

Conference on Research Careers 2023



#ResearchCareersConf #EUResearchArea



Housekeeping

21 November 2023



Be present



Questions?
Registration desk



Emergency exits



Restrooms



Catering



Please wear a badge at all
times

Agenda

21 November 2023

- 14:00 – 14:10 Opening Remarks
- 14:10 – 15:10 A new path towards attractive and sustainable research careers
- 15:10 – 15:40 Crossing frontiers with RESAVER: addressing pension challenges for Europe's researchers
- 15:40 – 16:00 *Coffee break*
- 16:00 – 16:45 EURAXESS in the field: stories from the research community
- 16:45 – 17:00 Conclusions
- 17:00 – 18:00 *Networking Cocktail*

Moderator

GARETH O'NEILL

Principal Consultant on Open Science at
Technopolis Group





Opening Remarks

MANUEL ALEIXO

European Commission
Head of Unit A2 - ERA, Spreading Excellence
and Research Careers

NEXT

**A new path towards attractive
and sustainable research careers**

A new path towards attractive and sustainable research careers



Dario Capezzuto

Policy Officer

European Commission



Michele Rosa-Clot

HRS4R Portfolio Manager

European Commission



Chiara Biglia

Research Manager / Head
of the Career Center
Division

Politecnico di Torino



Anneke Kastelein

PhD Candidate /
Chairperson of the
PhD Network Netherlands

Leiden University

Context: 2 million researchers in Europe (2021)

Facts	Challenges
= 1.6% of total labour force in EU	High variations in Member States: range 0.4% - 2.0%
45% increase since 2011	73% increase in China (26% in USA)
53% employed in business sector 32% in academic sector	Variations: in Southeast of EU, 50-60% researchers are employed in academic sector
incl. 0.65 million doctoral candidates	Persistent skills mismatches and inadequate training >80% doctoral candidates aspire academic career vs. only ~10% will enter an academic career
13% mobile researchers (employed in other country than citizenship's)	≥11 Member States have higher outflow than influx of researchers (brain drain), caused by i.a. inadequate working environments

Sources: Eurostat, MORE4, Knowledge ecosystems in the new ERA study

Responding to a political call

- **Council Conclusions** on *Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality* (2021)
- **Council Recommendation** on a *Pact for Research and Innovation in Europe* (2021)
- ERA Policy Agenda (annexed to Council Conclusions 2021), **ERA Action 4** on *promoting attractive research careers, balanced talent circulation and international, transdisciplinary and intersectoral mobility across the ERA*

Most committed ERA Action: **26 MS, 4 ACs, 13 SHs**

A package for attractive and sustainable 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, RESAVER...

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

A European Framework for Research Careers

<p>Definition of researcher/research professions</p>	<p>Recognition of research professions and comparability of research careers</p>	<p>Recruitment and working conditions</p>	<p>Researchers skilled for inter-sectoral careers and entrepreneurship-innovation</p>
<ul style="list-style-type: none"> • Frascati definition • Revised R1-R4 profiles with examples of occupations for each level 	<ul style="list-style-type: none"> • Equal esteem and reward for different career paths • Mapping of career structures by HR against R1-R4 	<ul style="list-style-type: none"> • OTM-R, attractive working conditions, social protection (RESAVER) • Specific measures and incentives for R1-R2 	<ul style="list-style-type: none"> • Skills based on ResearchComp and interaction in ecosystems • Entrepreneurship
<p>Career development and progression</p>	<p>Balanced circulation of talents and making Europe an attractive destination</p>	<p>Support actions for research careers</p>	<p>Monitoring of research careers</p>
<ul style="list-style-type: none"> • Recognition of all mobility experiences • Advisory/support services • Reformed assessment • Fair accession/progression 	<ul style="list-style-type: none"> • MS to make research systems more attractive • EC to support MLEs and monitor flows 	<ul style="list-style-type: none"> • Strengthen EURAXESS and develop ERA Talent Platform • New Charter for all sectors and transition measures 	<ul style="list-style-type: none"> • Observatory on research careers in addition to ERA monitoring systems

