**Action 11:**

**An ERA for Green Transformation**

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| **Action 11: An ERA for Green Transformation** |
| Member State/associated country/stakeholder1: |
| Lead entity at national level and contact person1:*[Indicate the organisation, name, position, e-mail address.]* |
| The action includes the following types of activities:*[These are examples of activities, in which the country or organisation could participate in. For more detailed information, including the objectives, please refer to the explanatory document(s) of this action.]*Outcome 11.1: Building an R&I ERA Pilot on Green Hydrogen * Contribute to a new Implementation Working Group (IWG) under the revamped SET Plan. This IWG will provide a platform for frequent interaction with the EC and other stakeholders, as well as a platform for joint MS/ AC actions with or without EC topping up, contributing to the implementation of the SRIA on Green hydrogen pilot.
* Complementary activities as prepared by the Commission Staff Working Document on R&I to implement the Hydrogen Strategy may include to contribute to:
	+ The joint development of a Clean Hydrogen Observatory (EU CHO) with a view to progressively integrate national data to populate the existing data base at EU level and keeping up-to-date the database and the Observatory, for a wider public access in a long run.
	+ The improvements of education and skills, based on the already agreed ERASMUS + project, developing curricula and trainings for the most relevant jobs in hydrogen (including operation and maintenance) and preparing for disseminating to education and training institutes in Member States
	+ The acceleration of the pre-market step of the hydrogen value chain through completing the holes in testing infrastructures for hydrogen technologies (e.g. call on Open Innovation Test Beds for hydrogen), including systematic check of regulatory compliance and life cycle assessment;
	+ and by expanding the European landscape of hydrogen valleys through regional, national, joint MS and/or MS-EU initiatives.

Outcome 11.2: Revamping the Strategic Energy Technology Plan* Joint work between ERA members and the EC for a Communication on the Revamping of the SET Plan by the end of 2022 through committing representatives from the SET Plan Steering Group, the ERA Forum, and the National Energy and Climate Plans (NECPs) to contribute in the process.
* Elaborate jointly with MS and AC representatives processes (and structures if necessary) to enhance and support coordination at national level for reaching the objectives of R&I for clean energy transition.

Outcome 11.3: Research & Innovation for the Future of Work (**ERA4FutureWork**)* An authorised national expert/representative participates in 5-7 meetings with EU institutions and stakeholders, to share knowledge (relevant actions/best practices) and co-create a Strategic R&I Agenda (SRIA) for the future of work.
* Assess and potentially endorse the final output (SRIA) for publication by the Commission.
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| Comments, planned or ongoing activities regarding the implementation of the action[[1]](#footnote-1):*[Activities at the level of countries or organisations can be shared in this box. The activities could include national measures (e.g. reforms, initiatives, studies), the participation in EU-level activities, which are described in the explanatory document, and the engagement in transnational activities with other Member States, associated or third countries. Moreover, any other comments can be added.* |

*This document is a working document and should not be considered as representative of the European Commission’s official position.*

