The European Research Area (ERA) and the European Framework for Research Careers

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## Overview

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European Research Area

(2000-2020)
Institutionalisation process of ERA

1973 - first serious attempt for the creation of ERA

2000 - inscription in the European RTD policy” Communication “Towards the European Research Area”

2008 - Institutionalisation in the TFEU Lisbon Treaty art. 179

Art. 179. 1. The Union shall have the objective of strengthening its scientific and technological bases by achieving a European research area in which researchers, scientific knowledge and technology circulate freely, and encouraging it to become more competitive, including in its industry, while promoting all the research activities deemed necessary by virtue of other Chapters of the Treaties.
Priorities and rationales for ERA through time!

2000
1. More dynamic private investment in the EU
2. Networking of centres of excellence
3. European approach to R&D infrastructures
4. Better use of electronic networks
5. More co-ordinates implementation of national and European programmes
6. Closer relations between European organisations for scientific and technological cooperation
7. Development tools for IPR, companies and risk capital
8. More abundant and more mobile human resources:
   • Greater mobility of researchers and introduction of a European dimension to scientific careers.
   • Women in Science.
   • Stimulating young people’s taste for research and careers in science.
   • Improving the attraction of Europe for researchers from the rest of the world
9. Social and Ethical values

2007
1. Realising single labour Market for researchers
2. Developing world-class infrastructures
3. Strengthening research Institutions
4. Sharing knowledge
5. Optimising research programmes and priorities
6. Opening to the world: International cooperation in S&T
7. Rationales for ERA

ERA GREEN PAPER
Priorities and Rationales for ERA - 2008

2008

**The Ljubljana Process**
- Launch of the "Ljubljana Process" - Towards full Realisation of ERA
  - Council Conclusions
- Definition of a "2020 Vision for the European Research Area"
  - Council Conclusions

**Researchers**
- Better Careers and More Mobility: A European Partnership for Researchers
  - Communication from the Commission to the Council and the European Parliament
- Better Careers and More Mobility: A European Partnership for Researchers
  - Council Conclusions

**Joint Programming**
- Towards Joint Programming in Research: Working Together to Tackle Common Challenges More Effectively
  - Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions
- Joint Programming of Research in Europe in Response to Major Societal Challenges
  - Council Conclusions

**Research Infrastructures**
- Proposal for a Council Regulation on the Community Legal Framework for a European Research Infrastructure (ERI)
  - Commission Proposal
- European Research Infrastructures and Their Regional Dimension
  - Council Conclusions

**Knowledge Sharing**
  - Commission Recommendation
  - Council Resolution

**International Cooperation**
- A Strategic European Framework for International Science and Technology Cooperation
  - Communication from the Commission to the Council and the European Parliament
- A European Partnership for International Scientific and Technological Cooperation
  - Council Conclusions
ERA GOVERNANCE EVOLUTION 1973-2020

PREST
- Committee of high-level representatives of MS (exchange)

CREST (1973)
- Committee of high-level representatives of MS (exchange)

CREST (2008)
- Important platform with advisory role in the OMC, preparation, monitoring and evaluation of ERA initiatives.

ERAC (2010)
- An advisory committee for the monitoring of ERA composed by DG of Research and Innovation from MS

Revisions of ERAC Governance (2015, 2018)

ERAC included ERA-related Groups/standing groups:
- Joint-Programming/GPC
- Human Resources and Mobility
- ESFRI
- Gender
- SFIC - International Cooperation
- Open Innovation
New European Research Area (2020-...)

The Pact for R&I

ERA Policy Agenda

Governance
Between 2015 and 2019, ERAC and Council discussed the need for a change in the ERA and its governance.

Germany was leading the discussion at ERA Conferences in Berlin (2016) on the governance and direction of ERA, and in 2020 for the preparation of Council Conclusions.

The renewal of ERA was a priority for the Council and the Commission and was based on:

- Shared responsibilities
- Participation of stakeholders and citizens
- Diversity and strengths of European R&I ecosystems
- Smart directionality – twin transitions
- Quality
- Priority for investments 3% target (1.25% EU public GDP by 2030, increase by 50% R&I investment in countries below average
- ERA Actions with added value as part of ERA Policy Agenda “jointly developed systemically and implemented by MS and EC
The path to success: interlinked steps

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
### 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
ERA GOVERNANCE 2021

- PACT for R&I setting out fundamental values and principles and priorities areas for ERA actions and policy coordination mechanisms

- ERA Policy Agenda - voluntary ERA Actions defined and coordinated at the EU level:
  - Relevant (at least 1 Pact priority)
  - Viable clear objectives, timing milestones, actors and funding
  - Committed by at least half of MS
Council Recommendation on a PACT for R&I
Mid-term priorities
ERA Policy Agenda and mid-term Assessment

Council decision-making and policy guidance body

European Commission Executive Body with the right of initiative

ERA FORUM composed of experts nominated by Member States and Associated Countries and Stakeholders

ERA Ministerial Conferences

ERAC Joint committee High-level policy advice - initiates updates of ERA Policy Agenda

ERA GOVERNANCE 2021 – Stakeholders at ERA Forum’s table!
European Research Area and Research Careers
Research Careers in ERA from 2000 to 2024: a bumpy road, but we reached our aim!

