

Research careers Policy updates

Dario CAPEZZUTO
Policy Officer
European Commission, DG R&I
*ERA, Spreading Excellence
and Research Careers*



Over 25 Years of European Research Area (ERA)

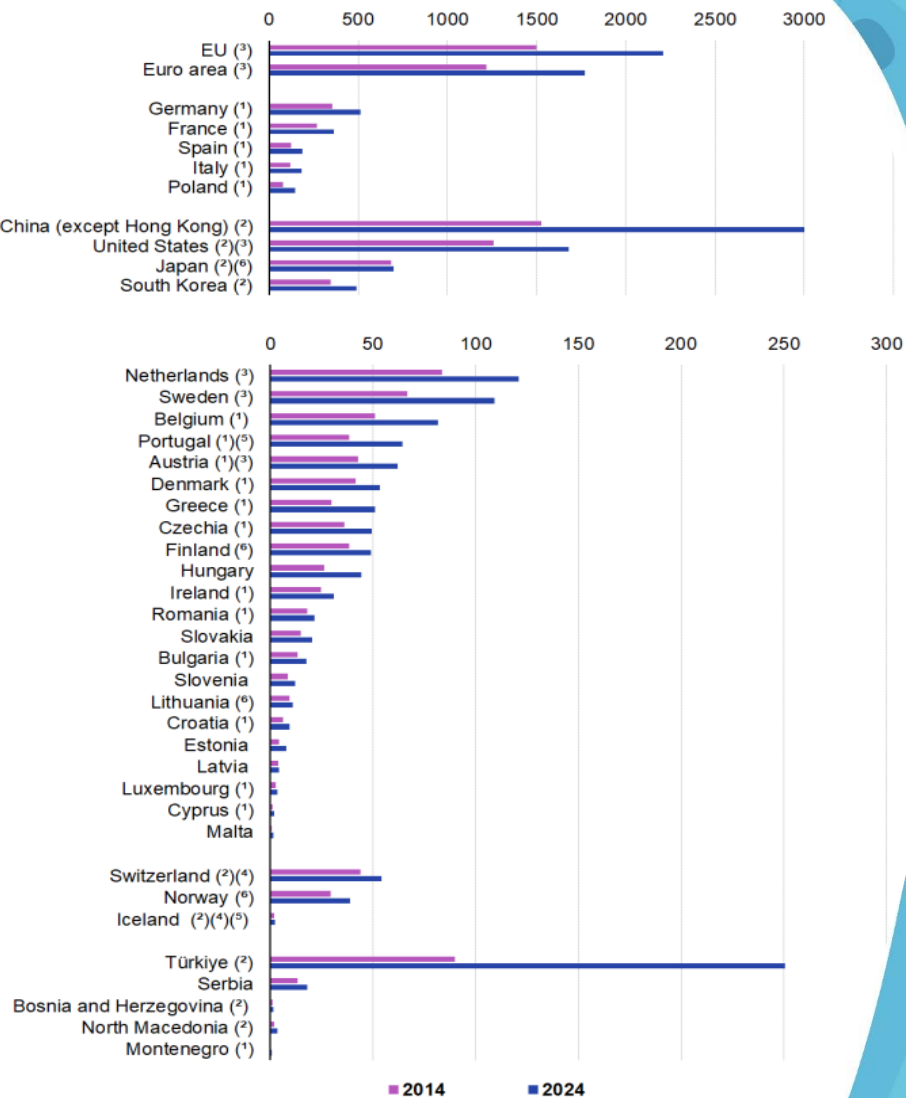
What is the ERA? –Art. 179 of the Treaty

A single,
borderless market for
research, innovation
and technology
across the EU...

...where
countries come
together and improve
their research policies
and systems...

...and where there
is free movement
of researchers,
knowledge and
innovation.

Number of researchers, 2014 and 2024
(thousand full-time equivalents)



Note: The figure is split into two parts with different y-axes.

(1) 2024 provisional
 (2) 2024 data not available, closest reference year used instead
 (3) estimates
 (4) 2014 data not available, closest reference year used instead
 (5) break in time series
 (6) definition differs

Source: Eurostat (online data code: rd_p_persocc) and OECD database

A look at numbers

2.21 million researchers

- 721.000 doctoral candidates
- 57% business sector
- 31.6% academic sector
- 10.1% government sector

