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Mobility of Researchers and Career Development  
– Implementation Report 2005

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**COMMISSION STAFF WORKING DOCUMENT**

**Mobility of Researchers and Career Development  
Implementation Report 2005**

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## COMMISSION STAFF WORKING DOCUMENT

### Mobility of Researchers and Career Development Implementation Report 2005

#### EXECUTIVE SUMMARY

To secure and expand its role in science, technology and innovation, Europe needs an integrated strategy for developing human potential in research and technology. This includes stimulating people to embark on and follow research careers, encouraging European researchers to stay in Europe, and attracting the best brains from all over the world. With this objective in mind, the Commission suggested specific actions to improve the mobility of researchers in its 2001 Communication “*A Mobility Strategy for the ERA*”<sup>1</sup>. Thereafter, in 2003, a further Commission Communication “*Researchers in the European Research Area: one profession, multiple careers*”<sup>2</sup> highlighted research careers and suggested a series of measures to build up a genuine European labour market for researchers. This document is part of the regular reporting process on the mobility of researchers and career development, requested by the Council as a result of the measures proposed in the two communications.

The *aim* of the current 2005 implementation report (the fourth overall) is to provide an update on major achievements and progress made as part of the ongoing process in 2005, both at European and national level, through the Open Method of Coordination (OMC).

The main achievements in 2005 were as follows:

In March 2005 the Commission adopted the Recommendation on the “*European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers*”<sup>3</sup>. These documents, resulting from broad consultation among stakeholders throughout Europe, are key elements in the EU’s policy to make research an attractive career and improve employment and working conditions for researchers and, as such, are vital features of the EU strategy to stimulate employment and economic growth.

The first major initiative to raise awareness and support the *Charter and Code* implementation was the conference “*The European Charter for Researchers and the Code of Conduct for their Recruitment: turning policy into practice - Building the pool of talented researchers to achieve Europe’s goals and future innovation*” which was organised under the UK Presidency in September 2005 and set benchmarks for further action. The *Charter and Code* has been adopted or signed, or a commitment made for adoption, by a significant number of national Rectors Conferences, Research Councils or other major organisations and its principles have been incorporated into several national legislative acts or proposals for new regulatory frameworks. With regard to incentive schemes for the mobility of researchers, apart from the Community Marie Curie Schemes under which 1425 research institutions received funding in 2005, innovative actions were reported from a number of countries. These

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<sup>1</sup> COM(2001) 331 final of 20.6.2001.

<sup>2</sup> COM(2003) 436 final of 18.7.2003.

<sup>3</sup> C(2005) 576 final of 11.3.2005.

were mainly aimed at experienced researchers and attracting top scientists of all nationalities to the EU, and also encouraging inter-sector mobility.

Actions for establishing links with European researchers abroad have been explored. At EU level, the ERA-Link initiative, launched in 2005 and initially focusing on European researchers in the USA, aimed at networking European researchers active abroad to inform them about research developments in the European Research Area and the possibilities of contributing to them. At national level, several countries have also launched activities to establish links with expatriate researchers to promote collaboration with the European research community. This is seen as an important part of the strategy to develop an open, competitive and attractive European labour market for researchers, to encourage “brain circulation” and limit “brain drain” at European and world level.

In the field of support to mobile researchers, the *European network of mobility centres* (ERA-MORE), launched in June 2004, has been consolidated in the course of 2005 both at national and European level. Significant progress can be reported in terms of the operability of the 200 mobility centres in 32 countries. With the last 15 national launching events in 2005, all mobility centres are now operational. The network activity included training sessions and working groups as well as the 2005 annual conference, which was held in Bled (Slovenia) and was attended by 230 network members.

*The European Researcher’s Mobility Web Portal*, with information on fellowships, grants and vacancies available throughout Europe, on questions relating to entry conditions, access to employment, social security rights, taxation and the cultural aspects of a host country, is currently complemented by 29 different national mobility portals. Its job vacancy tool announces approximately 250 new job vacancies per month and the number of research organisations making use of this service is steadily increasing.

With regard to the *“researchers” package*, a Directive and two Recommendations on the admission of third-country nationals to carry out scientific research in the European Community, proposed by the Commission in March 2004, were adopted in September<sup>4</sup> and October 2005<sup>5, 6</sup>. All three instruments were published in the Official Journal (OJ L289) on 3 November 2005. The two Recommendations entered into force immediately, whereas Member States will have two years to implement the Directive by transposing it into national law. For the first time, a set of legal instruments specifically addressing researchers has been adopted at EU level.

Finally, a 6-month public-awareness-raising initiative, the *Researchers in Europe Initiative*, was launched in Luxembourg in June 2005 and concluded in Dublin on 2 December 2005. As part of the initiative, the *European Researchers’ Night* was held in Brussels on 23 September, complemented by 37 *Researchers’ Nights* held in 15 European countries. A further 60 projects, partially funded by the Commission, took place in 27 European countries.

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<sup>4</sup> Recommendation of the European Parliament and of the Council of 28 September 2005 to facilitate the issue by the Member States of uniform short-stay visas for researchers from third countries travelling within the Community for purposes of carrying out scientific research (2005/761/EC).

<sup>5</sup> Council Recommendation of 12 October 2005 to facilitate the admission of third-country nationals to carry out scientific research in the European Community (2005/762/EC).

<sup>6</sup> Council Directive 2005/71/EC of 12 October 2005 on a specific procedure for admitting third-country nationals for the purpose of scientific research.

## 1. INTRODUCTION AND GENERAL POLICY CONTEXT

### 1.1 Background

Investing in research in Europe does not really make sense without sufficient, well-trained researchers in the European Union. Without an increase in the number and quality of researchers, Europe will not be able to secure and expand its role in science, technology and innovation. This dedicated political attention to human resources in research started at the beginning of the millennium with the launch of the concept of the European Research Area<sup>7</sup> and the genesis of the Lisbon Strategy<sup>8</sup>, reflecting Europe's wider ambition of developing into the most competitive knowledge economy. Europe needs a considerable number of additional researchers, partly to replace the rapidly ageing workforce and partly to ensure that the commitment made by Member States in Barcelona,<sup>9</sup> to boost public and in particular private spending on research, can be fully exploited. While the number of researchers in Europe is rising, and is currently around 6 per 1000 members of the workforce, Europe still lags far behind other continents, where 8 or 9 researchers per 1000 are observed.

Europe cannot progress without a broad and integrated effort involving all stakeholders. A joint strategy aimed at finding ways to strengthen the quality and quantity of Europe's human potential in research and technology is desperately needed. This will involve stimulating students to embark on and follow research careers, encouraging European researchers to stay in Europe, and attracting the best from all over the world to Europe. Mobility – trans-national as well as inter-sectoral – is essential in such a strategy, as is the development of attractive career prospects in Europe. In fact, the ultimate aim of this strategy has become to develop an open, competitive and attractive European labour market for researchers, to encourage “brain circulation” and limit “brain drain” at European and world level.

As a first step towards the human resource objectives, the Commission suggested, in its 2001 Communication *A Mobility Strategy for the ERA*,<sup>10</sup> specific actions to improve the mobility of researchers to achieve a higher level of training and to improve the transfer of knowledge. Thereafter, in 2003, a further Commission Communication *Researchers in the European Research Area: one profession, multiple careers*<sup>11</sup> highlighted mobility in the wider context of research careers and also suggested a series of measures to build up a genuine European labour market for researchers. Both communications were endorsed by the European Council.<sup>12</sup>

Close cooperation is a prerequisite for the successful implementation of the measures proposed. Together with the participating countries represented in the *Steering Group on Human Resources and Mobility* (SG HRM), progress with implementation is achieved through the Open Method of Coordination (OMC), which is an active, on-going process.

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<sup>7</sup> COM(2000) 6 final of January 2000.

<sup>8</sup> European Council on 23-24 March 2000.

<sup>9</sup> Spring European Council 2002 in Barcelona.

<sup>10</sup> COM(2001) 331 final of 20.6.2001.

<sup>11</sup> COM(2003) 436 final of 18.7.2003.

<sup>12</sup> Council resolutions: OJ 2001/C 367/01 and OJ 2003/C 282/01.

## 1.2 Scope and aim of current report

This document is the 4<sup>th</sup> Implementation Report. It is part of the regular reporting process requested by the Council<sup>13,14</sup> and describes the progress in implementation made by the Commission and the countries participating in the Sixth RTD Framework Programme.<sup>15</sup> Each report builds on the previous one (see footnotes<sup>16, 17</sup> and<sup>18</sup>).

While the first two reports focused mainly on efforts to create a more favourable environment for the mobility of researchers, the third and fourth reports increasingly highlight activities to improve career prospects for researchers in Europe.

As the preceding report was extensive, it was agreed, with the members of the SG HRM, that this report would provide only a brief update of the major achievements and progress made, both at European and national level, focusing in particular on new developments and new best practice at national level.