ERA                     Charter &Code + HRS4R                     Council Conclusions                     Council Recommendation

2000  2005/2008  2021  2023
New European Research Area – Research careers
A long path until 2021

Commission Recommendation
Charter for Researchers and Code of Conduct for Recruitment  March 2005

Framework Conditions for an attractive, open and sustainable labour market for researchers.

General principles

Human Resources Strategy for Researchers – 2008

Appraisal the word of the time:
• Mobility needs to be recognised in the assessment processes.
• Appraisal needs to be applied regularly, transparently and independently.
• Be qualitative and quantitative but avoid using only publications-based metrics.

Recruitment
• To be open, merit-based, transparent and internationally comparable
The European framework for Research Careers
Reasons for the success: After 23 years there is a European Framework for Research Careers

Preparatory work for the Council Conclusions was done in cooperation with Member States

Preparatory work with ERAC, with dedicated workshop involving practitioners and Member States representatives, in December 2020

Wide discussions with stakeholders, namely university associations

Analytical process for the identification of black holes in the previous decisions that drove a change in approach: researcher-centred, but with a holistic approach including all the relevant policies beyond R&I policies – Council Conclusions were approved by the Council in May 2021

Preparatory work by the European Commission with experts with the draft following the guidelines of the Council Conclusions. ERA FORUM and ERAC discussed the Technical Document for the upcoming Council Recommendation

Attitude towards the contributions was key – always with open mind towards valid inputs

Wide diffusion of the preparatory work by the stakeholders who had organised multiple workshops with key actors

Workshops and stakeholder consultations organised by Member States

Action 4 - Research Careers ’ active role in organising the process which is governed by the Commission, Portugal (MS), and Coimbra Group (stakeholder)
The European Framework for Research Careers

Professions: Definitions of Researchers and research support personnel
- Recognition, interoperability and comparability of careers

Recruitment and working conditions, including precarity

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
Definition of Researcher profession and research support personnel

The following achievements have been made regarding the inclusion of the research profession in the various European Frameworks:

1. The researcher profession has been successfully included in ESCO (European Skills, Competences, Qualifications, and Occupations), EUROPASS and EURES (European Network of Employment Services).

2. **R1-R4 profiles** have been revised to promote careers interoperability and researchers’ mobility across private and public organisations.

3. The inclusion of **Research Management Careers** and **Research Technicians** included in the European Framework for Research Careers

However:

1. Research profession must be included in ISCO (International Standard Classification of Occupations)

2. **Support research careers** needs to be developed and structured
Recognition, interoperability and comparability of careers

The Framework acknowledges the need for:

1. Different paths and careers be recognised and rewarded regardless of the sector.
2. Non-linear and hybrid careers be recognised as of equal value to the traditional linear ones.
Recruitment and working conditions, including reduction of precarity

1. Asks to commensurate remuneration, achieve work-life balance, and create equal opportunities
2. Provide social protection, irrespective of the form of employment – specific measures to R1-R2 should be implemented
3. European Tenure-track like models are yet to be defined
4. Strong focus on the reduction of precarity through permanent or open-ended contracts
5. Fostering intersectoral mobility is key to provide multiple choices for career paths
Career assessment, development and progression

In progress in different paths, following the same principles defined by the Council

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
The European Framework for Research Careers needs the engagement of all

• The Council recommendation is not mandatory!
  • It is, nevertheless, a strong policy orientation from the Council to the Member States, The Commission and Stakeholders. It will move!
• They are keeping the overarching approach, as recommended in 2021 Council Conclusions. Research Careers involve multiple public policies and require alignment.
• Coordinate as possible the multiple levels of governance: European, national and regional, organisations, and networks of organisations
• Allow time for the cultural change and organise in a structured way to contribute to the policymaking process!
CONTRIBUTION OF ACTION 4 (2022-2023)

**ACTION 4 IS within the ERA FORUM**
with Sponsorship of Portugal & Coimbra Group

**Most committed Action**
- MS – 26
- AC – 4
- SH - 16

**The purpose for MS:**
1. Share experiences and Learn
2. Co-create and coordinate actions
3. Support the pilots

**OUTCOME: European Framework for Research**
- ☑ Careers

**Partnership for young (early career) researchers**

**AIM**
To achieve all the outcomes by 2024

**Monitoring the flows and labour market for researchers**
- Observatory on Research Careers
- EC and OECD

**ERA TALENT Platform**
- ResearchComp
- European Charter for Researchers
Obrigada, Thank you 🙏

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