EXPLANATORY DOCUMENTS

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| **Building an R&I ERA on Hydrogen (Action 11 – part 1)** |
| *Contact point:* **Martin GIEB (RTD.C.1), Luca POLIZZI (RTD.C.1)** |
| * **Description**
 | The Council conclusions of 1 December 2020 invites the Commission and interested Member States to carry out an agenda process for a green Hydrogen R&I ERA pilot action. In this context, Germany together with other Member States has initiated a bottom-up agenda process towards joint R&I activities, to prepare a Strategic Research and Innovation Agenda. The Commission is actively participating in this process, including by providing input to the SRIA. The ‘Agenda Process on the ERA pilot on Green Hydrogen’ was built around three thematic workshops throughout 2021 to identify urgent research and innovation questions for Green Hydrogen competitiveness, and was published on 18 March 2022. DG R&I will support this green Hydrogen ERA pilot with a portfolio of actions at EU level, in synergy with and complementing MS actions in the SRIA, as well as in alignment with the Hydrogen strategy for a climate-neutral Europe (COM(2020) 301, Brussels 8,7.2020) and with the Commission staff working document (2022) 15 final on R&I to support the implementation of the Hydrogen Strategy.**Future actions:****For implementing the SRIA:**A detailed roadmap of actionable activities will follow, based on the outcome of the conference on “Green Hydrogen for a Sustainable European Future” organised by Germany with the support of ERA countries participating to this action that will take place on 16 and 17 May in Berlin, to identify a number of concrete actions and activities for 2022-2023-2024, implementing the SRIA**Complemented at the EU level by**:* Develop a common data sharing area for Hydrogen technologies, market statistics, socio-economic indicators, policy, regulations and financial support, together with a common knowledge area, built on the existing TRUST database and the Hydrogen Observatory of the Fuel Cells and Hydrogen partnership (FCH 2 JU). The Observatory will be further developed along the model of the EUON, which is progressively serving, in addition to researchers and technicians, media and citizens – this activity will be done in synergy with the Clean Hydrogen Joint Undertaking;
* Streamline a mapping of industry’s needs for skills or re-skilling/upskilling linked to new Hydrogen technologies, with a potential dedicated workshop in 2022, building on the work of the two private stakeholders of the Joint Undertaking (Hydrogen Europe and Hydrogen Europe Research) under the Pact for skills, to be launched before summer 2022.;
* Design potential Open Innovation Test Beds, providing services of testing and piloting within industrial environment including assessment of sustainability and regulatory compliance. It aims at filling the gaps for offering a European common area for testing and piloting towards market especially targeting services for SMEs, which cannot offer investing in such infrastructures.
* Develop further the concept of hydrogen valleys across of the EU and link with the same approach on hydrogen Valleys within Mission Innovation 2 – mission on clean hydrogen, aiming at setting up 100 Hydrogen Valleys worldwide.
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| * **Actors**
 | Members of the ERA Forum and the European CommissionThere is a well-coordinated collaboration with a consortium of member states (see below). Hydrogen stakeholders (both on industry and on R&I) and RTOs are involved.Member States that are currently involved in this Agenda Process are AT, BG, CH, CZ, DE, EE, EL, ES, FIN, ISL, ISR, IT, LV, PT, RO, SI and SK. Actions will be designed and implemented by ERA participants and the Commission. |
| * **Timing and milestones**
 | *As far as a calendar can be established already at this stage.* The following deliverables have been identified Already issued:* Commission Staff Working Document (Q1 2022 and a related factsheet on support of R&I to implement the Hydrogen Strategy
* Publication of the SRIA of the ERA Pilot (March 2022)