## 2. CAREER DEVELOPMENT INITIATIVES

### 2.1 European Charter and Code

In March 2005 the Commission adopted the Recommendation on the *European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers*<sup>19</sup> as part of the activities announced as initiatives to be undertaken in the context of the *Career Communication*,<sup>20</sup> which analysed different aspects of the research profession and defined various factors affecting research careers at European level. These documents are key elements in the EU's policy to make research an attractive career and improve employment and working conditions for researchers. The Council addressed this issue and welcomed the Charter and Code in its conclusions of 18 April 2005.

The principles of the *Charter and Code* aim to give individual researchers the same rights and obligations wherever they work in the EU. This should help counter the fact that research careers in Europe are fragmented at local, regional, national and/or sectoral level, and allow Europe to make the most of its scientific potential. The *Charter and Code* contribute to this objective by addressing Member States, employers, funding organisations and researchers at all career stages. All fields of research are covered in both public and private sectors, irrespective of the nature of the appointment or employment, the legal status of the employer or the type of organisation or establishment in which the work is carried out.

The *European Charter for Researchers* addresses the roles, responsibilities and entitlements of researchers as professionals and their employers or funding organisations. It aims to ensure

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<sup>13</sup> Council Resolution of 10.12.2001, OJ C 367, 21.12.2001.

<sup>14</sup> Council Resolution of 10.11.2003, OJ C 282, 25.11.2003.

<sup>15</sup> Decision No 1513/2002/EC of the European Parliament and of the Council of 27 June 2002 concerning the sixth framework programme of the European Community for research, technological development and demonstration activities, contributing to the creation of the European Research Area and to innovation (2002 to 2006).

<sup>16</sup> SEC(2003) 146 of 4.2.2003.

<sup>17</sup> SEC(2004) 412 of 1.4.2004.

<sup>18</sup> SEC(2005) 474 of 6.4.2005.

<sup>19</sup> C(2005) 576 final of 11.3.2005.

<sup>20</sup> COM(2003) 476 final of 18.7.2003.

that the relationship between these parties contributes to the successful generation, transfer and sharing of knowledge, and to the career development of researchers. The *Code of Conduct for the Recruitment of Researchers* aims to improve recruitment, to make selection procedures fairer and more transparent, and proposes appropriate means of judging merit, not only on the basis of traditional academic criteria, e.g. the number of publications, but also using a wider range of evaluation criteria, including teaching, supervision, patents, spin-offs, other teamwork, knowledge transfer, research management and public-awareness activities.

#### *At EU level*

Various initiatives to raise awareness and support the implementation of the Recommendation on the *Charter and Code* have been undertaken at EU level. One important milestone in these activities was the conference *The European Charter for Researchers and the Code of Conduct for their Recruitment: turning policy into practice - Building the pool of talented researchers to achieve Europe's goals and future innovation*, organised under the UK Presidency in September 2005 in London.<sup>21</sup> The main aim of this event was to identify modalities and constraints for adopting and implementing the *Charter and Code* at individual, institutional and national level. It provided an opportunity to present and discuss examples of good practice from numerous countries and many participants representing all stakeholders, from governments to individual researchers.

In workshops and discussions, conference participants focused on various themes, and drew up conclusions and recommendations. The results and outcome of this conference are available on <http://europa.eu.int/eracareers/europeancharter> and are used as reference points for further initiatives. In addition, in the context of the OMC, bilateral meetings between the Commission, Ministries of Research, Conferences of Rectors and individual institutions were held in order to disseminate the contents of the *Charter and Code*, identify the impact on careers systems and discuss its practical implementation. Similarly, in order to raise awareness among researchers, the *Charter and Code* have become mainstream topics addressed at many scientific conferences, seminars, etc, and are systematically promoted through the European Researcher's Mobility Portal.

#### *At national level*

Practical implementation of the *Charter and Code* lies primarily with the employers, funding bodies and the researchers themselves. In close cooperation with the national authorities of the ERA countries, the Commission attempted to ensure that both instruments become authoritative references for all those responsible for developing, enhancing and maintaining a supportive working environment and culture for research, as well as for the researchers themselves.

In this context, information seminars and awareness-raising activities have been organised in almost all Member States and countries active in the implementation of the *Mobility and career* strategy. National governments should ensure that legislative/administrative procedures do not create problems with implementing the *Charter and Code*. Some Member States have already organised screening of their national legislative frameworks to analyse compatibility between existing national law and the principles laid down in the *Charter and*

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<sup>21</sup> Conference organised by UK GRAD, in close cooperation with the Office of Science and Technology and the European Commission.

*Code*, in some cases using a detailed questionnaire<sup>22</sup> to identify existing bottlenecks to practical implementation.

In a relatively short period this exercise has resulted in important achievements. Indeed, the following major organisations have either already adopted, or committed themselves to adopt, the *Charter and Code*:<sup>23</sup> the Italian, Swiss, French, Lithuanian, Slovak, German, Austrian, Belgian (French-speaking) Rectors Conferences; all the public Italian Research Organisations; the French National Research Councils (CNRS, INSERM and INRA), the Slovak Academy of Sciences and the Belgian FNRS.

The Lithuanian government has adopted a resolution and integrated the provisions of the *Charter and Code* into the *modus operandi* of all public sector research and educational establishments. Moreover, the principles of the *Charter and Code* are covered by several national legislative acts or proposals for new laws in France, Spain, Norway, the UK, Poland and the Czech Republic. The box below presents these, and additional achievements at national level, in further detail.

**AUSTRIA**: based on the recommendations of the Austrian Council for Research and Technology (February 2005), a reform process of doctoral and postdoctoral fellowship programmes was initiated in June 2005, with the implementation of the *Charter and Code* principles as a major objective.

**BELGIUM**: the Flemish Science Policy Council (VRWB) organised a debate in its commissions on implementing the *Charter and Code* in the Flemish research landscape. The result was a consensus among the main research actors that most of its principles are already in place in Flanders. The Flemish Council endorsed the spirit of the *Charter and Code*, though it was concerned that it might entail overregulation and compulsory measures.

In the French-speaking community, the Council of Rectors of the French-speaking universities of Belgium as well as the FNRS have decided to sign a commitment to the *Charter and Code*. Dissemination of the *Charter and Code* is being organised and implementation measures are being debated.

**CZECH REPUBLIC**: dissemination activities have been organised by a working group through the *National Information Network for Research and Development* set up by the Ministry of Education, Youth and Sports. This will be accompanied by discussion at national level based on the answers to a questionnaire sent to all involved bodies and researchers.

In the meantime, the *Ethical framework of research*, acknowledged by the Czech government, asked research institutes and universities to create or update their ethical codes in research according to the principles of the *Charter and Code*. A recommendation referring to the *Charter and Code* was included in the *National Innovation policy (2005-2010 document)*. The Ministry of Education, Youth and Sports plans to draft and adopt the Czech version of

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<sup>22</sup> Questionnaire initially developed by the Humboldt Foundation for use in Germany and then taken over and used in many Member States.

<sup>23</sup> The completely updated list, as well as more detailed information about signatories of the *Charter and Code*, can be found on the site <http://europa.eu.int/eracareers/europeancharter>, which also provides all *Charter and Code* language versions for downloading. The website also extends to interested researchers, research organisations, and/or anyone involved in the management of human resources in research, an invitation and opportunity to voice their own opinions and make comments.

*Charter and Code*. Finally, an evaluation report will be drafted every 2 years and will include corrective mechanisms.

**ESTONIA**: the public universities of Estonia have highly acclaimed the *Charter and Code*. In October the Rector's Conference adopted the general principles of the *Charter and Code*. Discussion has also been initiated at the level of the Estonian Academy of Sciences and the Estonian Union of Scientists.

Discussion on implementation will be linked with measures to improve the quality of researcher's careers and the establishment of new (and first) doctoral schools. In this context, universities have signed a quality agreement which standardises requirements for PhD candidates and university entrance. Other reforms such as increasing the doctoral candidates' allowance might also contribute to implementing the *Charter and Code*.

**FRANCE**: a working group set up at ministerial level, involving academic and industrial researchers, will look into the application of the *Charter and Code*. As a result the new proposal for the "innovation law" currently being discussed by the competent institutions makes a clear reference to the *Charter and Code* in its Annexes.

The CNRS, (National Council for Scientific Research), INRA (National Institute for Agriculture) and the INSERM (National Institute for Health and Medical Research) have signed the declaration of commitment to the Charter and Code.

The Rector's Conference of the French Universities (CPU) has officially declared its commitment to the principles laid down in the *Charter and Code*.

**GERMANY**: at its plenary assembly of November 2005, the German Rectors' Conference (HRK) adopted the *Charter and Code* and recommended that its member universities consider the recommendations contained in the *Charter and Code* where they have not yet been implemented and where their implementation is not impeded by statutory and other legal provisions. The HRK will as far as possible support the process of implementing the *Charter* by providing German universities with recommendations and information services. To this end, the HRK will initiate a process to identify the views and opinions of German universities, especially as regards legal and administrative frameworks which obstruct the implementation of the recommendation and still need to be changed.

