

<p><i>Action 4. Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA</i></p>	
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<p>1. Description</p>	<p><i>What does the action consist of? Explanation of the problems being addressed, the means used, the objectives to be achieved. Are certain actions already ongoing? Interplay with other actions or policies (EU or national).</i></p> <p><u>Background information</u></p> <p>Providing researchers with attractive working conditions, and with adequate instruments and services in support of their careers is of utmost importance to make sure that they are able to undertake excellent research and take up the research and innovation challenges of the European society, contributing to an effective and fully functioning European Research Area (ERA). In particular, making research careers more attractive for young talents is a fundamental condition for long-term excellence and competitiveness of the ERA.</p> <p>The Council Conclusions on “Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality” of 28 May 2021 underlined the need for a comprehensive approach to research careers. The Council called for an evolution of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C) towards “a single framework with a more holistic approach addressing all challenges beyond values and principles and broadening its focus to sectors beyond the academia”, and invited the Commission to <i>“present proposals by 2022, inter alia for tenure track systems, research assessment, career diversification, work-life balance, incentives to hire early-career researchers and to address gender equality, interoperability with industry and improving EURAXESS governance and services”</i>. In addition, in the same conclusions, the Council provided guidance on brain circulation, inter-sectoral mobility, upskilling and reskilling of researchers, employment and working conditions for researchers as well as the need for a solid monitoring system.</p> <p>Also the Pact for R&I includes research careers and the mobility of researchers, together with research assessment and a reward system, as an important action in the context of the priority areas for joint action in support of the ERA.</p> <p><u>Objectives</u></p> <p>Developing a toolbox of measures to promote attractive and sustainable research careers, diverse career paths, balanced talent circulation, and international, transdisciplinary and inter-sectoral mobility across the ERA will improve the functioning of the European</p>

	<p>single market for researchers and will strengthen research careers across the EU. This will bring significant benefits for the R&I output and the implementation of a strong knowledge cycle in the ERA. In particular, the aim is to stimulate researchers' careers beyond academia in light of the limited opportunities existing in academia; to fight the precarity that too often characterizes research careers consequent, among other things, to the lack of sustainable investments in higher education institutions and research organisations; to attract more talent, with a particular focus on women, towards research careers; to equip researchers with all the skills needed for a successful career within and beyond academia, including through the implementation of the European Competence Framework for Researchers; to foster researchers' entrepreneurship and innovation; and to make Europe an appealing destination for the best world talents.</p> <p>This action and its components are at the intersection between the policies on research and innovation, employment and social policy, internal market as well as education policies. There is the need to address aspects related to skills, employment conditions, social protection, diversification of careers, reform of research assessment, incentives to recruit researchers targeting both the public and private sector, e.g industry and SMEs, as well as measures to attract talent and promote inter-sectoral mobility and entrepreneurship. This will be based on, and in full respect of, the various types of competences stemming from the Treaties for the sectors concerned.</p> <p><u>Activities</u></p> <p>This action will consist of 3 main sets of activities:</p> <ol style="list-style-type: none">1. The development of a comprehensive European framework for research careers, addressing the existing challenges linked to research careers in academia and beyond. It will be an umbrella framework, which will cover initiatives in the context of this action and have links also with other actions under the ERA Policy Agenda, notably actions 3 and 5 on the reform of the assessment system for researchers, research and institutions, and on gender equality. The proposal for the framework will include the following aspects:<ul style="list-style-type: none">- Definition of 'researcher' and of the research profession- Recognition of the research profession, and enhanced researchers' profiles to ensure interoperability and comparability of research careers across sectors and Member States- Recruitment and working conditions, including an Open, Transparent and Merit-based Recruitment (OTM-R), the reinforcement and portability of social protection rights, incentives to hire early-career researchers, inclusiveness, gender equality aspects, work-life balance- Researchers skilled for inter-sectoral and inter-