47.3% increase since 2014

- ~100% in China
- 38.3% in US
- 5.9% Japan

1% of total EU labour force



© Eurostat

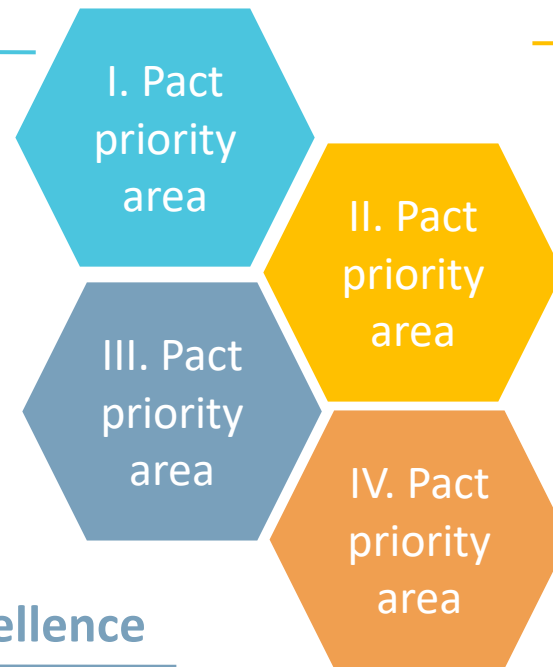
From ERA Policy Agenda 2022-24...

Deepening an internal market for knowledge

1. Open sharing of knowledge, incl. EOSC
2. Data legislation fit for research
3. Reform of research assessment
4. **Strengthen research careers**
5. Gender equality and inclusiveness
6. Protect academic freedom
7. Better Knowledge Valorisation
8. Research infrastructures
9. Global Approach

Research and innovation excellence

15. Regional and national R&I ecosystems
16. EU-wide access to excellence
17. Strategic capacity of public RPOs



Green and digital transition

10. R&I Missions and Partnerships for ERA
11. Green energy transformation
12. Transition of industrial ecosystems
13. Empower higher education institutions
14. Bring science closer to society

Investments and reforms

18. Coordination national support for ERA, merged with other actions
19. ERA monitoring mechanism
20. Prioritisation and coordination of R&I investments and reforms

ERA Action on research careers 2022-2024

Setting standards

- **Council Recommendation on a European Framework for Research Careers** (to attract and retain talents in Europe)
- **New European Charter for Researchers**

Supporting implementation

- Mutual Learning Exercise, HR Excellence in Research award, EURAXESS, ResearchComp, ERA Talent Platform one-stop-shop, R&I Careers Observatory (ReICO), RESAVER...

Promoting cultural change

- Research careers action, national workshops, impact on national legislation
- Reform of research and researcher assessment (COARA.eu; ERA Action 3 2022-24)

Coordinating investments

- Talent Ecosystems pilot call in Horizon Europe supporting organisational change – upscaling in 2027

26 MS 4 ACs 13 SHs

ERA Action 4 accomplishments (2022-2024)

Council Recommendation	Adopted December 2023, with new European Charter for Researchers
MLE on research careers	June 2024 – May 2025 (16 MS, 4 topics, final report)
ERA Talent Platform	Launched June 2024
EURAXESS	Revamped website (new functionalities, new design and new content)
ResearchComp	Launched July 2023, AI competence included and self-assessment tool launched
ReICO	Partnership with OECD 2024-2030, first indicators published
RESAVER	Operational in ES,FR,CZ, new website launched
Talent Ecosystems pilot	EUR 20 million, 10 projects ongoing

...to ERA Policy Agenda 2025-27

ERA structural policies

'long-term ERA policies, which are not confined to individual policy agendas but still have a three-year workplan'

- Enabling open science
- Research infrastructures
- **Inclusive and intersectional gender equality**
- **Making research careers more attractive and sustainable**
- **Research assessment**
- Upscaling knowledge valorisation capacities
- Global Approach to R&I
- SET Plan as a key component of ERA
- **Improving the articulation between R&I and higher education within ERA, unleashing the full potential of European R&I ecosystems**
- Enhancing trust in science through citizen participation, engagement and science communication
- Improve EU access to excellence

ERA actions

'which are new and to be completed within the three-year policy agenda'

- Equity in open science
- Advancing the European science for policy ecosystem
- AI in science in the EU
- Enhancing research security
- Accelerating R&I investments for Europe's industrial transformation and competitive sustainability
- Accelerating new approach methodologies to advance biomedical research and testing for medicinal products and medical devices
- A harmonised and coordinated framework to support integrity and ethics in R&I
- **A new era in research management**

