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From:	General Secretariat of the Council
To:	Delegations
No. Cion doc.:	11850/23
Subject:	Proposal for a COUNCIL RECOMMENDATION on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe - Presidency text

Delegations will find attached a Presidency text on the Proposal for a Council Recommendation on a European framework to attract and retain research, innovation and Entrepreneurial talents in Europe, with a view to the Research Working Party meeting on 12 September 2023.

Changes in relation to the Commission proposal (11850/23) are indicated as follows: new text is in **bold and underlined** and deletions are in ~~strikethrough~~.

Proposal for a

COUNCIL RECOMMENDATION

on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe

THE COUNCIL OF THE EUROPEAN UNION,

Having regard to the Treaty on the Functioning of the European Union, and in particular Article 182(5) and Article 292, first and second sentence, thereof,

Having regard to the proposal from the European Commission,

Whereas:

- (1) Article 179(1) of the Treaty on the Functioning of the European Union states that the Union shall have the objective of strengthening its scientific and technological bases by achieving a European Research Area in which researchers, scientific knowledge and technology circulate freely. In this regard, Article 180 of the Treaty on the Functioning of the European Union states that a number of activities shall be carried out by the Union to complement the ones carried out in the Member States, including the stimulation of the training and mobility of researchers in the Union, and the dissemination and optimisation of the results of research activities in the Union.

- (2) The Commission Recommendation 2005/251/EC¹, played an important role in supporting researchers and research careers in the Union. The **European** Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (‘Charter and Code for Researchers’) have become reference points for researchers and employers or funders of researchers, contributing to strengthening the European Research Area and supporting the development of a more attractive, open and sustainable European labour market for researchers. A European procedure certifying the commitment and progress of an institution towards the implementation of the principles of the Charter and Code for Researchers, the Human Resources Strategy for Researchers (HRS4R), is in place since 2008.
- (3) The Commission Communication on a ‘European Skills Agenda for sustainable competitiveness, social fairness and resilience’, adopted on 1 July 2020², underlines that researchers are at the forefront of science and innovation, and that they need specific sets of skills to have successful careers within and outside academia. It foresees the definition of a taxonomy of skills for researchers, including to allow the statistical monitoring of brain circulation, the development of a European Competence Framework for Researchers, and support for equipping researchers with the skills needed for inter-sectoral mobility. The first flagship action of the Skills Agenda, the EU Pact for Skills, supports up-skilling and re-skilling through collaboration between industry, education and training providers, social partners and public authorities in large-scale skills partnerships.

¹ Commission Recommendation 2005/251/EC of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers (OJ L 75, 22.3.2005, p. 67).

² COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS European Skills Agenda for sustainable competitiveness, social fairness and resilience, COM(2020) 274 final.

- (4) The Commission Communication on ‘A New ERA for Research and Innovation’, adopted on 30 September 2020³, acknowledges that career development conditions to attract and retain the best researchers in Europe are necessary in the global race for talents, and that precarious employment, notably for early-career researchers, has not been adequately ~~improved~~ **addressed** over the past years. It also highlights the frequent misalignment between researchers’ skills and the needs of society and of the economy, notably those of industry and businesses, and the importance to **train and** incentivise researchers to pursue a career outside academia. The Communication points out that in order to strengthen research careers in Europe, there is a need for a toolbox of measures aiming at the recognition of researchers’ skills, the development of a Competence Framework for Researchers, enhanced mobility and exchanges between academia and industry, targeted training opportunities, and a one-stop-shop portal that researchers **from the public and private sectors** can **all** access for a wide range of support services. The Communication also foresees the improvement of the research assessment system.
- (5) The Council Conclusions on the ‘New European Research Area’ of 1 December 2020⁴ stress that creating attractive and safe working conditions, and enhancing the attractiveness of research careers, taking into account open science, gender equality, digital skills, research assessment, diversification of research careers and multiple career paths, are vital elements of the new European Research Area, contributing to attracting and retaining excellent researchers.

³ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS A new ERA for Research and Innovation, COM(2020) 628 final.

⁴ Council document 13567/20.

- (6) The Council Conclusions on ‘Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality’ of 28 May 2021⁵, recognise that researchers are at the heart of the European research and innovation system, and that more coordinated action at European level is needed to overcome the existing challenges faced by researchers in view of having adequate and sustainable research careers, stimulate balanced talents circulation, and make Europe an attractive destination for researchers. They suggest analysis on the possible evolution of the Charter and Code for Researchers towards a single and comprehensive framework, addressing all challenges related to research careers beyond values and principles, and focusing on all possible research employment domains, and request the Commission to make a proposal in 2022. Aspects such as recruitment, incentives for early-career researchers, career diversification and progression, interoperability with all sectors of the society including industry, researchers’ assessment, gender equality, work-life balance, and an improved governance and services ~~for~~ of EURAXESS, are suggested as elements to be included in the proposal.
- (7) The Council Recommendation (EU) 2021/2122⁶ includes research careers and the mobility of researchers, together with assessment of research, researchers and institutions, as important fields of action in the context of the priority areas for joint action by the Union and Member States in support of the European Research Area, and specifies a common set of principles and values to underpin research and innovation in Europe. It also highlights the need to give greater attention to early and mid-stage researchers’ careers, including the specific barriers that women face in those stages.

⁵ Council document 9138/21.

⁶ Council Recommendation (EU) 2021/2122 of 26 November 2021 on a Pact for Research and Innovation in Europe (OJ L 431, 2.12.2021, p. 1).

- (8) The ERA Policy Agenda annexed to the Council Conclusions on the ‘Future governance of the European Research Area’ of 26 November 2021⁷, includes dedicated actions to ‘Advance towards the reform of the assessment system for research, researchers and institutions to improve their quality, performance and impact’, and to ‘Promote attractive and sustainable research careers, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA’. The last-mentioned action foresees the development of a European framework for research careers, together with the upgrade of existing instruments and initiatives, and the creation of new ones. This includes the launch of an observatory on research careers; an evolution of the Charter and Code for Researchers; the setup of the ERA Talent Platform as a one-stop-shop online gateway to EURAXESS services, network and portals including HRS4R, and RESAVER; the launch of the ERA4You initiative to promote talent circulation between sectors and across the EU; the exchange of good practices with regard to research and innovation systems to support balanced brain circulation; and the piloting of the new framework for research careers with the European Universities alliances.
- (9) The Commission Communication on ‘A European Strategy for Universities’, adopted on 18 January 2022⁸, foresees the development of a framework for research careers, in synergy with a European framework for attractive and sustainable careers in higher education to be proposed by 2023.