ResearchComp: the European Competence Framework for Researchers

- 7 Competence Areas
- 38 Competences
- All competences are equally important & interrelated
- Competences can be acquired via **dedicated training, on-the-job-training, peer-to-peer learning, coaching and mentoring**
- **Each stakeholder** can use the Framework as a starting point to address its **own needs**
- Researchers encouraged to **develop competences in all 7 areas, but should not acquire the same or the highest level of proficiency for all competences**



A new path towards attractive and sustainable research careers



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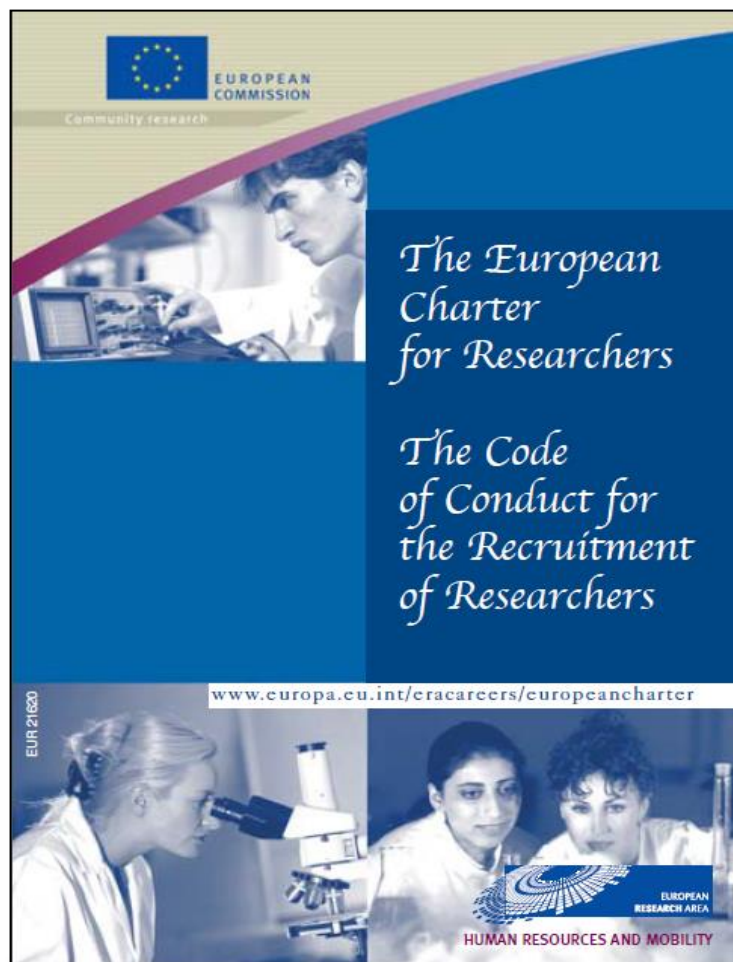
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The Charter & Code

EC recommendation 2005/251/EC



The Charter

(the European Charter for Researchers)

- set of principles for the roles, responsibilities and entitlements of researchers
- Provides a reference framework.

The Code

(the Code of Conduct for the Recruitment of Researchers)

- Provides for transparency of the recruitment and selection process, ensuring equal treatment for all applicants
- Includes obligations for employers and funders

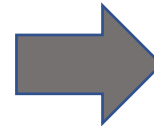
The Charter & Code: 4 pillars to strengthen the ERA

