




Revisiting Action 4 past: from policy to action

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What have we achieved with the ERA Policy Agenda 2022-2024 – Action 4?

► Outcomes:

- Approval of the **Council Recommendation** European Framework for Research Careers
- **Charter** for Researchers
- Support **measures** revamped (ERA Talent platform, EURAXESS, RESAVER...)
- European Observatory for Research and Innovation Careers (**REiCO**). Launched the Joint-venture EC-OECD
- **Now a key priority** in the EU policy and funding (Horizon Europe)



How have we successfully achieved our outcomes/targets?

- **Political momentum** was kept
- **Inclusive governance** – unique co-sponsorship :
 - European Commission -(policy officer responsible for the dossier
 - Member States - Portugal (experience from leading the topic at Council)
 - Stakeholders – Coimbra Group (spokesperson of stakeholders)
- **High commitment** from Member States and Stakeholders: actively participated in the Action's initiatives and discussions
- **Relevance** and **awareness** raising because:
 - Technical document (ERAC)/Commission proposal for **EFRC** open to contributions
 - **Future Action 5 (2025-2027)** - programme jointly developed
 - Awareness of related funded **projects** by Horizon Europe – cooperation with **SECURE**
 - **OECD** team participated in discussions regarding REiCO
 - Preparation of the **future of Research Careers at policy level** (ERA-ACT, FP10)



Why? Because research careers and researchers are **at the heart** of the STI systems, but...

- **Low career attractiveness** due to:
 - i) lack of stability and poor working conditions for R1-R2 researchers,
 - ii) Top-tier labs are not easily recruiting top students,
 - iii) well-developed STI systems depend on foreign talent,
 - iv) fierce competition for talent
- Mobile researchers questioned the **adequacy of vertical traditional careers**.
- Research-performing institutions depend on **precarious researchers** to perform high-quality research as **funding systems** are centred on short-term project-based mechanisms. R1-R2 contracts are a problem for many.
- The trio of presidencies, (DE-PT-SI), namely Portugal, successfully put the topic on the Political Agenda