A European framework to attract and retain research, innovation, and entrepreneurial talents in Europe.

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Europe faces a wide range of new challenges deriving from a rapidly changing context (twin transition, the digital decade, the recovery from the pandemic, the war in Ukraine ...)

There are skills mismatches between the labour force and the needs of industry and the business sector, in particular for highly skilled jobs

It is important to create the right conditions to attract and retain talents

The global race for talent is intensifying and Europe needs to remain an attractive destination for business and highly skilled workers.
Challenges for researchers

Often precarious working conditions, based on cross-border and project-based temporary contracts → negative effects on attractiveness of careers in research and on mental health

Skills provided to doctoral candidates too often focus on careers within academia

Researchers need to be aware of their own skills to seize opportunities in the broader labour market, including those beyond academia or creating their own business → right skillset needed

Higher education institutions and industry need to partner to anticipate the skills needs
The Context: 2 million researchers in Europe
(Eurostat 2021)

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<tr>
<th>Facts</th>
<th>Challenges</th>
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<tr>
<td>= 1.6% of total labour force in EU</td>
<td>High variations in Member States: range 0.4% - 2.0%</td>
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<td>45% increase since 2011</td>
<td>73% increase in China (26% in USA)</td>
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<td>53% employed in business sector, 32% in academic sector</td>
<td>Variations: in Southeast of EU, 50-60% researchers are employed in academic sector</td>
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<td>incl. 0.65 million doctoral candidates</td>
<td>Persistent skills mismatches and inadequate training &gt;80% doctoral candidates aspire academic career vs. only ~10% will enter an academic career</td>
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<td>13% mobile researchers (employed in other country than citizenship’s)</td>
<td>≥11 Member States have higher outflow then influx of researchers (brain drain), caused by i.a. inadequate working environments</td>
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Sources: Eurostat, MORE4, Knowledge ecosystems in the new ERA study
Counteraction needed

- Install recruitment and working conditions to attract and retain research talents
- Fight precarity
- Strengthen and facilitate intersectoral mobility
- Respond better to labour market’s skills needs
- R&I reform to induce better balanced talent circulation
- Establish or update implementation tools
Part of a package ‘promoting attractive 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 with OECD, …

**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
Council Recommendation proposal – A European Framework for Research Careers

New Charter for Researchers (annex to Council Recommendation)

Launch of European Competence Framework for Researchers (ResearchComp) website

Measures launched on 13 July
Council Recommendation – A European Framework for Research Careers
European Framework for Research Careers: the 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

Annex I: R1-R4 (examples across sectors)
Annex II: the Charter
<table>
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<tr>
<th>Definition of researcher/research professions</th>
<th>Recognition of research professions and comparability of research careers</th>
<th>Recruitment and working conditions</th>
<th>Researchers skilled for inter-sectoral careers and entrepreneurship- innovation</th>
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<tbody>
<tr>
<td>• Frascati definition</td>
<td>• Equal esteem and reward for different career paths</td>
<td>• OTM-R, attractive working</td>
<td>• Skills based on ResearchComp and interaction in ecosystems</td>
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<td>• Revised R1-R4 profiles with examples of</td>
<td>• Mapping of career structures by HR against R1-R4</td>
<td>conditions, social protection</td>
<td>• Entrepreneurship</td>
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<td>occupations for each level</td>
<td></td>
<td>(RESAVER)</td>
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<td>Career development and progression</td>
<td>Balanced circulation of talents and making Europe an attractive</td>
<td>Support actions for research</td>
<td>Monitoring of research careers</td>
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<td>• Recognition of all mobility experiences</td>
<td>destination</td>
<td>careers</td>
<td>• Observatory on research careers in addition to ERA monitoring systems</td>
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<td>• Advisory/support services</td>
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<td>• Strengthen EURAXESS and</td>
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<td>• Reformed assessment</td>
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<td>develop ERA Talent Platform</td>
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<td>• Fair accession/progression</td>
<td></td>
<td>• New Charter for all sectors</td>
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<td>and transition measures</td>
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Annex I – Examples of occupations across sectors for R1-R4 profiles
Annex I – Examples of occupations for the R1-R4 profiles

- **R1-R4 profiles adapted**
  - R1: First Stage Researcher (*e.g.* doctoral candidate, junior researcher)
  - R2: Recognised Researcher (*e.g.* postdoc, research assistant)
  - R3: Established Researcher (*e.g.* assistant professor, principal investigator)
  - R4: Leading Researcher (*e.g.* full professor, chief scientific officer)

- Examples of **occupations** for researchers (who perform research) across the various sectors

- To facilitate comparability and **interoperability** of careers across sectors and Member States

- Stimulate use of R1-R4 profiles in vacancies, and mapping of careers structures for researchers
References


• Taking stock, evaluating the achievements and identifying the way forward for the ERA priority 3 policy measures https://op.europa.eu/en/publication-detail/-/publication/40089aaa-57dc-11ec-91ac-01aa75ed71a1

• Proposal for a COUNCIL RECOMMENDATION on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe EUR-Lex - 52023DC0436 - EN - EUR-Lex (europa.eu)
Thank you!

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