Four Thematic Areas

40 Principles

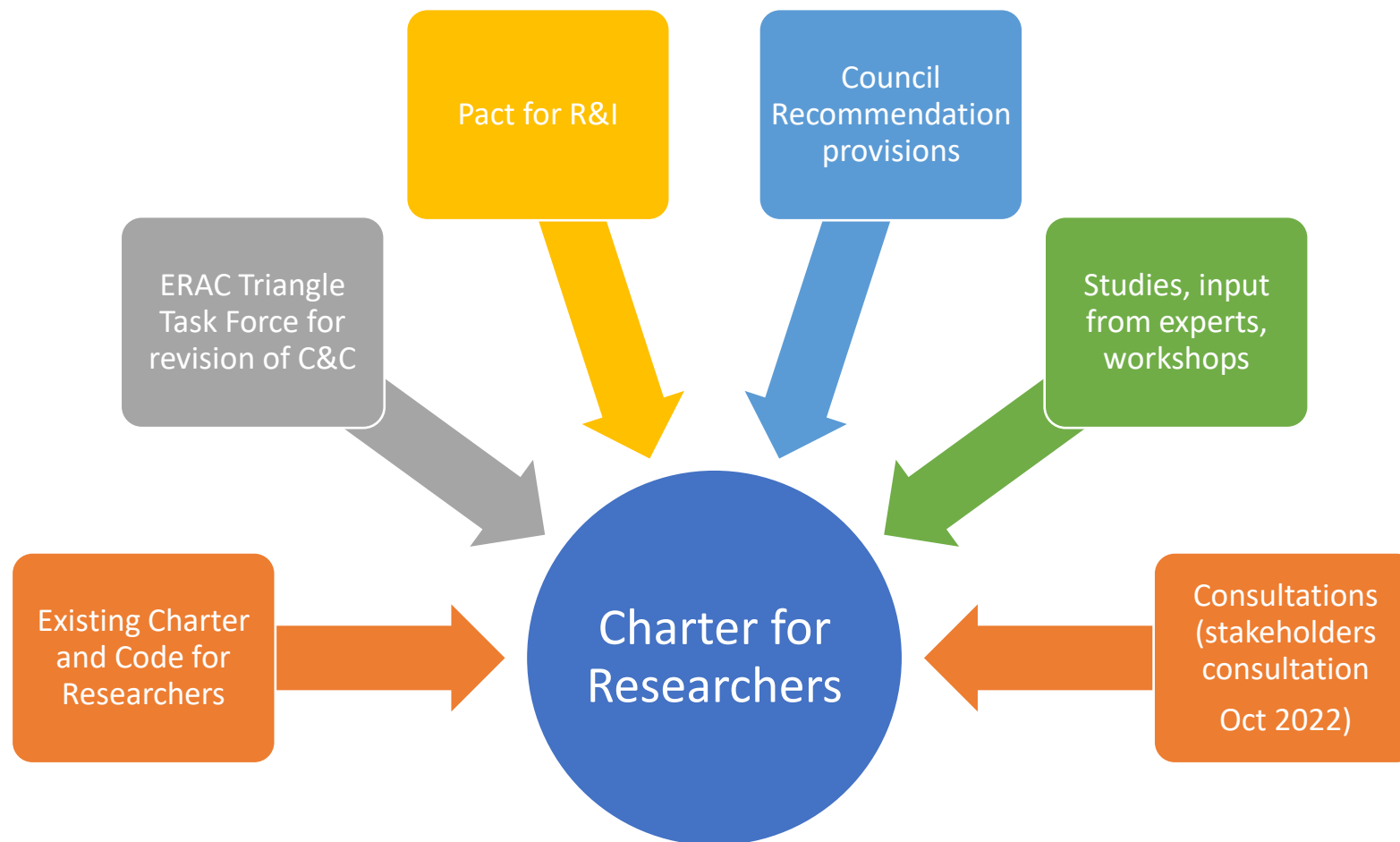
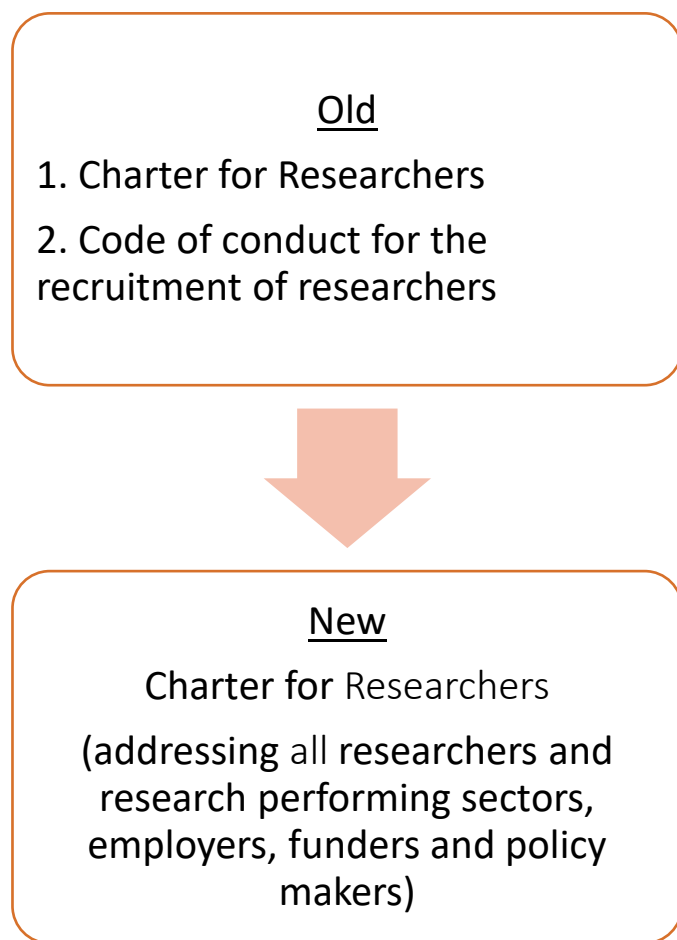


