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# Possible impacts of new approaches to Research Assessment

## in the forthcoming European Framework for Research Careers

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Session I: Reforming Research Assessment

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FCT – Fundação para a Ciência e a Tecnologia



# Overview



European Research Area – Research careers



The forthcoming European Framework for Research Careers



Assessment of Researchers in the European Framework



Conclusions and expected impacts

# Research careers in the European Research Area

a long path until 2020...

## 5.2. Introduction of a European dimension into scientific careers

In Europe today the career of researchers unfolds by and large within a national reference framework. Recruitment methods that give preference to nationals for academic or scientific careers and the lack of adequate career structures for researchers from other European countries deprive research organisations of the possibility of benefiting from the experience and knowledge of brilliant researchers trained elsewhere. Appointments and promotions amounting in some cases to penalising researchers that have remained outside national frontiers for too long discourage mobility.

*Initiatives have been taken in some Member States to introduce a European dimension into careers, such as opening up researcher recruitment committees to scientists from other countries. This trend and the adoption by research bodies of measures along these lines should be encouraged, as should the establishment of career prospects for researchers from other European countries and the systematic inclusion of activities performed elsewhere in Europe or at European level in career assessments.*

16

2000  
Communication of the EC:  
“Towards de ERA”

2000

2013

17. In order to obtain a **full European Research Area by the end of 2014**, it is important to accelerate structural reforms of national systems and to strengthen progress monitoring based on robust data provided by Member States. The progress report submitted by the Commission identifies some areas which require more efforts. In particular, **we must improve the mobility and career prospects of researchers through adequate pensions solutions**, transnational access to research infrastructures and open access to publicly funded research results and knowledge transfer as part of innovation strategies at national and European levels.

18. The European Council invites the Commission and the Member States to continue their efforts in the area of innovation and research. It will take stock of progress at its meeting in February 2014.

EUCO 169/13

7  
EN

2013  
Spring EUCO  
Conclusions

2009

TFEU Art.179

**Bordless market for knowledge:**

Researchers, Research and Technology circulate freely in the Union

# New European Research Area – Research careers A long path

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Commission Recommendation  
**Charter for Researchers and Code of  
Conduct for Recruitment** March 2005