Next steps: * Hydrogen SRIA Conference in May 2022 in Germany (and liaison with French Presidency and presentation of the SWD)
* Hydrogen thematic updates at the R&I days in 2022, 2023 and 2024 including specific EU and EU-MS workshops, to be commonly worked out between task force, MS and EC; this may include contributions to the work of the Clean Hydrogen JU State Representatives Groups
* Integration of testbeds into the Horizon Europe work programme 2023/2024
* First deliverables (curricula, training materials) of the Pact for Skills part on hydrogen (2024)
* Development of hydrogen valleys into the Work Programme of the Clean Hydrogen Joint undertaking (2021/2022 – done, 2023 to be finalised end of 2022);
* Development of the next steps of the EU Clean Hydrogen Observatory (EU CHO) – successive WP of the CH JU
* Contribution to the Hydrogen Research and Innovation Day, during Hydrogen Week in 2022 (October)-2023-2024
* Work towards EU MS Hydrogen national strategies updates and feeding into the EU Hydrogen strategy – KPIs
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| * **Funding**
 | Horizon Europe (cluster 4, 5, EIC, EIT KIC) Private funding through the Clean Hydrogen Partnerships,,Possible regional funding (including using the facility of transfer to HE),Possible national funding thought EU MS hydrogen national strategies and R&I funding programmes |
| * **Expected impact**
 | * Accelerating the development of the hydrogen economy in the EU
* Reinforcing cooperation between MS especially for mobilising regions and MS which have a lowly developed hydrogen economy
* Increasing the EU capacity for storing and distributing the renewable energy necessary for reaching 2030 and 2050 objectives of the Green Deal
* Developing EU and MS knowledge (R&I) and skills on hydrogen and accelerating availability of skilled work force on all hydrogen jobs
* Supporting maintaining and further developing the EU industry leadership on hydrogen
* Increasing connections with the developing world hydrogen economy, e.g. by the creation of hydrogen valleys
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| * **Monitoring**
 | The draft SRIA proposes that MS holding the Presidency should take responsibility for the implementation of the SRIA and organise at least one high-level meeting.For the Commission, the draft SRIA should include KPI and monitoring tools, under the condition that these should be consistent and even harmonised with the existing reporting on hydrogen under the Energy Union and could feed the proposed Clean Hydrogen Observatory proposed in the SWD. Consistency with the SET Plan reporting (SETIS) and with the MI monitoring should also be looked at and ensured.  |
| * **Communication**
 | * Publication of SWD and related fact sheetSocial Media and Video communication at central and decentralised level EU DG RTD and EU Representations at MS level (Done)
* Agenda process conference in Germany (Q2 2022)
* Hydrogen week – Q3 2022
* Social Media and video communication at EU MS level ….
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| * **Additional information**
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| **Revamping the SET plan (Action 11- part 2)** |
| *Contact point:* **Eirik LONNING (RTD C1)/Stela BALEVA (RTD C1)[[2]](#footnote-2)** |
| * **Description**
 | The Strategic Energy Technology (SET) Plan was launched in 2007 as a first step to establish an energy technology policy for Europe. It provides a common vision, goals, and coordination for accelerating the development and deployment of efficient and cost-competitive low-carbon energy technologies. The SET Plan has played a central role in implementing the Research, Innovation & Competitiveness dimension of the Energy Union, and in guiding national research efforts in the National Energy and Climate Plans. It has helped federate national efforts into industrial alliances and Important Projects of Common European Interest (IPCEIs). Recently, it has also enabled its participating countries to pool more than EUR 500 million to jointly support - with an EU topping up of 210 MEUR - a wave of clean energy transition projects[[3]](#footnote-3).However, since the last SET Plan update in 2015, the EU energy agenda has changed considerably, requiring a review of the objectives, governance, scope, and activities of the SET Plan. The work in the SET Plan itself has extended to go beyond pure technology development, looking also on cross cutting issues like circularity and sustainability, education and skills for new technologies, citizens’ needs and behaviour. The revision of the SET Plan aims at better supporting the European Green Deal objectives, making the SET Plan compatible with the ‘fit for 55’ package, the 2050 decarbonisation goal, the REPowerEU initiative, as well as with the new European Research Area Policy Agenda, while ensuring continued support to longer term research on new clean energy sources. Connecting Member States’ and Commission’s activities in improving the sustainable energy value chain, through research and deployment activities, will be essential for making the EU less dependent from energy imports, while contributing to a new clean economy and ensuring affordable clean energy for all. The renewed SET Plan therefore aims at tackling the following problems:* Strong need to increase efficiency, both in energy and cost, of clean energy value chains, including at industrial production level,
* Low speed of development and deployment of clean energy technologies;
* Lack of an overall strategy to exploit synergies between the R&I strategies and landscape at national, European and international level and extend to develop synergies also between the various legal instruments and financial support for R&I at national and EU level;
* Insufficient attention to cross-cutting issues in the SET Plan, such as environmental ones (sustainability, circularity, best use of planet resources) and citizens’ needs approach (health, safety, security, availability and affordability, public engagement).
* Better considering domains or technologies which have emerged and reached close to market since the creation of the SET Plan, such as hydrogen, digitalisation and materials;
* Need to increase Research, Innovation and Competitiveness chapters in the National Energy and Climate Plans.

The objectives of the revision of the SET Plan are the following:* To push the initiative and the overall European research and innovation forward in fostering emerging technologies for reaching the EU’s 2050 targets, with balanced acceleration of the rollout of technologies expected to bring impact by 2030.
* To build momentum and support stronger MS involvement in updating their R&I energy roadmaps to meet the ambitious goal of the EGD.
* To strengthen the synergies between EU, national and regional funding sources and push deployment of clean energy technologies.
* To refocus, revisit and regroup the multitude of targets in the different working groups, and concentrate on a set of overarching strategic objectives and targets in a more mission-oriented approach.
* To rethink the SET Plan governance in order to align it to the new objectives.

Ongoing actions: The SET Plan is currently implemented by now 14 Implementation Working Groups (IWG), focused on the 10 SET Plan key actions. Each of the IWG has set an Implementation Plan (IP) with identified R&I activities and clear and measurable targets. The IPs have been revised to align the targets with the ambitious ones of the EGD. However, the structure of the IWG and, more globally, the governance of the SET Plan have not been adjusted to the new situation and new objectives, for instance in the area of prioritisation and for synergies with other relevant actions like investment programmes. As revision of the SET Plan will be done through:* Interim evaluation of the initiative
* Targeted public consultation
* Working groups with the MS and SET Plan stakeholders
* Informative discussion at the EP
* Preparation of a joint Communication on the SET plan revision
* Discussion at the Council and further Commission proposals if needed
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| * **Actors**
 | The implementation of this action will be done by all Member States jointly with the EC and the Associated Countries. Meanwhile, EERA represents the research pillar of the SET Plan. |
| * **Timing and milestones**
 | * Setting a roadmap for action Q1 2022
* Consultations with MS and SET Plan stakeholders, Q1-Q2 2022
* Launch Call for Evidence, Q2 2022
* Results from the Interim evaluation of the SET Plan initiative, Q3 2022
* Results from the Call for Evidence Q3 2022
* Presentation of the revision at the SET Plan Presidency Conference November 2022
* Communication from the Commission, Q4 2022
* Organisation of R&I energy thematic working groups with MS 2022-2023
* Update of R&I energy roadmaps across EU MS 2023-2024
* ERA R&I energy updates at the R&I days 2022
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| * **Funding**
 | Horizon Europe, including from the Clean Energy Transition Partnership and the Driving urban transition partnershipNational funding |
| * **Expected impact**
 | **Impact on policies:*** Revamping the SET Plan to adjust to the Green Deal and RePowerEU will support reaching their objectives and accelerating them, also through the enhanced synergy between the various institutional levels and programmes;
* Placing this revamping within the ERA frame allows benefitting from the existing EU wide structure and dialogue, enriching such synergies, as well as providing useful tools for flanking policies like developing education and skills on clean energy for the needs of the industry, providing scientific evidence for adjusting regulatory frame and policy makers.
* A global approach like the proposed one may better integrate the overall challenge on circularity and best use of planet resources; similarly, it will support caring about fairness of energy transition through a cross EU work, including all levels of decision and investment;