The new Structural Policy on Research Careers

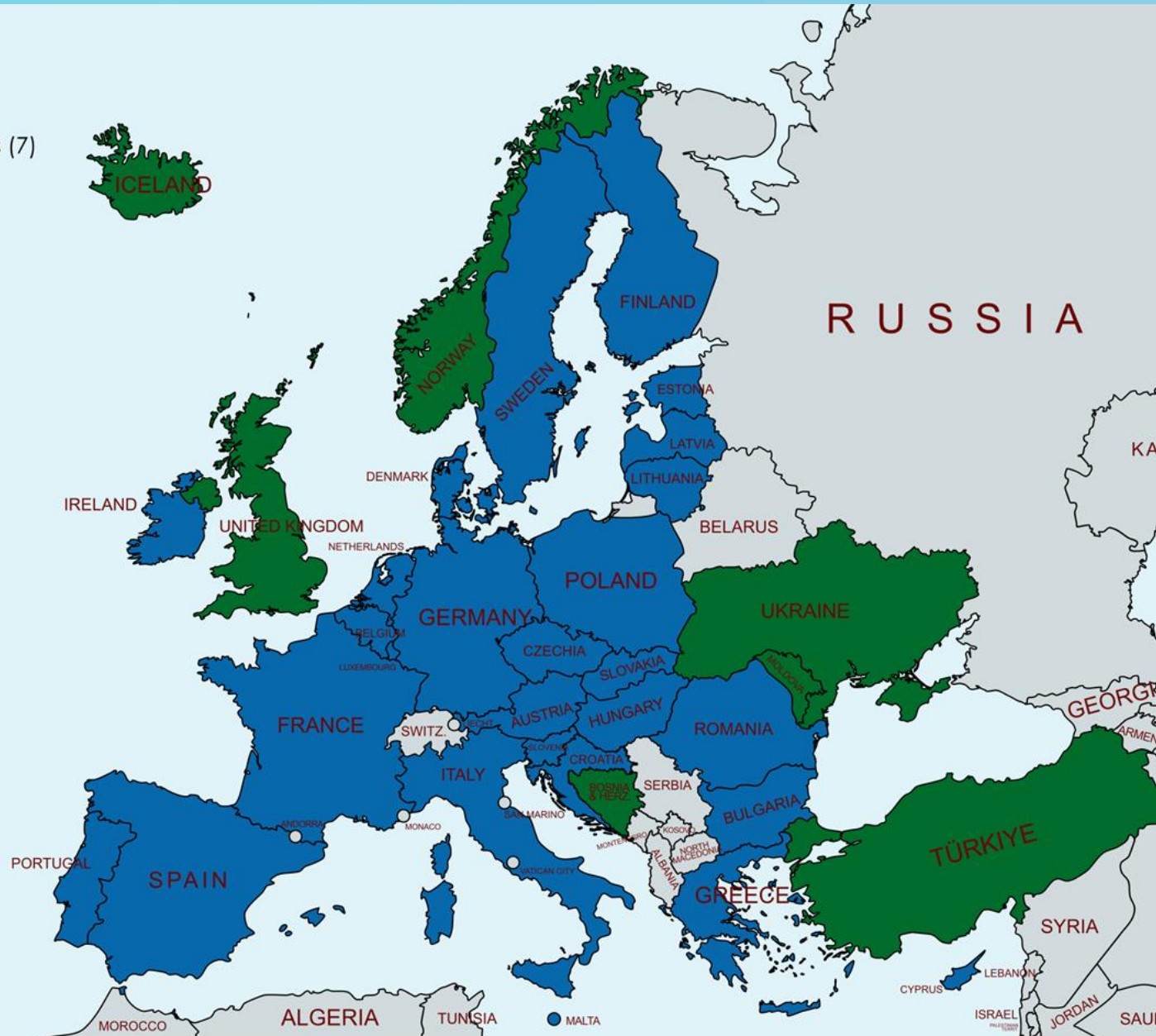
Supporting implementation and promoting cultural change

- Co-created **guidelines for the implementation of the Council Recommendation** on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe, for better quality jobs and a better functioning research labour market
- **Community of practice** to share experiences and strengthen research careers at European, national, regional, and organizational level
- **Consolidated Research and Innovation Careers Observatory (ReICO)** with the involvement of relevant actors outside the R&I community, and jointly eliminating gaps
- **Recommendations for better career development and career progression**, including European tenure-track like models and related assessment and funding mechanisms

Coordinating investments

- **Co-created investment pathways**, joining and coordinating forces and co-designing initiatives to reduce precarity and ease career paths to non-academic research careers

- Member States (27)
- Associated countries (7)



Stakeholders (16)

- ALLEA
- Aurora
- CESAER
- Coimbra Group
- EARTO
- EASSH
- ERIC Forum
- EUA
- EU-LIFE
- EURASHE
- Individual researchers
- LIBER
- Science Europe
- The Guild
- UAS4EUROPE
- YERUN

Created with mapchart.net

Choose Europe for Science initiative

EU level

- 500 million package 2025-27
 - 7-year ERC super-grant
 - MSCA Choose Europe for Science pilot 2025
- ERA Act (Q3 2026)
- Legislation on the Freedom of Scientific Research
- Visa Strategy
- EUR 230 million for ERA Chairs (2026–2027)
- List of national and regional initiatives on the EURAXESS platform



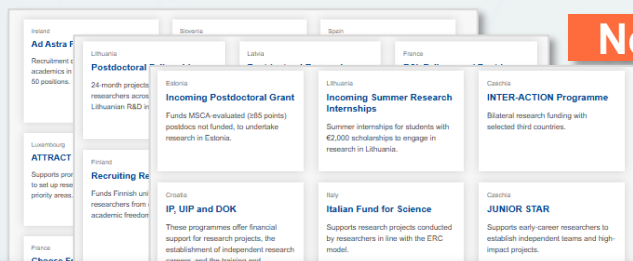
A SNAPSHOT of initiatives at EU, national and regional level open to researchers worldwide

National level

- Over 100 measures
- Grants, relocation packages, fellowships...
- Diaspora programmes
- Additional support to EU measures

Choose Europe for Science dedicated webpage

EURAXESS DEDICATED WEBPAGE: A continuously updated list of national and regional initiatives is now available on the EURAXESS platform.