**Framework Conditions** for an  
attractive, open and sustainable  
labour market for researchers.

**General principles**

**Human Resources Strategy for  
Researchers – 2008**

## **Appraisal**

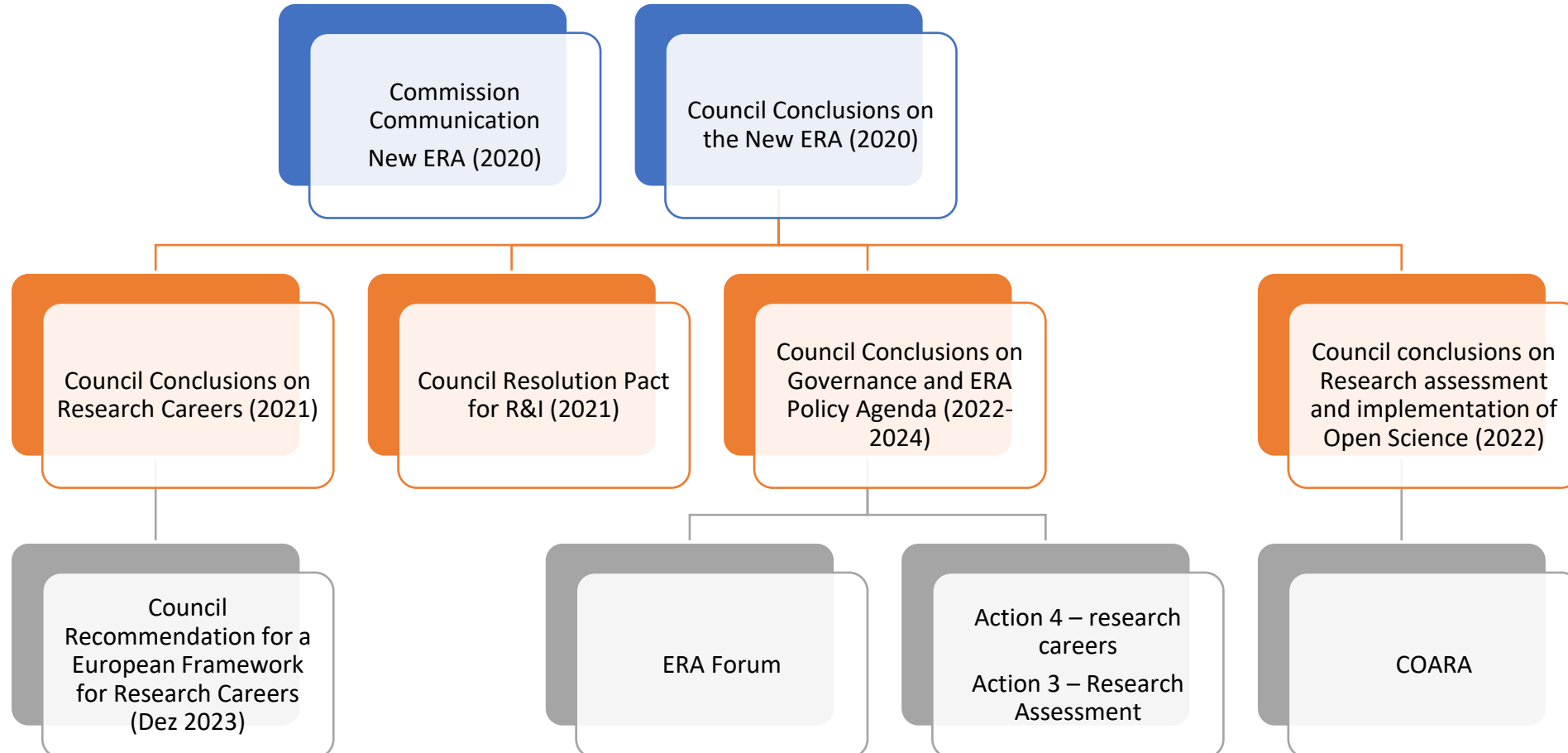
- Mobility needs to be recognised in the assessment processes.
- Appraisal needs to be applied regularly, in a transparent and independent manner
- Be qualitative and quantitative and avoiding using only publications-based metrics.

