



European Framework for Research Careers

IrishRSA Online Forum on Research Careers & Policy
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A journey throughout the ERA

Phase 1 MORE COHERENCE, LESS FRAGMENTATION | 2000 - 2007

Towards a European Research Area

*'The problem is not money but **fragmentation of the efforts** carried out at European level... So it is imperative that we mobilise resources and create a movement towards coherence of research policies in Europe. This is why I have launched the idea of a European Research Area.'*

Commissioner **Philippe Busquin**, 18 November 2000



FOCUS

A better organisation of research in Europe by addressing the fragmentation, isolation and compartmentalisation of national research systems and the lack of policy coordination between Member States and the EU.



PRIORITIES

- Large scale research infrastructures
- coherent implementation of national and European research activities
- mobile human resources
- cohesion
- attractiveness of the European R&I system
- common social and ethical values



ACHIEVEMENTS

- New instruments of FP6,
- ERA-NET
- Article 185 and 187 initiatives
- EURAXESS
- European Charter for Researchers
- the Code of Conduct for Recruitment of Researchers



Phase 2 THE FIFTH FREEDOM TO BECOME A REALITY | 2007 - 2012

The ERA: new perspectives

'We are gradually lifting the barriers to the freedom of movement of knowledge: we are making the "5th Freedom" a reality... Investing in R&D and innovation is not a supplementary burden but an indispensable investment in future jobs and growth.'

Commissioner **Janez Potocnik**, 2 December 2008

2009

ERA becomes a formal objective of the EU- Lisbon Treaty (Article 179 TFEU)



ERA National Action Plans on six agreed 'ERA priorities'



Phase 3 STRENGTHENING THE PARTNERSHIP BETWEEN THE COMMISSION, MEMBER STATES AND STAKEHOLDERS | 2012 - 2020

A reinforced ERA partnership for excellence and growth

Talk to any business leader and they will tell you that the quality of the research base is a major factor in their investment decisions. In today's economy, no Member State or region can afford to neglect its knowledge base.

Commissioner **Maire Geoghegan-Quinn**, 17 July 2012

Commission Recommendation on Charter and Code 4 pillars to strengthen the ERA



40 principles in 4 Thematic Areas:

1. **Working Conditions & Social Security** - promoting and creating a stimulating and favourable working environment
2. **Recruitment** - assessing, attracting and retaining talent; international visibility
3. **Training and Career Development**
4. **Ethical and Professional Aspects**