New

<https://euraxess.ec.europa.eu/>

Map of National and Regional Initiatives (NEW)

Click on a country to explore the research opportunities and programmes available there.



101

National and regional funding initiatives



European Commission

Council Recommendation on research careers and new European Charter for Researchers

Definitions

Recognition, interoperability and comparability of researchers' careers

Recruitment and working conditions

Researchers skilled for inter-sectoral and interdisciplinary careers and for entrepreneurship and innovation

Career assessment, development and progression

Balanced circulation of talents and making the Union an attractive destination

Support actions for research careers

Monitoring of research careers

Pillars 1 & 2

Definitions

- Researchers
- Research managers
- Research technicians
- Revised R1-R4 profiles with examples of occupations (annex I)

Recognition, interoperability and comparability of researchers' careers

- Equal esteem and reward for different career paths
- Mapping of career structures by HR offices against R1-R4 profiles

Pillars 3 & 4

Recruitment and working conditions

- OTM-R
- Attractive working conditions including remuneration, job security and stability
- Social protection and promotion of [RESAVER](#)
- Equality and inclusiveness
- Specific measures and incentives for early-career researchers (R1-R2)

Researchers skilled for inter-sectoral and inter-disciplinary careers and for entrepreneurship and innovation

- Development of skills including based on [ResearchComp](#) and on interaction in ecosystems
- Foster innovation and entrepreneurial mindset, including focus on women
- Eliminate structural and administrative barriers to mobility
- Promote inter-disciplinary mobility of researchers

Pillars 5 & 6

Career assessment, development and progression

- Recognition of all mobility experiences
- Reformed assessment and reward system
- Advisory/support services
- Fair, equal and inclusive accession and progression system, including considering Tenure-Track-Like systems

Balanced circulation of talents and making the Union an attractive destination

- MS to make research systems more attractive
- EC to support [MLEs](#), monitor flows, and facilitate attraction and return of talents

Pillars 7 & 8

Support actions for research careers

- Strengthen [EURAXESS](#) and develop [ERA Talent Platform](#) as one-stop-shop for researchers and institutions
- New [European Charter for Researchers](#) for all sectors and transition measures (annex II)