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	<p>disciplinary careers and for entrepreneurship and innovation</p> <ul style="list-style-type: none">- Career development and progression, including the possibility of a transparent career development path such as a tenure-track system, and a comprehensive researchers assessment system that rewards quality of research, mobility, and takes into account all activities and outputs- Researchers mobility and balanced circulation of talents- Support actions for research careers- Observatory on research careers <p>The framework will also respond to the need for an updated C&C, including aspects such as Open Science and gender equality, and promoting the uptake by all sectors relevant for researchers. Dedicated provisions will ensure continuity for organisations that already received the Human Resources Excellence in Research award, and for those who have already started the process.</p> <p>2. Exchange of best practices and mutual learning to support the development of researchers' skills, inter-sectoral mobility and balanced talent circulation. This will include the following initiatives:</p> <ul style="list-style-type: none">- <u>Skills</u>: The exchange of best practices and mutual learning will focus on the use of the European Competence Framework for Researchers (provisional title ResearchComp), developed by the Commission in line with the ERA Communication and the Skills Agenda, and currently being finalised with learning outcomes for each of the competences. The work on the Competence Framework for Researchers complements the work already done on skills with the update of the European Classification of Skills, Competences and Occupations (ESCO) with a taxonomy of skills and occupations for researchers.- <u>Inter-sectoral mobility</u>: Fostering cross-sectoral talent circulation, improved interoperability of research and innovation jobs between sectors, and strengthened academia-business collaboration for both knowledge and talent transfer. A policy approach that involves mutual learning on the basis of successful models for inter-sectoral mobility schemes can contribute to (i) strengthening academia/non-academia cooperation, and reinforcing innovation ecosystems, (ii) improving training and lifelong learning for researchers, innovators, and other research and innovation talents, including upskilling to build support capacity, and (iii) boosting researchers' development of entrepreneurial skills.- <u>Balanced talent circulation</u>: Attracting and retaining talented researchers remains key for knowledge diffusion
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	<p>across the EU. In general, countries with a higher R&I performance have a greater inflow of researchers. It becomes imperative to ensure that all researchers in the EU, regardless of their geographical location, can produce and have access to excellent results. Despite efforts at EU level and at national/regional level, the issue of brain drain of researchers from less developed regions in Europe persists. The issue of brain drain is complex, and excellent research environments are a prerequisite, and attractive working conditions a necessity to counter it. Often, these require some degree of reform of national R&I systems. The European Commission together with the Member States aims to support and incentivise such transformations, on the basis of the European framework for research careers. A policy approach will be pursued, involving mutual learning exercises on the basis of existing successful pathways that enabled establishing a more balanced circulation of talents in Member States. A recent Commission talent circulation analysis identified several measures that were (or are about to be) established at Member States level to address brain drain directly, or to improve the attractiveness of the research profession or the general R&I environment. Brain drain and the development of human (research) capital are in several countries explicit parts of the national recovery and resilience plans of the Member States.</p> <p>3. Support measures to improve attractiveness of research careers in academia and beyond, including:</p> <ul style="list-style-type: none">- <u>An observatory on research careers</u>, combining the best of the current EU data tools and capacities (incl. EUROSTAT, complemented with analyses from OECD and the Commission) in one single place (coordinated by the Commission, hosted by the ERA Talent Platform), to monitor the implementation of measures to strengthen research careers and system reforms. It will support data needs of Member States and research performing organisations relevant for the adaptation and development of policies for research careers.- <u>An ERA Talent Platform</u>, with the reinforcement of EURAXESS, a pan-European initiative delivering information and support services to professional researchers and supporting researcher mobility and career development, and the creation of a one-stop-shop for information and services, with improved structure and governance, exploiting links to other EU and third party initiatives. The platform will act as a marketplace and will allow researchers to manage and develop their skills and careers, and the R&I institutions will be able to better manage their pools of talents. This major revamp will impact all parts of EURAXESS: the portal, services and
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	worldwide operations.
