



# European Research Area - An open labour market for researchers

**Kitty FEHRINGER–DG RTD**

**Research & Innovation**

## **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**

# 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).
- Retain and attract leading talent to EU
- Make research careers more attractive
- Improve training and skills of researchers
- Improve human resources policies for researchers

## ***Selected activities***

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

# 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 500 organisations from 35 countries have explicitly endorsed the principles, many of them umbrella organisations.

# 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

# 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 **206 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.**



**Logo 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 IDT defined with help of experts

# 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.

## **Open, transparent and merit-based recruitment**

- Openness and excellence go hand in hand
- 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

## *Examples of good practice for institutions:*

- 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. Due June 2015



## 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](mailto: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 200 service centres in 40 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

## Working with Member States and institutions

- **ERA Stakeholders Platform**
  - Regular meetings with EUA, EARTO, LERU, CESAER, etc
- **ERA Steering Group on Human Resources and Mobility (SGHRM)**
  - Regular meetings with national Ministries. Develops common guidelines, new or improved policy actions. Mutual learning. Working Groups on specific issues.
- **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

- (i) **A main report** presenting current situation and trends through data, indicators and commentary. 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.
- (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**.

Further information:

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

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