1. **Working Conditions & Social Security** - promoting and creating a stimulating and favourable working environment
2. **Recruitment** - assessing, attracting and retaining talent; international visibility
3. **Training and Career Development**
4. **Ethical and Professional Aspects**



- ✓ Research freedom
- ✓ Dissemination and exploitation of results
- ✓ Recognition of the researcher's profession
- ✓ Working conditions
- ✓ Stability and permanence of the employment
- ✓ Remuneration package (funding and salaries)
- ✓ Gender balance
- ✓ Career development
- ✓ Access to research training and continuous development
- ✓ Intellectual property rights
- ✓ Evaluation and appraisal systems
- ✓ Code of recruitment of researchers (OTMR) ...

The process of revision of the Charter & Code



The new Charter for researchers

Set of principles underpinning the development of attractive research careers to support excellence in research and innovation across Europe.

Underlines that the Charter is directed at

- all researchers
- in all sectors (Academic, public, industry, etc.)
- across all disciplines (STEM, SSH, etc.)

New policy measures

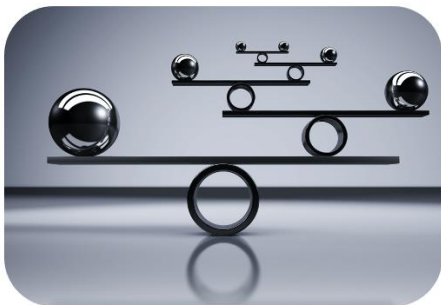
- Recognition of the profession
- Greater inclusion of the private sector
- Gender equality in research and innovation
- Embracing diversity
- Open science and innovation
- Research Integrity
- Teaching dimension of research
- Talent management and diverse careers
- Research assessment

Streamlining

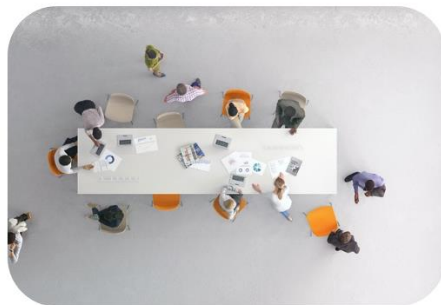
- Avoid repetition by merging similar principles
- Reduce the number of principles
- Develop further the work of the Triangle Task Force
- Keep in mind that this is a practical document

The Charter for Researchers

Four pillars, 20 principles



**ETHICS AND INTEGRITY OF
RESEARCH AND
INNOVATION**



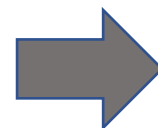
**RESEARCHERS ASSESSMENT,
RECRUITMENT AND
PROGRESSION**



**WORKING CONDITIONS
AND OPEN SCIENCE**



**RESEARCH CAREERS AND
TALENT DEVELOPMENT**



ETHICS AND INTEGRITY OF RESEARCH AND INNOVATION

- ETHICS AND RESEARCH INTEGRITY
- FREEDOM OF SCIENTIFIC RESEARCH
- THE RESEARCH PROFESSION
- EMBRACING DIVERSITY, EQUALITY AND INCLUSIVITY
- FREE CIRCULATION OF RESEARCHERS