⁷ Council document 14308/21.

⁸ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS on a European strategy for universities, COM(2022) 16 final.

- (10) The Commission Communication on ‘A new European Innovation Agenda’, adopted on 5 July 2022⁹, acknowledges that innovation depends on the successful nurture, attraction and retention of talented individuals and a diverse array of skills, and underlines the importance of inter-sectoral mobility.
- (11) The Council Recommendation (EU) 2022/2415¹⁰ emphasizes the importance of investing in the development of entrepreneurial culture, practices, skills and capacities for researchers and other research and innovation actors, including intermediaries, whose continuous professionalisation is essential, to maximise the transformation of research and innovation results into solutions that benefit society. A Code of Practice on industry-academia collaboration will support the implementation of the Recommendation.
- (12) Researchers are a fundamental resource for society. They ~~perform~~ **conduct** research, foster innovation, contribute to solutions to societal challenges, ~~including the digital and green transition~~, thus contributing to the Commission overarching priorities for ‘A Europe Fit for the Digital Age’, and ~~offer~~ **for** ‘A European Green Deal’. Researchers are highly skilled talents who have great potential to **better** meet ~~the~~ labour market demand, thus contributing to the other overarching priority of ‘An economy that works for people’. It is crucial to improve ~~their~~ **researchers’** overall working environment ~~by strengthening research careers, their effectiveness, and making them interoperable between sectors.~~
- (13) Enhancing the attractiveness and stability of research careers across the Union is a key element of the European Research Area. Therefore, there is a clear need to make research careers more attractive for ~~school-leavers~~ **students and graduates**, and to put in place framework conditions to retain talented researchers in the Union, as well as for making it an appealing and competitive destination for international researchers.

⁹ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS A New European Innovation Agenda, COM/2022/332 final.

¹⁰ Council Recommendation (EU) 2022/2415 of 2 December 2022 on the guiding principles for knowledge valorisation (OJ L 317, 9.12.2022, p. 141).

- (14) Talents ~~is~~**are** at the core of innovation. It is thus indispensable to create conditions to deliver and ensure a flow-through of highly skilled and resilient talents able to contribute to Europe's recovery and competitive edge. This entails stronger ~~ties~~ **and fair cooperation** between academia and ~~industry~~ **public and private actors**, and an entrepreneurial and innovation culture, with talents able to take the ideas they develop to the market.
- (15) The Marie Skłodowska-Curie Actions (MSCA) have been supporting for over 25 years, as part of the Framework Programmes for Research and Innovation, researchers from all over the world, at all stages of their careers, with a focus on training, skills and career development. The programme has also had a structuring impact on organisations (← universities, research centres, enterprises etc. →) by spreading good practices and increasing their international attractiveness and visibility notably through the development of excellent doctoral programmes. ~~MSCA is a best practice example in contributing to~~ inter-sectoral, inter-disciplinary and geographical mobility, developing researchers' skills, addressing gender imbalances, retaining talented researchers and attracting new talent to Europe. **In particular, the MSCA Industrial Doctorate programme scheme should be considered best practice**, where the research experience, location and supervision of a doctoral candidate are equally shared between an academic and a non-academic establishment. **It is** ~~are~~ an important example of interaction and cooperation between ecosystem actors, fostering transversal skills and inter-sectoral mobility, and ~~helping~~ **supporting** industry's needs of highly skilled talents **and researchers' understanding of industrial challenges**.
- (16) **Based on** Eurostat data, ~~indicate that~~ **a growing trend in** the number of **full-time equivalent** researchers in Europe **can be observed** ~~experiences a growing trend~~. In 2021, there were 2 million researchers (~~in full-time equivalent~~) working in the Member States, 627 thousand more than in 2011. Most researchers work in the business enterprise sector (56%) and the higher education sector (32%), followed by the government sector (11%). It is important to sustain this growing trend with adequate investments, infrastructures and policies at national and Union level supporting the attractiveness of research careers, including as regards diversity and gender equality, and to promote a culture of equal value and reward of research careers in all sectors of ~~the~~ society.

- (17) There is a need for a clear and common definition of ‘researcher’ at European level, such as for example the definition of the widely accepted Frascati Manual, and for a common understanding of research professions. ~~The~~ **Researchers** professions should be intended **understood** as **professionals performing research and innovation activities** the ~~occupations that researchers can take up~~ in all relevant sectors, ~~comprising~~ **including** academia (~~←~~ universities, polytechnics, ~~and~~ research institutes, **research infrastructures** ~~→~~), business (~~←~~ including industrial laboratories, start-ups, spin-offs or small and medium-sized enterprises ~~→~~), public administration bodies (~~←~~ including **government**, public laboratories and the health care system ~~→~~), and the non-profit sector. **Researchers may be additionally involved in different types of activities – for example project management, teaching, supporting evidence-informed policy making, science communication – in any sector of the economy or society.** Efforts are needed for the full recognition of the researcher ~~career~~ profession, and **as well as** to aim at **progress in** the comparability of the research ~~professions across Member States and sectors.~~ **This could** include ~~ing through~~ the update of the R1-R4 researchers’ profiles introduced in 2011 and their wider use in vacancies for researchers.
- (18) Performing high-level research and innovation requires the support of ~~a multitude of research management roles, undertaken by researchers or other professionals. These highly valuable professions~~ **Amongst them, research management careers** deserve proper recognition, including by way of further analysis and alignment at the level of the Union, with a view to strengthening their capacity, developing relevant training, fostering comparability, and allowing them to effectively manage and support research and innovation.

- (19) The European Skills, Competences, Qualifications and Occupations (ESCO) classification has been updated in 2022 to include improved taxonomies of skills and occupations for researchers, thus specifying the occupations relevant for researchers across labour market sectors, and the transversal skills researchers need to be successful. The implementation of the ESCO classification in EUROPASS and in the European network of employment services (EURES), facilitates the uptake of this improved **taxonomy** terminology in the labour market. Interaction by the Commission with the International Labour Organization is ~~needed~~ **necessary** to have the specific category of ‘researcher’ included in future revisions of the International Standard Classification of Occupations (ISCO), on which the ESCO classification is based.
- (20) As recognised by Article 13 of the Charter of Fundamental Rights of the European Union, and as stated in the Bonn Declaration on Freedom of Scientific Research of 20 October 2020, in the European Higher Education Area Rome Communiqué of 19 November 2020, and in the Council Recommendation (EU) 2021/2122, academic freedom and the freedom of scientific research must be safeguarded as essential prerequisites for researchers to advance research and innovation. In this respect, a Staff Working Document was published by the Commission in January 2021 on **tackling R&I foreign interference** ~~how to mitigate foreign interference in research and innovation~~. The publication outlines best practices to support higher education and research institutions in safeguarding their fundamental values, including academic freedom, integrity and institutional autonomy, as well as to protect their staff, students, research findings and assets.