**HUNGARY**: The National Office for Research and Technology supported the implementation of the *Charter and Code* by Hungarian research institutes and universities on a voluntary basis. A monitoring system to review the implementation of the *Charter and Code* will be developed in 2006. A positive uptake is expected by the Hungarian Rector's Conference and research institutes of the Hungarian Academy of Sciences, and the involvement of the business community is also foreseen.

**IRELAND**: the IUA<sup>24</sup> was engaged extensively and intensively in the *Charter and Code* preparation process through consultation with national stakeholders in universities, government agencies and other representative organisations (IBEC, etc). The IUA commissioned a strategic human resource management company, Graphite HRM,<sup>25</sup> to give a

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<sup>24</sup> IUA (Irish Universities Association) changed its name from CHIU (Conference of Heads of Irish Universities) in August 2005.

<sup>25</sup> <http://www.graphitehrm.ie/>

professional opinion of the draft *Charter* from a human resources perspective. The *Charter and Code* were discussed at the IUA *Building Research Careers* Conference in Dublin in May 2005.

With the launch of the *Irish Universities Quality Board (IUQB) Code of Practice for PhD Supervision and Training*,<sup>26</sup> the IUQB has launched its own charter for doctoral candidates. The IUQB was established by the governing authorities of the Irish Universities to increase inter-university cooperation and develop a unique quality model, with a view to facilitating reviews of the effectiveness of quality assurance procedures and their outcomes.

**ITALY:** at a conference organised at Camerino University in July, 43 Italian universities signed the declaration of commitment to the *Charter and Code*. This opened the way for a formal adoption of the Recommendation's principles within the internal regulations of Italian universities.

Area Science Park Trieste (AREA) and the National Research Council (Italy, CNR) adopted the *Charter and Code* in October 2005. The CNR Board agreed to transpose the general principles and requirements laid down in the *Recommendation* into its regulatory framework where researchers will take an active part in planning activities by taking on board new forms of scientific responsibility for building up their professional careers. The last 2005-2007 CNR three-year plan states that career recognition and development constitute a focal point for the CNR.

And finally, the Italian National Agency for New Technologies, Energy and the Environment (ENEA) and other Italian research institutes signed the declaration of commitment on 13 December 2005.

**LITHUANIA:** on 18 August 2005 the government of the Republic of Lithuania adopted Resolution No 906 “*Concerning the minimum requirements for qualifications for positions of scientists, other researchers and teachers in the State institutions of science and studies...*”, thus “*setting the pace for the recognition of researchers’ rights and obligations and the harmonisation of working conditions throughout the country, and also in relation to other EU Member States*”. The minimum requirements in the Resolution are non-retroactive in character; therefore the requirements do not apply to those who took their positions prior to the act entering into force. Also, the Resolution does not apply to research trainees.

**THE NETHERLANDS:** the *Charter and Code* are being brought to the attention of research organisations (incl. universities) and the private sector. An inventory was sent to stakeholders in research, to science and research organisations and to industry to assess the *Charter & Code* situation in the Netherlands. There is fundamental approval for the overriding goals of the *Charter and Code*.

**NORWAY:** In Norway, most of the *Charter and Code* objectives have already been met. Nevertheless, inter-ministerial conferences and preparatory work to ensure a smooth implementation of the *Charter and Code* have been organised. A new White Paper on research was presented to Parliament in March, focusing on researcher's recruitment and careers. At the national launch of the mobility portal on 22 September in Oslo, attended by the

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<sup>26</sup> [http://www.rcsi.ie/research2/docs/good\\_practice.pdf](http://www.rcsi.ie/research2/docs/good_practice.pdf)

Minister of Research, the *Charter and Code* were presented by the European Commission and were well received.

**POLAND:** the *Charter and Code* have been widely advertised on the website of the Ministry of Education and Science, which has also conducted an in-depth analysis of Polish law and its correspondence with the principles of the *Charter and Code*. As a result, all research entities have been invited by the Minister to implement the recommendations in their internal regulations and statutes. Certain legal acts will therefore be modified in order to respect the principles of the *Charter and Code*.

**PORTUGAL:** there has been broad dissemination of the *Charter and Code* through the network of mobility centres and through university centres to researchers and academics. Links have also been included in the national mobility portal. It should be mentioned that the principles of the *Charter and Code* are already reflected in national policy. National legislation *Estatuto do Bolseiro de Investigação* (EBI) (Lei nº 40/2004 of 18 August) defines the legal rights, obligations and social benefits of a researcher (*bolseiro*) at Masters and PhD level. Early-stage researchers can opt for a voluntary social security system offering support in the event of death or physical incapacity, old age, maternity, paternity adoption, illness and professional illness.

**SLOVAK REPUBLIC:** a roadmap leading to the implementation of the *Charter and Code* at national level has been elaborated in a process involving decision-makers as well as researchers from universities, public and private research organisations. This resulted in the signing of the *declaration of commitment* to the adoption of the *Charter and Code* by the Slovak Rectors' Conference on behalf of all Slovak public universities on 10 Nov. 2005. The Rectors' Conference thus stated that it would “*Require that researchers/themselves enforce any (to be) proposed recommendation; require the National Council of the Slovak Republic and the Government of the Slovak Republic to adopt legislative norms and measures that will appropriately support new perspectives as stated by the Charter and Code; appeal to the Ministry of Education of the Slovak Republic, the Slovak Academy of Sciences, the Slovak Union of Development and Research Organisations and other social and financial partners to implement policy and recommendations presented in the Recommendation*”. The Slovak Rectors' Conference was followed in December 2005 by the Slovak Academy of Sciences, a major public scientific institution in Slovakia which adopted the *Charter and Code* on behalf of its almost 60 research institutes.

**SPAIN:** the Ministry of Research has decided to screen the legislative framework for the national funding programmes. Several administrative steps have been taken to include a reference to the *Charter and Code* in all the Research Programmes of the Education and Science Ministry. For instance, in the “Torres Quevedo Programme”, a specific reference to the *Charter and Code* has been included specifying that it will be applied, and that both researchers and the beneficiary enterprises must follow the general principles of the *Charter and Code*.

Dissemination activities will also be carried out by the Ministry of Education and Science. Feedback from stakeholders is expected in 2006.

**SWITZERLAND:** the *Charter and Code* was well accepted by the Rectors' Conference, the Swiss National Science Foundation and the National Research Fund and forms part of more general reflections about the national strategy regarding European research policies. The adoption of the *Charter and Code* by the Rector's Conference of Swiss universities took place

on 16 September 2005. Its decision was notified to all the parties involved, inside as well as outside Switzerland.

The University of Geneva has also published guidelines on “*Intégrité dans la recherche scientifique*” with a specific reference to the *Charter and Code*.

**UNITED KINGDOM:** the Europe Unit, Universities UK and Research Councils UK will be considering how further to raise UK higher education institutions’ awareness of the *Charter and Code*. This is likely to involve mapping the principles of the *Charter and Code* onto existing practices and employment law in the UK so that universities in particular can clearly understand the relationship to the national context and the contribution that cohorts of well-managed and motivated researchers can make to the knowledge economy. Although the *Charter* is a voluntary instrument, the fact that its provisions draw heavily on UK experience means that its implementation should not pose problems for UK institutions; nevertheless it is a matter for individual institutions whether they wish to sign up to the *Charter*.

### *Prospects*

Based on the many reflections and discussions, in particular those at the abovementioned London conference, the Commission, in close cooperation with the SG HRM, and with all the stakeholders involved in implementing the *Charter and Code* at institutional level, will continue practical work towards its implementation at a wider level.

Challenges exist with regard to **legislative framework regulations** which impede the full implementation of the principles in the *Charter and Code*. Persisting legal or administrative bottlenecks of this kind, which hamper or prevent the implementation or adoption of certain principles, are an important concern, and work is needed to identify and map them. The mapping exercise, as well as the work required to change problem regulations, must be undertaken jointly with the SG HRM.

Less cumbersome, but nevertheless also a major challenge are **institutional practices, internal rules and existing working cultures**. As research organisations normally have the authority to take action to implement changes themselves, solutions are normally possible, but internal pressure from certain staff categories, or resistance due to historical practice, may turn out to be significant obstacles and require considerable efforts. This may be the case, for example, with regard the optimisation of research quality and the efficiency of researchers through quality assessment and promotion systems of researchers and staff evaluation/appraisal systems. Contractual aspects such as the stability and permanence of employment, equitable social security provisions, funding mechanisms and other incentives may be similarly affected.

While adhering to the *Charter and Code* is a commitment to move towards respect for all its principles, **practical implementation** implies a long process based on a more technical and generally also demanding approach. Research institutions will indeed be challenged for action far beyond the signature of the *Charter and Code*, and for many the implementation phase may be long and cumbersome.