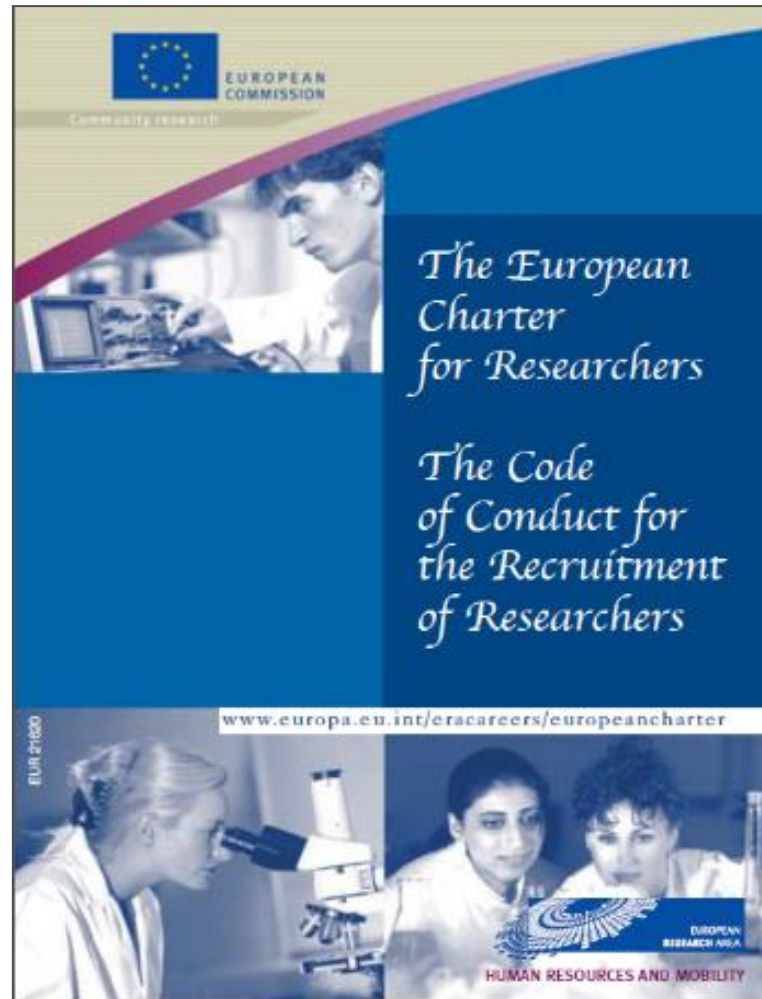
Monitoring of research careers

- [Observatory on research careers](#) in addition to ERA monitoring systems

A framework that promotes solutions

- Addressing challenges of researchers working in all sectors
- Recommending measures in support of Early Career Researchers
- Promoting employment stability, and better working conditions and social protection
- Supporting researchers' skills and intersectoral/interdisciplinary mobility
- Fostering and recognising diverse career paths
- Promoting reformed researcher assessment
- Contributing to strengthening national R&I systems, for better balanced circulation of talents

From the Charter & Code to The European Charter for Researchers

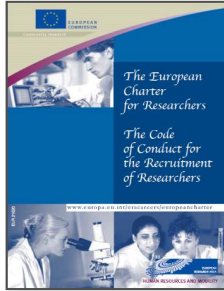


Commission Recommendation of 11 March 2005

**The European Charter for Researchers
and the Code of conduct for the
recruitment of researchers**

**Addressing researchers, employers, funders
and policy makers**

From the Charter & Code to The European Charter for Researchers



Research and
Innovation



Awarded Organisations

Name	Country	Award Date
	Slovenia	
Univerza v Ljubljani	Slovenia	10/10/2013
Nova univerza	Slovenia	14/02/2023
University of Maribor-Univerza v Mariboru	Slovenia	27/04/2010
University of Primorska	Slovenia	12/05/2023