- (21) Women continue to be under-represented among researchers, constituting only 33% of the total population of researchers in the Union. Data also show that a higher percentage of women researchers are employed in the higher education sector, compared to men researchers, whereas their percentages are lower in the government and business sectors. Across the Union, a higher proportion of women researchers, compared to men researchers, work part-time and under precarious contracts in higher education (11% for women and 7% for men) and women only occupy 26% of top academic positions (full professorship or equivalent researcher position). There is a need to effectively address persisting gender inequalities **and the intersections between gender and other social characteristics like ethnicity, disability and sexual orientation** in research careers – including gender pay gap, gender biases in assessment, work-life balance issues as well as gender-based violence, which all affect participation and career progression – through institutional change, including through the instrument of inclusive gender equality plans, **taking into consideration the Gender Equality Strategy 2020-2025**¹¹. Moreover, specific efforts are needed to address women's under-representation in the science, technology, engineering and mathematics (STEM) fields in research and innovation, as well as in the higher education sector as highlighted in the European strategy for universities which proposes a manifesto from STE(A)M-oriented universities on gender-inclusive STE(A)M education.

¹¹ **COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS - A Union of Equality: Gender Equality Strategy 2020-2025 (COM(2020) 152 final).**

- (22) To support the full personal and professional development of researchers in the Union, and in particular of early-career researchers, it is essential to address existing challenges which have negative consequences on the overall research and innovation system in the Union, and on the internal market for research. Such challenges include employment and working conditions aspects, such as a different students/employees status of doctoral candidates across Member States, frequent lack of open, transparent, and merit-based recruitment, precarity linked to short-term project-based contracts, unsatisfactory equal opportunities, **lack of inter-sectoral mobility opportunities during doctoral training and postdoctoral work**, work-life balance, **family care** and wellbeing measures, and weaknesses of social protection tools, including difficulties with the portability of entitlements between sectors and Member States.
- (23) The employability and career development of early-career researchers would benefit from dedicated incentives for their recruitment, such as financial and social protection ones, including opportunities for permanent or open-ended contracts in line with the intent of Council Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work concluded by ETUC, UNICE and CEEP¹². In this respect, a wider use of baseline funding or life-cycle research funding could be promoted alongside project-based funding. Baseline funding provides universities or research centres with a projection of guaranteed financial support in return for meeting certain deliverables and quality standards; life-cycle funding is characterised by an initial competition for funding that is renewed if assessed positively following a monitoring process. This allows research organisations to develop more long-term research strategies and engage in sustainable commitments towards employees, while using project-based funding to continue exploring new itineraries.

¹² Council Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work concluded by ETUC, UNICE and CEEP (OJ L 175, 10.7.1999, p. 43).

- (24) As asserted in Article 22 of the Universal Declaration of Human Rights, everyone, as a member of society, has the right to social security and is entitled to realization of the economic, social and cultural rights indispensable for dignity and the free development of personality. Article 9 of the Treaty on the Functioning of the European Union states that the guarantee of adequate social protection must be taken into account when defining and implementing Union policies and activities. Principle 15 of the European Pillar of Social Rights states that both workers and the self-employed in retirement have the right to a pension commensurate to their contributions and ensuring an adequate income. Yet, mobile researchers experience difficulties accumulating adequate supplementary pensions as a result of vesting periods, high transfer fees, limited financial literacy and administrative burden at retirement age. Therefore, safeguards based on the Council Recommendation of 8 November 2019 on ‘Access to social protection for workers and the self-employed’¹³ should be ensured to researchers.
- (25) RESAVER, the ~~pan-European institution~~ **pension solution** supported by the Commission which deals with occupational retirement provisions for research performing organisations and will be one of the components of the upcoming ERA Talent Platform, has the ~~full~~ potential to address social protection issues of mobile researchers, but its uptake is hindered by limited awareness and substantial administrative and legal hurdles. With the aim to safeguard the occupational pension rights of mobile researchers, information about how potential mobility might affect pension rights should be provided, and participation of research performing organisations in RESAVER should be ~~promoted~~ **considered**.
- (26) Inter-sectoral, inter-disciplinary and geographically balanced mobility are essential to make research careers in the Union more effective, sustainable and attractive. With such mobility, the overall research and innovation system becomes more competitive, and fosters better knowledge production, circulation, and use. Those forms of mobility should be promoted, incentivised and adequately integrated into the researchers’ professional development, and action should be taken to ~~promote the elimination of~~ **address** existing **mobility** obstacles of any possible nature, including e.g. the limited portability of grants, **the financial and administrative burden or language barriers**.

¹³ Council Recommendation of 8 November 2019 on access to social protection for workers and the self-employed (2019/C 387/01) (OJ C 387, 15.11.2019, p. 1).

- (27) A change of approach would be needed ~~by academia and researchers, whereby~~ **to foster interoperable and intersectoral** research careers, ~~whereby are considered fully interoperable and inter-sectoral~~, the reward system attributes equal value to careers undertaken in all sectors and does not penalise geographical, inter-disciplinary and inter-sectoral mobility, ~~or career breaks~~ **or career relocation**, including sabbaticals or parental leave, and researchers take into consideration indistinctly careers in academia and beyond. **Multiple career paths, characterised by geographical, sectoral, and inter-organisational mobility, or hybrid paths, characterised by the simultaneous combination of sectors, deserve full recognition and consideration on a par with linear career paths.**
- (28) ~~In some instances, d~~**D**octoral training is still directed mainly at a future career in academia, and it does not sufficiently take into consideration the wider range of occupations relevant for researchers across sectors, as well as the importance of fostering researchers' entrepreneurship. Equipping researchers with transversal skills through formal and informal trainings, in addition to strong research skills, is highly important for better career opportunities, inter-sectoral mobility and innovation, and to make research careers in the Union more attractive. ~~Furthermore, it would be important for researchers to have a clear understanding of their societal responsibility and of the societal impact of their research, including aspects related to sustainability.~~
- (29) The European Competence Framework for Researchers (ResearchComp) developed by the Commission in consultation with Member States and stakeholders, will play ~~an key~~ **important** role in equipping researchers with a wide set of transversal skills and closing the skills gap between academia and all other relevant sectors. ~~Doctoral Researchers' training, and targeted training opportunities, sh~~**ould** be developed according to the competences described therein, including based on the exchange of best practices, in order to allow for the up-skilling and re-skilling of researchers with a lifelong perspective. Adequate recognition and validation mechanisms for formal and informal training opportunities, including on-the-job training, ~~sh~~**ould** be **needed** ensured.

