

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



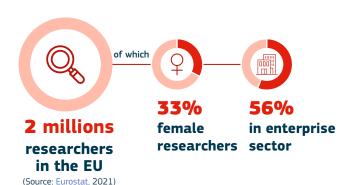


Researchers and other research professionals are the backbone of the European Research Area, which aims to create a single market for researchers, knowledge and technology.

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 research careers has been identified as a priority action in the <u>ERA Policy Agenda 2022-2024.</u>

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.

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.





mobile researchers

(currently employed in other country then country of citizenship) (Source: MORE4, 2019)



20 principlesin 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 <u>ERA Forum</u>, the Commission proposes a Council Recommendation addressing in a comprehensive way the following aspects:

Definition of 'researcher' and of the 'research profession', and recognition of their value Improved recruitment and working conditions, including measures to increase use of permanent contracts Researchers skilled for inter-sectoral and inter-disciplinary careers and for entrepreneurship and innovation

Fair career development and progression

Measures for a balanced circulation of talents

Strengthened support actions in support of research careers Effective monitoring of research careers through a dedicated observatory

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

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

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

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

THE EUROPEAN COMPETENCE FRAMEWORK FOR RESEARCHERS

DOING RESEARCH



- Have disciplinary expertise
- · Perform scientific research
- · Conduct interdisciplinary research
- · Write research documents
- Apply research ethics and integrity principles

MANAGING RESEARCH



- · Mobilise resources
- · Manage projects
- Negotiate
- · Evaluate research
- · Promote open access publications

AN IMPACT

MAKING



- Participate in publication process
- · Disseminate results to the research
- · Teach in academic or vocational contexts
- Communicate to the broad public
- · Increase impact of science on policy & society
- Promote open innovation

MANAGEMENT

development

· Manage personal professional

· Show entrepreneurial spirit

· Plan self-organisation · Cope with pressure

SELF

· Promote the transfer of knowledge

MANAGING **RESEARCH TOOLS**



- · Manage research data · Promote citizen science
- · Manage intellectual property rights
- · Operate open source software

RESEARCH COMP

WORKING WITH OTHERS



- Interact professionally
- Develop networks
- Work in teams
- · Ensure wellbeing at work
- · Build mentor-mentee relationships
- · Promote inclusion & diversity

COGNITIVE



- · Abstract thinking
- · Critical thinking
- Analytical thinking
- Problem solving

ABILITIES



- Strategic thinking
- · Systemic thinking
- Creativity

ResearchComp webpage





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