**Council Recommendation of 18 December 2023
(Annex 2)**

European Charter for Researchers

**Addressing researchers, employers, funders
and policy makers**



The HR Excellence in Research process

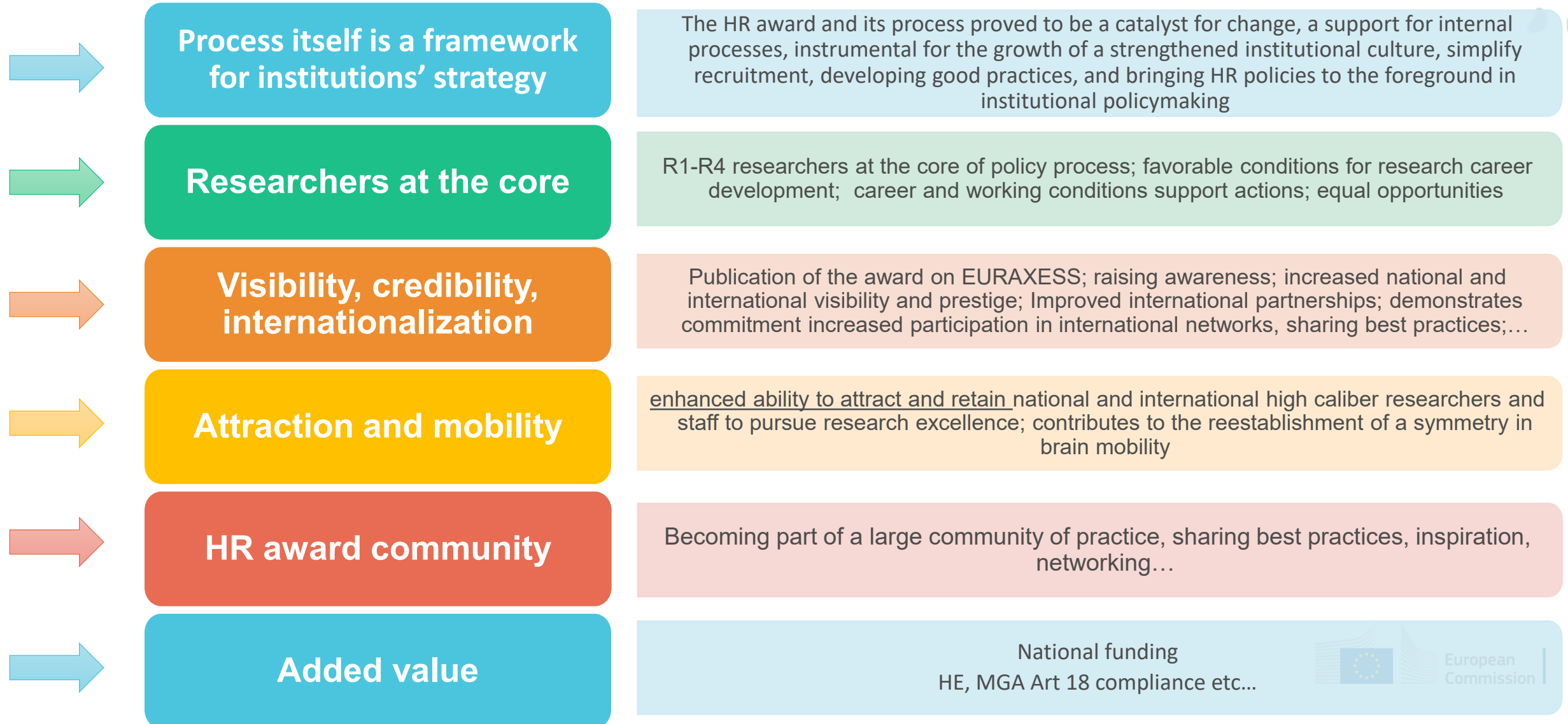


The HR Excellence in Research process (formerly HRS4R) is the mechanism for the implementation of the European Charter for Researchers

- **Voluntary, structured, and periodically audited** process that operates on three-year cycles
- Centered on a sequence of **gap-analysis and action plans** for the implementation of the principles of the Charter & Code
- **Periodically monitored mechanism** procedure (continuous assessment) based on a sequence of desk-based and on-site assessments



HR award: why undertaking the process?



MLE on research careers

16 participating Member States

Austria	Belgium	Bulgaria	Cyprus	Czechia	Estonia
Germany	Hungary	Lithuania	Malta	Netherlands	Poland
	Portugal	Slovenia	Spain	Sweden	

**Final report
to support
national
reforms**

June 2024
• Kick-off

June 2024-Feb 2025
• Country visits
• Topics discussion

May 2025
• Dissemination event

ResearchComp: the European Competence Framework for Researchers (accessible via the [ERA Talent Platform](#))

- 7 Competence Areas
- 39 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**



ResearchComp's update and launch of the Self-Assessment Tool (SAT)



Update of the European Competence Framework for Researchers (ResearchComp)

- New competence 'Leverage Artificial Intelligence,
- Announced as part of the [AI in Science Strategy](#)



Launch of ResearchComp Self-Assessment Tool

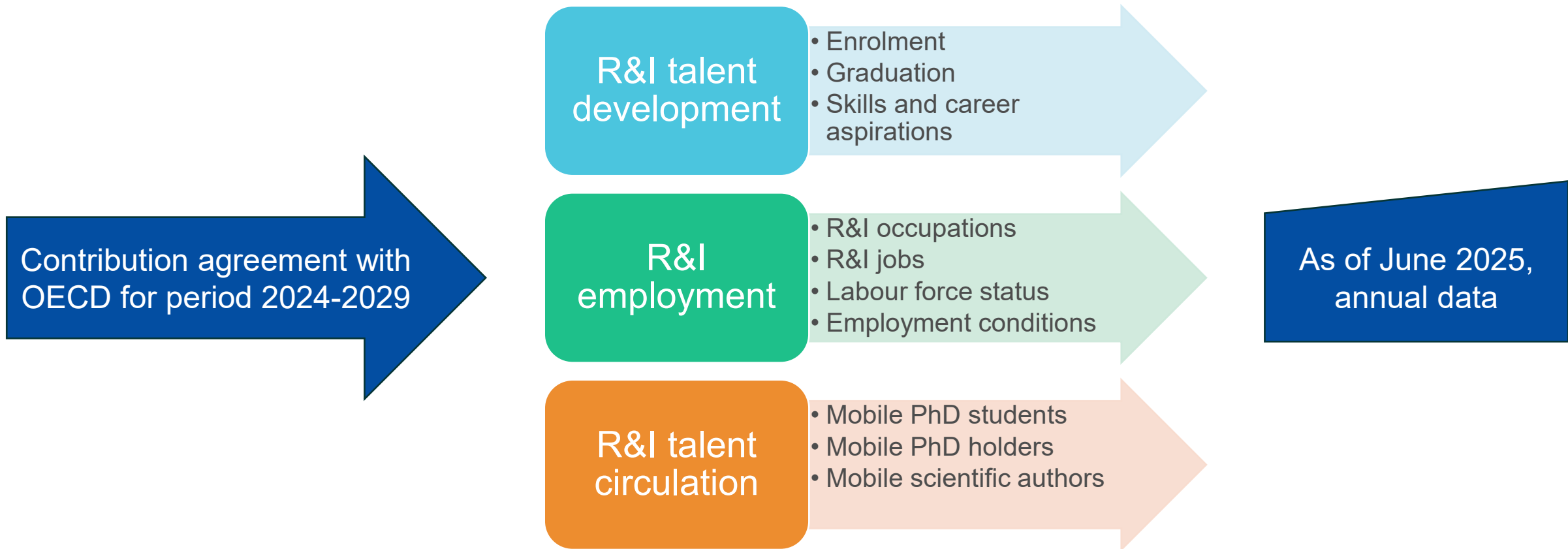
- Free-to-use online tool based on ResearchComp
- Multiple-choice questionnaire structured according to the 7 competence areas and 4 proficiency levels
- Downloadable results with strengths, gaps, and breakdown per skill