**Impact on people:*** The SET Plan is demand driven, a country should aks to poarticipate; Developing its visibility and its impact will attract more interest from some parts fo the EU which are still behind for clean energy transition;
* By pooling resources and knowledge, the SET Plan coordination will help all EU MS and all categories of population to have access to develop clean energy technologies;
* The revamped SET Plan aims at embedding the constraints of affordable clean energy for all, not letting anyone behind. This will be integrated in any of the joint actions, supporting the overall value of fairness and affordability of the transition;

**Impact on R&I and academia*** The ERA approach will boost the development of joint work between researchers, innovators and industries. It will also increase the link with academia;
* The recent COVID crisis demonstrated that joint alliances between researchers across the EU could bring much more benefits than isolated national work. ERA will offer a platform for further increasing this synergy effect;

**Impact on EU industry*** The SET Plan involves currently the EU industry through the ETIPs. Revamping this cooperation will accelerate the transfer of clean technologies within the industrial frame, and will provide the EU industry with a competitive advantage;
* As it is often dealing with high Technology Readiness Levels, the revamped SET Plan will offer more opportunities to integrate the industrial steps of the clean energy value chain, for instance by addressing manufacturing capabilities for clean energy technologies, thus also supporting EU industry competitiveness;
* This could be enhanced through piling up and systematically linking the work of the SET Plan to a skills needed for the industry to benefit from such technology transition, connecting for instance with the Pact for Skills domain on renewable energy;

**For institutional actors:** * Exchange of information through a revamped SET Plan, including best practices and lessons learned, will help quicker and better adjusting the regulatory and standardisation frame and policy makers to better adjust their proposal, especially grounding on scientific evidences.
* Cooperation and synergies with the EU level, including through the CETP, allows to better match the subsidiarity principle, targeting for the EU funding what will better be supported by the EU than by the other levels, and developing a real ERA of clean energy transition.
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| * **Monitoring**
 | The SET Plan is currently monitored at two levels:• Per priority and working group• Through a yearly monitoring report, based on a reporting tool (SETIS)The SETIS website is the open-access information, knowledge management and dissemination system for the SET Plan, managed by the Joint Research Centre (JRC), European Commission. SETIS helps implement the SET Plan and accounts for its progress and achievements through the monitoring progress report, released yearly during the SET Plan Conference.  The revamping aims at reinforcing but simplifying this monitoring, with two pillars:• Increasing its consistency with the reporting on the Energy Union, to reduce the workload on SET Plan members;• Increase the visibility of the results of the SET Plan through presenting them regularly to the EU institutions and MS, for instance in the Energy and R&I parts of the Council and to the Parliament.  |
| * **Communication**
 | * Communication from the Commission – Q4 2022
* Annual SET Plan Presidency Conference, Prague, CZ – November 2022
* ERA R&I energy updates at Energy week – September 2022
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| * **Additional information**
 | The revision of the SET Plan aims at better supporting the European Green Deal objectives, making the SET Plan compatible with the ‘fit for 55’ proposals, the 2050 decarbonisation goal and the REPowerEU initiative, while further developing an efficient and world leading European Research Area on clean energy. Such an ERA will help accelerating dissemination of technologies as well as understanding of cross cutting challenges, therefore supporting delivering better technology solutions adjusted to the objective of a fair and sustainable transition towards clean energy, and supporting the leadership of the European industry and of the research and innovation system in the EU. |