RESEARCHERS ASSESSMENT, RECRUITMENT AND PROGRESSION

- RESEARCHERS ASSESSMENT
- RECRUITMENT
- SELECTION
- CAREER PROGRESSION

WORKING CONDITIONS AND OPEN SCIENCE

- WORKING CONDITIONS, FUNDING AND SALARIES
- STABILITY OF EMPLOYMENT
- CONTRACTUAL AND LEGAL OBLIGATIONS
- OPEN SCIENCE AND INNOVATION
- PUBLIC ENGAGEMENT AND CITIZEN SCIENCE

RESEARCH CAREERS AND TALENT DEVELOPMENT

- VALUING DIVERSE RESEARCH CAREERS
- CAREER DEVELOPMENT AND ADVICE
- CONTINUOUS PROFESSIONAL DEVELOPMENT
- SUPERVISION AND MENTORING

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Crossing frontiers with RESAVER: addressing pension challenges for Europe's researchers

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Senior Expert
EIOPA



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Importance of retirement planning: general concerns

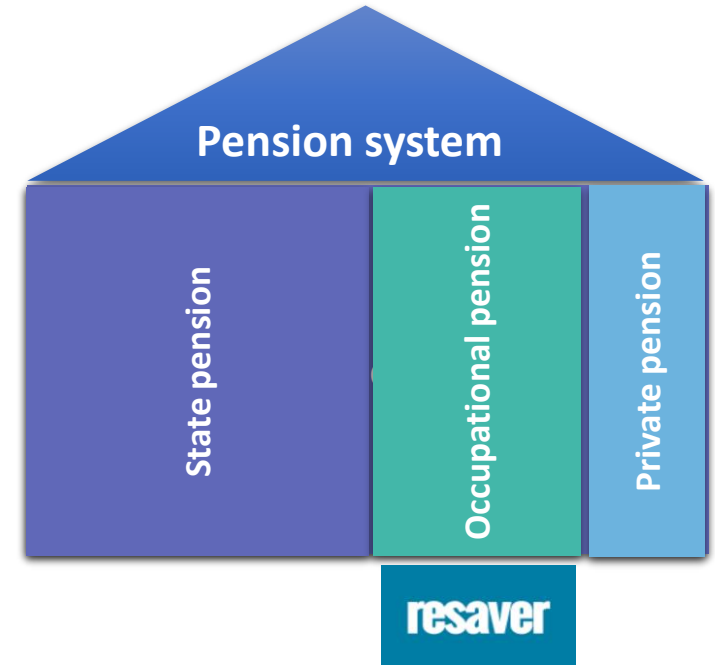
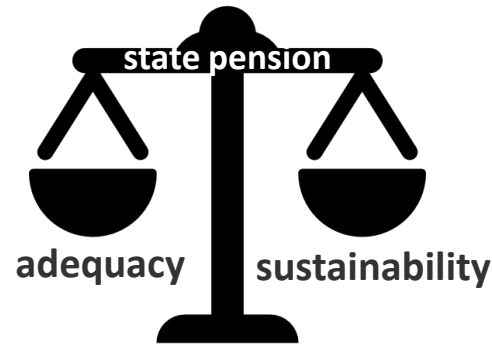
80,1 yrs. life expectancy at birth (2021)

