



European Research Area - An open labour market for researchers

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European Research Area *(Article 179 of the Treaty)*

"in which, **researchers**, scientific knowledge and technology will circulate freely"

-like a single market-

Reinforced ERA - Partnership Approach

The ERA Communication of July 2012 aims to improve the quality, efficiency and effectiveness of research systems in Europe through a reinforced partnership between:

- **European Commission**
- **Member States**
- **Stakeholders Organisations**

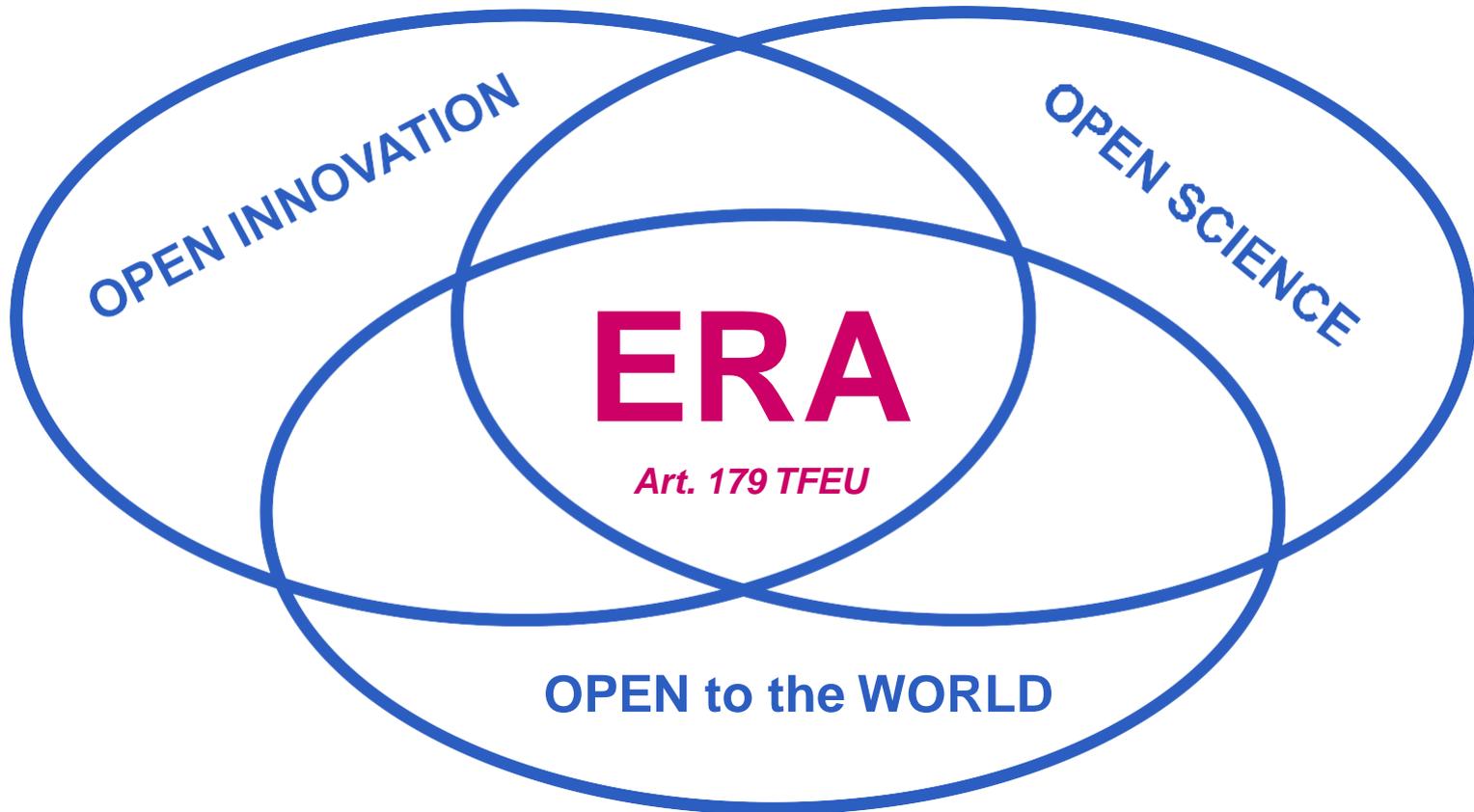
Europe's challenges:

- **poor framework conditions** for getting research results to the market
 - ✓ lack of high-growth innovative companies
- **quantitative** scientific output
 - ✓ lack of top-quality basic research for long term growth in advanced economies
- **insufficient weight** in international science and science diplomacy
 - ✓ lack of collective scientific importance for a more active voice in global debates.