Charter & Code and HRS4R - Overview

Charter & Code

✓ 1257 C&C endorsing organisations

HRS4R Award

✓ 565 awarded organisations

✓ 161 applicant organisations

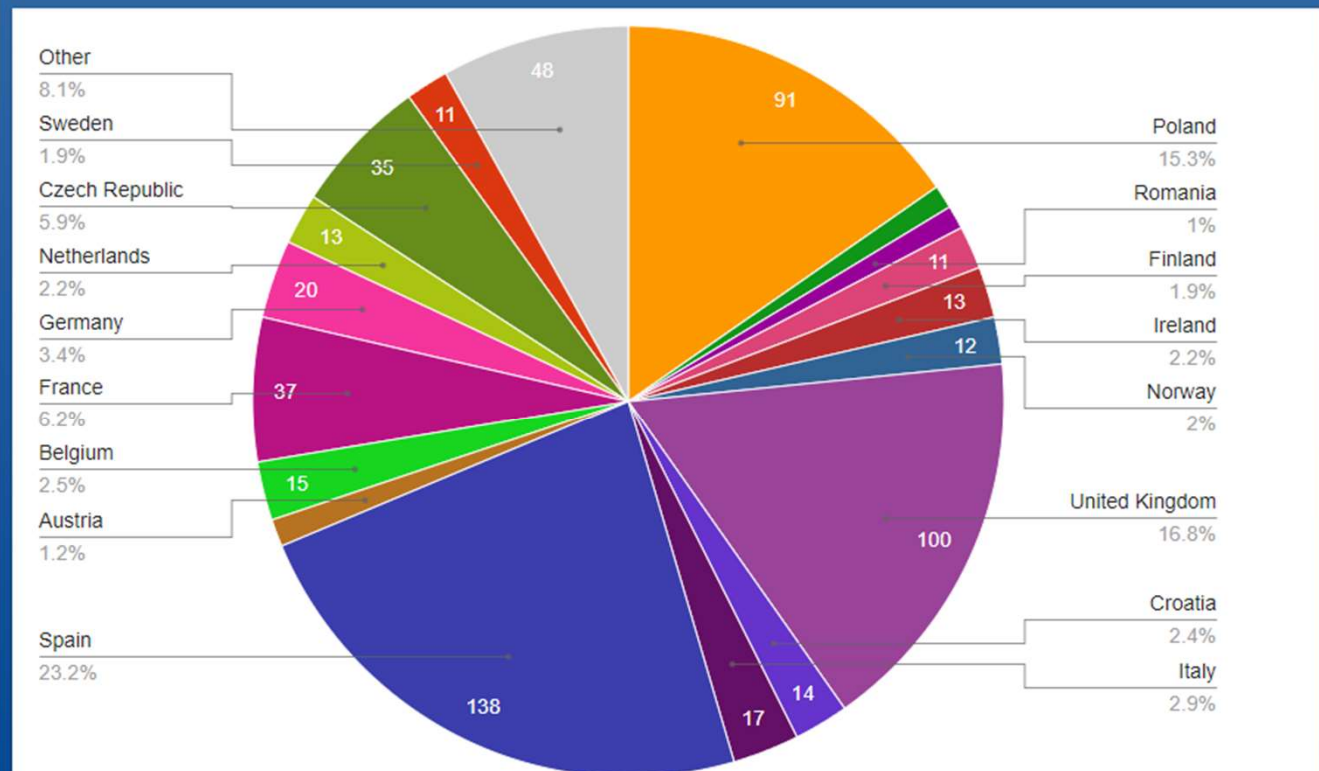
Renewal Phase

✓ 196 applicant organisations

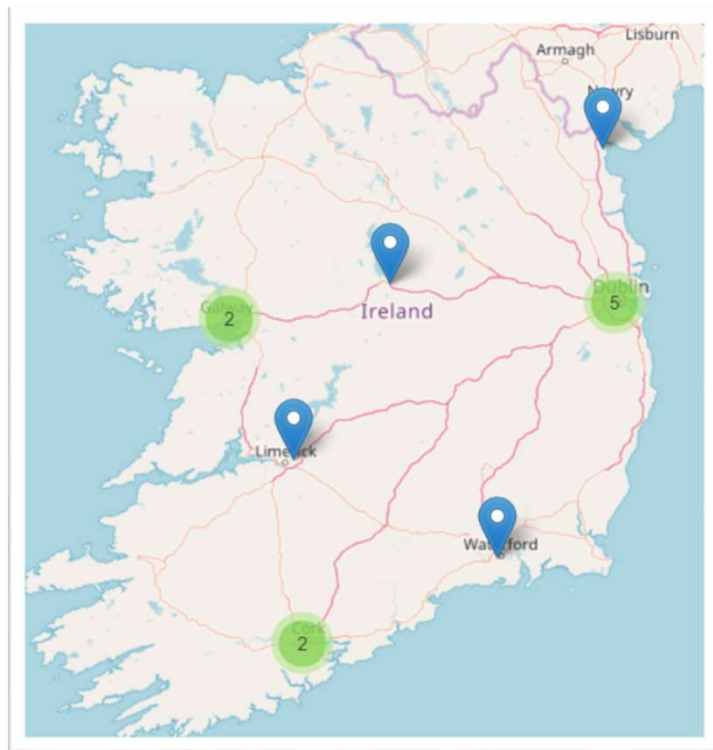
✓ 47 site visits organised

More than 70 external experts performed 250 assessments last year

Awarded organisations per country



C&C and HRS4R in Ireland



25 C&C endorsing organisations

12 Awarded institutions

5 at Renewal Phase

1 Applicant organisations



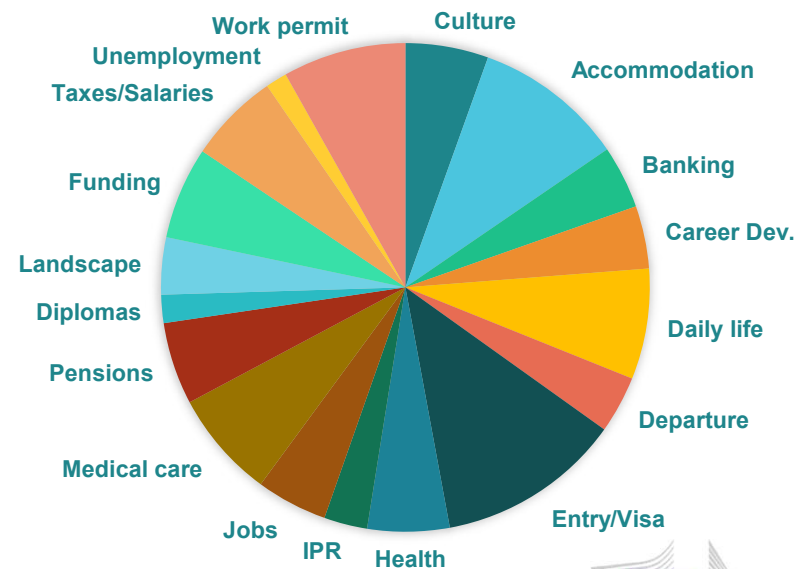
4 experts contributing with regular assessment exercises

EURAXESS Network

- 42 countries
- 650 EURAXESS centres
- 8 international hubs
- 32.500 participants to online events in 2020
- 46.000 researchers registered in the EURAXESS Worldwide online community

- 18 areas of expertise
- +450,000 requests addressed on yearly basis

CENTRES EXPERTISE



EURAXESS Ireland

Network Coordinator: Irish Universities Association

Main areas of intervention:

- Free practical assistance to mobile researchers
- Career Development support for researchers
- Fast-track work permit for non-EU researchers
- Guidance for the implementation of the HRS4R