- (30) To ensure that researchers' training is developed or co-developed on the basis of actual skills needs, interaction and cooperation between academia, business, public administration, the non-profit sector, and all other relevant ecosystem actors should be promoted, including for example in relation to internships, traineeships or job shadowing. **The Principles for innovative doctoral training¹⁴, as well as the Council recommendation of 2 December 2022 on the Guiding principles for knowledge valorisation¹⁵ which points out the need to have a system around researchers conducive to entrepreneurial activities, could be taken into consideration in this regard.**
- (31) Fostering an entrepreneurial mindset and the related competences in researchers, including competences for seeking investors and capital, is crucial to improve knowledge valorisation and the transformation of innovative ideas into new services and products with higher potential for market uptake, sustainable growth, innovation and societal benefits. For a successful entrepreneurial path, intellectual assets such as publications, data, know-how and intellectual property should be properly understood and efficiently managed as referred to in ~~Council~~**Commission** Recommendation 2008/416/EC¹⁶.
- (32) Cross-sectoral talent circulation, improved interoperability of research and innovation jobs between sectors, and strengthened academia-business collaboration for both knowledge and talent transfer demand a combination of different and complementary measures at national and Union levels, including system reform. A policy approach that involves mutual learning on the basis of successful models for inter-sectoral mobility schemes can contribute to (i) strengthening **a fair** academia/non-academia cooperation, and reinforcing innovation ecosystems, (ii) improving training and lifelong learning for researchers, innovators, and other research and innovation talents, including up-skilling to build support capacity, and (iii) boosting researchers' development of entrepreneurial skills.

¹⁴ [Report adopted by the ERA Steering Group on Human Resources and Mobility in May and finalised on 27 June 2011.](#)

¹⁵ **COUNCIL RECOMMENDATION (EU) 2022/2415 of 2 December 2022 on the guiding principles for knowledge valorisation (OJ L 317, 9.12.2022, p.141).**

¹⁶ Commission Recommendation 2008/416/EC of 10 April 2008 on the management of intellectual property in knowledge transfer activities and Code of Practice for universities and other public research organisations (OJ L 146, 5.6.2008, p. 19).

- (33) Researchers ~~should be made~~ **are not always** aware of the crucial importance ~~role~~ of policy making ~~and policy measures~~ in the field of research **and innovation and the role of science in policy making.** ~~and the~~ **Both dimensions can have an** impact ~~they can have on~~ the overall research careers and research and innovation system. It would be important for doctoral training to include and instil this understanding, in order to ensure more involvement of researchers in policy making activities ~~related to the research field.~~
- (34) Researchers, in particular early-career ones, should be made aware of prospects available in all sectors and of the possibility of pursuing those opportunities for widening their spectrum of personal and professional development. Career advisory and support services, tailored to the needs of researchers, have an important role to play, stimulating inter-sectoral, inter-disciplinary, geographical and virtual mobility, and the possibility of developing entrepreneurial activities. Inter-institutional mobility, notably between different profiles of higher education and research institutions and along diverse and flexible academic paths should be promoted, including by addressing obstacles linked to the competences developed in the previous institution, and the ones required in the new one.
- (35) Research assessment should enable evaluating the performance of researchers and research to achieve the highest quality and impact. As highlighted in the 2022 Paris call on research assessment, in the scoping report ‘Towards a reform of the research assessment system’ published by the Commission in 2021 and based on broad consultation of stakeholders, in the Council Conclusions on ‘Research assessment and implementation of Open Science’ of 10 June 2022¹⁷, and in the Agreement on Reforming Research Assessment published in July 2022, a proper evaluation of performance requires recognition of increasingly diverse research outputs, activities and practices, including collaboration and open sharing of outputs, and ensuring high research integrity standards **and societal impact of research.** Researchers’ assessment should therefore move to a more balanced approach between the quantitative and qualitative evaluation of research, by favouring qualitative assessment with peer-review, supported by responsible use of quantitative indicators.

¹⁷ Council document 10126/22.

- ~~(36) Researchers' assessment should promote an equal recognition and reward of careers of researchers regardless the sector of employment or activity, and be based on an unbiased talent-based approach. A multiple career path, characterised by geographical, sectoral, and inter-organisational mobility, or hybrid paths characterised by the simultaneous combination of sectors, deserve full recognition and consideration on a par with a linear career path.~~
- (367) In order to reinforce careers in academia, up to the top positions, a transparent, structured, inclusive and gender-equal career accession and progression system is needed. The adoption of tenure-track-like systems, to be ~~intended~~ **understood** as **defined frameworks where** a fixed-term contract ~~with~~ **has** the perspective of a progression to a permanent position subject to positive evaluation, could be considered for this purpose at the level of Member States and research performing organisations.
- (378) Despite efforts at Union, national and regional level, the issue of talent drain from less developed regions in the Union persists, as pointed out in the Commission Communication on 'Harnessing talent in Europe's regions'¹⁸, and additional measures are required to achieve a more balanced geographical mobility for researchers. The Commission talent circulation analyses 2021-2022 indicate the positive contribution of existing actions at Union level to encourage more balanced talent circulation, but they also identify persistent challenges and provide pathways for brain gain. Excellent research environments, attractive working conditions and a remuneration commensurate with professional qualifications and the activities performed, play a very important role in this context, but they often require reforms of the national research and innovation systems. A policy approach that aims to support and incentivise such system transformations should be pursued, involving mutual learning exercises on the basis of successful pathways that enabled establishing a more balanced circulation of talents in Member States.

¹⁸ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS Harnessing talent in Europe's regions, 17 January 2023, COM(2023) 32 final.

(389) Supporting researchers' mobility and career development, while ensuring a sustainable talent pipeline for the research and innovation domain and enhancing scientific collaboration between the Union and the world, is the main objective of EURAXESS, a unique pan-European initiative delivering free of charge information and support services to researchers and their families. To further support this objective, EURAXESS ~~should~~can expand its information delivering and support activities for researchers and higher education and research institutions, with optimised structure of services and governance, improved digital and user experience and interoperability with other Union initiatives such as Europass and EURES. The effectiveness and coherence of EURAXESS information portals and services would benefit from ~~strengthened financial and human resources of national bridgehead organisations, notably with regard to~~ the implementation of initiatives at Union or national level, leveraging the expertise base and the distribution of tasks amongst EURAXESS entities ~~at national level~~ while monitoring performance and measuring results.

