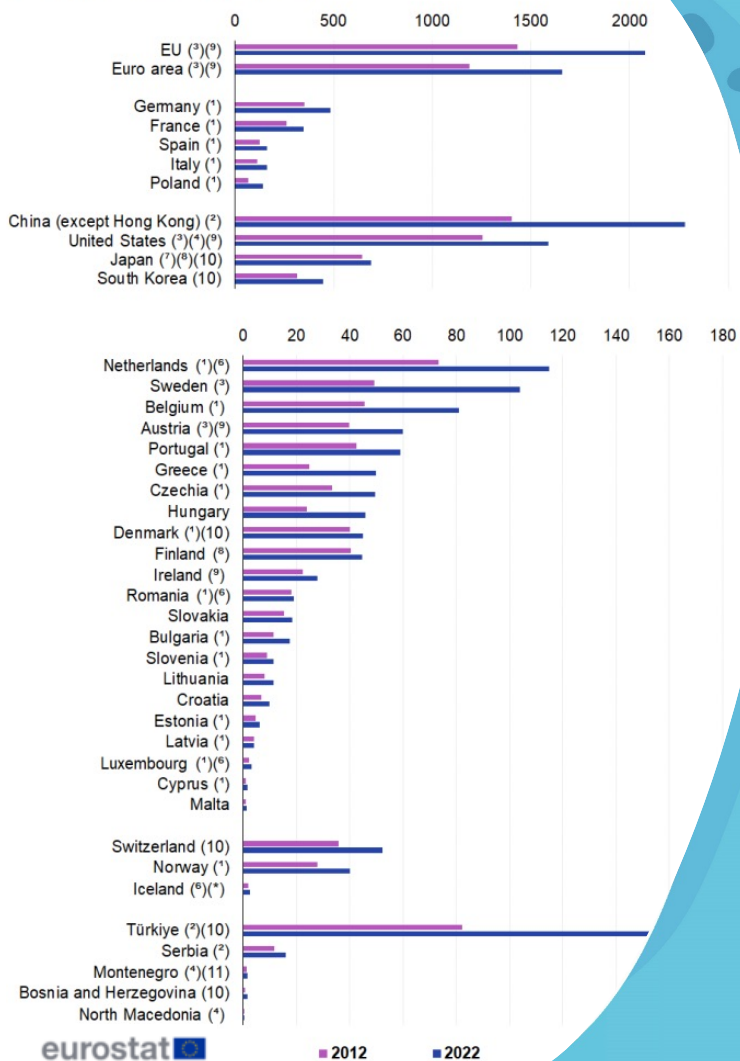


Number of researchers, 2012 and 2022
(thousand full-time equivalents)