Promoting synergies and reinforcing knowledge

**European Research
Area (ERA)**

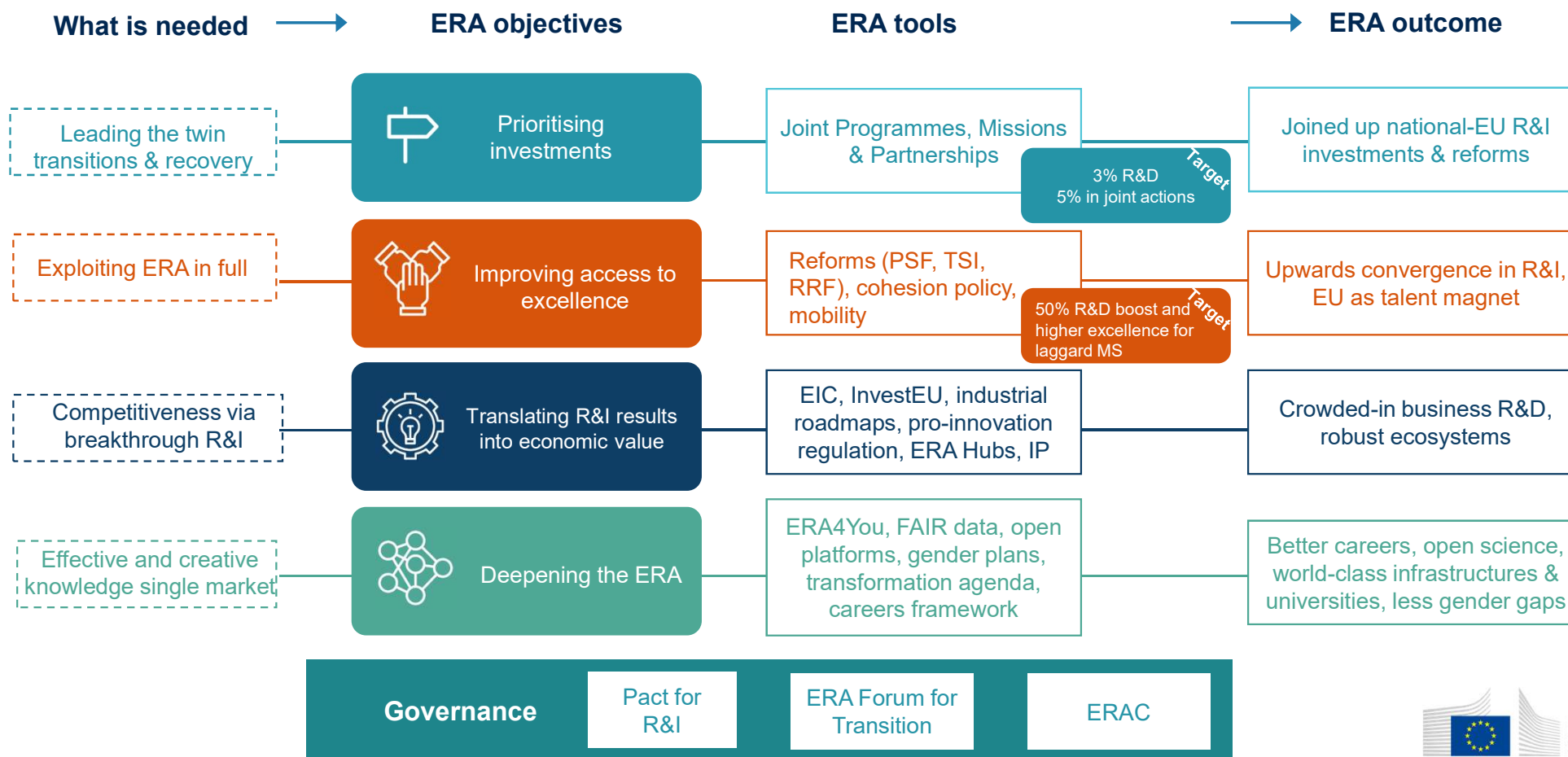
**Digital Education Action
Plan**

Skills Agenda

**European
Education Area (EEA)**



A stronger ERA for the future



European Framework for Research Careers

Synergies with employment and social policy

- **Recognition of the profession**



- ESCO update
- Skills taxonomies
- Competence framework
- Transposition through EURES
- Links with Europass and EQF

- **Entry and employment conditions**



- Employment conditions including transferability of pensions, social security
- Access to labour market (Students and Researchers' Directive)

Synergies with the European Education Area

- **European Strategy for Universities** (human capital development module)
- **European Universities as testbed**

Research policy

- **ERA Priority 3 assessment** (Charter and Code, HRS4R, EURAXESS) jointly with ERAC Task Force
- **Framework** to address challenges:
 - ✓ **within academia** (e.g. tenure track, assessment, diversification, international)
 - ✓ **outside academia** (e.g. interoperability of research careers in industry)

Nourishing and attracting talent

- Brain circulation
- Intersectoral mobility
- Training and career development
- Widening



- ✓ **ERA4You**
- ✓ **ERA Talent Platform** expanding EURAXESS:

- Governance
- Network & services
- Portals and tools



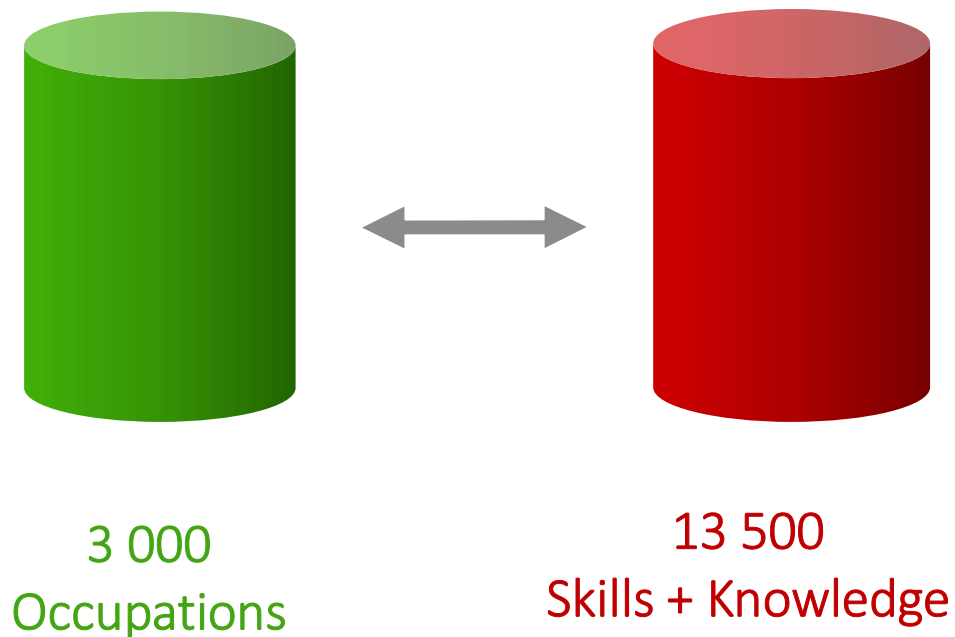
Data intelligence and monitoring labour market patterns, trends and dynamics