Europe's answers:

- creating necessary conditions to capitalise on the results of research & innovation
 - ✓ **OPEN Innovation**
- boosting excellence in cutting-edge, fundamental research
 - ✓ **OPEN Science**
- reinforcing Europe's international engagement through science diplomacy
 - ✓ **OPEN to the World**

OPENING a new chapter of **ERA**



What does that mean for our 'researchers'



Supporting the next Generation of Researchers

- **Cultivating talent at all levels of career development**
- **Attracting and retaining the best talents in all their diversity**
- **Harnessing the educational potential of research**
- **Developing interdisciplinary research**
- **Encouraging the acquisition of diverse skill sets and outreach activities**
- **Promoting a high-quality professional environment**
- **Facilitating mobility**
- **Sharing of good practice**
- **Nurturing research integrity**

ERA Priorities

- 1) More effective national research systems
- 2) Transnational Cooperation and Competition
- 3) *An Open Labour Market for Researchers***
- 4) Gender Equality
- 5) Access and Circulation of Knowledge

Open labour market for researchers - Objectives

- Remove barriers to mobility (international and inter-sectoral)
- Support mobility through initiatives (EURAXESS) and funding (MSCA, ERC)
- Retain and attract leading talent to EU
- Make research careers more attractive
- Improve training and skills of researchers
- Improve human resources policies for researchers

Open labour market for researchers - *Selected activities*

- Charter & Code, HR Strategy for Researchers
- Innovative doctoral training
- Open recruitment
- RESAVER pension fund
- EURAXESS
- Scientific visa
- EU Mobility programmes (MSCA, ERC)
- Working in partnership and monitoring

Charter & Code for Researchers

Reference framework for rights and obligations of researchers, their employers and funders:

- **Ethical & professional aspects**
- **Recruitment**
- **Working conditions & social security**
- **Training**

Nearly 730 organisations from 41 countries have explicitly endorsed the principles, many of them umbrella organisations. (22/10/2015)

HR Strategy for Researchers –HRS4R

- **Tool to support implementation of C&C – launched 2008**
- *Implemented via 5-step **voluntary** programme:*
 - Internal **gap analysis** by institution, involving key institutional stakeholders including **researchers**
 - Development and publication of **institutional HR strategy for researchers** and action plan in response to gaps identified
 - Acknowledgement of **progress** by Commission (HR label)
 - **Self-assessment** of implementation after two years
 - **External analysis (peer review)** after four years

Key aspects of the HR Strategy

The "HR Excellence in Research" award is given to institutions that have made significant progress in implementing the C&C

- This mechanism is a **support tool** and thus **voluntary**.
- **Light** to apply and **flexible** in its validation and verification approach.
- **Acknowledgement** provides **added visibility**, e.g., EURAXESS Jobs
- **Adds credibility** – internally and externally, towards researchers, national authorities, funders etc

Implementation of the HRS4R

- More than **250 institutions** already taking part in the Strategy
- The HR label is awarded to institutions that have made significant progress in implementing the C&C (so far **254 institutions** have been awarded, and more are in the pipeline)
- The HR label is displayed on their adverts published on **EURAXESS Jobs as well as on their websites** along with information about the strategy and why it is being undertaken.

HR Strategy – why take part?

- **Acknowledgement** provides **added visibility**:
 - listing on the EURAXESS Rights website;
 - exclusive right to use the logo on institutional website, promotional material.... use of logo on EURAXESS Jobs;
- **Adds credibility** – internally and externally, towards researchers, national authorities, funders etc..
- Part of a growing group of institutions, many of high international standing, **adding to your institution's status.**

**AWARD to be used exclusively by
institutions that have received the
acknowledgement:**



HR EXCELLENCE IN RESEARCH

Principles for Innovative Doctoral Training

- Around 120,000 new PhD graduates per year in EU
- Need skills to work outside academia
- Only 45% of all researchers in EU in private sector (vs 78% in US and 74% in Japan).
- Only one in ten PhDs report receiving training in IPR/entrepreneurship

Principles for Innovative Doctoral Training

1. Research Excellence
2. Attractive Institutional Environment
3. Interdisciplinary Research Options
4. Exposure to industry/non-academia
5. International networking
6. Transferable skills training
7. Quality Assurance

In short: Doctoral Training should become: « Triple i »

- **International**
 - **Interdisciplinary**
 - **Intersectoral**
- Principles endorsed by Council. Link to national funding
 - Common approach provides a 'guiding tool', while preserving flexibility & autonomy for institutions and PhDs
 - Study in 2013 showed wide uptake of principles
 - Some barriers remain, e.g., with 'exposure to industry'
 - Also general lack of funding. Partly mitigated by Structural Funds
 - Concept of a "Doctorate in Europe"

Open, transparent and merit-based recruitment (OTMA)

- Openness and excellence go hand in hand
- Lack of open recruitment hinders mobility
- Nepotism correlates with low FP participation and low research output
- Increase in transparency ... sharp rise in number of posts advertised on EURAXESS Jobs
- National authorities present rather positive picture of open recruitment practices
- Researchers in many countries present rather negative picture. Levels of dissatisfaction range from 20% to 70%.