$\frac{1}{3}$ Significant chance to spend 1/3 of life in retirement

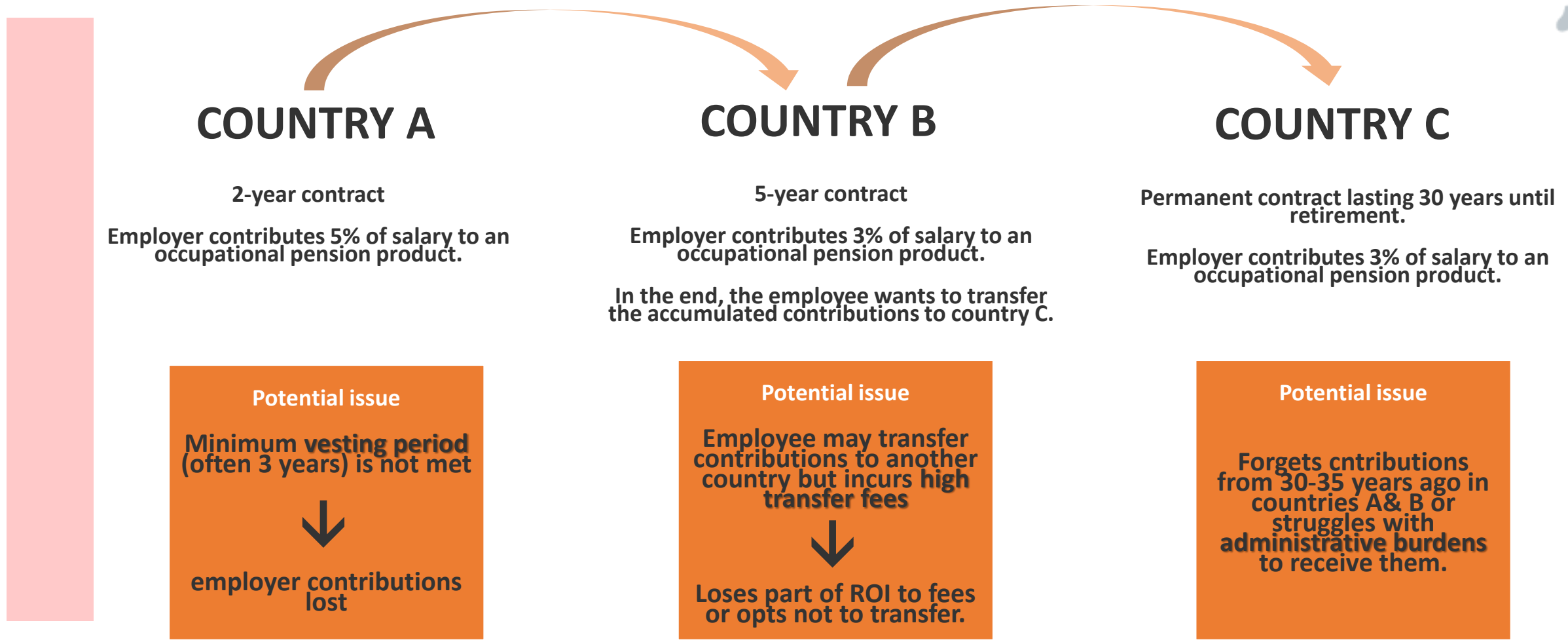
living longer + ageing population



pressure on social security system



Importance of retirement planning: mobility related concerns



POLICY CONTEXT & RESAVER

- **ERA Policy Agenda** – Action 4 on Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and intersectoral mobility across the ERA.
- A proposal for a **Council Recommendation** that establishes a **new European framework for research careers**
- **RESAVER pan-European Occupational Pension Fund for Researchers:**
 - Robust governance and risk management
 - No vesting period / no transfer-in or transfer-out fees / fully digital
 - Transparent
 - Sustainable investment (ESG)

Crossing frontiers with RESAVER: addressing pension challenges for Europe's researchers



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EURAXESS in the field: stories from the research community