- ✓ Set up an **Observatory** on Research careers

Research assessment – Context and next steps

- **Commission Recommendation** (2018) on “Access to and preservation of scientific information”: Member States and research institutions to adjust the assessment of research, researchers and institutions to reward a culture of sharing of knowledge and data
- **Open Science Policy Platform** final report submitted to the Competitiveness Council in 2020: identifies the reform of the system used for assessing research, researchers and institutions towards a system that incentivises the practice of open science, as a priority
- Commission **launched this year a debate** among policy makers, research funders, research performers, and other stakeholders, **on the reform of the assessment system**.
- Objective is to reach **an agreement by 2022** (such as an MoU) between those willing to reform the current assessment system, which would be signed by an increasing number of funders and research performing organisations.
 - Agreement setting ambitions, specifying broad lines of action, and committing signatories to act;
 - For a more qualitative assessment of research, researchers and institutions, that considers the value and impact of a diversity of outputs and research cultures, and that incentivizes open collaboration and knowledge and data sharing.

A European Competence Framework and a Skills Taxonomy for Researchers



ESCO

European Skills, Occupations and Qualifications

- Better recognition of the research profession
- Researchers understand what skills and competences they need
- Targeted training -> Researchers are equipped with the skills and competences they need for careers in academia and beyond
- Employers have a better overview of what researchers can offer

Study on the open labour market for researchers (former ERA Priority 3)

General Objectives:

- Taking stock of existing policy measures (Charter & Code, HRS4R, EURAXESS)
- Defining needs of transformations to review/ revamp/strengthen the policy measures