Open, transparent and merit-based recruitment (OTMR)

Institutions engaged in HRS4R have reviewed recruitment practices

Examples of good practice for institutions:

- Publish recruitment policy
- Publish job vacancies nationally and on EURAXESS; [*Some countries introduced national legislation to enforce this*]
- Clear guidelines for recruitment panels, e.g., ensuring gender balance, include external expert(s), offer feedback.
- Provide staff involved in the process with appropriate training

New Commission Working Group on Open Recruitment

- Produce a set of operational conclusions for Member States and institutions on implementing open recruitment, including a practitioners' toolkit based on good practices.

Why RESAVER?

- **Retirement benefits remain a barrier to mobility**
- To remove this barrier it is necessary to ensure continuity of the **accumulation of pension benefits** as professionals **move to different organisations and to different countries.**
- **Single European pension arrangement** open to all organisations that employs researchers
- **The first ever multi-country and multi-employer pension fund**

RESAVER

- Focus not on 1st pillar (compulsory, pay-as-you-go , state pension) but rather on ...
- 2nd pillar pension – supplementary occupational pension usually financed through contributions by employer and employee
- RESAVER is open to all public and private organisations within the European Economic Area that employ researchers. This may include Universities, Research institutions, SMEs and funders.
- Enrolment is not restricted to researchers but open to all employees of research institutions.

Consortium of Employers

- **Represents employers** in their relationship with RESAVER
- Was launched on 1 October 2014
- “Full Member” status for employers intending to participate in RESAVER and define pension plan parameters
- “Associate Member” status for employers wishing to follow developments
- Joining Consortium allows employers to define the future retirement plans to be offered by RESAVER
- EU providing start-up funding through a public tender

More info: RTD-PENSION-FUND@ec.europa.eu

EURAXESS – Researchers in Motion 4 activities



Recruitment tool with job vacancies, funding opportunities, etc.
Over 40,000 vacancies in 2013.



Network of over 250 service centres in 41 European countries.
Provides assistance for researchers and their family on issues
such as accommodation, visa and work permits, language
lessons, schools for their children, social security and medical
care.



Information on the Charter and Code, HR Strategy for
Researchers, Pensions for Researchers and Entry Conditions



A networking tool for European and non-European researchers
outside EU. Links Officers in N-America Japan, China, India,
Brasilia, ASEAN

EURAXESS Jobs

A European instrument to better match demand and supply across borders:

- *More than **48,000 jobs** published on-line in 2014 compared to 7,500 in 2010;*
- ***Nearly 7,500 research organisations** (companies, universities and SMEs across Europe and beyond) **are registered on EURAXESS** and have access to:*
 - **More than 14,000 active CVs of researchers for potential employers;**
 - **More than 50,000 researcher accounts created so far**
 - **Job and funding opportunities covering a vast array of research fields**
 - **EU funded (MSCA, ERC) jobs & funding opportunities systematically published there**

EURAXESS Services

- A network of > 500 people working in > 250 offices across Europe (40 countries) provides researchers with personalised assistance and welcomes them in their new host country.
- ~ 1 Mn queries in 5 yrs period
- Topic ranking: funding opportunities, entry condition, accommodation
- **Scientific visa**

Marie Skłodowska Curie Actions (MCSA)

- *"... Ensure excellent and innovative research training as well as attractive career and knowledge-exchange opportunities through cross-border and cross-sector mobility of researchers to best prepare them to face current and future societal challenges"*
- *Total budget: €6.2bn under H2020 (vs 4.7bn in FP7)*
- *65,000 researchers will be funded*
- *Around 25,000 PhDs will benefit*
- *In addition, €13 bn funding for researchers through ERC*

New proposal on Scientific Visa Directive

More rights for third country nationals

In March 2013, the EC proposed a recast of a **new Visa Directive** (COM(2013) 151 final) for working periods >3 months which facilitates the procedure of admitting third-country nationals for the purpose of research, studies, etc.

The current proposal:

- Procedural guarantees: clearer time limits for national authorities to decide on applications (60-day time limit)
- Access to the labour market: researchers will be allowed to remain for up to 12 months after their research to find a job or set up a business.
- Simpler and more flexible rules to increase the possibility for researchers to move within the EU for their projects.
- Family members of researchers will also be granted certain mobility rights.