ResearchComp
Community of
Practice

ResearchComp Community of Practice launched by CROSS project on the EntreComp platform

- Find out more and register
<https://cross.vscht.cz/news/113300>

The Research and Innovation Careers Observatory (ReICO)



Talent Ecosystems Pilot Call

- **10 projects** bringing together academia and private sector to create talent ecosystems
- Better **working conditions** and easier **employability**
- **Organisational change**



Talent Ecosystems Call in WP 2027

- **Refined based on experience** from pilot call
- **Higher budget (29 million EUR)**
- **Building on achievements** of pilot projects
- Reference to **other R&I staff**

Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and intersectoral mobility across the ERA

The European Research Area is the ambition to create a single, borderless market for researchers, scientific knowledge and technology across the EU in order to increase European competitiveness and improve the coordination of R&I activities at national and European level.

The ERA Policy Agenda for the period 2022-2024 set out 20 voluntary ERA actions to contribute to the priority areas defined in the 🔗 "Pact for R&I". Action 4 tackled the area of research careers and researchers' mobility. It was

implemented in close cooperation with Member States, countries associated to Horizon Europe, and stakeholders. The European Commission was supported in managing the Action by Portugal on behalf of Member States, and by the Coimbra Group on behalf of stakeholders.

This factsheet aims at outlining the portfolio of research careers policy measures and tools developed as part of Action 4 in a comprehensible way. It is meant to support ERA-related actors across Europe.

Expected Outcomes

Development of a European Framework for Research Careers and toolbox of support measures

Launch of an observatory on research careers

Set up the ERA Talent Platform as an online one-stop-shop

Revise the Charter and Code for researchers

Pilot with European Universities alliances the European Framework for Research Careers

Launch the ERA4You initiative to promote talent circulation

Exchange of good practices with regard to R&I systems

Concrete deliverables

Council Recommendation on a European Framework for Research Careers

New European Charter for Researchers

Revamped and streamlined process for the HR Excellence in Research award

ERA Talent Platform

European Competence Framework for Researchers (ResearchComp)

Research and Innovation Careers Observatory (ReICO)

Horizon Europe Mutual Learning Exercise on Research Careers

Revamped EURAXESS

Expanded RESAVER

Talent ecosystems for attractive early research careers - Horizon Europe pilot call

Action 4 ERA Policy Agenda 2022-24

The factsheet



ERA TALENT PLATFORM

The one-stop-shop gateway for researchers and research organisations

- 🔗 EURAXESS
- 🔗 HR Excellence in Research Award
- 🔗 Innovation Talent Platform

- 🔗 ReICO
- 🔗 RESAVER
- 🔗 ResearchComp
- 🔗 RM Comp

European Charter for Researchers

The European Charter for Researchers is a set of 20 principles underpinning the development of attractive research careers to support excellence in research and innovation across Europe.

- The focus of the Charter is the rights and responsibilities of researchers, employers, funders and policy makers in the public and private sector
- The Charter addresses researchers across all disciplines including science, technology, engineering, mathematics (STEM) and social sciences and humanities (SSH)
- It covers all types of research, namely frontier, targeted, strategic, applied and close to market

[🔗 LEARN MORE](#)

EURAXESS



Researchers in motion

- EURAXESS is a leading portal created to support researchers' mobility and career development
- Is the largest database of job, funding and hosting offers in Europe with over 10 thousand worldwide opportunities
- Connects more than 14 thousand registered organisations
- Includes national portals and service centres in 43 countries, and 9 worldwide hubs
- A network of over 650 Service Centres EURAXESS Service Centres offers free, personalised assistance to researchers on multiple topics, including accommodation, social security or taxation

[🔗 LEARN MORE](#)

HR Excellence in Research Award



- The HR Excellence in Research Award is a recognition granted to research organisations that voluntarily enter the process for continuous evaluation and improvement to excellence in researcher development and working conditions
- It acknowledges their efforts in aligning with the principles set out in the European Charter for Researchers and in implementing practices and policies that foster a supportive and high-quality research environment, improving the working conditions and career development of researchers

ReICO



Research and Innovation Careers Observatory

- Developed in partnership by the European Commission and the OECD with Horizon Europe support, to be a comprehensive source of data for evidence-based policy making
- Monitoring key indicators of R&I careers
- Data published on an annual basis starting mid-2025

[🔗 LEARN MORE](#)





“An ambitious but realistic ERA Act”