The **transparency** of this process is important, and requires that the institutions demonstrate to the outside world the way they implement each of the *Charter and Code* principles. The Commission will provide guidelines and collect examples of good practice to assist organisations in their efforts. To this end the Commission’s *Charter and Code* website

<http://europa.eu.int/eracareers/europeancharter>) will be regularly updated with frequently asked questions, the list of signatories and other relevant information (e.g. reference to the detailed implementation modalities being applied by the signatories of the *Charter and Code*, including feedback mechanisms allowing for more interactive exchanges between the Commission and interested organisations or individual researchers).

As the attractiveness of research careers is a key element in the creation of a labour market for European researchers and Europe's competitiveness in this area, the Commission will continue its full support for national initiatives and intensify its awareness-raising activities by regularly referring to the two instruments in all its policy-related activities regarding human resources in R&D. This will include information about the current and forthcoming Research Framework Programmes, including the fact that financial support obtained through its instruments must be spent respecting the *Charter and Code* principles.

Furthermore, in close cooperation with the Commission and the European Universities Association (EUA), on 1 and 2 June 2006 the Austrian Presidency will organise a conference entitled "*A Researchers' labour market: Europe – a pole of attraction? The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers as a driving force for enhancing career prospects.*" The conference will address the conditions under which the European researchers' labour market can be a world-wide pole of attraction for well-trained and highly-motivated researchers at all levels. It will also explore the extent to which the *Charter and Code* are a driving force for enhancing career prospects. The event will serve as an opportunity to evaluate progress made with the implementation of the *Charter and Code*, to identify implementation models for different organisations, (e.g. industry versus academia), to see how such experience can serve as examples to be followed and identify persisting bottlenecks for the successful application of the *Charter and Code* at national, regional, institutional and inter-sectoral levels. It should also help all interested stakeholders to organise themselves in a more structured way to better meet the challenges Europe needs to face as regards its researchers.

Finally, the Commission envisages carrying out a first structured assessment of progress made with implementing the *Charter and Code* by the end of 2006.

## **2.2 Structuring and financial initiatives**

### ***Financial and support schemes***

#### *At EU level*

In 2005, there were 5233 eligible proposals in reply to calls for proposals for 13 different Marie Curie actions. Of these, 960 proposals were selected for funding, which represents an average success rate of 18% (compared to 16% in 2004 and 20% in 2003). The highest competition was for Research Training Networks (4%) and Host Fellowships for Early Stage Training (13%), while Development Host Fellowships (16%) and Individual Fellowships (17-23%) ranked average. Industry-Academia Transfer of Knowledge partnerships had a high success rate (76%), as did Reintegration Grants (97-100%), for which there was sufficient budget to fund all the proposals which met the quality thresholds. In 2005, 1425 participant institutions were supported within the 960 selected projects, bringing the amount to 4500 over the three first years of the FP6 (2003-2006).

**AUSTRIA:** a national expert group started to work out a strategic concept on Human Resources in October 2005.

Improved framework conditions for RTD were also developed, including Federal Government contributions to:

- special funds for RTD (€600 million from 2004 to 2006, including the allocation of additional funds to “Austrian fields of strength”)
- a “Research Billion” announced in 2005 by the government to be distributed in the period up to 2010
- the National Foundation for Research, Technology and Development, set up in 2004, and providing an additional annual amount of €125 million for R&D funding
- widening the scope of the indirect funding system (e.g. tax subsidies; €100 million p.a.).

**BELGIUM:** in 2005 the Flemish government adopted the principles of a new funding programme, “Odysseus”, which aims to attract top postdoctoral scientists to Flanders, regardless of their nationality. Candidates will be selected following a peer review procedure, which will take place in close cooperation with the Flemish universities, who will act as host institutes, and the Fund for Scientific Research Flanders. The programme will offer a five year grant to selected scientists, enabling them to establish an independent research team. The first call for proposals is scheduled for 2006 with an annual budget of approximately €12 million.

Another new funding programme, “Methusalem”, targets top scientists who are already active in Flemish universities and provides them with a substantial amount of structural funding for their laboratories on the basis of proven merit. The principles for this programme were adopted by the Flemish government in February 2006. The programme will be implemented in the course of 2006.

Finally, the first calls for proposals were launched for the Industrial Research Fund (IOF) in 2005. It allows the funding of postdoc mandates (and will eventually also allow the funding of research projects) for university-based researchers wishing to carry out strategic basic research, i.e. research which shows a clear potential for market-oriented applications in the not-too-distant future. The annual budget for the IOF in 2005 was €10 million, but it is scheduled to increase substantially over the coming years.

**ESTONIA:** the *Estonian Action Plan for Growth and Jobs 2005–2007 for implementation of the Lisbon Strategy*, approved by the government in October 2005, focuses on the modernisation of R&D infrastructure such as creating a competitive R&D environment, and also includes different actions concerning the development of human resources in R&D advancement:

- creating postdoctoral positions (2006) and introducing of a supplementary scheme of doctoral courses to warrant a larger number of doctoral degree holders, including for

foreign doctoral students, and active measures to attract foreign doctoral students to Estonian universities (2007).

- developing possibilities for student and researcher mobility between research institutions and enterprises in the course of their study and research careers (2006).

The Action Plan aims to increase the number of doctoral course graduates (per year) from 138 in 2004 to 300 in 2015, to increase the percentage of foreign doctoral students from 3% in 2004 to 10% in 2015 (3 000 foreign students), and to increase R&D staff in the enterprise sector (full-time equivalents) from 763 in 2003 to 1150 in 2008.

A *Strategy for the Internationalisation of Higher Education (2006-2015)* is currently at the stage of inter-ministerial consultation. The strategy describes both the purpose of and means of achieving internationalisation, and addresses the issues of creating a supportive legal and administrative framework; internationalising the study process; and establishing institutional support for internationalisation. The strategy foresees, amongst other things, simplified recognition of academic qualifications, an improved framework for joint diplomas, easier access for students and researchers from third countries, a revision of the system of social guarantees for third country doctoral students (awarding PhD students from other EU countries the same health insurance, State and other benefits as Estonian nationals), more foreign academic personnel, international recruitment for regular positions incl. international recruitment committees, degree courses in foreign languages, support for the reintegration of Estonian researchers abroad, incl. active communication with the research diaspora etc.

The main responsibility for implementing the Strategy lies with universities and with the Ministry of Education and Research chairing the national coordinating body. As of 2006, the intention is to allocate ca. €2 million annually from the State budget for the implementation of the Strategy. Additional funding is expected from international sources, including the Structural Funds, on a project basis.

In addition to this, a new initiative, *Knowledge-based Estonia 2007-2013: Research, Development and Innovation Strategy* is currently being developed. The development of human capital is one of its principal objectives. The strategy aims to increase the number of researchers and engineers by 7% annually, to 8 researchers per 1000 members of the workforce in 2013.

**IRELAND:** government investment in R&D increased five-fold to €2.5 billion in the National Development Plan 2000-2006, from €0.5 billion between 1994 and 1999, leading to a doubling in the number of PhD degrees.

In April 2005 the Minister for Enterprise, Trade and Employment announced a €1 million scheme aimed at boosting the number of women scientists in Ireland<sup>27</sup>. The initiative comprises three Science Foundation Ireland (SFI) funded programmes aimed at addressing the under-representation of women in Irish science and engineering research. Under the SFI initiative, women who have left careers in science, engineering and technology will be encouraged to return to their professions, and equal opportunity measures will be developed to allow women to compete on the basis of their scientific expertise, knowledge and potential.

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<sup>27</sup> <http://www.sfi.ie/>

The IUA has promoted Ireland as a location for research at various international events, e.g. at the American Association for the Advancement of Science (AAAS) conference in February and at the Washington D.C. Chapter of Bio Link USA-Ireland. The portals, [www.researchcareersireland.com](http://www.researchcareersireland.com) and [www.expertiseireland.com](http://www.expertiseireland.com), which complement each other in providing information, assistance and expertise on research opportunities in Ireland and Europe, are an efficient tool for marketing Ireland as a job market for researchers, and reveal a considerable number of opportunities for US/Ireland collaboration.

In May, the IUA organised the conference *Building Research Careers – the Postdoctoral Experience*, to identify current strengths and weaknesses operating at postdoctoral level, and to identify examples and opportunities for improvements in the system of programme design, working arrangements, long-term sustainability of researcher careers, mobility issues etc.

The concept of a *Career Acceleration Award* is being considered as part of the new National Research Plan. This would take the form of a 7-year funding stream that would include:

- a 4-year PhD and 3-year postdoc programme or
- a 3-year postdoc and 4-year careers establishment programme.

The funding would not be guaranteed for the whole 7 years as there would be a performance measure built in. The purpose is to give prospective researchers the possibility of long-term funding to make a career in research more attractive to Irish and international researchers. The programme is seen as an ideal candidate for co-funding under the *Marie Curie* Action in the proposed “People” Programme (FP7).

**LITHUANIA:** on 1 August 2005 the Lithuanian Parliament (Seimas) adopted amendments to the Law on Higher Education establishing the position of postdoc as well as defining the legal status of postdoctoral researchers.