- (3940) To remain globally competitive, the EU needs to become more attractive for talent from around the world **while avoiding harmful talent drain in developing countries**. The Commission Communication on ‘Attracting skills and talent to the EU’, adopted on 27 April 2022¹⁹, emphasizes the necessity for the EU to enhance its appeal to global talent, notably by promoting innovation and entrepreneurship in the EU and by exploring further potential avenues for legal migration to the EU in the medium to longer term. The revision of Directive (EU) 2021/1883 of the European Parliament and of the Council²⁰ was an important step to improve the EU’s attractiveness allowing highly qualified migrants to benefit from improved rights as well as quicker and streamlined procedures. Directive (EU) 2016/801 of the European Parliament and of the Council²¹ also contributes to these objectives by making it easier and more attractive for students and researchers to come to the EU while at the same time promoting the circulation of knowledge and skills through enhanced EU-intra mobility rights.
- (401) The Charter and Code for Researchers need to be revised to respond to the new reality and the current challenges faced by researchers and institutions, including a better integration of gender equality and inclusiveness as well as Open Science practices. The new version ~~sh~~**would have to** be streamlined to simplify its implementation, and **promote its** uptake beyond the academic sector ~~should be promoted~~. The revision should not prejudice the institutions that have endorsed the principles of the existing Charter and Code for Researchers. They should be considered as continuing to endorse the Charter and Code for Researchers in the new version. This should apply notably to the institutions that have entered **or completed** the HRS4R process, of which the endorsement of the Charter and Code for Researchers constitutes the first step.

¹⁹ COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS Attracting skills and talent to the EU, COM(2022) 657 final.

²⁰ Directive (EU) 2021/1883 of the European Parliament and of the Council of 20 October 2021 on the conditions of entry and residence of third-country nationals for the purpose of highly qualified employment, and repealing Council Directive 2009/50/EC (OJ L 382, 28.10.2021, p. 1).

²¹ Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing (OJ L 132, 21.5.2016, p. 21).

- (412) An observatory on research careers, combining the best of the current Union data in one single place, is needed to monitor the implementation of measures to strengthen research careers and system reforms. It should support data needs of Member States and research performing organisations relevant for the adaptation and development of policies for research careers. It should equally support researchers to have a better understanding of challenges and opportunities, and promote the attractiveness of Europe's research performing organisations for the best talents. Where relevant, links with the European Higher Education Sector Observatory proposed in the European Strategy for Universities should be considered. Data collected in application of Regulation (EU) 2019/1700 of the European Parliament and of the Council²² could be adapted to respond to the needs of the research careers observatory's users.
- (423) In order for the European framework to attract and retain research, innovation and entrepreneurial talents in Europe to be successful, commitment by Member States and all stakeholders involved is needed. In particular, alliances of higher education institutions, such as the ones established under the European Universities Initiative and supported by the Erasmus+ Programme and the Framework Programmes for Research and Innovation, as well as the wider higher education sector and all relevant stakeholders, could be encouraged on a voluntary basis and following a bottom-up approach, to contribute to a broad implementation of the framework by piloting relevant activities.

²² Regulation (EU) 2019/1700 of the European Parliament and of the Council of 10 October 2019 establishing a common framework for European statistics relating to persons and households, based on data at individual level collected from samples, amending Regulations (EC) No 808/2004, (EC) No 452/2008 and (EC) No 1338/2008 of the European Parliament and of the Council, and repealing Regulation (EC) No 1177/2003 of the European Parliament and of the Council and Council Regulation (EC) No 577/98 (OJ L 261I, 14.10.2019, p. 1).

HAS ADOPTED THIS RECOMMENDATION:

Definition of researchers in the European Research Area, and of the research professions

1. For the purposes of this Recommendation:

‘Researchers’ means professionals engaged in the conception or creation of new **scientific knowledge based on original concepts or hypotheses**. They conduct research and improve or develop concepts, theories, models, **infrastructures**, techniques, instrumentation, software or operational methods. Researchers may be involved fully or partially in different types of activities (— for example basic or applied research, experimental development, operating research equipment, ~~project management~~ —) in any sector of the economy or society **and they may also be partially involved in project management, teaching, supporting evidence-informed policy making, and science communication**. Researchers identify options for new research and development activities, and plan for and manage them by using high-level skills and knowledge developed through formal education and training or from ~~practical~~ experience in performing research.

2. ~~The r~~**Research**~~ers~~ professions can **conduct their activities**~~take place~~, with an equal value, in all sectors performing research and innovation, including academia, business, ~~governmental laboratories and the~~ public administration, and the non-profit sector, where ~~their~~ skills, knowledge and attitudes of ~~researchers~~ can be beneficial to the European society, the research and innovation system, and the economy.
3. ~~The research professions include careers in r~~**Research management careers**, which can be undertaken by researchers and other professionals to manage and support research and innovation activities. **Research management careers should be adequately framed and recognised at the level of the Union to strengthen their capacity, develop relevant training, and foster comparability.** They can involve any of the following ~~non-exhaustive different~~ tasks, **for example**:
 - (a) streamlining or facilitating the planning, the development, management, administration, **monitoring**, communication and valorisation of research and innovation;

- (b) ensuring compliance with policy objectives, funding programme requirements, financial rules and legal regulations;
- (c) improving the efficiency and effectiveness of R&I projects/system;
- (d) enhancing the impact of R&I on the society;
- (e) supporting the design and implementation of research and innovation policies, programmes and projects, including at technical level.**

4. All researchers, regardless of their ~~actual~~ status and sector of employment, who perform research activity, should be framed in the following profiles:

- (a) R1 - First Stage Researcher: Researchers doing research under supervision up to the point of a PhD or equivalent level of competence and experience.
- (b) R2 - Recognised Researcher: Researchers with a PhD or equivalent level of competence and experience who are not yet fully independent in their ability to develop their own research, attract funding, or lead a research group.
- (c) R3 - Established Researcher: Researchers with a PhD or equivalent level of competence and experience who ~~have achieved a level of independence in their ability~~ **are able** to **independently** develop their own research, attract funding, ~~or~~ **and** lead a research group.
- (d) R4 - Leading Researcher: Researchers with a PhD or equivalent level of competence and experience who are recognised as leading their research field by their peers.

5. For the purposes of this Recommendation, R1 and R2 profiles should be considered early-career researchers, and R3 and R4 profiles should be considered senior researchers.