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| ***Research & Innovation for the Future of Work (ERA4FutureWork)* (Action 11- part 3)***Part of ERA action 11: An ERA for Green Transformation* |
| *Contact point: Orestis KALLIANTZIDIS (RTD.E5)* |
| * **Description**
 | **Introduction**Human capital is a key resource of the 21st century. Economic, ecological, digital, demographic, and social transformations will drive not one but multiple futures of work. New technologies will reshape millions of jobs in the EU. Some jobs risk being lost to these changes; others will be transformed and entirely new ones will be created, benefitting from complementarities between human workers and supporting technologies. As a result, the skills workers need will also be changing at an unprecedented speed. At the same time, new forms of employment such as those created by the platform/gig economy are on the rise. They can create opportunities for personal growth, flexibility, or a higher income, but also increase risks associated with an unfair working environment, discrimination, lack of social protection and a difficult work-life balance. Occupational structures are shifting, often leading to polarisation in employment and wages, increasing inequalities.[[4]](#footnote-4) Drivers of positive change, such as the greening of our energy supply and industrial production, will lead to labour reallocations, requiring new, fair and evidence-based approaches in policymaking for affected workers, particularly in the areas of skills and employment policies. The employment landscape is also evolving in a variety of ways across the EU, widening the gap between regions and even between urban and peripheral areas within regions. Furthermore, **the geographical impact of the COVID-19 crisis has been uneven and may widen regional inequalities that existed before the pandemic**[[5]](#footnote-5)**.****Finally, demographic changes force our societies to reflect on employment opportunities for young people, equipping them with the best tools to realise their potential. Developments such as the increase in (healthy) life expectancy within the EU, as well as the integration of migrants in EU societies, require the right mix of policies to ensure maximum employment under fair conditions.****Research and innovation is essential for providing a sound analytical underpinning for designing future-proof policies** that fully grasp the new opportunities offered by technology, whilst successfully tackling emerging challenges. **There would be significant added value at EU level if Member States, stakeholders and researchers exchanged data, good practices, and information about their priorities. With such a dialogue as a basis, the would be able to validate a common priority list, in order to shape effective and scalable EU R&I policies and funding opportunities in the future of work domain (with possible links with ESF+).** EU-level initiatives regarding the future of work are aligned with European values and fundamental rights and notably the European Pillar of Social Rights[[6]](#footnote-6). The possible scenarios for the future of work straddle across disciplines (humanities, social and natural sciences) and thematic fields (including human-centric technologies, data protection, employment legislation, social security, skills forecast and development, workers’ well-being, etc.).**Currently, although addressed to some extent in the European Semester, there is no convening space for EU policy makers and stakeholders to anticipate these changes, to inform policies (at EU, national, regional, and local levels) or to discuss prioritisation of research and innovation funding for the future of work.****ERA4FutureWork: R&I-based policy design for the future of work** **ERA4FutureWork can become such a convening space to discuss prioritisation of R&I funding for the future of work and to use R&I results to inform policies (at national, regional, local and EU levels).**Recent and reliable data on public R&I investment in the future of work by individual EU Member States are lacking. This hampers strategic priority setting for research funds at regional, national and EU levels (including Horizon Europe & Partnerships).The European Commission's Directorate-General for Research and Innovation recently made a first portfolio analysis on the future of work as defined by three EU 2030 targets of the European Pillar of Social Rights Action Plan.[[7]](#footnote-7) It found that the EU has invested close to €1.9 billion in a wide range of areas pertaining to the future of work, including social protection and economic competitiveness, under its Horizon 2020 R&I programme.[[8]](#footnote-8) At least 650 R&I projects with approximately 3.400 participating organisations were identified. This demonstrates the huge interest of a wide range of sectors in R&I projects affecting the future of work, from the quality of jobs, social protection, and next-generation manufacturing to the intersection of health and employment.It also provides initial indications of potential gaps for future R&I funding, including green jobs, inclusive workplaces, occupational health and safety, re- and upskilling, social protection, ethical and trustworthy AI, the platform economy, and human-machine collaboration. **ERA4FutureWork: Proposed activities**This sub-action proposes two activities which complement each other and enable cross-border cooperation on R&I investments, decision-making and monitoring:1. **Improving the evidence base to support policymaking for R&I for the future of work:**
2. Expanding the portfolio analysis of past and ongoing, relevant EU-funded R&I projects to also cover new Horizon Europe actions.
3. Mapping equivalent R&I activities performed at local, regional or national levels by interested Member States, research organisations or social partners (e.g. through quantitative surveys, case studies and presentations).
4. Conducting a complementary/targeted gap analysis to identify knowledge gaps on R&I for the future of work. This analysis would take the form of a study, leveraging appropriate external expertise, in collaboration with interested Member States and associated countries, as well as with social partners.
5. **Setting up an ERA4FutureWork R&I funding & investment policy dialogue** for strengthening Europe’s collective capacity in R&I for the future of work, based on the created evidence base and subsequent gap analysis (at national, regional, local and EU levels, involving social partners and, where appropriate covering transnational aspects). This policy dialogue would lead to a common understanding on future opportunities and challenges for employment in Europe and on priority areas for (joint) R&I investment at EU or national level.