European
Commission

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Adeniran Adeboye

JobPricing Italy



Suad Aldarra

Engineer and author



Carmen Mendez de Castro

Bizkaia Talent



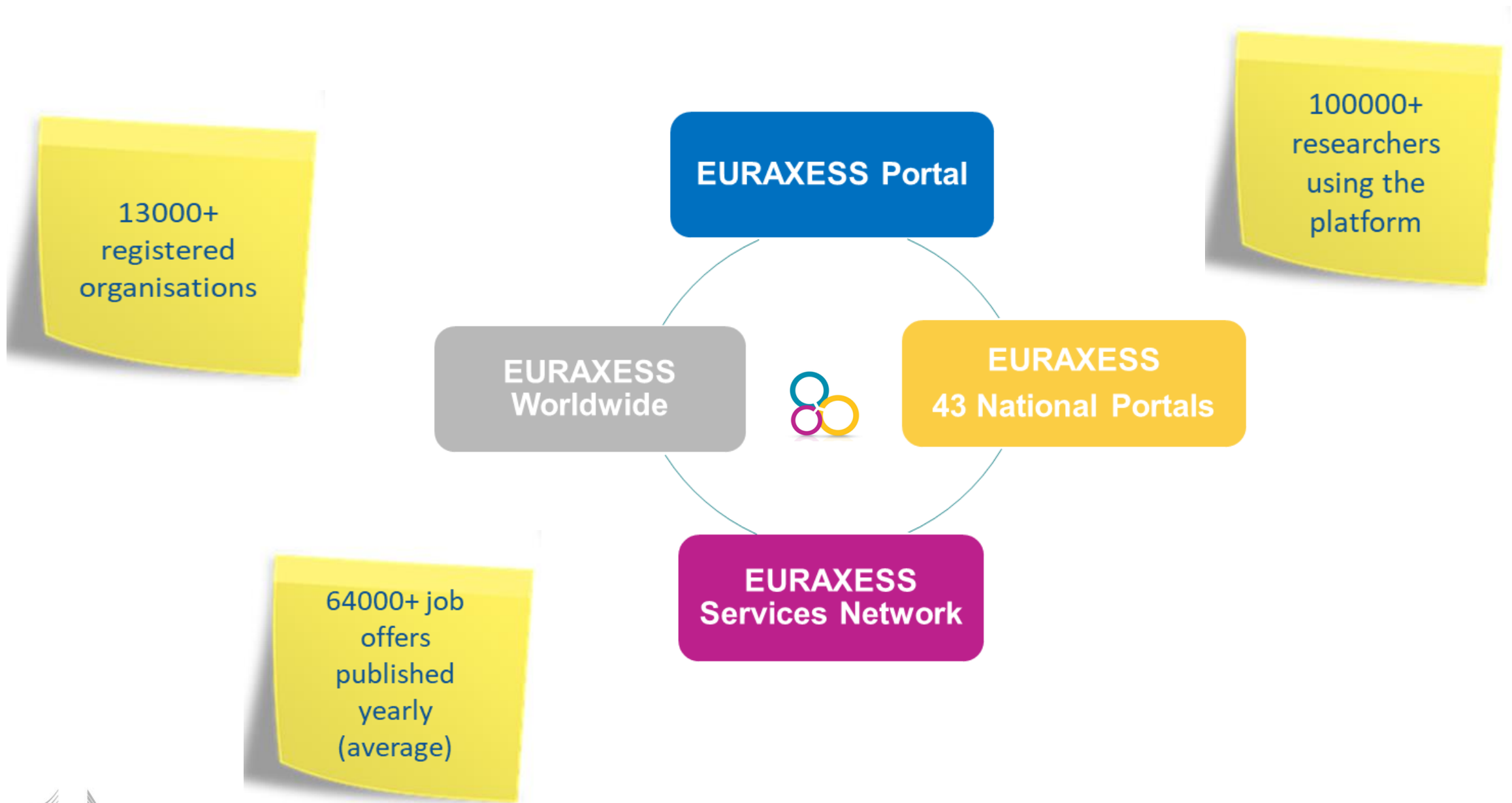
Siiri Kolka

Estonian Research Council

EURAXESS



WHO	A network of Bridgehead Organisations and Service Centers for researchers and research organisations
WHAT	43 European hubs with more than 610 associated Service Centers; a European portal with a jobs, funding and hosting database and 43 complementary national portals; 9 Worldwide hubs
WHEN	Launched 19 years ago (formerly known as ERA-MORE)
WHERE	Europe (43 countries) and Worldwide (9 hubs: Africa, ASEAN, Brazil, China, India, Japan, Latin America and the Caribbean, Korea and North America)
WHY	<ul style="list-style-type: none"> To remove the barriers to researchers' mobility & support career development To create conditions for open, transparent merit-based recruitment To promote cooperation between research performing organisations To foster attractive careers across Europe and beyond



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Conclusions



Thank you for your participation!

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Networking Cocktail – 26th floor