@European Commission

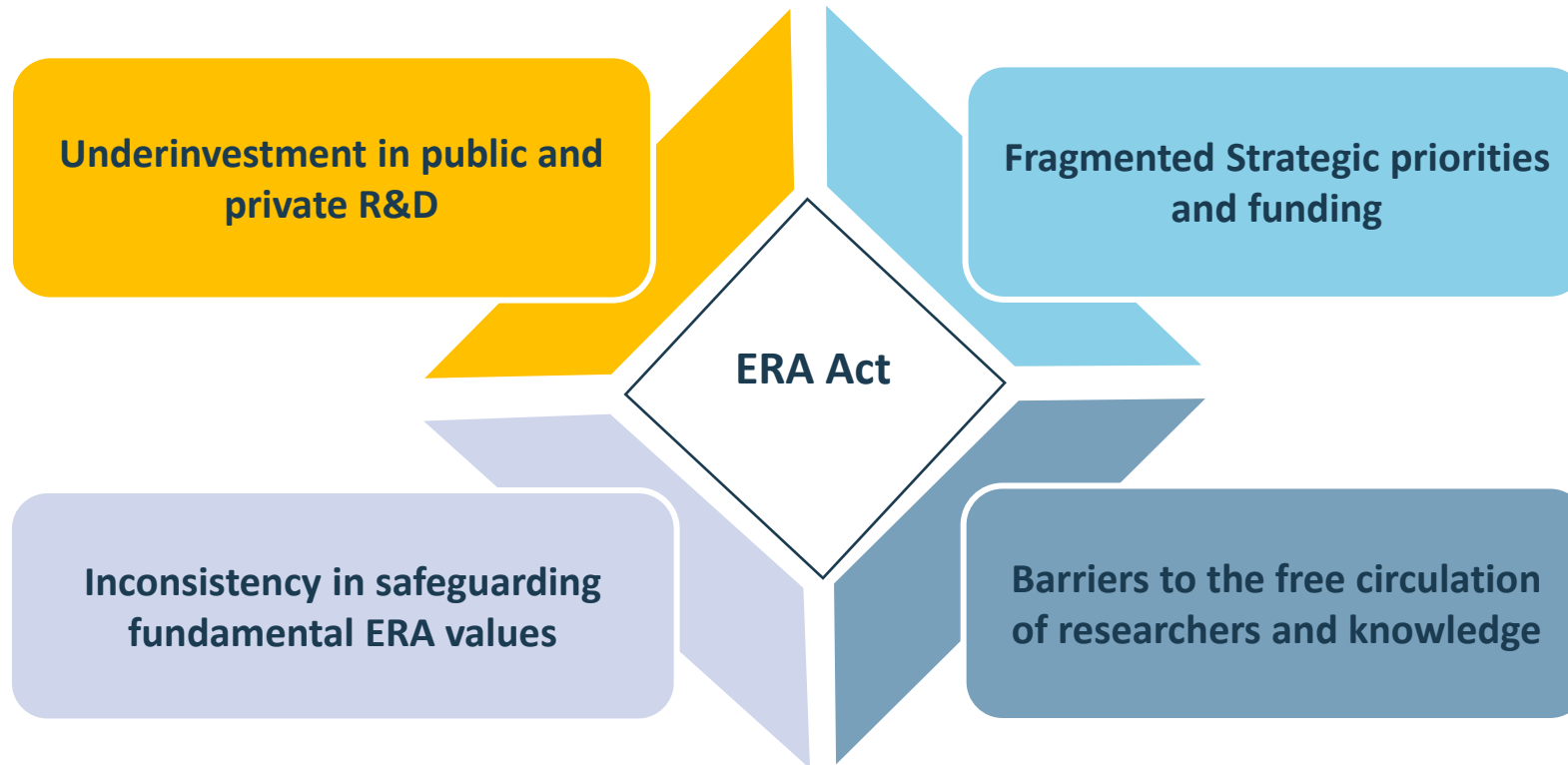
EUROPEAN RESEARCH & INNOVATION DAYS

16 → 17 SEPT 2025

SAVE THE DATE

© European Union, 2025

ERA ACT – addressing key problems



ERA Act and research careers

Potential measures

- **EU-level contract** (for voluntary use) for the employment of researchers, with minimum guarantees in line with the European Charter for Researchers
- Easier use by public employers of **open-ended and permanent contracts**
- **Automatic recognition of doctoral degrees issued in MS**, for employment purposes
- **Easier recognition of doctoral degrees issued in third countries**, for employment purposes
- Remove any existing obstacles to conducting and issuing **joint doctoral degrees**
- Improved framework for **visas and work permits of researchers** (in coordination with Visa Strategy)
- Mapping of national/institutional **career structures** with **R1-R4 profiles**
- **Vacancies** for researchers to include **R1-R4 profiles**
- Reduce burden associated to researchers' **business trips**



Thank you!

European Research Area Platform - Horizon Europe support for research careers

<https://european-research-area.ec.europa.eu/horizon-europe-support-research-careers>

Video on ERA and research careers

<https://www.youtube.com/watch?v=vCwKzWhfzSI&list=PLvpwljZTs-Lgz9Y2Kj9cICNLHXK4B7YQT&index=3>