

NEW ERA ACTIONS FOR THE ERA POLICY AGENDA 2025-2027
TEMPLATE FOR NATIONAL CONSULTATION PROCESS

This template follows up on the debate in the ERA Forum on 25 May, in which Forum representatives agreed on a coordinated approach towards the definition of new actions for the ERA Policy Agenda 2025-2027. It builds on a gap analysis exercise in which the ERA Forum assessed, which parts of the [Pact for Research and Innovation](#) are already covered by the [Policy Agenda 2022-2024](#) and where there should be additions.

<p>Action title: <i>(Please use as a maximum two lines.)</i></p>	<p>Attractive and sustainable research careers</p>
<p>Description of the action <i>(Please explain the proposed action in a simple, clear and communicable narrative).</i></p>	<p>Action 4 of the ERA Policy Agenda 2022-24 has been the most committed action by Member States and saw high commitment also from associated countries and stakeholders, witnessing the importance of strengthening research careers in Europe. After its full implementation by 2024, including with the development of framework conditions and tools, a new phase is needed. This is evident on the basis of the gap analysis performed in view of the ERA Policy Agenda 2025-27.</p> <p>The new action aims at making research careers in Europe more attractive and sustainable, by supporting the joint implementation by Member States and stakeholders of all actions stemming from the ERA Policy Agenda 2022-24, and by monitoring the outcomes of implementation of reforms on the ground.</p> <p>The overall objective is to ensure that a collective effort is put in motion to implement the necessary reforms for making research careers in Europe attractive and sustainable, in line with the Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe, which is expected to be adopted by the end of 2023 following the Commission proposal adopted on 13 July 2023.</p> <p>The main outcomes are:</p> <ol style="list-style-type: none"> 1. 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, based on the exchange of good practices and lessons learnt, for a better functioning research labour market. 2. Community of Practices to share experiences in order to advance implementation at European, national, regional, organisational levels on strengthening research careers and improving mobility. 3. Consolidated Research and Innovation Careers Observatory fulfilling the needs of policy makers and stakeholders and jointly eliminating gaps. 4. Recommendations for a European tenure-track like model and related funding mechanisms. 5. Co-created investment pathways, joining and coordinating forces to reduce precarity and to facilitate paths for non-academic research careers.

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<p>Actors</p> <p><i>(Please explain who would take part in the action and who would benefit from it).</i></p>	<p>The action requires active involvement of all relevant R&I actors at European, national, regional and organisational level, so that researchers and other research professionals can benefit from attractive careers, Europe can retain its talents and ensure a balanced intra-Union talent circulation, and international talents can see Europe as an appealing destination.</p> <p>Member States and stakeholders are required to contribute to the development and exchange of good practices and lessons learnt, including in the form of guidelines or a community of practices. They can also develop recommendations for a European tenure-track-like model and associated funding mechanisms, so as to make research careers more attractive and sustainable.</p> <p>The Commission is required to support the above-mentioned activities, in particular by fostering the exchange of good practices and lessons learnt in a meaningful way, and to consolidate the R&I Careers Observatory in partnership with the OECD, eliminating existing gaps and ensuring that data needs of policy makers and stakeholders are properly and efficiently fulfilled.</p> <p>All public and private R&I actors at national and European level, together with the Commission, are expected to jointly define investment pathways that can strengthen research careers, notably reducing precarity and broadening the spectrum of opportunities.</p>
<p>Expected impact</p> <p><i>(Please describe the expected impact of the action (including outside the scientific community), paying attention to the fact that it needs to focus on concrete results and reachable deliverables).</i></p>	<p>In order to foster attractive and sustainable research careers, and enable a fully functioning labour market for researchers, the action is expected to support and monitor the implementation of the standards and tools resulting from action 4 of the ERA Policy Agenda 2022-24; to enhance the exchange of good practices and lessons learnt on the various dimensions of attractive research careers in Europe; and to promote investment pathways co-developed by all relevant public and private R&I actors.</p> <p>The action should contribute to:</p> <ul style="list-style-type: none"> • a proper recognition of the research professions, and interoperability and comparability of research careers across sectors and Member States; • improve recruitment and working conditions, including aspects related to Open, Transparent and Merit-based Recruitment (OTM-R); • strengthen researchers' skills to foster inter-sectoral and inter-disciplinary careers; • better career development and progression, including on the basis of recommendations for a European tenure-track-like model and related funding mechanisms; • a more balanced circulation of talents; • the implementation of support actions for research careers;

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	<ul style="list-style-type: none"> the availability of effective and reliable data deriving from continuous development of the R&I Careers Observatory.
<p>Why do we need this action?</p> <p><i>(Please indicate the need for this action in view of implementing the <u>Pact for R&I and achieving the ERA objectives</u> and explain why its <u>objective cannot be reached through existing programmes/ activities</u>. What is the action's <u>added value</u> at national and European level as well as for stakeholders? How does it <u>make a change</u> and how is <u>co-creation</u> ensured?)</i></p>	<p>Research careers are a structural component of attractive and competitive R&I systems in Europe. Only with attractive research careers, and with the consequent ability of Europe to nurture and retain its R&I talents, can Europe continue to be competitive on the global stage.</p> <p>By the end of the ERA Policy Agenda 2022-24, the current action 4 will have played a key role as regards putting in place the framework conditions for attractive and sustainable research careers in Europe and for a properly functioning labour market for researchers. This includes the European framework for research careers, the new Charter for Researchers, and a number of other tools, including ResearchComp, the R&I Careers Observatory, and the ERA Talent Platform.</p> <p>In addition, as part of an overall package in support of the attractiveness and sustainability of research careers a pilot call is expected to be launched in 2024 under the Strengthening the ERA part of Horizon Europe with the objective of enabling organisational change for more attractive, sustainable and interoperable careers. The action is targeted to large scale intersectoral consortia of training providers (like universities) and other labour market players. The action will promote the implementation of the standards for attractive and sustainable careers as laid down in the new Charter for Researchers and the proposed Council Recommendation on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe. It will support cooperation between academic, private and public sector entities at organisational level to create ecosystems that ensure attractive perspectives for early-career researchers.</p> <p>To further implement the Pact for R&I, and to build up on the political momentum deriving from the 2021 Council Conclusions on research careers and from the highest level of Member States commitment received by action 4 2022-24, taking into account the results from the ERA Forum gap analysis, it is of utmost importance to follow up on the creation of the framework conditions, by establishing a structured European approach to ensure their effective and coordinated implementation at national, regional and organisational level.</p> <p>This European approach is needed to make sure that Member States, associated countries, and stakeholders can exchange good practices and lessons learnt, in order to foster a proper implementation of the framework conditions and instruments stemming from action 4 2022-24. Such an approach is also needed to ensure a successful development and growth of the R&I Careers</p>

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	<p>Observatory, so as to fill any gaps and provide the data and evidence needed by policy makers and stakeholders.</p> <p>Cooperation and coordination at European level can also be important for the co-creation of an investment agenda to make research careers more attractive and sustainable, taking into consideration the outcome of the Horizon Europe WIDERA pilot call to be launched in 2024 and targeting intersectoral consortia of training providers and other labour market players to enable organisational change benefitting researchers, in particular early-career ones.</p>
<p>Additional information</p> <p><i>(For example, timing and milestones, which already could be envisaged, can be indicated.)</i></p>	