<p>2. Actors</p>	<p><i>Who should implement the action? Member States, Commission, Associated Countries, other 3rd countries, stakeholders, etc. Please note whether half of Member States are already expected to be involved (para. 10 of Council conclusions)</i></p> <p>Activity 1 (European framework for research careers)</p> <p>The Commission proposal will be developed on the basis of evidence gathered and input received in the context of studies contracted by the Commission which involved extensive interactions with all relevant stakeholders, e.g. Member States, researchers, universities, funding organisations, business community. Also the work of the ERAC Triangle Task Force on the revision of the C&C will be taken into consideration. Additional input from Member States and stakeholders in the ERA Forum will be needed to elaborate the proposal, and Member States, the Commission and all relevant stakeholders will be then expected to implement the proposal once adopted. Depending on the actual form of the proposal, it may be subject to further institutional interactions with the Council and the European Parliament.</p> <p>Activity 2 (Exchange of best practices)</p> <p>This set of activities entails the involvement of the Commission, Member States and all relevant stakeholders in the areas of skills, inter-sectoral mobility, and balanced talent circulation.</p> <p>With specific reference to the area of <u>skills</u>, the European Competence Framework for Researchers will be complemented in the course of 2022 with learning outcomes, with the support of learning and development experts. It will be subject to a validation workshop with all relevant stakeholders, and once rolled-out universities and other providers will have a source of inspiration to adapt their training offer.</p> <p>For <u>inter-sectoral mobility</u> and <u>balanced brain circulation</u>, Member States will have a key role for the purpose of engaging in the exchange of best practices and in mutual learning exercises.</p> <p>Activity 3 (Support measures)</p> <p>The <u>observatory on research careers</u> will be developed through a Horizon Europe WIDERA action, on the basis of technical specification and indicators developed in a 2021 Commission study (Knowledge Ecosystems in the new ERA). Existing data from various sources, (e.g. statistical services, incl. EUROSTAT, OECD, EURAXESS, EURES) on researcher jobs, training, working conditions, and mobility will be complemented with survey-based indicators. It will take into account the needs of the various stakeholders.</p> <p>The <u>ERA Talent Platform</u> will be co-designed and co-developed with Member States, EURAXESS Bridgehead Organisations, National Contact Points, end users and external experts. The multi-disciplinary</p>

	<p>working groups, supervised by a central team, will focus on following key areas: governance, user experience, better matchmaking, facilitating ecosystem approach, data and privacy and building stronger relationships with end users.</p>
<p>3. Timing and milestones</p>	<p><i>As far as a calendar can be established already at this stage.</i></p> <p>Activity 1 (European framework for research careers)</p> <p>The Commission proposal will follow the calendar below. However, it should be noted that the time needed for its adoption will not prevent some of the actions covered by the framework to be implemented at an earlier stage:</p> <p><u>Q2 2022</u>: Stakeholders and ERA Forum consultation</p> <p><u>Q3 2022</u>: Commission's proposal</p> <p>By 2024: Actual implementation.</p> <p>Activity 2 (Exchange of best practices)</p> <p><u>Q2 2022</u>: Finalization of European Competence Framework for Researchers with learning outcomes, and validation workshop with stakeholders</p> <p><u>As of Q3 2022</u>: Roll-out of European Competence Framework for Researchers, and development of initiatives to foster its uptake.</p> <p><u>Q3 2022 – Q3 2023</u> : MLE on inter-sectoral mobility</p> <p><u>Q3 2023 – Q3 2024</u>: MLE on system reform through implementing the Framework for Research careers for more balanced talent circulation</p> <p>Activity 3 (Support measures)</p> <p>The <u>observatory on research careers</u> will be setup through a WIDERA public procurement action in 2022, on the basis of indicators and a monitoring methodology developed together with stakeholders. An analysis will be published in Q2 2022.</p> <p>The <u>ERA Talent Platform</u> will follow the calendar below:</p> <p><u>Q2 2022</u>: Open call TOP V project on ERA Talent Platform to define the features of revamped EURAXESS Services</p> <p><u>Q3 2022</u>: Creation of interoperability with Europass and EURES and integration of EU login</p> <p><u>Q3 2022</u>: Start of TOP V project. Migration of the EURAXESS platform to Drupal 9 and development of additional portal features, with a focus on the partnering tool and reorganization of training modules</p> <p><u>Q4 2022</u>: Development of a new tool for supporting recruitment processes, a repository of best practices and policy recommendations and community building functionalities</p> <p><u>As of 2023</u>: revamp of EURAXESS Services, with a focus on the development of the research careers observatory, guidelines and</p>