**POLAND:** in 2005 the Polish government passed a new law on the financing of science. Under this new legislation, the Ministry of Science and Education has proposed three new mobility programmes for researchers, scheduled to be implemented in 2006:

- **the programme for the international mobility of researchers** aims to increase the international mobility of Polish researchers and indirectly improve their level of excellence; provide access to unique research equipment and a possibility of presenting Polish research on an international scene. The programme is aimed at postdoctoral researchers (objective of 100 researchers per year), carrying out 2-3-year projects. Support will be granted for the researchers’ subsistence costs and current expenses – up to €2 000 per month with additional allocations for spouses and children, as well as for travel costs.
- **the programme for the inter-sectoral mobility of researchers** aims to increase the mobility of Polish researchers between the R&D sector and the economy. The desired effect of the programme is to reach the EU level of researchers employed in business enterprises from the present 6.7% of the total number of researchers, to 50%. The programme is aimed at entrepreneurs willing to employ researchers from public research units to perform R&D projects lasting up to 3 years. Support will be granted (co-financed by the company) for salaries and the training costs of the researcher performing the R&D project.

- **the programme supporting the career development of young doctors – financing the research of outstanding young researchers** aims to help young researchers (from postdoc to experienced researchers) to acquire appropriate experience, knowledge and abilities, stimulating their career by performing R&D projects independently. The aims will be achieved by financing researchers to carry out research projects in a different institution from the one that awarded the PhD title, thus contributing to the level of mobility of young scientists between research institutions. The objective of the programme is to finance 100 researchers per year. This programme will replace the current POL-POSTDOC II Programme initiated in 2004.

### ***Re-attracting or establishing links with European researchers abroad***

#### *At EU level*

The ERA-Link initiative aims to network European researchers' communities outside Europe, to inform them and allow them to interact, and to build synergies at European level with several national activities that establish links with expatriate researchers to promote collaboration with the European research community and support "brain circulation". This is seen as an important part of the strategy to develop an open, competitive and attractive European labour market for researchers, to encourage "brain circulation" and limit "brain drain" at European and world level.

The establishment of a network of European researchers in the USA is the central element of the first phase of the ERA-Link initiative<sup>28</sup>. Considerable progress was made over the course of this year, enabling the project to enter a new phase of consolidation and expansion, with membership in the USA reaching 3 000 and steadily growing. Resources have been identified within the "Human Resources and Mobility" part of the 6<sup>th</sup> Framework Programme, in order to give ERA-Link the support, tools and visibility necessary for its full development.

#### *At national level*

**AUSTRIA**: the Brainpower-Austria programme was launched at the beginning of January 2004. Due to the experience of the first year of operation the range of activities and the services on offer have been extended ([www.brainpower-austria.at](http://www.brainpower-austria.at)). The project is also linked to the Austrian Researcher's Mobility Portal [www.eracareersaustria.at](http://www.eracareersaustria.at).

**ESTONIA**: expatriate researchers have been specifically addressed in the *Estonian Action Plan for Growth and Jobs 2005-2007*. Actions include encouraging expatriate Estonian researchers and top specialists to return to Estonia by creating favourable and attractive conditions at home for either starting or continuing their careers, using both active (return grants) and passive measures (improvement of general environment for R&D) and thereby partially compensating for the brain drain (2007).

**HUNGARY**: the Hungarian America Foundation Inc. has initiated a homecoming forum which consists of an annual meeting of young Hungarian professionals in the US, a

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<sup>28</sup> The European Researcher Abroad – Link (ERA-Link) initiative started in 2004 with a survey of European researchers in the USA to assess the needs of such a network. For more details: [www.eurunion.org/legislat/st/eralink.htm](http://www.eurunion.org/legislat/st/eralink.htm)

publication to help those who decide to return and an online database of networking and job opportunities (Hunex Portal).

The National Office for Research and Technology (NORT) supports the establishment of a database of Hungarian researchers living abroad, and job vacancies. The data is useful for Hungarian research institutes and universities seeking candidates.

With the support of NORT a booklet has been published called *Hungarian Research Directory* – also available in electronic format – in which 238 Hungarian research institutes, structured according to the thematic fields presented by the ORTELIUS THESAURUS, advertise their job vacancies.<sup>29</sup>

**SPAIN:** the “I3” Programme has been created to provide stable positions for researchers in universities and other research centres. As the positions will be given to researchers who have developed a brilliant career (abroad, in many cases), the programme will encourage expatriate researchers to come back to Spain.

**SWEDEN:** Sweden has had a total net inflow of researchers, but this is levelling out (approx 4100 in and 3800 out, for the period 2001-2004). For most countries the inflow is roughly equal to the outflow, but the figures show, for example, a net loss to the US, Canada, France, Austria and Switzerland and a net gain from Denmark, Germany and China.

**SWITZERLAND:** Switzerland has an open research system. At Swiss universities 33% of the total 4500 professorship and senior lecturer positions are occupied by foreign nationals. 48% of a total of 9700 PhD and postdoc positions (*Mittelbaustellen*) are occupied by foreign nationals. More than 50% of the funding allocated by the Swiss National Science Foundation goes to non-national researchers working in Switzerland.

As a re-attraction mechanism the Swiss National Science Foundation allocates professorships at Swiss universities for up to six years to researchers with several years’ postdoc experience abroad. Several information tools exist as well: *Swiss Talents* is the network of highly skilled professionals living abroad, who are Swiss or have strong ties to Switzerland; *Swiss Brains* is the Swiss-based information and service tool for highly-skilled Swiss citizens who live abroad and intend to return back home, and there is also the *Career Desk* of the Swiss House for Advanced Research and Education in Boston, USA.

### *Prospects*

With regard to the ERA-Link initiative, the prospective developments for the USA in 2006 include a renewed outreach campaign to consolidate collaboration and expand the membership; upgrading the website to provide more information as well as new services and networking features; distributing a newsletter; organising a number of meetings and events across the USA, and more structured participation in career fairs. A major event is also envisaged in connection with the visit of Commissioner Potočnik to the USA in June 2006.

At a later stage ERA-Link will be expanded to European researchers in other countries. The longer-term prospects of the ERA-Link initiative should be assured under the legal basis and with the resources proposed within the “People” specific programme of FP7.

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<sup>29</sup> The *Hungarian Research Directory* is available only in English.

### 3. REMOVING OBSTACLES TO MOBILITY

#### 3.1 Information and assistance for researchers

##### *The European network of mobility centres – ERA-MORE*

###### *Activities undertaken by the network at national and European level*

After its launch in June 2004, the ERA-MORE network was consolidated in the course of 2005 both at national and European level. Significant progress can be reported in terms of the operability of the 200 mobility centres in 32 countries<sup>30</sup> and networking between ERA-MORE members.

Since the *Implementation Report 2004*, national launches have taken place in a further 15 countries<sup>31</sup> with the result that all the mobility centres were set up by the end of 2005. Contracts for EU funding for national work programmes were signed with the remaining two countries<sup>32</sup>. In all 30 countries that received co-funding for national efforts to organise the work of the mobility centres, the national work programmes are being implemented, covering mainly staff training, networking at national level, developing and updating the national portals, information material for researchers, promotion activities and cooperation with policy stakeholders.

At European level, a series of group dynamic (*animation*) activities, outlined in the Action Plan 2005, were organised in order to enhance the European dimension of the network and to ensure its smooth operation, seeking for a coherent quality of services provided by the mobility centres. Whereas these group dynamic activities were previously restricted to bridgehead organisations,<sup>33</sup> in 2005 they became accessible to all network members. The main objectives were the exchange of good practice, the sharing of expertise and the acquisition of new competences. In this context pilot training sessions were organised on multicultural communication, external communication and media skills, the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*, social security, taxation and scientific visas.

As ERA-MORE is currently based mainly on academic or public host structures, a workshop on the involvement of industry was organised. In order to ensure an overall good quality level, a working group on quality issues was set up to discuss issues such as helpdesk applications, performance indicators, client satisfaction, quality of information and service, liability and accountability.

To improve the communication between network members in different countries, an internet-based extranet application was developed, providing for a member database, the exchange of material, event management and a discussion forum. An extranet working group was created to define user specifications, to give feedback during the development phase and to test the pilot application.

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<sup>30</sup> <http://europa.eu.int/eracareers/era-more>

<sup>31</sup> BE, CH, CY, CZ, EE, ES, IT NL, LT, LV, MT, NO, SE, SI, TR.

<sup>32</sup> BE, RO.

<sup>33</sup> Bridgehead organisations are organisations coordinating national network partners. There are a total of 40 bridgehead organisations in 32 countries.

Three meetings of the bridgehead organisations, as the national coordinators, were organised with the objective of discussing strategic issues and common concerns.

