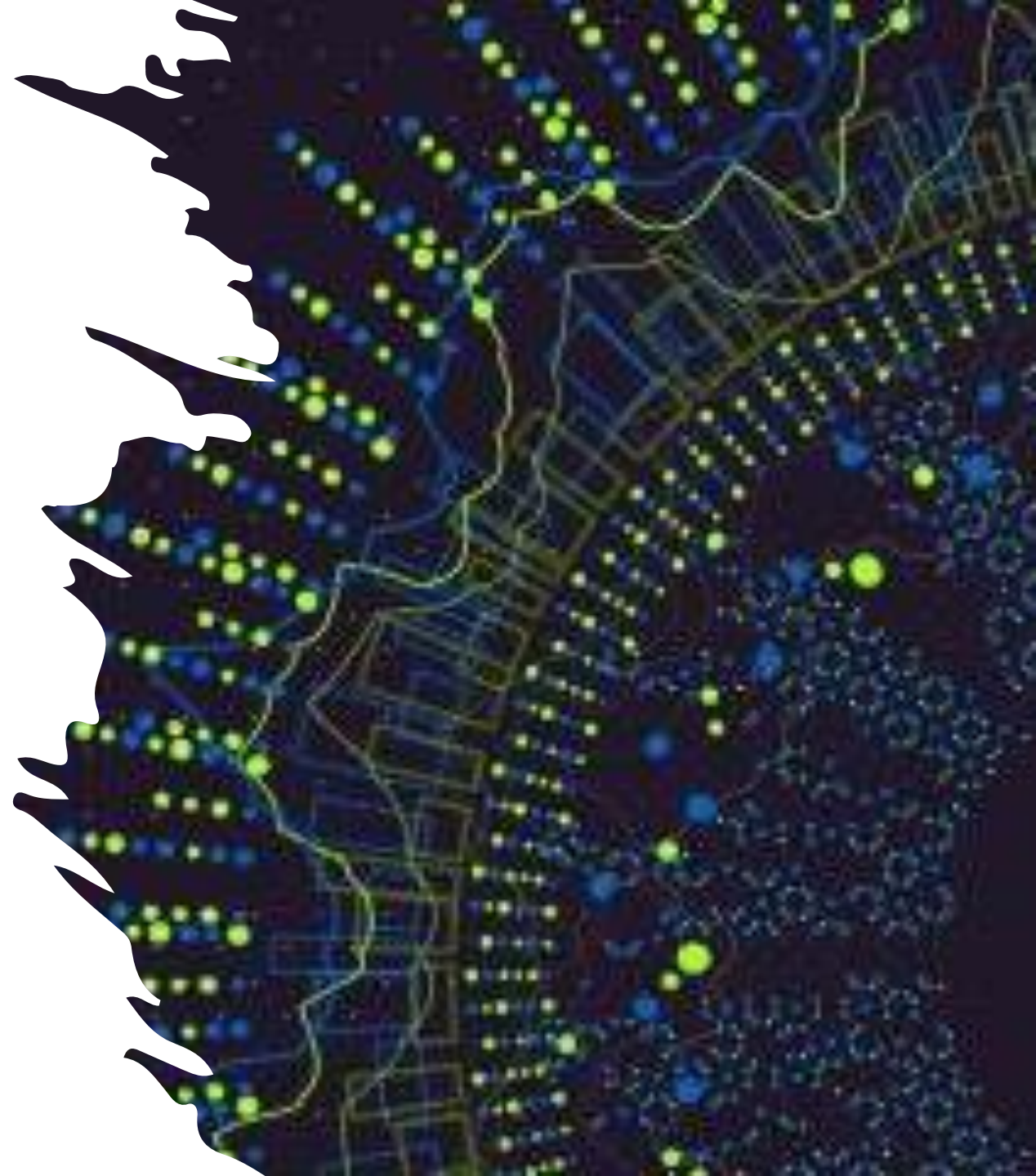


New ERA Deployment

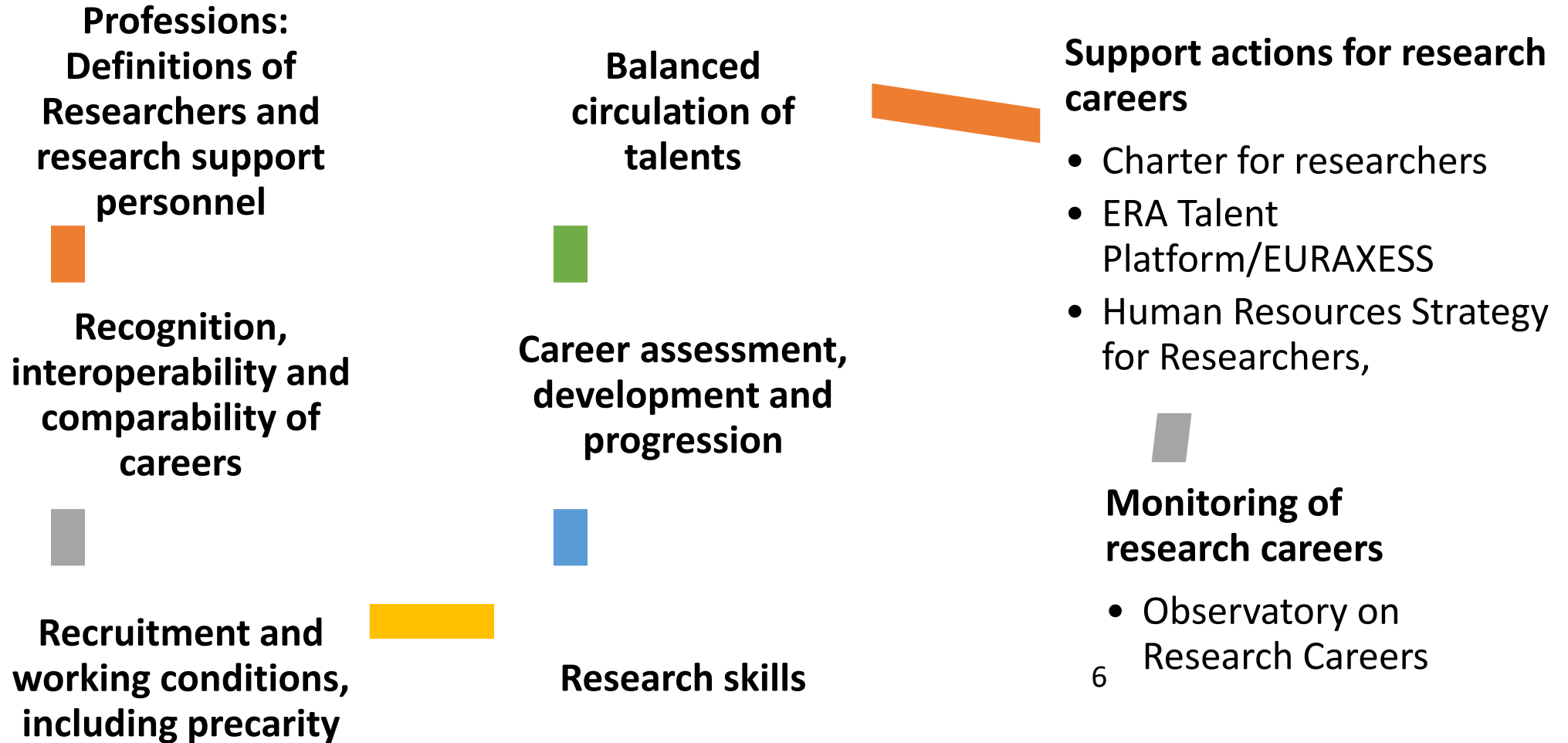
Research careers, mobility and assessment



Deployment of the European Framework for Research careers



The European Framework for 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 data⁷ 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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