Member States are recommended to encourage the use of references to the profiles in all vacancies specifically addressed to researchers.

~~Apart from the First Stage Researcher, the p~~Profiles should not necessarily be considered as stages on a progressive career path.

A non-exhaustive list of examples of occupations for researchers across sectors along the R1-R4 profiles is set out in Annex I.

~~The r~~Recognition of the research professions, and interoperability and comparability of researchers' careers

6. Member States and the Commission ~~are recommended to~~ **should** ensure a full recognition of ~~the researchers' careers~~ professions, to promote an equal esteem and reward of the different paths of research careers regardless **of** the sector of employment or activity, and to take measures to allow for a **their** full interoperability and comparability ~~of research careers across~~ Member States, sectors and institutions.
- ~~7. Research management careers should be adequately framed and recognised at the level of the Union to strengthen their capacity, develop relevant training, and foster comparability.~~
- ~~8.~~ **7.** Non-linear and multi-career paths, to be ~~intended~~ **understood** as paths characterised by geographical, disciplinary, inter-sectoral, and inter-organisational mobility, or hybrid paths combining simultaneously different sectors, ~~sh~~**could** be encouraged and supported by Member States, and ~~sh~~**could** be recognised on a par with a linear career paths with multiple professional outcomes. ~~The reward system should be adapted accordingly.~~
- ~~9.~~ **8.** Member States are recommended to implement new versions and updates of the European Skills, Competences, Qualifications and Occupations classification, with specific regard to researchers' occupations and skills.
- ~~10.~~ **9.** Member States are recommended to encourage human resources offices in all sectors to map career structures for researchers against the profiles referred to in point 4 of this Recommendation.

Recruitment and working conditions

~~101.~~ Member States are recommended to promote and support open, transparent and merit-based selection and recruitment of candidates, without penalisation for career breaks or **non-linear and multi-career paths**~~inter-sectoral mobility~~.

~~112.~~ Member States are recommended to ensure respect of collective agreements and effective social dialogue, and to take all necessary ~~steps~~ **support actions** so that employers and/or funders of researchers guarantee attractive and competitive research and working conditions, where researchers at all career stages and irrespective of **the** permanent or fixed-term nature of their contract **or status** are valued, encouraged and supported. ~~These~~ **support actions** ~~sh~~ could include:

- (a) guaranteeing commensurate remuneration, work-life balance and work flexibility conditions for combining personal life, family, children and careers, and overall wellbeing, without prejudice to careers;
- (b) ensuring gender equality, equal opportunities and inclusiveness for researchers from all backgrounds including under-represented and marginalised groups, and promoting among research performing and funding organisations the use of institutional change instruments, **as well as their implementation and monitoring**, such as inclusive gender equality plans open to intersections between gender and other social categories, in line with the new European Research Area framework and the European Strategy for Universities;
- (c) safeguarding the freedom of scientific research from any possible limitation or interference, including from foreign actors;
- (d) offering dedicated support at institutional level to researchers in relation to the fulfilment of administrative duties;

- (e) taking resolute actions to counter the phenomenon of precarity and to support job security and stability. This should include a maximum total duration of fixed-term appointments, and incentivising **the establishment of** a maximum threshold of ~~one third~~ of fixed-term contracts in the overall researchers' human resources of a given employer. ~~A lower threshold is recommended to be targeted by employers who stand already below the one third threshold at the time of adoption of this Recommendation.~~ Whenever permanent or long-term or highly recurrent research tasks are being fulfilled, permanent or open-ended contracts are the appropriate instrument;
- (f) ~~promoting~~ **considering** a wider **the** use of **different funding models – e.g.** baseline funding, ~~or life-cycle research funding, or alongside project-based funding –~~, to allow research organisations to develop more long-term research strategies and engage in ~~sustainable~~ **more stable** commitments towards employees;
- (g) guaranteeing access to adequate social protection irrespective of the form of employment (~~e.g. permanent, open-ended, fixed-term or grant-based nature of the contract~~), without prejudice to the right of Member States to define the fundamental principles of their social security systems. Such measures should pertain to the following branches, insofar as they are provided in the Member States:
- (1) unemployment benefits;
 - (2) sickness and healthcare benefits;
 - (3) maternity leave, paternity leave and parental leaves and related benefits;
 - (4) invalidity benefits;
 - (5) old-age benefits and survivors' benefits;
 - (6) benefits in respect of accidents at work and occupational diseases.

123. Member States are recommended to ensure that researchers have access to updated, comprehensive, user-friendly and clearly understandable information on their social protection rights and obligations, and to ensure that entitlements – whether they are acquired through mandatory or voluntary schemes – are preserved, accumulated and transferable across all types of employment and self-employment statuses and across geographical borders, economic sectors, throughout the person's working life and between different schemes within a given social protection branch.
134. Member States that aim to enhance saving in defined-contribution supplementary schemes are recommended to promote the use of the solutions provided by the RESAVER pension fund, which guarantees the absence of a vesting period and asset transfer fees.
145. Member States are recommended to ~~guarantee~~ **encourage** specific measures in support of early-career researchers, corresponding to the R1 and R2 profiles referred to in point 4 of this Recommendation. Such specific measures could include:
- (a) providing ~~doctoral candidates~~ **First Stage Researchers** with working conditions, ~~income~~ and social protection rights applicable to researchers in other career stages **and with adequate income**;
 - (b) promoting the use of, and supporting, incentives for early-career researchers, including financial and social protection incentives;
 - (c) promoting the use of, and supporting, incentives for the recruitment of ~~early-career~~ **Recognised R** researchers by employers in all sectors, in particular with permanent or open-ended contracts;
 - (d) promoting and ~~valuing~~ **recognising** inter-institutional, inter-sectoral, inter-disciplinary and geographical mobility, including virtual mobility;
 - (e) promoting cooperation between ~~higher education institutions~~ **academia**, research funders and other relevant ecosystem actors, notably industry and other businesses, with regard to skills needs and skills provision, so as to foster recruitment of highly- and tailor-skilled researchers in the sectors concerned.