The 2005 annual conference of the ERA-MORE network was held on 23-25 November 2005 in Bled (Slovenia). Attended by 230 network members and external experts, this conference was conceived as a combination of policy-oriented plenary and panel sessions with workshops on practical issues raised by the network members. While the main challenges identified during the conference related to quality, promotion, cooperation and strategic issues, progress was reported in all fields of work. In particular, evidence was provided that the mobility centre services are increasingly used by researchers and their families, indicating that ERA-MORE is meeting a real need. In addition, the conference proved that, 18 months after its official launch, ERA-MORE succeeded in generating a networking effect, resulting in cooperation between the members of different countries within and beyond the group dynamic (*animation*) activities.

It should also be noted that co-operation with other Commission-funded networks took place both at national and European level, for example DG Enterprise's *Euro-Info Centre network*, DG Employment's *EURES network*, and DG Internal Market's *Citizens' Signpost Service*.

### *Prospects*

In the coming year, emphasis will be put on consolidating the ERA-MORE network, in particular by:

- increasing the visibility of the services that mobility centres provide to researchers and their families by appropriate promotion activities
- measuring the quality of services by implementing common indicators
- facilitating cooperation and networking by reinforcing European group dynamic (*animation*) activities
- overcoming the academic character of the network by targeting industry
- developing models for sustainable operation after the EC start-up funding ends
- positioning ERA-MORE among the actors also operating in the field and further exploiting synergies with them.

### ***The European researcher's mobility web portal***

The portal, <http://europa.eu.int/eracareers>, was launched in 2003 with the aim of improving access to adequate information on fellowships, grants and vacancies throughout Europe as well as on the entry conditions, access to employment, social security rights, taxation and the cultural aspects of a host country. As a shared initiative between the Commission and the participating countries, the European portal is complemented by a number of national mobility portals.<sup>34</sup>

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<sup>34</sup> Twenty-nine national Researcher's Mobility Portals are already available: AT, BE, BG, CY, CZ, DK, EE, FI, FR, DE, EL, HU, IS, IE, IL, IT, LT, LV, NL, NO, PL, PT, SK, SI, ES, SE, CH, TR, UK. ([http://europa.eu.int/eracareers/index\\_en.cfm?l1=8](http://europa.eu.int/eracareers/index_en.cfm?l1=8))

### *Activities undertaken by the Commission*

The Commission continued to emphasise the need for the development of national mobility portals, with a high degree of interoperability.

The job vacancy search tool was improved, and as a result approximately 250 new job vacancies per month are currently on view on the portal<sup>35</sup> with a constant increase in the number of research organisations making use of this service. The number of posted *curricula vitae* – an option offered to researchers – is also increasing. So also are the numbers of page views per month, with an average of about 180 000 per month.

With regard to the international dimension of the portal, collaboration has been established with Canada, New Zealand, Chile, South Africa and Australia.

In order to further promote all the activities related to the portal and the other career and mobility related initiatives, the Commission is issuing the Newsletter *Europe4Researchers* which is published in electronic format and available through the European portal.<sup>36</sup>

Cooperation has been further strengthened with the following European portals:

- “Your Europe”<sup>37</sup> (practical information for citizens and businesses on rights and opportunities in the EU and its internal market)
- “Citizens’ Signpost Service”<sup>38</sup> (for EU citizens who encounter problems with mobility in the European internal market)
- “CORDIS” (Community Research & Development Information Service)<sup>39</sup>
- “EURES” (European Employment Services)<sup>40</sup>
- “PLOTEUS” (the Portal for Learning Opportunities).<sup>41</sup>

### *Activities undertaken at national level*

To date, there are 30 national portals which are fully operational and integrated into the European portal<sup>42</sup>. The full development of the respective national portals/web sources is essential for successful implementation of the *Mobility Strategy* at both national and European level. The majority have agreed to foster integration as regards a common URL (mentioning *Eracareers*) and the structure, content and possible exchange of data between the national portals and the European portal; others, however, have opted for a lower level of interoperability.

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<sup>35</sup> [http://europa.eu.int/eracareers/index\\_en.cfm?l1=13](http://europa.eu.int/eracareers/index_en.cfm?l1=13)

<sup>36</sup> <http://europa.eu.int/eracareers/newsletter>

<sup>37</sup> <http://europa.eu.int/youreurope/>

<sup>38</sup> <http://europa.eu.int/citizensrights/signpost/>

<sup>39</sup> [http://www.cordis.lu/national\\_service/en/](http://www.cordis.lu/national_service/en/)

<sup>40</sup> <http://europa.eu.int/eures/index.jsp>

<sup>41</sup> <http://europa.eu.int/ploteus/portal/home.jsp>

<sup>42</sup> [http://europa.eu.int/eracareers/index\\_en.cfm?l1=8](http://europa.eu.int/eracareers/index_en.cfm?l1=8)

## *Prospects*

There is a constant need to monitor the quality of the information provided. This will require further development of the commonly agreed “quality culture” at both European and national level. The Commission will continue to seek structured feedback on the quality, added value and necessary technical adjustments from the research community. Future developments include the integration of multilingual features, the extension of the international dimension and improved interoperability in terms of job publication.

### **3.2 Entry conditions for researchers**

The “researchers” package - a Directive and two Recommendations on the admission and residence of third-country nationals to carry out scientific research in the European Community proposed by the Commission in March 2004 - was adopted in September and October 2005 and all three instruments were published on 3 November 2005 in the Official Journal.<sup>43</sup> The two Recommendations entered into force immediately, whereas the Member States will have two years to implement the Directive by transposing it into national law. For the first time, a set of legal instruments specifically addressing researchers has been adopted at EU level. The package covers both short and long stays of researchers in the common area.

#### *Action undertaken at EU level*

The Directive – which concerns all Member States with the exception of the United Kingdom and Denmark – sets up a specific accelerated procedure for admitting third-country researchers to the Member States for more than three months to carry out research projects on the basis of “hosting agreements” signed by a foreign researcher and an accredited public or private EU research organisation. The implementation of the Directive will result in various improvements in relation to the previous national rules: a common definition of “researcher” will be established in Community Law<sup>44</sup> for the first time; researchers admitted under this scheme will no longer have to obtain work permits in the Member States and no form of “quota” fixed by the Member States will be permitted; family reunification and intra-UE mobility will be facilitated; and finally, the non-discrimination principle *vis-à-vis* national researchers will be ensured, for example as regards working conditions and social security.

The first Recommendation on long-term admission, which applies to all Member States, with the exception of the United Kingdom, Denmark and Ireland, calls on Member States to anticipate to some extent the objectives of the Directive with reference in particular to exemptions from/the acceleration of the procedure to deliver work permits for researchers, and easing the residence permit procedure.

The second Recommendation on short-term visas (i.e. entry for less than three months) aims to facilitate the delivery of uniform visas, for instance to participate in conferences, seminars, etc. in the EU. The adopted text recommends that Member States rapidly deliver short-term visas (including multiple visas); adopt a harmonised approach to the documents supporting visa applications, and reinforce consular cooperation. This Recommendation does not apply to the UK and Ireland, and Denmark will decide within six months whether or not to apply it.

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<sup>43</sup> O.J. L 289 of 3 November 2005.

<sup>44</sup> Article 2 of the directive: "Researcher" means a third-country national holding an appropriate higher education qualification, which gives access to doctoral programmes, who is selected by a research organisation for carrying out a research project for which the above qualification is normally required.

Although the new Member States will not apply this Recommendation until their full participation in the Schengen area, in the meantime they could still set up similar facilitated visa procedures under their national law.

*Activities undertaken at national level*

**AUSTRIA:** two legal amendments regarding admission procedures and work permits for foreign researchers came into effect in 2005:

- the “Employment Act for foreigners” (*Ausländerbeschäftigungsgesetz*) establishes the exemption from work permits or quotas for foreigners working in education and research;
- the “Federal Act on settlement and residence in Austria 2005” (*Bundesgesetz über die Niederlassung und den Aufenthalt in Österreich 2005*) simplifies the procedures for admission and residence permits for third country researchers, based on the certification of research institutions. Researchers employed by such institutions can obtain residence (and work) permits without additional scrutiny by the legal authority.

**IRELAND:** *work permits for non EU researchers:* in 2003, the IUA made an agreement with the Department of Enterprise Trade and Employment (DETE) that provided fast-track work permits for non EU researchers coming to Irish universities. In January 2006, a much broader agreement extended this procedure to publicly funded researchers from third countries coming to all public HE institutions and public research organisations (including those to be employed in industry).

*Immigration Bill:* the Department of Justice has launched a consultation document for a new Bill on Immigration. The IUA in consultation with national agencies such as the IBEC (Irish Business Employers Confederation) and the IDA (Irish Development Authority) has recommended that, in line with the Third Country Directive, Ireland should introduce a structure giving researchers coming to Ireland visa and work permits for themselves and their spouse/family (where relevant) for the full duration of their contract, and multiple re-entry visas to ensure maximum opportunity for travel for the duration of their contract.