## **Recruitment**

- To be open, merit based, transparent and internationally comparable

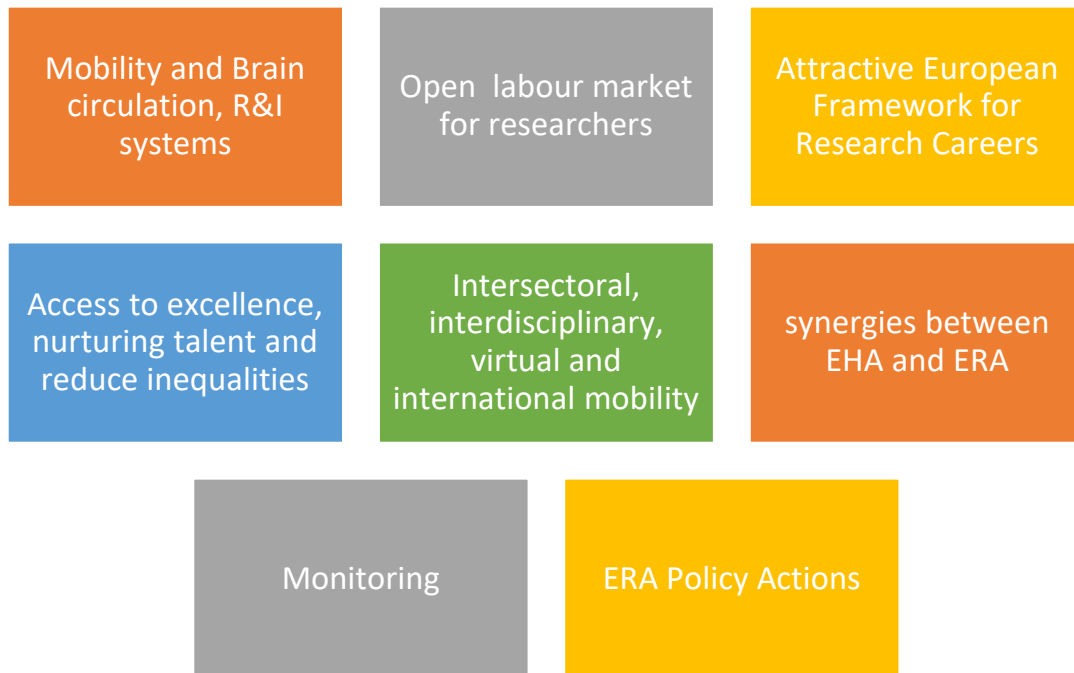
# New ERA Deployment

## Research careers, mobility and assessment



# The Game-changer: Council Conclusions on Attractive and Sustainable Research Careers

Quote paragraph 23:



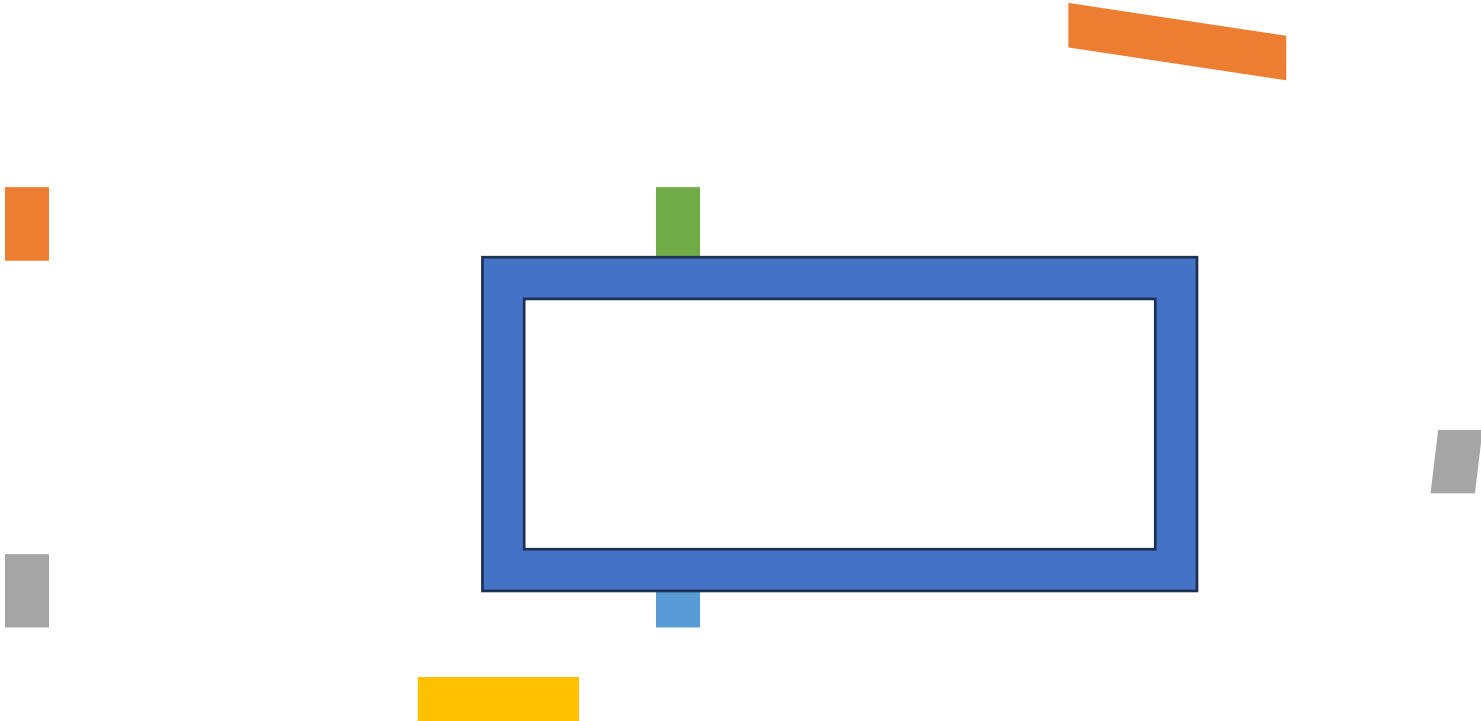
UNDERLINES that current reward and assessment practices are largely based on **bibliometrics** rather than on what researchers deliver and how (**excellence and impact**), and should evolve towards a **more qualitative assessment**, which may impact on the **diversification** of research careers, taking into account open collaboration and knowledge and data sharing, valorisation of research, intersectoral aspects and, where relevant, societal engagement;