**Expected outputs**1. **Strategic gap analysis**[[9]](#footnote-9) of the European R&I landscape for EU priorities in the future of work domain.
2. **Focused policy dialogue between EU Member States** and national stakeholders, including social partners.
3. **A Strategic Research and Innovation Agenda (SRIA)** reflecting the outcome of this dialogue (description of the challenges identified, scope of the dialogue, gaps identified, recommendations on key R&I investment priorities for the future of work). The SRIA will be concise and specific enough to be consulted, adapted or used voluntarily by interested R&I policymakers at all levels.

**Proposed scope**To provide ERA4FutureWork stakeholders with an initial basis for discussion, the EC will initiate the dialogue on some key emerging challenges for EU business and workers for which the input of R&I experts is highly needed:1. **Digital transition:** Research aimed at improving the understanding of the opportunities and risks of digital technologies for work organization (e.g. AI/algorithmic management).
2. **Green transition:** Research which identifies the skill developments and qualifications needed to create high-quality green jobs in industry, construction, and the circular economy, and which supports the design and promotion of innovative ways to ensure job-to-job transitions.
3. **Transition analysis:** Research that identifies fundamental, lasting, and transformative post-pandemic changes in the nature of work (including new types of work, changes in the role and perception of work, work organisation, productivity and working conditions).

**Member States will be able to propose their own priorities and shape the agenda as soon as the action begins.**To ensure that the action benefits from early input and scales up quickly, the EC plans to hold expert workshops on these priority areas (activity 1c) already before the action’s starting date (as of May 2022) and present intermediate results to the ERA Forum and stakeholders.Furthermore, the EC has already proposed to [ESIR](https://ec.europa.eu/info/research-and-innovation/strategy/support-policy-making/shaping-eu-research-and-innovation-policy/esir_en) (Expert group on the economic and societal impact of research and innovation) to reflect on the above priorities and provide high level recommendations for an EU R&I policy on the future of work, during its new mandate.**Based on these preparatory actions, ERA4FutureWork will be ready for launch as soon as endorsed by an adequate number of Member States and Associated Countries.****Synergies with other actions or policies (EU or national level)**ERA4FutureWork closely follows some important principles laid down in the Council Recommendations for a **Pact for R&I** and the **ERA Policy Agenda**. It will contribute to the strengthening of evidence-informed policy making within ERA and to strengthening policy dialogues with and between Member States. It will increase the sharing of information about the implementation research, policies and investments in areas key to the ERA priorities, notably the digital and green transitions.ERA4FutureWork activities will also be relevant to all chapters of the **European Pillar of Social Rights**[[10]](#footnote-10) (EPSR) and develop synergies with actions foreseen in the EPSR Action Plan[[11]](#footnote-11) (ranging from access to the labour market to health and mental well-being in the workplace).This sub-action also builds on the **Horizon Europe Strategic Plan 2021-24**, particularly on the Key Strategic Orientations of Cluster 2 (e.g. Key Strategic Objective D: "Creating a more resilient, inclusive and democratic European society - Inclusive growth and new job opportunities")[[12]](#footnote-12).In the context of the European Year of Youth 2022, special attention will be given to young people's expectations for their future work.Depending on the evidence produced and the outcomes of the policy dialogue, further synergies with national or EU policies (e.g. the European Skills Agenda, the European Social Fund/Just Transition Fund, Europe’s Digital Decade, ESF+ or other EU structural funds) may be explored.  |
| * **Actors**
 | The Commission (DG R&I & DG EMPL) will implement this sub-action. Complementary activities for Member States, associated countries or stakeholders could be organised or aligned to ERA4FutureWork, on a voluntary basis. Preparation and activities will be informed by the priorities of the Council Presidencies for 2022-2024 (respectively held by France, Czech Republic, Sweden, Spain, Belgium, and Hungary).To ensure a solid evidence base and wide consensus, the Policy Dialogue aims to invite the following actors from Member States and associated countries:1. Representatives of the ERA Forum, including its seven stakeholder groups and observers.
2. Ministries in charge of R&I policy.
3. Ministries in charge of employment, social and care policies, and industrial policy.
4. relevant Commission services and agencies involved in R&I or employment such as DG JRC, CEDEFOP (Department for VET and Skills), EU-OSHA (Prevention & Research Unit), European Training Foundation (Skills Identification and Development Unit) and Eurofound (Employment unit & Working life unit);
5. relevant departments of International Organisations such as the ILO and the OECD.

