

## Research careers in the framework of the European Research Area (ERA)

### As carreiras de investigação no quadro do Espaço Europeu de Investigação (EEI)

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# The European Research Area (ERA)

- Launched in 2000, in the context of the Lisbon strategy, to address the fragmentation of the EU's R&I system
- Aimed at building a common scientific and technological area for the EU and creating a single market for R&I fostering free movement of researchers, scientific knowledge and innovation, and encouraging a more competitive European industry
- Involves restructuring the European research landscape towards more cross-border cooperation, continent-wide competition, building of critical mass and coordination, and the improvement of national research policies and systems
- Since 2009, achieving the ERA has also become an explicit Treaty objective, as expressed in Article 179 TFEU

# ERA Roadmap 2015-2020

- Focused on national policy reforms and actions strengthened the role of ERA at national level
- Identifies a limited number of key priorities which are likely to have the biggest impact on Europe's R&I systems and proposes specific key actions to implement these priorities
- ERA Roadmap National Strategies and Action Plans (NAPs) were monitored by the European Research Area and Innovation Committee (ERAC) and its ERA related groups
- **ERA Priority 3: Open labour market for researchers** (Standing Working Group on Human Resources and Mobility, SWG-HRM)

# ERA Priority 3: Open labour market for researchers

- **High level objective:** a truly open and excellence-driven ERA in which highly skilled and qualified people can move seamlessly across borders, sectors (e.g. academia and industry) and disciplines
- **Top Action Priority:** using open, transparent and merit based recruitment practices with regard to research positions
- **Main actions:**
  - Member States should remove legal and other barriers
  - Research Performing Institutions should implement the principles in the **Researcher's Charter and the Code of Conduct for Recruitment of Researchers** (“the Charter & Code”) and advertise all vacancies on the EURAXESS Jobs portal using the common profiles established in the European Framework for Research Careers

# Charter for Researchers & the Code of Conduct for their Recruitment

- Adopted in 2005 as a Commission Recommendation
- **European Charter for Researchers:**
  - Set of general principles and requirements which addresses the roles, responsibilities and entitlements of researchers and their employers or funding organizations
  - Aims to ensure that this relationship contributes to successful performance in the generation, transfer and sharing of knowledge, and to the career development of researchers
- **Code of Conduct for the Recruitment of Researchers:**
  - Set of principles and requirements to make selection and recruitment procedures fairer and more transparent, also proposing different means of judging merit

# Human Resources Strategy for Researchers (HRS4R)

- Aimed at promoting the Charter & Code
- **HR Excellence in Research logo:**
  - Recognizes institutions that are committed to improving their recruitment practices
  - Provides easily accessible public information on the actions of participating institutions and organizations to implement the Charter & Code principles
  - Implemented by research institutions and funding organizations on a voluntary basis
  - Based on an internal self-assessment and respects the autonomy of the institution

# Standing Working Group on Human Resources and Mobility (SWG-HRM)

- **Mission:** support the implementation and the monitoring of progresses in the ERA Priority 3 (Open labour market for researchers) and the areas related to researchers' careers and mobility at EU and national levels, as well as the attractiveness of Europe to researchers in general.
- **Configuration:** up to two representatives from each Member State, country associated to the EU Framework Programme and the European Commission
- **Current priorities:** contribution to the next Framework program (Horizon Europe), promotion and development of research careers and inter-sectoral mobility of researchers, synergies between ERA and EHEA, synergies with the Open Science agenda, synergies with gender equality, follow-up on ERA priority 3 national action plans and its relation to national R&I systems

# European labour market for researchers

- **Challenges and obstacles:**

- Unbalanced flows regarding brain circulation (brain drain)
- Unclear legal definition of the research profession itself
- Precarity of the employment situation
- Lack of homogeneity between remuneration packages across the EU
- Current assessment systems focused on publishing metric and less on rewarding talent and ensuring unbiased procedures
- Skills mismatch and low absorptive capacity of industry and businesses
- The effects of the COVID-19 crisis, which reiterate the identified problems and enhance the apprehension about the future among researchers, especially at early-stage career

# Communication from the European Commission on a new ERA for Research and Innovation

- **Diagnostic:**

- Major achievements:

- European Strategy Forum on Research Infrastructures (ESFRI) developed plans for 55 European Research Infrastructures
    - More than EUR 7 billion of national investments in joint research programmes since 2004
    - Adoption of the Charter & Code by 1242 organisations and support to researcher mobility and career development by EURAXESS
    - Open Science initiative and the recently launched cloud area for research data in Europe, the European Open Science Cloud (EOSC)

# Communication from the European Commission on a new ERA for Research and Innovation

## – Major Challenges:

- The EU R&D investment is at 2.19% of GDP (2018), still far from its 3% target
- Indicators regarding science quality or innovation activity show significant discrepancies within the Union
- Europe is also lagging behind in translating R&I results into the economy
- No progress since 2012 on number of high impact publications
- Progress in gender equality has been slow and remains insufficient
- Green and digital transitions (twin transition) and Covid-19 pandemic recovery

# Communication from the European Commission on a new ERA for Research and Innovation

- **Pact for R&I in Europe objectives:**
  1. Prioritising investments and reforms
  - 2. Improving access to excellence**
  3. Translating R&I results into the economy
  - 4. Deepening the ERA**

# Communication from the European Commission on a new ERA for Research and Innovation

## 2. Improving access to excellence

### – Nourishing talent for excellence:

- Promote and monitor access to excellence of researchers and institutions from Widening Countries, with Cohesion Policy support
- Support Member States to better integrate researchers in smart specialisation strategies in cooperation with industry
- Measures to support researchers in Widening Countries to improve their skills for excellence in the labour market

# Communication from the European Commission on a new ERA for Research and Innovation

## 4. Deepening the ERA

- A European Framework for Research Careers toolbox:
  - **European competence framework for research careers** supporting comparable and interoperable research careers, identifying a set of core skills and modernising rewarding systems
  - **ERA4You initiative** with dedicated schemes for inter-sectoral mobility, academic-business cooperation and the involvement of the private sector in training and skills development
  - Targeted training under **Horizon Europe**
  - The EURAXESS services, network and portals broadened into an **ERA Talent Platform** (one-stop shop portal)

# Other initiatives

- Synergies between the European Education Area (EEA), especially higher education, and the ERA regarding research and academic career
- Renewal of the Charter & Code
- Systemic and transparent tenure track system
- RESAVER: multi-employer occupational pension solution for research organisations in Europe and their employees

# Draft Council Conclusions on the New ERA

## Research careers:

- Creating attractive and safe working and employment conditions for more sustainable and appealing researchers' careers
- Invites the Commission and the Member States to co-design an enhanced “European Competence Framework for Research Careers” (as a follow-up to the Charter & Code and taking into account open science, gender equality, digital skills, research assessment, diversification of research careers and multiple career paths, the European Skills Agenda and of the “Zagreb Call for Action”)
- Discussions for Draft Council Conclusions on deepening the ERA by providing researchers with attractive and sustainable careers and working conditions are planned to take place during the Portuguese Presidency

# Zagreb Call for Action on Brain Circulation 2020

- Address the problem of unbalanced mobility of researchers by fostering the prosperity of researchers, inclusive and transparent collaborative networks, promoting inclusiveness and participation, strengthen complementarity and responsibility on national levels
- Possible actions: monitor the system of salaries in R&I, increase national investments, consider the revision of the Charter & Code, promote career interoperability and intersectoral mobility, recognition and inclusion of research careers in the European qualifications framework (EQF), improve policies on social security, strengthen and revisit the existing EURAXESS Service Centres, facilitate open science, support the diasporas, emphasize Widening programmes in HEU, increase the transparency and independence of the evaluation processes, encourage collaboration with the productive, social and cultural actors, etc.

# Portuguese Presidency of the EU Council (PPUE21)

- The priorities for R&I are guided by the **science-employment-resilience** nexus, with the aim of establishing a sustainable framework of conditions and resources allowing R&I communities to maximise scientific and technological impact on society at large
- **Scientific employment and research careers** are at the core of PPUE21. Main issues include:
  - Inclusion in the European Quality Assurance Reference Framework
  - Interconnection, mobility and the review of evaluation systems
  - Skilled jobs throughout Europe (following up on the European Industrial Strategy and the European Skills Agenda)
  - Promotion of balanced circulation of talent

**Thank you !**

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