A look at numbers

2 million researchers

670.000 doctoral candidates

57% business sector

32% academic sector

10% government sector

45% increase since 2012

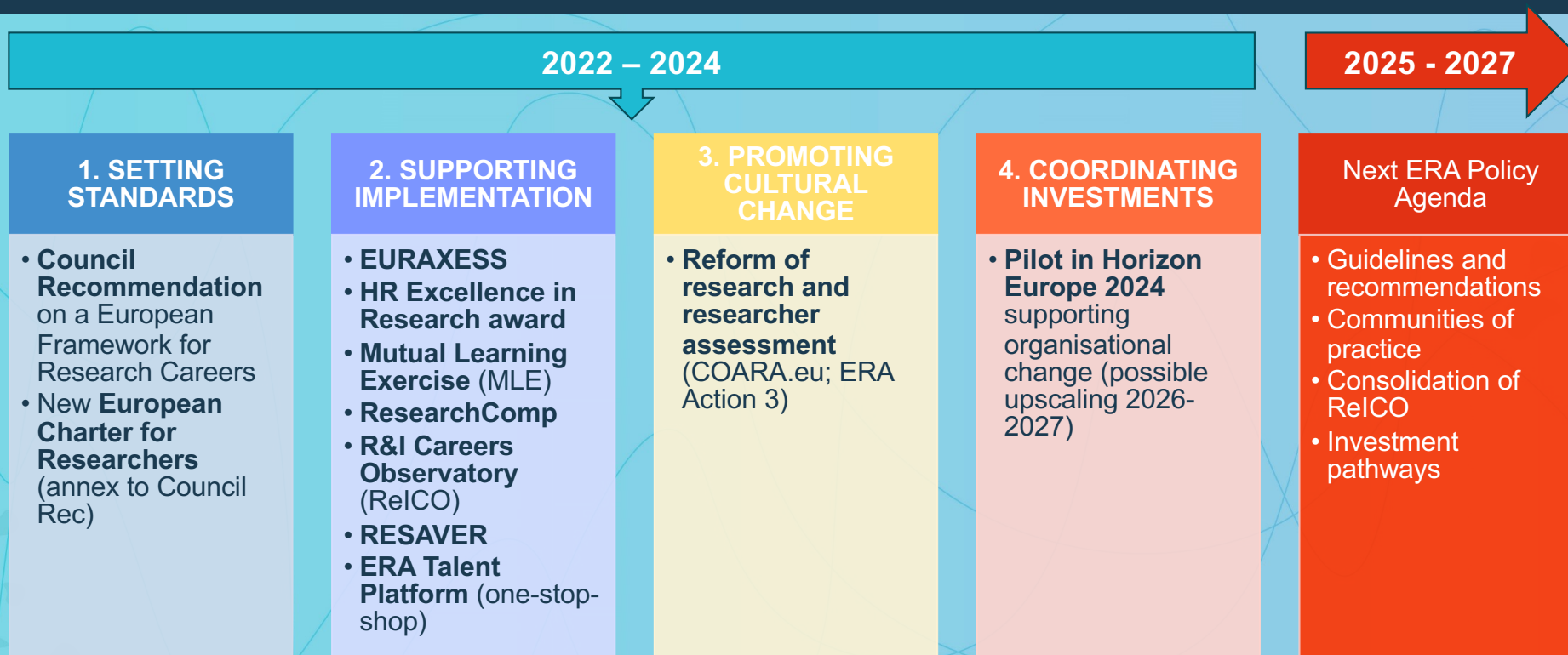
62% in China

26% in US

1% of total EU labour force

Ranging between 0.4% and 2% in MS

Action 4: A package of measures to transform research careers in Europe



Co-sponsors of the action: Portugal (MS) + Coimbra Group (SHs)

Pillars of the Council Recommendation

Council Recommendation of 18 December 2023 on a European framework to attract and retain research, innovation and entrepreneurial talents in Europe

Definitions

Recognition,
interoperability and
comparability of
researchers' careers

Recruitment and working
conditions

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

Career assessment,
development and
progression

Balanced circulation of
talents and making the
Union an attractive
destination

Support actions for
research careers

Monitoring of research
careers

A deeper look at the pillars

Definitions

- Researchers, Research managers, Research technicians
- Revised R1-R4 profiles with examples of occupations (annex I)

Recognition, interoperability and comparability of researchers' careers

- Equal esteem and reward for different career paths
- Mapping of career structures by HR offices against R1-R4 profiles

Recruitment and working conditions

- OTM-R, attractive working conditions including remuneration, job security and stability
- Social protection and promotion of [RESAVER](#)
- Equality and inclusiveness
- Specific measures and incentives for early-career researchers (R1-R2)

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

- Development of skills including based on [ResearchComp](#) and on interaction in ecosystems
- Foster innovation and entrepreneurial mindset, including focus on women
- Eliminate structural and administrative barriers to mobility
- Promote inter-disciplinary mobility of researchers

A deeper look at the pillars

Career assessment, development and progression

- Recognition of all mobility experiences
- Reformed assessment and reward system
- Advisory/support services
- Fair, equal and inclusive accession and progression system, including considering Tenure-Track-Like systems

Balanced circulation of talents and making the Union an attractive destination

- MS to make research systems more attractive
- EC to support [MLEs](#), monitor flows, and facilitate attraction and return of talents

Support actions for research careers

- Strengthen [EURAXESS](#) and develop [ERA Talent Platform](#) as one-stop-shop for researchers and institutions
- New [European Charter for Researchers](#) for all sectors and transition measures (annex II)

Monitoring of research careers

- [Observatory on research careers](#) in addition to ERA monitoring systems

Keep an eye on...



**Today kick-off of
new e-tool for
implementation of
new Charter**



**Self-assessment
tool for
researchers in
2025**



**Agreement with
OECD launched,
first data in Q2
2025**



**Events to promote
and support
action 4
13 Nov, 4 Dec**