DG RTD E.5 and DG EMPL F.3 will also present ERA4FutureWork’s objectives and progress to the following groups, in order to receive additional stakeholder feedback on aspects of R&I and employment policy priorities:1. Member State Programme Committees of Horizon Europe Clusters 1 (Health), 2 (Culture, creativity and inclusive society) and 4 (Digital, Industry and Space), which focus on work programme definition and monitoring implementation.
2. European social partners and European (sectoral) social dialogue committees.

**Stakeholder engagement approach**Interested MS/AC will be requested to authorise relevant experts in the field (with an R&I and/or labour policy background), to meet, deliberate and co-create the SRIA. The Commission will coordinate and support the drafting of the SRIA. |
| * **Timing and milestones**
 | The ERA4FutureWork sub-action can be launched as soon as it is endorsed. The action is expected to last 16-18 months. During this period, 5-7 meetings between participants will be necessary. These meetings will function as milestones: experts will reflect on new drafts of the SRIA and decide on action points until the next meeting. During each meeting, there will also be dedicated slots for the actors listed above to present their relevant actions/best practices and discuss implications for policy and R&I on the future of work.The Commission will regularly report on the outcome of these meetings and the progress in implementing the action, to the ERA Forum and receive feedback by participating MS/AC and stakeholders. ERA4FutureWork comprises the following key milestones:1. **Kick off and set up ERA4FutureWork working method (Q3-Q4 2022)**
* Kick-off meeting.
* Outcome of the preparatory workshops, expanded portfolio analysis of Horizon 2020/Horizon Europe investment on the future of work & initial gap analysis.
* Presentation to the ERA Forum & to the Horizon Europe Strategic Programme Committees of the 3 Clusters.
1. **Build-up ERA4FutureWork R&I evidence base and scale-up policy dialogue (2022-2023)**, through
* Five to seven workshops to discuss findings (gaps, future challenges), invite presentations from select good practices at EU, national, regional or local levels and steer further research.

Other potential activities:* Organising EU-level debates and awareness-raising events ensuring participation of diverse relevant actors (R&I, social partners, academia, policymakers).
* Measuring the public opinion on key challenges, solutions and aspirations regarding the future of work (e.g. Eurobarometer or other surveys on workers or European youth).
1. **Publish Strategic Research & Innovation Agenda (SRIA) on the Future of Work & decide on next steps (first semester of 2024):**
* Conclude analysis of feedback from Member States, associated countries, stakeholders, and citizens. Prepare, propose and discuss the SRIA to ERA4FutureWork participants.
* Publish SRIA and organise a public event to reflect on the outcomes and discuss potential avenues for investment and implementation.
* Contribute to the European Commission's assessment for the ERA Policy Agenda and discuss with stakeholders a potential continuation of exchange and collaboration, based on their feedback and lessons learned.
 |
| * **Funding**
 | No significant investment is requested by MS, apart from engaging relevant national experts to attend meetings, share knowledge, provide feedback and guidance and co-draft the SRIA with the Commission, on a voluntary basis. Potential complementary national actions can be identified and linked to ERA4FutureWork.Horizon Europe budget could provide "seed money" to:* Design EU & MS analysis for R&I actions, based on but not limited to first EC portfolio analysis (experts).
* Draft annual reports (EC & experts).
* Provide logistics to set up meetings & events as foreseen in the above section.
 |
| * **Expected impact**
 | Making substantiated policy choices requires significant input from inter- and trans-disciplinary research, for which there exists great demand on all policy levels. Coordination between all levels to focus such R&I efforts would be of great benefit to governments, social partners, researchers, funding agencies, workers and citizens alike:* Through the policy dialogue, Member States and associated countries will have the opportunity to identify areas of joint interest, in which they can maximise the impact of R&I through collaboration and further alignment. They will also gain increased clarity on potential R&I disparities between MS or agree that some aspects are better dealt at a national or local level.
* Policymakers and funding agencies at all levels will benefit from a comprehensive analysis of initiatives and gaps in existing research for the future of work. The ERA4FutureWork Strategic Research and Innovation Agenda can be a roadmap for investment decisions with the highest impact potential in years to come.
* Social partners and R&I stakeholders will be able to raise awareness and initiate dialogues with workers and employers, helping them adapt to ongoing and future changes (such as the digital and green transitions), ensuring that the competitiveness of Europe’s economy goes together with fairness and prosperity for its workers.
* The European Commission will be able to propose future investment priorities for the future of work to the dedicated comitology structures (for example, Horizon Europe), helping translate R&I results into policies to the benefit of EU citizens and workers.
 |
| * **Monitoring**
 | Monitoring progress in ERA4FutureWork can be achieved through Commission and Member State reporting on the achievement of the following milestones:* delivery of a Strategic Research and Innovation Agenda for the Future of work.
* extensive portfolio analysis and gap analysis on ongoing research at EU and national levels, underpinning the SRIA.
* high-level meetings between the Commission, Member States, social partners and stakeholders to develop, steer, analyse and discuss the research and priorities for the future of work.
* regular reporting by the Commission to the ERA Forum, regarding the action’s progress.
* A concluding high-level policy event to present the SRIA for the future of work to stakeholders and the public and discuss steps to bridge strategy and implementation.
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| * **Communication**
 | The European Commission can ensure a range of communication actions as ERA4FutureWork unfolds, aligned with the consecutive milestones achieved.This set of activities will be accompanied by a **communication campaign** by DG R&I and DG EMPL over the whole year, including videos, publications, and social media, next to other dedicated events:* News items on corporate pages & and article in Horizon Magazine
* Targeted use of short videos, fact sheets or projects Results Pack, depending on the content and message
* Social media posts through corporate accounts (Twitter, Facebook, LinkedIn)
* Publication of annual reports (2022, 2023, 2024) & SRIA (2024)
* Policy sessions or presentations in the framework of the annual EU R&I days, presidency events and relevant Council & EP meetings
* High-level policy event at the end of ERA4FutureWork (2024)

