



New standards and tools for more attractive research careers in the Union



Researchers and other research professionals are the backbone of the European Research Area, which aims to create a single market for researchers, knowledge and technology.

research careers has been identified as a priority action in the [ERA Policy Agenda 2022-2024](#).

To achieve this objective, the Commission proposes a **Council Recommendation establishing a European Framework for Research Careers**, including a **new Charter for Researchers** aiming at improving working conditions. In addition, the **new ResearchComp website** is launched to support researchers' transversal skills and inter-sectoral careers.

Improving the attractiveness of research careers for the 2 million researchers in the Union is key for making research and innovation stronger and more competitive. This will strongly help to deal with societal challenges such as health, defence, digital and green technologies. For this reason, promoting attractive and sustainable

Early-career researchers and other European research talents will be encouraged to stay in Europe while addressing issues of precariousness in their careers. Simultaneously, efforts will be made to position Europe as an enticing destination for international talents, further bolstering its attractiveness on the global stage.



2 millions
researchers
in the EU

(Source: Eurostat, 2021)

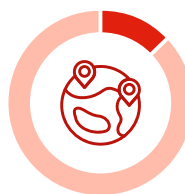
of which



33%
female
researchers



56%
in enterprise
sector



13%
mobile researchers
(currently employed in other country
than country of citizenship)
(Source: MORE4, 2019)



20 principles
in the 2023 Charter
for Researchers

Proposal for a Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe

Following close consultations with Member States, Associated Countries and stakeholders in the context of the [ERA Forum](#), the Commission proposes a Council Recommendation addressing in a comprehensive way the following aspects:



Next steps: Member States will discuss the Commission proposal with a view to the final adoption by the Council.



[Proposal webpage](#)

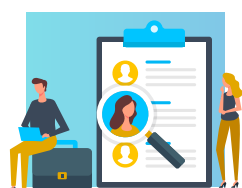
New Charter for Researchers

A new Charter for Researchers will promote attractive working conditions for researchers. It replaces the old Charter and Code for Researchers with new and adapted principles, streamlined for easier implementation through the Human Resources Strategy for Researchers (HRS4R)¹.

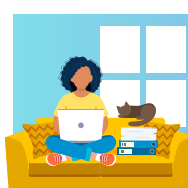
4 PILLARS



Ethics, integrity, gender and open science



'Researchers' assessment, recruitment and progression



Working conditions and practices



Research careers and talent development

Charter addressed simultaneously to **researchers, employers, funders and policy makers**

Focus on **all sectors** where researchers can be employed

More focused principles (20 instead of 40 of the old Charter and Code)

Transition measures for the over 700 organisations that received the HRS4R award and for those which already started the process

1. The new Charter for Researchers is proposed as an annex to the proposal for a Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe (see previous section).

The new ResearchComp website

ResearchComp is the first EU Competence Framework for Researchers, and a key initiative in the context of the [European Year of Skills](#). In line with the new [ERA Communication](#) and the [Skills Agenda](#) adopted by the Commission in 2020, the new ResearchComp website will promote equipping researchers with a set of transversal skills necessary for careers in all sectors of the society, including academia, businesses and industry, public administration, or the development of own start-ups.

Researchers can self-assess their competences and upskill where necessary

Higher Education Institutions and other training providers can adapt their training offer

Employers will have a better understanding of the potential researchers can offer

THE EUROPEAN COMPETENCE FRAMEWORK FOR RESEARCHERS



[ResearchComp webpage](#)



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