HIGHLIGHTS the need to **explore more talent-based and diversity-sensitive quality measurement**, going beyond publication and citation metrics and taking into account excellence of research, teaching and skills, impact, services to society (e.g. patient care), open science practices, team science, mobility, management and leadership skills, entrepreneurship and collaboration with industry, among others;

NOTES the experiences and **reforms underway** in Member States and in the research organisations and universities asking for a European approach to the evaluation of researchers' talent;

WELCOMES the Commission ongoing consultation on **reforming research assessment**, among policy makers (EU, Member States levels), research funders, research performers and other stakeholders.

# The forthcoming European Framework for Research Careers



# Assessment of Researchers in the forthcoming European Framework



## Diversity in careers and mode of appraisal

Beyond the linear careers  
qualitative unbiased  
judgement  
responsible use of  
quantitative indicators



## Diversity of outputs

Reward quality and impact  
Reward multiple functions  
and their respective outputs



## Diversity in opportunities and standards and ethics

Diversity of profiles and  
circumstances  
Equal opportunities



# Implementation modalities by action

## Workshops

- **Action 2** – Copyright & data legislation and research
- **Action 4** - Strengthen research careers
- **Action 6** - Protect academic freedom
- **Action 7** - Better knowledge valorisation
- **Action 12** - Transition of industrial ecosystems
- **Action 11.3** - ERA4FutureWork

## Existing governance structures

- **Action 1** – Open Science (EOSC Steering Board)
- **Action 8** – Research Infrastructures (ESFRI)
- **Action 10.1** – Partnerships (EU Partnership Knowledge Hub)



# Implementation and priorities: Priorities & key deliverables for the coming months

## Strengthen Research Careers - Action 4

- Adoption of proposal to Council Recommendation on **European Framework for Research Careers**
- Launch of implementation tools: **ERA Talent Platform** (EUR 2.5 million) **Research & Innovation Careers Observatory – (RICO)** (EUR 3.7 million in the next two years).
- Exchange of best practices on **skills** (ERA4You, ResearchCOMP)
- Promote the concept of a **political partnership on young researchers with the** launch of a Horizon Europe Pilot Call in 2024



## Research assessment- Action 3

- 'Coalition for Advancing Research Assessment', CoARA, was constituted in December 2022 with 344 participants and has started its work
- First **analysis of legal and administrative barriers** as well as national workshops

# Conclusions and expected impact

1. **Time** and **commitment** are key to advance in the reform of the research assessment system. We are moving in the right direction, even if the European Framework for research careers is a recommendation of the Council and CoARA a coalition of interest.
2. Not a revolution, but evolution. A **trajectory** is already in place since the DORA Declaration in 2012 and the Leiden Manifesto for research metrics in 2015. Some Member States, universities and research organisations are already experimenting new approaches.
3. However, research assessment is a complex interrelated **global system**, with new developments in many dimensions, like open science. The evolution will depend on the level and pace of adoption by countries and actors, and on the credibility and feasibility of the new processes.
4. Expected impacts: i) **talent** is nurtured, valued and rewarded according to their diverse set of outputs and functions and ii) the high level of competition gives room to more teamwork, **cooperation** and inclusiveness and iii) research **quality and impact** will increase as well as the **competitiveness and attractiveness** of European R&I systems .

Obrigada, Thank you 🙏

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