**Upon official launch**, DG R&I and DG EMPL can promote ERA4FutureWork widely, for example through[[13]](#footnote-13):* A news alert with Commissioners’ quote, social media posts (e.g. GIF animated videos), short video clip by the Commissioner
* Inclusion in the EIC, JRC, Commissioner’s newsletters
* Sharing the announcement with DG R&I and DG EMPL stakeholders (for example relevant committees, new EU missions boards, EU partnerships, National Contact Points, relevant HEU & H2020 project partners in collaboration with Executive Agencies etc.), as well as with EC & EP representations in MS

Communication actions by participating stakeholders at a national/local level will be possible, on a voluntary basis, based on their feedback, and expressed interest. |
| * **Additional information**
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1. Please fill in these boxes. [↑](#footnote-ref-1)
2. C1 is recruiting one member for ERA SET Plan / name to be confirmed later / [↑](#footnote-ref-2)
3. Clean Energy Transition co-fund Partnership under Horizon Europe (due for launch in 2022) [↑](#footnote-ref-3)
4. The changing nature of work and skills in the digital age – JRC report 2019; The new world of work - ESDE 2018, <https://ec.europa.eu/social/esde2018>. [↑](#footnote-ref-4)
5. The annual [Employment and Social Developments in Europe (ESDE) review](https://ec.europa.eu/social/main.jsp?catId=113&langId=en#ESDE) by ESDE 2020, <https://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=10039&furtherNews=yes> [↑](#footnote-ref-5)
6. https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights\_en [↑](#footnote-ref-6)
7. Targets: (1) at least 78% of the population aged 20 to 64 should be in employment by 2030; (2) at least 60% of all adults should be participating in training every year by 2030 and (3) a reduction of at least 15 million in the number of people at risk of poverty or social exclusion. Cf. <https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-action-plan_en> [↑](#footnote-ref-7)
8. Signature dates of projects in this analysis range from July 2014 to February 2021. [↑](#footnote-ref-8)
9. Based on the groundwork done by the Servoz-report, the HLG on the Future of Work, reports by stakeholders (including social partners), actions of think-tanks etc. [↑](#footnote-ref-9)
10. <https://ec.europa.eu/info/strategy/priorities-2019-2024/economy-works-people/jobs-growth-and-investment/european-pillar-social-rights/european-pillar-social-rights-20-principles_en> [↑](#footnote-ref-10)
11. <https://op.europa.eu/webpub/empl/european-pillar-of-social-rights/en/> [↑](#footnote-ref-11)
12. <https://ec.europa.eu/info/sites/default/files/research_and_innovation/funding/documents/ec_rtd_horizon-europe-strategic-plan-2021-24.pdf> [↑](#footnote-ref-12)
13. The list is indicative. [↑](#footnote-ref-13)