*Third Country Directive:* Ireland has opted into the Third Country Researchers Directive despite being a non-Schengen State. The Department of Enterprise, Trade and Employment is working closely with the Department of Justice and the Department of Education with a view to implementing this Directive by the end of 2006. Examples of researchers who have been unable to travel to Ireland, have decided to work elsewhere or have abandoned their research positions in Ireland due to visa and work-permit obstacles have been highlighted and brought to the relevant governmental departments and policy makers for review, which has helped the IUA achieve improvements in the work permit procedures for researchers.

**THE NETHERLANDS:** a special provision was implemented as of 1 May 2004 regarding researchers wishing to carry out research activities in the Netherlands as part of a bilateral or multilateral agreement between the Netherlands and i.e. China. Under this provision, Chinese researchers may carry out (part of) a research project in the Netherlands for the duration of the agreement without their hosting organisation having to obtain a work permit for them. The same applies to Chinese researchers receiving grants by the EU (e.g. a Marie Curie fellowship) or a research organisation subsidised by the Dutch government.

As of 1 October 2004 the government has implemented measures that are beneficial to a broad scope of knowledge migrants from outside the EU/ERA. Some of these steps are outlined below.

- Employers are no longer obliged to apply for a work permit for the admission of the knowledge migrant.<sup>45</sup> The migrant now needs only a residence permit.
- The knowledge migrant will be given a standard residence permit for the (maximum) term of five years, subject to the restriction “knowledge migrant”.
- Covenants (legal contracts) with current covenant holders within the framework of the abridged authorisation for temporary stay procedure will include an extra clause on the knowledge migrant in the event of the covenant being extended. Companies or institutions with which no covenant has yet been agreed must submit a signed (standard) contract with the government together with the application for a residence permit for the knowledge migrant.
- Different fees apply to applications within the framework of the abridged authorisation for temporary stay procedure, and applications for a residence permit subsequent to the authorisation for temporary stay procedure.
- Foreign students who have successfully completed their higher education program (HBO/WO-level) in the Netherlands have 3 months to find a position that qualifies them as knowledge migrants. If they succeed in finding such a position then the abovementioned measures apply. During the 3-month period students must have sufficient means to cover their own living expenses (applying for social security or welfare will lead to termination of legal stay).

A recent survey (September 2005) showed that so far over 1000 companies and institutions have been admitted under the new fast track procedure, resulting in a total of 929 temporary stay permits and 964 residence permits for knowledge migrants.

**NORWAY:** in Norway, the Ministry of Education and Research has demanded that the universities and regional colleges announce their vacant researcher positions, including PhD grants and postdoc positions, on the European researcher's mobility web portal.

**SPAIN:** a new regulation was adopted in December 2004 (R.D. 2393/2004) setting up procedures for entry conditions for third country nationals; specific and easier procedures were established for researchers. A work permit is not required by:

- foreign technicians and researchers who have been invited or hired by a public administration (i.e. the State, autonomous communities or local entities) or other organisations that promote or develop some kind of research and technological development, where the administration has a share.
- foreign teachers invited or hired by a Spanish university.

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<sup>45</sup> A “knowledge migrant” is defined as a migrant who comes to the Netherlands to carry out salaried employment and who earns a gross income of € 45,000 or more (around € 32,600 in the case of migrants under the age of thirty).

The competent government authorities will also adopt a resolution on the short-stay visa within 7 days (silence is understood as a positive resolution).

### *Prospects*

It is crucial that the Member States act to ensure a smooth implementation of these instruments. In this context there should be close coordination between the main competent authorities, i.e. Ministries of research (including SG HRM), migration authorities, the Ministry of Foreign Affairs, the Ministry of Social Affairs, etc., and operational bodies, e.g. ERA-MORE, should also play a vital role by helping to identify the most appropriate solutions for the new legislative texts. Stakeholders from the research community can participate by intervening with appropriate policy instances to ensure the timely start of the legislative process, and actively contribute to the substance of the new legislation. This implies effective coordination mechanisms between research and migration authorities, as well as national awareness-raising, and information and training initiatives on the impact of the three instruments on national legislation and administrative procedures.

The Commission, in addition to its institutional tasks related to the monitoring of the implementation of the three instruments by the Member States,<sup>46</sup> will both take initiatives and support the national initiatives.

### **3.3 Social security & taxation**

In the area of *social security & taxation*, various awareness-raising and training initiatives were carried out by the Commission and the Member States; in parallel, legislative actions undertaken by the Commission's competent services in areas relevant to researchers' career development and mobility issues (such as the proposal for a directive in the area of occupational pension rights) were closely followed.

The political and legal contexts of social security and taxation are based on the principle of national competence, with the EU having only a coordinating role. The lack of specific legislation on researchers as such, and the fact that researchers are not recognised as a uniform category of workers can unfortunately create inconsistencies between regulations, administrative procedures and practices, and consequently various problems with mobility.

With the transposition of this Council Directive (12/10/2007), third country researchers admitted under the terms of this directive will enjoy equal treatment with nationals of the Member States of residence, as concerns in particular tax benefits and social security as provided for in Article 12 of this directive. The Commission has been addressing these problems and in its Communication *“More Research and Innovation: Investing for Growth*

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<sup>46</sup> Article 19 (2) directive: “Member States shall communicate to the Commission the text of the main provisions of national law which they adopt in the field covered by this Directive”. 1<sup>st</sup> recommendation: Member States should “Inform the Commission about the measures they have adopted in order to facilitate the admission of researchers from third countries”. 2<sup>nd</sup> recommendation on visas: Member States should “Undertake to supply the Commission, one year after the adoption of the recommendation, with information about best practices adopted to facilitate the issue of uniform visas for researchers, to enable it to evaluate the progress made”.

*and Employment - A Common Approach*”<sup>47</sup> it confirms that “...mobile researchers still face legal, administrative and information problems, notably related to tax and social security...”.

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<sup>47</sup> COM(2005) 488 final.

### *Actions undertaken at EU level*

The consultation by DG RTD in 2005 confirmed that the majority of problems encountered by mobile researchers with regard to social security and taxation are of an administrative nature or due to a lack of information. This confirmed the partial conclusions of the surveys carried out in 2004 by the SG HRM, the ERA-MORE mobility centres, the Marie Curie Fellowship Association, etc.

Therefore, most of the actions undertaken by the Member States (through the SG HRM and/or ERA-MORE) and DG RTD were aimed at improving the information flow towards researchers, setting up contacts with other networks (such as TRESS<sup>48</sup>) which could help to solve problems linked to social security, and organising training sessions.

The Commission drafted information material and proposed some possible actions to address social security and taxation problems currently affecting mobile researchers.

### ***Other relevant Community activities concerning social security in 2005***

Differences between Member States led the Commission to put forward a proposal for a directive designed to simultaneously reduce the obstacles both to freedom of movement across Member States and to mobility within any Member State stemming from provisions contained in supplementary pension schemes. These obstacles relate to the conditions for acquiring pension rights, the conditions for retaining dormant pension rights, and the transferability of acquired rights.<sup>49</sup> The research community at large has been called upon to focus its attention on provisions which have a direct impact on researchers' legal status, including their mobility.

### *Activities undertaken at national level*

**AUSTRIA:** two legal amendments regarding taxation came into force in 2005:

- a new regulation (*Zuzugsbegünstigungsverordnung*) allows institutions active in research from the non-university and private sector (in addition to universities) to benefit from facilitated employment procedures through specific fiscal measures when hiring foreign researchers.
- another regulation (*Doppelbesteuerungs-Entlastungsverordnung*) concerns restricted tax obligations and regulates the national implementation of double tax agreements through a simplified procedure.

**ESTONIA:** in 2005 the Estonian Riigikogu (parliament) ratified agreements on avoiding double taxation with Turkey, the Netherlands, Lithuania, Romania, Slovakia and Slovenia.

**FINLAND:** a new parliament proposal stating that PhDs must pay taxes and get full social security and full public pension schemes was issued in 2005.

<sup>48</sup> This network supports Member states' authorities and citizens when applying EU social security law <http://www.tress-network.org/TRESS/>

<sup>49</sup> Proposal for a Directive of the European Parliament and of the Council on improving the portability of supplementary pension rights, 20.10.2005 COM(2005) 507 final.

**IRELAND:** in the specific area of researchers' working conditions, the EU Fixed Term Directive [1999/70/EC] was enacted in Ireland through the Protection of Employees (Fixed Term Work) Act 2003. The Act provides that fixed-term employees cannot be treated less favourably than comparable permanent employees and accordingly confers a number of entitlements on fixed-term employees, including pension entitlements. The IUA has been working with research funding agencies and other relevant parties to ensure that contract research staff obtain their full entitlements under the Act and to ensure appropriate funding is obtained from funding agencies to provide such entitlements. The provision of pension entitlements has required particular consideration and the IUA has been working to ensure that pension entitlements are as flexible as possible to facilitate and support mobility, including international mobility of researchers. Consequently the IUA has strongly supported the provision of pension entitlements through the use of defined contribution (DC) schemes. Under DC schemes employees can easily consolidate their pension arrangements by transferring to the scheme of subsequent employers.