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

156. Member States are recommended to take appropriate steps to encourage that doctoral training is adapted for **compatible with** interoperable careers in all relevant sectors and for the practice of Open Science, including by making use of ~~the European Competence Framework for Researchers (ResearchComp)~~, the Principles for Innovative Doctoral Training, **the European Code of Conduct of Research Integrity**, and of any other future initiatives taken ~~by the Commission~~ for the purpose of strengthening transversal skills of researchers.
167. The Commission is recommended to take action to support and facilitate the use of the ~~European Competence Framework for Researchers (ResearchComp)~~, promote the exchange of good practices, and consider future revisions of the Competence Framework where needed on the basis of the evolution of the research and innovation system and of the labour market.
178. Member States are recommended to place ~~a specific~~ emphasis on schemes aiming to strengthen the **transferable** skills needed by researchers ~~from early on in their careers~~ to engage in knowledge valorisation activities **and entrepreneurship**. Such schemes should include awareness raising activities and trainings on relevant topics, including intellectual assets management, standardisation, industry-academia, **academia-public administration sector** collaboration and engagement with ~~the~~ society.
189. Member States and the Commission are recommended to encourage interaction and cooperation, including partnerships, between academia, industry, other businesses, public administration, the non-profit sector, and all other relevant ecosystem actors, and to ensure that doctoral training and targeted training are developed or co-developed on the basis of the actual skills needs of the parties concerned, including by building on best practice examples implemented under existing programmes at Union and Member States level.

Such interaction and cooperation ~~should be~~ **are** particularly **recommended to be** supported in areas where specific skills are necessary for operating with state-of-the-art research and technology infrastructures.

1920. Member States and the Commission are recommended to take action to foster an innovation and entrepreneurial mindset in researchers, including the necessary skills for investment-seeking, with the objective of allowing those who undertake an entrepreneurial career path to couple their knowledge production capabilities with knowledge valorisation proficiency, turning innovative ideas into business and fostering innovation and progress.

A specific focus should be put on the promotion of women entrepreneurship and innovation and on the creation of women-led-university spin-offs. **The same approach should be envisaged for minority and marginalised groups.**

Member States ~~sh~~hould consider measures to mitigate the risks assumed by researchers undertaking an entrepreneurial career, including through the possibility to return to their previous career path.

201. Member States and the Commission are recommended to take action to support the development and provision of targeted training, including training leading to micro-credentials²³ and with the support of Individual Learning Accounts²⁴, where available, to ensure up-skilling and re-skilling opportunities for researchers with a lifelong perspective and to foster inter-sectoral and inter-disciplinary mobility. Member States and the Commission are also recommended to take all necessary steps to ensure a fair and transparent validation procedure, based on harmonised criteria, of formal and informal training opportunities, including on-the-job training.

212. The Commission is recommended to take the following actions in the context of the development of initiatives fostering cross-sectoral circulation of talents:

- (a) supporting mutual learning for Member States on the basis of models of inter-sectoral mobility schemes established by the Commission, in three priority areas:
 - (1) strengthening academia and non-academia cooperation;

²³ Council Recommendation 2022/C 243/02 of 16 June 2022 on a European approach to micro-credentials for lifelong learning and employability (OJ C 243, 27.6.2022, p. 10).

²⁴ Council Recommendation 2022/C 243/03 of 16 June 2022 on individual learning accounts (OJ C 243, 27.6.2022, p. 26).

- (2) improving training and lifelong learning for researchers, innovators, and other research and innovation talents;
 - (3) boosting researchers' entrepreneurship.
- (b) reinforcing inter-sectoral mobility components in existing instruments for researchers' mobility, and complementing them with new instruments, where deemed necessary;
 - (c) creating awareness on inter-sectoral mobility schemes, via a branch of the ERA Talent Platform referred to in point 312 of this Recommendation.

223. Member States are recommended to consider establishing national schemes promoting inter-sectoral mobility in one or more of the three priority areas referred to in point 212 of this Recommendation.

234. Member States are recommended to undertake all the necessary efforts to promote elimination of existing structural and administrative barriers which can hamper or make difficult mobility between sectors **and disciplines**, including by supporting the interoperability of careers ~~between sectors~~, and facilitating temporary or permanent mobility.

Career assessment, development and progression

245. Member States are recommended to support the recognition of the value of geographical, inter-sectoral, inter-institutional, inter- and trans-disciplinary ~~and virtual~~ mobility as important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. **Virtual mobility has been proved as a valid asset and can also be considered. The reward system should not penalise non-linear and multi-career paths.**

~~26. Member States are recommended to promote measures that make researchers, in particular early career ones, aware of opportunities available in all relevant sectors and to promote a culture of diversification of careers for better personal and professional development. In this regard, Member States and the Commission should support the provision of career advisory and support services to stimulate inter-sectoral, interdisciplinary and geographical mobility, as well as the creation and development of entrepreneurial activities.~~

257. Member States **and the Commission** are recommended to promote and support systems for the assessment and reward of researchers that:

- (a) are based on qualitative judgement provided by peers **and pertinent experts**, supported by **the** responsible use of quantitative indicators;
- (b) reward quality and the various potential impacts of their research on society, science and innovation;
- (c) recognise a diversity of outputs $\underline{=}$ (*inter alia* publications, datasets, software, methodologies, protocols, patents \Rightarrow), activities $\underline{=}$ (*inter alia* mentoring, research supervision, leadership roles, entrepreneurship, data management **following the FAIR principles-Findable, Accessible, Interoperable and Reusable**, peer review, teaching, knowledge valorisation, industry-academia cooperation, support for evidence-informed policy-making, interaction with society \Rightarrow) and practices $\underline{=}$ (*inter alia* early knowledge and data sharing, open collaboration \Rightarrow), as well as all mobility experiences referred to in point **245** of this Recommendation;
- (d) ensure that the researcher's professional activity meets high standards of ethics and integrity, ~~rewards~~ **applies** appropriate conduct of research, and values good practices, ~~in particular~~ **including** open practices for sharing research results and methodologies, whenever possible;

- (e) use assessment criteria and processes that respect the variety of research disciplines and national contexts;
- (f) support a diversity of researcher profiles and career paths, and value individual contributions, but also the role of teams, collaborative work, and ~~cross~~inter-disciplinarity;
- (g) ensure gender equality, equal opportunities and inclusiveness.

To ensure coherence in the implementation of these recommendations, Member States are recommended to foster continuous training for the actors involved in the assessment and reward process.

268. Member States are invited to encourage organisations to join coalitions, alliances or initiatives set up to evolve assessment systems in line with the recommendations listed in point **257** of this Recommendation. Member States are also encouraged to tackle national barriers to such evolution of research assessment and help preventing any contradictions or incompatibilities that might exist in the application of the recommendations listed in point **257** of this Recommendation, between the assessment of research, of researchers and of research institutions.

27. Member States are recommended to promote measures that make researchers, in particular early-career ones, aware of opportunities available in all relevant sectors and to promote a culture of diversification of careers for better personal and professional development. In this regard, Member States and the Commission should support the provision of career advisory and support services, e.g. EURAXESS, to stimulate inter-sectoral, inter-disciplinary and geographical mobility, as well as the creation and development of entrepreneurial activities.