	<p>tools for HR services, competence framework with guidelines for upskilling and career development, new services for the social-cultural, PhD talent flowthrough and labour market integration, and further digitalization of services.</p>
<p>4. Funding</p>	<p><i>Identification of different sources of funding (EU, national, private, etc.) and if possible projected amounts.</i></p> <p>In the context of the sets of activities foreseen for this action, the following components will require funding at EU level, complemented by funding at national level to ensure the achievement of the objectives:</p> <p><u>Skills</u>: support from Horizon Europe, €3 million in 2022 from ERA Talent pipeline for improving transferable skills training and foster talents flow between academia and other actors in the ecosystems; €10.5 million in 2022 for acceleration services to support universities in institution reform, including towards strengthening careers and upskilling.</p> <p><u>Inter-sectoral mobility</u>: MLE supported under the Horizon Europe Policy Support Facility; new ERA Talents action under Horizon Europe WIDERA (€24 million in 2022, tbd in 2023-2024); incentives for inter-sectoral mobility under MSCA programme.</p> <p><u>Balanced talent circulation</u>: potential MLE supported under the Horizon Europe Policy Support Facility.</p> <p><u>Observatory on research careers</u>: support from Horizon Europe, €2.75 million to establish the observatory, and recurrent €3 million every 3 years to maintain it; combined with efforts from Member States to deliver data.</p> <p><u>ERA Talent Platform</u>: support from Horizon Europe, €4 million to support TOP V project, and recurrent €0.5 on a yearly basis for maintenance and development activities.</p>
<p>5. Expected impact</p>	<p><i>It is important to attempt to identify the expected impacts of the action, even if at an early stage there may be many unknowns.</i></p> <p>Activity 1 (European framework for research careers)</p> <p>The European framework for research careers is expected to have a very positive impact on research careers in Europe, by strengthening the recognition and the attractiveness of the profession, closing the gap between researchers and the labour market and reducing precarity, enhancing researchers' skills as well as the assessment system, improving recruitment and working conditions, fostering inter-sectoral mobility and balanced geographical mobility, reinforcing existing instruments such as EURAXESS, the C&C and HRS4R, and RESAVER. The new initiatives, by strengthening the research profession and the attractiveness of Europe for researchers, will more generally benefit the entire R&I system in Europe.</p> <p>Activity 2 (Exchange of best practices)</p>

	<p>The exchange of best practices and mutual learning will strengthen and broaden capacities of Member States for researchers' upskilling, strengthening cooperation between academia and other sectors, and fostering inter-sectoral mobility and researchers' entrepreneurship. In addition, exchanges with regard to national systems reforms, by covering practices on the implementation of the European framework for research careers, will contribute to making countries more attractive for foreign and domestic talents, towards a more balanced circulation of talents.</p> <p>Activity 3 (Support measures)</p> <p>The <u>Observatory on Research Careers</u> will fill the existing gaps with regard to data relevant for policy making at European and national level, providing relevant data on researchers (mobility, careers, skills, working conditions) for policy makers, organisations, and researchers in one single platform.</p> <p>The <u>ERA Talent Platform</u> will further intensify the services provided by the EURAXESS network. With improved structure and governance, this online one-stop-shop will make it easier for researchers to manage their learning and careers and employers will be able to manage their pool of talents.</p>
<p>6. Monitoring</p>	<p><i>Qualitative and quantitative elements that allow progress in the implementation to be monitored. Once the policy platform is operational, Member States and Commission will be able to use it for this purpose.</i></p> <p>It will be possible to monitor all the components of the action through relevant indicators in the context of the ERA scoreboard and the monitoring mechanisms for the new ERA priorities and actions.</p> <p>Progress in implementation of the action will also be monitored through achievement of specific milestones.</p> <p>Activity 1 (European framework for research careers)</p> <p><u>European Framework for Research Careers</u>: adoption of the Commission proposal.</p> <p>Activity 2 (Exchange of best practices)</p> <p><u>Skills</u>: Inclusion of a new taxonomy of skills and occupations for researchers in the new ESCO version; roll-out of the European Competence Framework for Researchers; number of providers engaging in the development of formal and targeted training for researchers based on the learning outcomes provided by the European Competence Framework for Researchers.</p> <p><u>Inter-sectoral mobility</u>: participation of Member States in the MLE; successful implementation of new inter-sectoral mobility schemes and incentives at EU and national level; improved inter-sectoral flow through and increased entrepreneurship of young talents.</p> <p><u>Balanced talent circulation</u>: participation of Member States in a MLE</p>