=> **Political agreement foreseen 2015 ... transposed into national law 2017**

EU funding for researchers

- Under Horizon 2020, **€6.2bn under Marie Skłodowska Curie Actions**
- MSCA grants for all stages of a researcher's career, from PhD candidates to highly experienced researchers, which encourage international, inter-sectoral and interdisciplinary mobility.
 - **Research networks (ITN)** : to develop new researchers (12 January 2016)
 - **Individual fellowships (IF)** : support for experienced researchers undertaking mobility between countries, with the option to work outside academia. Includes new European Industrial Doctorates (EID) (14 September 2016)
 - **Research and Innovation Staff Exchanges (RISE)** for international and inter-sectoral cooperation (28 April 2016)
 - **Co-funding** of regional, national and international programmes that finance research training or fellowships involving mobility to or from another country. Extended in Horizon 2020 to doctoral programmes (29 September 2016)
- The MSCA expected to finance 25,000 PhDs.

European Research Council (ERC)

- Supporting "blue sky research": ambitious high-risk, high-gain research projects in any field
- €13.1 billion in Horizon 2020
- Each ERC grantee employs on average six team members, thus contributing to train a new generation of excellent researchers.
- Another key feature is that the recipient can move with the grant to any place in Europe if necessary (portability of grants)
- Under Horizon 2020, around 7,000 grantees will be funded and 42,000 team members supported, offering cutting-edge research training for 11,000 doctoral students and 16,000 postdoctoral researchers

Working in partnership

ERA Steering Group on Human Resources and Mobility (SGHRM)

- Regular meetings with national Ministries. Develops common guidelines, new or improved policy actions. Mutual learning, good practice. Working Groups on specific issues with stakeholder representation.

ERA Stakeholders Platform

- Regular meetings with EUA, LERU, CESAER, EARTO, Science Europe
- To discuss implementation of ERA actions

Monitoring progress

Working with Member States and institutions

- Monitoring Progress
 - **ERA Progress Report September 2014**
 - Concluded conditions to achieve ERA now in place. Reforms must now be implemented at the Member State level to make ERA work.
 - **Researchers Report** (September 2014) measures progress towards an open and attractive European labour market for researchers

Researchers' Report 2014

- (i) **A main report** presenting current situation and trends through data, indicators and analysis. Uses quantitative data (e.g. MORE2, Eurostat) and qualitative information from national authorities (via SGHRM).
- (ii) A set of 38 **country profiles** providing detailed information on national measures and 10 key indicators relating national performance to EU averages. Information validated by countries. **This includes details of national measures to support inward and outward mobility.**
- (iii) A set of multi-coloured **scorecards**, one for each key indicator, ranking all countries and showing trend for each.
- (iv) A selection of 50 **good practice examples**

<http://ec.europa.eu/euraxess/index.cfm/services/researchPolicies>

STRENGTHENING LINKS between the **European Higher Education Area** and the **European Research Area**

EHEA



ERA

STRENGTHENING LINKS: EHEA – ERA

- **ERA** has obtained a formal recognition in the TFEU (*Articles 179 & 182*); **the EHEA is at least as important**
- most impressive progresses in the European dimension of the civil society have been obtained in **EHEA-related aspects** (*e.g. Bologna Process, Erasmus Programme*), while the implementation of a genuine **ERA** still lags behind
- **SYNERGIES** between the **EHEA** and the **ERA** should be better exploited for the benefit of EU competitiveness and growth
- definition of an **EHEA roadmap**, showing ‘**common priority actions**’ with the **ERA roadmap**, to optimise synergies

POLICY DEVELOPMENT FOR NEW **EHEA GOALS**

- Digital and pedagogical innovations
- EHEA-ERA / Knowledge triangle / role of higher education and research in society and for European citizenship / interaction with researchers;
- Build more inclusive systems: gender, migrants, demographic changes, ethical minorities
- Dialogue with employers, role of Higher Education in economy
- Professional recognition
- EHEA's response to demographic changes, political extremism, immigration
- EHEA 2030

LINKS between **EHEA** and **ERA** are not limited to quantitative aspects

New EHEA Goals find obvious counterparts in the **ERA Priorities**

ERA PRIORITIES

1. More effective national research systems
2. Optimal trans-national cooperation and competition
- 3. An open labour market for researchers**
- 4. Gender equality and gender mainstreaming in research**
5. Optimal circulation, access to³⁸

→ Strive for 'recognition' of researchers as **professionals**



POLICY / STRATEGY

to be developed and
implemented

We are
'PROFESSIONALS'



Further information:

<http://ec.europa.eu/research/era>

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