

**ERA Roadmap National Action
Plans for Priority 3:
*Open Labor Market for Researchers***

Contribution of SGHRM to ERAC

March 15, 2017

ERA ROADMAP – PRIORITY 3

- **High level objective/rationale :**

The goal is a truly open and excellence-driven ERA in which highly skilled and qualified people can move seamlessly across borders, sectors (e.g. academia and industry) and disciplines to where their talents can be best employed to advance the frontiers of knowledge and support innovation throughout Europe and beyond.

- **Top Action Priority:**

Using open, transparent and merit based recruitment practices with regard to research positions.

- **How does this contribute to the objective?:**

Lack of open recruitment hinders mobility, the matching of talent to opportunities, and gender equality, thereby impeding achievement of the ERA's full potential.

- **Other issues identified:**

Improving inter-sectoral mobility between public and private sector research bodies in both directions and at all career stages.

- **Indicator:**

Number of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector (FTE)

National ERA Roadmap Action Plans

- 28 National Action Plans were reviewed
- Over 170 measures and initiatives were included for Priority 3
- 13 National Action Plans also identified specific indicators for monitoring
- The measures and initiatives were clustered under common areas and topics

National ERA Roadmap Action Plans

COMMON PRIORITY ACTIONS IDENTIFIED

- Open Transparent Merit based recruitment (100%)
- Foreign researchers attraction and International mobility promotion (57%)
- HRS4R seal and C&C implementation (50%)
- Intersectoral mobility measures (39%)
- Innovative Doctorate Training and PhD Programs (36%)
- Researchers career development/ Equal opportunity initiatives/RESAVER (36%)
- EURAXESS activities (18%)
- Marie Curie Actions and ERC promotion (18%)

National ERA Roadmap Action Plans

INDICATORS FOR MONITORING ACTIONS

- N^o of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector (FTE)
- Share of national scientific positions advertised in EURAXESS
- N^o of Charter & Code Endorsements
- N^o of HRS4R logos or % of institutions having the HRS4R Label
- N^o of appointments at universities from EU and third countries
- Number of signed EURAXESS declarations
- N^o of grants from domestic grants, ERC, MSCA and bilateral grants
- N^o of researchers working in the private sector or % of researchers in companies or
- Share of interdisciplinary doctoral studies OR Percentage of doctoral program consistent with Innovative Doctoral Training Principles