	<p>or other exchange of practices on system reform towards more attractive researcher careers and working conditions at national level; more balanced talent circulation; reduced brain drain.</p> <p>Activity 3 (Support measures)</p> <p><u>Observatory on research careers</u>: as a more detailed dashboard under the ERA monitoring system, establishment of the observatory, including recurrent monitoring of competences, job environment and conditions, mobility; availability of data for relevant indicators.</p> <p><u>ERA Talent Platform</u>: integration of EU login; interoperability with EURES and Europass; revamp of partnering tool; creation of a space to form communities and share best practices, development of a reporting tool; development of new services, digitalization of services; and talent management tools.</p>
<p>7. Communication</p>	<p><i>What communication actions could be useful to promote the action, and who should do so (Commission, national public authorities, stakeholders, etc.)?</i></p> <p>The events below represent good opportunities to promote the action:</p> <ul style="list-style-type: none"> • Launch event of the new ESCO version on 10 February 2022, with the participation of Commissioner Schmit, to promote the importance of the ESCO update for research careers. • Two high-level dialogues between the Commission and socio-economic actors will be organised in 2022, focusing on young researchers, industry and investors. • The 2022 R&I Days, which will take place on 28-29 September, will offer the opportunity to present the ongoing work on the framework for research careers, as well as on all the initiatives linked to it. • The HRS4R info day addresses research institutions, stakeholders, and experts focusing on the promotion and the increase of the awareness and implementation of the C&C and HRS4R across Europe, on the dissemination and the discussion of the updates on political and operational aspects related to C&C and HRS4R, on attracting new institutions into the dimension of the HR Excellence Award and enlarging the community of practice, and on facilitating the take-up of the HRS4R. • The HRS4R experts day is addressed to the HRS4R experts community and aims at enlarging the base of the HRS4R assessors by providing training of new experts, and at providing an opportunity for networking, discussion, feedback, and collection of recommendations on future development of the C&C and HRS4R. • The EURAXESS conference 2022 (23-25 March) delivered stimulating content and fostered lively debate around the latest EURAXESS and policy advancement. • EURAXESS BHO meetings bring together Bridge Head

	<p>Organisations to discuss all EURAXESS related developments, including ERA Talent Platform.</p> <ul style="list-style-type: none">• Leiden European City of Science in 2022, consisting of a year of events, the European Young Scientists Contest (EUCYS), European contest for young and early career researchers and the EuroScience Open Science Forum (ESOF), will offer several platforms and occasions to engage with stakeholders, researchers and general public to work on the promotion of attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA.
<p>8. Additional information</p>	<p>This action is interlinked and complementary to other ERA Policy actions. In particular, the European framework for Research Careers will cover aspects related to <u>Open Science (action 1)</u>, <u>research assessment (action 3)</u>, <u>gender equality (action 5)</u>, and it will support <u>research careers in Higher Education Institutions (actions 13)</u>, in addition to piloting some elements with European Universities alliances.</p> <p>The European Framework for Research Careers and the ERA4You initiative are cross-referenced in the newly adopted Commission Communication on a European Strategy for Universities. The strategy also includes an action on developing a Higher Education Sector Observatory, which will cover also aspects related to research careers in academia.</p> <p><u>A technical document with the main elements of the European Framework for Research Careers, and a draft of the new C&C, are shared with the Forum ahead of the meeting on 5 May, for discussion and written input.</u></p>