~~289~~. Member States are recommended to take action to ensure a fair, equal, inclusive, transparent, structured and gender-equal career accession and progression system for researchers in academia, up to the top positions. In this respect, Member States are recommended to consider the adoption of ~~a tenure-track-like~~ systems, to be ~~intended~~ **understood** as **defined frameworks where** a fixed-term contract ~~with~~ **has** the perspective of a progression to a permanent position, subject to positive evaluation.

Balanced circulation of talents and making the Union an attractive destination

~~2930~~. Member States are recommended to take resolute action to put in place favourable, attractive and competitive conditions for conducting research and innovation activities, and for the return of researchers ~~engaged in experiences abroad to their home country~~. Such measures could include, but not be limited to:

- (a) incentives to make research activities more attractive, taking into consideration the need for a fair competition for talents;
- (b) simplification of legal and administrative requirements for researchers;
- (c) investments in the research and innovation system, including the support to networking within and beyond the Union, to connect and integrate the national research and innovation systems to European research networks and provide higher visibility of national capabilities and high-level **research** infrastructures;
- (d) the exchange of best practices with regard to creating an attractive, **safe, gender-equal** and competitive research and innovation environment, including as regards the improvement of remuneration, working conditions and services, and the reduction of administrative and language barriers for foreign and international researchers;
- (e) return grants and attractive positions for returning researchers;

- (f) the possibility of having dual positions in institutions established in different Member States, thereby fostering knowledge transfer, collaboration, and preventing talent drain.

The Commission is recommended to support Member States in their endeavours, including by ~~promoting~~**enabling** synergies among Union programmes, and Union and national programmes.

304. The Commission is recommended to take the following actions fostering a more balanced circulation of talents:

- (a) supporting mutual learning for Member States in view of the reform of their research and innovation systems, including through calls for expression of interest to create a community of practice with training and guidance for Member States on the basis of successful pathways and solutions enabling more balanced talent circulation;
- (b) monitoring mobility flows, **within the EU and with third countries,** through an interactive talent circulation map in the observatory on research careers referred to in point ~~389~~ of this Recommendation;
- (c) facilitating transnational ties with scientific diaspora **and third country** communities and facilitating attracting or returning talents, via a branch of the ERA Talent Platform referred to in point ~~312~~ of this Recommendation;
- (d) promoting a balanced talent circulation ~~offer early-career researchers through new instruments~~ at Union level, **that by strengthening** the human capital base ~~in widening countries,~~ with more entrepreneurial, managerial and better-trained researchers and innovators.

Support actions for research careers

~~312.~~ The Commission and Member States are recommended to take appropriate measures to strengthen the EURAXESS portals, services, as well as the international dimension, and to develop the ERA Talent Platform as an online one-stop-shop for researchers and institutions in all sectors, with a new governance framework ~~featuring binding commitments~~ and a coordination role of relevant national bodies and institutions involved in service delivery. The ERA Talent Platform should allow:

- (a) researchers to manage their learning and training opportunities and their careers;
- (b) research and innovation institutions, employers and funders to conduct networking activities, better manage their pools of talents, collaborate and exchange best practices, while facilitating talents' attraction and retention and improving data for a better understanding of mobility trends across Europe and beyond.

Services should be broadened to include talent development and career management services, with a focus on researchers in all relevant sectors of the society, including academia.

~~323.~~ The Commission is recommended to ensure links and interoperability between the ERA Talent Platform and other relevant Union and national initiatives, including Europass, ESCO and EURES, ~~to implement the EU login system for authentication, and to provide for an improved governance model of the platform and the underlying network of service centres to better meet the needs of researchers and research performing organisations.~~

~~334.~~ Member States and the Commission are recommended to acknowledge the importance of the endorsement and implementation of the Charter and Code for Researchers, and of the Charter for Researchers referred to in point ~~345~~ of this Recommendation.

345. The new Charter for Researchers set out in Annex II to this Recommendation should replace the Charter and Code for Researchers set out in Annex to Recommendation 2005/251/EC. Member States and the Commission are recommended to encourage the endorsement and implementation of the new Charter for Researchers by research employers and funders from all sectors, including through dedicated incentives, in view of making it become a structural tool in support of researchers and research careers.
356. The Commission is recommended to adjust the Human Resources Strategy for Researchers, or any future similar implementation mechanism, to the new Charter for Researchers, and to ensure continuity in respect to the institutions that have endorsed the principles of the old Charter and Code for Researchers and have adhered to the Human Resources Strategy for Researchers, notably by considering them as continuing to endorse the Charter for Researchers set out in Annex II to this Recommendation. The Commission is recommended to apply the same transitional measures to the institutions which started the Human Resources Strategy for Researchers process under the old Charter and Code for Researchers.
367. The Commission is recommended to regularly review and adapt all tools in support of research careers, based on the actual needs of researchers, in coordination with Member States and relevant stakeholders.
378. The Commission and Member States are recommended to encourage and support alliances of higher education institutions, such as the European Universities alliances, the whole European higher education, **research and innovation** sector and all relevant stakeholders, to pilot relevant actions foreseen by this Recommendation on the basis of a voluntary and bottom-up approach.

Monitoring of research careers

- 389.** In addition to the overarching European Research Area monitoring systems, the Commission and Member States are recommended to monitor research careers in the Union and the implementation of this Recommendation through a dedicated observatory ~~on research careers~~, to the benefit of **the research community**, policy makers, ~~organisations~~, public administrations **and relevant organisations** ~~and researchers~~ at European and national level. The observatory should support data needs of Member States and **all relevant stakeholders** ~~research performing organisations relevant~~ for the adaptation and development of policies for research careers. It should also support researchers to have a better understanding of challenges and opportunities, and promote the attractiveness of Union's research performing organisations for the best talents.
- 3940.** Member States are recommended to cooperate for the purpose of collecting data relevant for the implementation of the observatory in an efficient and sustainable way.
- 401.** The Commission ~~-in collaboration with Member States-~~ is recommended to consider **establishing** relevant links **between the Observatory on Research Careers** ~~with~~ **and** the European Higher Education Sector Observatory proposed in the European Strategy for Universities and thereby enhance synergies between the European Research Area and the European Education Area.
- 412.** Member States and the Commission are recommended to consider the adaptation to the data needs of the observatory referred to in point **389** of this Recommendation, of the data collected in the context of Regulation (EU) 2019/1700.

Done at Brussels,

For the Council
The President