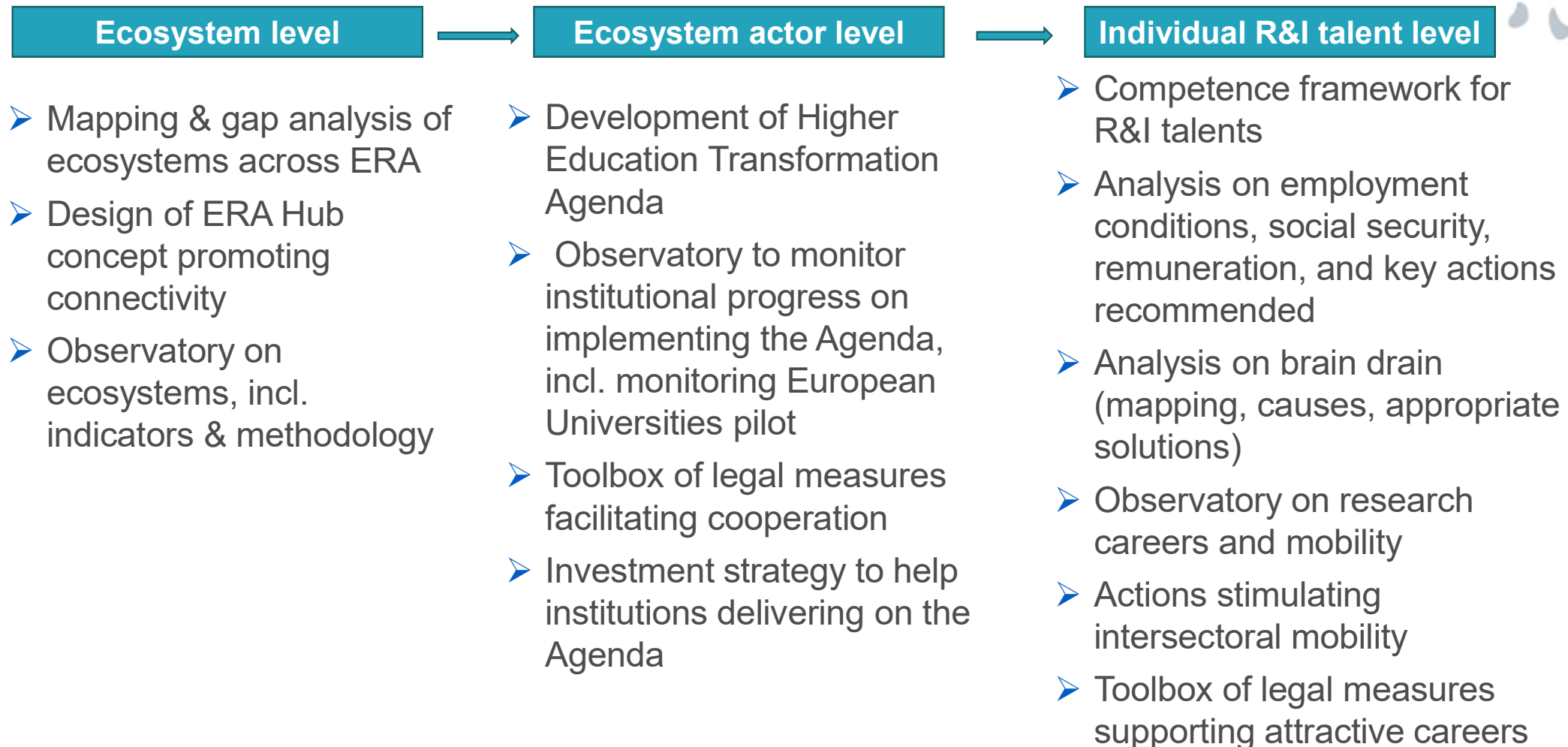
Specific Objectives:

- ✓ Content, outreach and added value
- ✓ Process
- ✓ Challenges and needs
- ✓ Governance and stakeholder engagement

Timeline:



Study on Knowledge Ecosystems



ERAC Taskforce (HRM, Open Science, Gender)



40 principles
???



- ❖ A more ambitious C&C - Potential review through the lenses of:
 - ✓ Human Resources and Mobility trends
 - ✓ Open Science
 - ✓ Gender
- ❖ Desk research
- ❖ 4 Webinars with MS delegates, experts/stakeholders
- ❖ Analysis of results & consultation:
 - ✓ End of 2020
- ❖ COM - ERAC- PT Presidency Workshop

Towards observatory for research careers and talent circulation

Conceptual framework

Observatory for research careers and talent circulation

Building Block A:

Job profiles

A-1: Job requirements
(competence/skills)

A-2: Job content

A-3: Career stages/
tenure track position

Building Block B:

Job context

B-1: Working conditions

B-2: Employment
conditions & social
protection

B-3: Career
characteristics (types of
research careers)

Building Block C:

International mobility

C-1: Talent exchange

C-2: Talent circulation

C-3: Brain drain

Building Block D:

Intersectoral Mobility

D-1: Intersectoral
mobility MORE

D-2: Intersectoral
mobility ERA4YOU

Consultation “Towards a 2030 vision on the future of universities”

Values underpinning the vision

- Academic freedom, with responsibility
- Excellence in research, teaching, support for learning
- Ethics, integrity and trust
- Equality and non-discrimination
- Transparency and equity in resource allocation
- Dignity, equity and inclusiveness

‘Transformation modules’

1. Governance issues, cooperation in R&I
2. Trust and research integrity
3. Strategic European R&I agenda: role of universities
4. Human capital and working conditions in universities
5. Knowledge transfer and academia - non-academia collaboration
6. Digital changes and open science
7. Research infrastructures

Consultation [report](#) “Towards a 2030 vision on the future of universities in Europe”,
R&I dimension in synergy with education (October 2020), to be continued

EEA-ERA co-creation process



Thank you



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