**NORWAY:** in Norway all researchers including PhD "students" and postdocs are employees enjoying normal social security and pension rights. In this context it is noted that more than 20% of doctoral dissertations in 2005 were by foreigners (by first citizenship).

### ***Prospects***

The Member States and the Commission will have to continue organising awareness-raising and training activities for ERA-MORE and individual researchers. This will allow research bodies and researchers to acquire knowledge of existing rules, procedures and practices and, consequently, to reduce most of the problems they currently face when moving.

With regard to the proposal for a directive on supplementary pension rights which should start having an effect in 2006, it would be useful to have internal coordination at national level between the competent ministries (e.g. the Ministry for Social Affairs) and research authorities, concerning rules that are expected to have a significant impact on researchers' supplementary pension rights.

More generally, *ad hoc* measures will be explored jointly with the Member States, to further increase researcher mobility, e.g. special pension funds or health-cover packages for mobile researchers, tax incentive measures, etc..

### **3.4 Inter-sectoral mobility**

#### *Actions undertaken at EU level*

Activity started in 2004 with a questionnaire on national schemes fostering inter-sectoral mobility, to which 24 countries replied. The results were presented to the members of the SG HRM in October 2004. The group concluded that the questionnaire was too general in nature and that a more specific assessment was required.

An enlarged SG HRM convened in January 2005 with an additional 21 national experts who presented "good practice", with particular focus on the strength/ impact of national schemes, weaknesses and remaining obstacles. Special attention was given to the evaluation of the schemes. The meeting concluded by setting up four expert working groups to work on previous inputs and come up with concrete recommendations for the SG HRM:

- knowledge and skills development: to define key competences that a researcher should be equipped with in order to move freely between academia and industry (and *vice versa*). The group was also requested to suggest content for training programmes for early-stage researchers.
- career appraisal: to define criteria for attributing value to competences and expertise acquired in both academia and industry (publications as well as a wider range of activities such as the exploitation, transfer and sharing of knowledge), as well as criteria for attributing value to mobility itself.
- persisting legal and administrative obstacles to mobility: to identify and examine persistent obstacles preventing researchers from undertaking inter-sectoral mobility.
- structuring initiatives: to develop an understanding of initiatives which have a structuring effect on inter-sectoral mobility (e.g. science parks, incubators, regional initiatives, etc.) and identify those for which guidelines should be developed. The group was also requested to assess policy intervention and to recommend how public funding schemes should be designed to enhance inter-sectoral mobility.

Members of the Steering Group were asked to name experts to participate, or participate themselves, in one or more working groups. The groups were chaired by Commission staff, while “*rapporteurs*” were designated either from amongst the named experts or the Commission staff members. The conclusions of the four expert groups were the subject of a meeting in February 2006.

*Activities undertaken at national level*

**FRANCE**: a decision has been taken to increase the number of CIFRE grants to do PhDs in a joint public-private context.

To develop public-private exchanges, researchers and teacher-researchers will be authorised to combine a part-time position in the public sector with a position in a company. High-level positions in public institutions will also be published to recruit staff from the private sector.

"CARNOT" institutions will be created to develop public research structures for research partnerships with the business sector.

**IRELAND**: an IUA/IBEC<sup>50</sup> conference *Exchanging Knowledge – the Key to Unlocking the Knowledge Society* in November stressed the collaboration between academia and industry, and ways in which the two can work together more effectively to boost Irish competitiveness and deliver the knowledge society. This conference, the first of its kind, brought together government agencies and representatives of academia and industry, on issues connected with boosting business-university collaboration in the context of the *Strategy for Science, Technology and Innovation 2007-2013*, as well on issues relating to the sustainability of research/industry collaborations.

**LITHUANIA**: aiming to stimulate modernisation and realise the commercial potential of science institutes, and prior to the presentation of a “Feasibility study on the commercial realisation of high technology research”, the National Development Institute together with the Open Society Fund Lithuania organised a round-table discussion on “Cooperation

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<sup>50</sup> Irish Business and Employers Confederation (IBEC).

possibilities between research institutes and business representatives” on 15 September 2005 in Vilnius, Lithuania. The discussion covered the positions of business, research institutes and State institutions. Certain models to increase cooperation of research institutes and enterprises were suggested.

In 2005 the private, non-profit institution *Institute for Prospective Technologies* (Pro Tech) was jointly founded by research and business partners. It is the third industry-services oriented private research institution in Lithuania focusing on applications which directly benefit Lithuanian and EU industry, including but not limited to SMEs.

**THE NETHERLANDS:** in the context of stimulating inter-sectoral mobility through the Casimir programme (€3 million/year), a special programme has been set up to increase the mobility of research staff in the public and private sector. The programme aims to help academic researchers participate in corporate R&D, and industry researchers to participate in research at public-sector knowledge institutions. The Casimir experiments started in 2004. In 2005, the NWO (the research council) set up the special programme awarding grants to 22 researchers, and a new subsidy round will be organised in 2006. Every application must be submitted by a trio consisting of a talented graduate or researcher at a knowledge institution or company in the Netherlands, a representative of a company, and a representative of a knowledge institution.

**POLAND:** under the new Polish legislation on the financing of science, passed in 2005, one specific scheme (see section 2.2) addresses the inter-sectoral mobility of researchers. This programme, to be implemented from 2006, is aimed at entrepreneurs willing to employ researchers from public research units for up to 3 years.

**PORTUGAL:** the Innovation Agency (<http://www.adi.pt>) has a number of programmes supporting inter-sectoral mobility and employment. The deGRAU Cientifico programme (<http://www.degraucientifico.pt>) specifically aims to support scientific careers in enterprises. A joint programme with the Foundation for Science and Technology funds Masters and PhD students in businesses and enterprises. The Innovation Agency also supports Doctoral programmes in Enterprises, and the RTD Nucleus in Enterprises (NUCLEOS DE I&DT nas EMPRESAS) which provides funding for the establishment of research teams for technological development in enterprises. Another programme, INOV-JOVEM, supports the recruitment of young technical staff (under 35 years of age) in SMEs. These programmes are good examples of inter-sectoral mobility initiatives for researchers.

**SLOVAKIA:** MINERVA (acronym for *mobilisation of innovation in the national economy and the development of scientific-educational activities*) is an initiative of the Ministry of Finance of the Slovak Republic emerging from the Competitiveness Strategy of Slovakia 2010 as part of the National Lisbon Strategy. The aim of Minerva is to pursue activities to support the development of the knowledge-based economy in Slovakia, focusing on four basic areas: information society; science, R&D and innovation; education and employment; and the business environment.

In December 2005 Minerva was approved by the government of the Slovak Republic. Following Parliament’s approval of the budget, individual ministries are now prepared to start the further development and implementation of the agreed steps.

In the fields of science, R&D and innovation, 10 different areas have been approved and have a supervisor (member of the government), schedule and budget. One of the objectives is to

create an instrument supporting the mobility of research and development workers between universities and the Slovak Academy of Sciences on the one hand, and the business sector on the other. This instrument should also support the international mobility of Slovak scientists and their participation in research projects abroad, as well as the participation of foreign science workers in Slovakian projects.

***SPAIN:*** a specific instrument called CENIT, intended to increase the collaboration of the public and private sectors on RTD, was presented to the public by the Spanish President in June 2005. It operates in three ways:

- CENIT projects which have at least 50% private investment;
- a fund to help enterprises with high risk projects, and
- **the Torres Quevedo Programme**, which provides grants to companies, technological centres and associations of enterprises. These can apply for funding for R&D personnel (postdoctoral researchers and technicians) to develop concrete projects in the fields of industrial research, technological development or research studies of between one and three years in duration. The number of new researchers in industry is expected to grow from 780 per year in 2005 to 1 300 per year in 2010.

### *Prospects*

A joint final report from the abovementioned inter-sectoral expert groups, summarising the conclusions and recommendations for universities, public research organisations, companies and governments, was produced in February 2006. This report is intended as a “practical manual” with concrete and operational recommendations, and will serve as a reference:

- at European level, as input for policy debates on measures to increase industry-academia collaboration, e.g. at the Austrian EU Presidency conference *A researchers` labour market: Europe – a pole of attraction?* (1-2 June 2006), and at the Nordic Council of Ministers (NORDEN) conference *Investing in research and innovation – exchanging European experiences in a Nordic context* (16-18 October 2006), etc.
- at the level of the SG HRM, Member States will be encouraged to use the report when providing input to their national policy, promoting it largely to the various national stakeholders from both the private and public sectors.
- at Commission level, whenever issues related to these topics are on the political and operational agenda. This includes the ongoing reflection about the “People” programme and its operational modalities as well as ongoing work and reflections on university-based research and the need for European universities to enhance structured partnerships with the business community, where inter-sectoral mobility should become a successful vector for the innovation process.

Furthermore, the Commission will use the FP7 “People” programme to provide, as one of its priorities, mobility between industry and academia.

#### **4. PUBLIC-AWARENESS-RAISING INITIATIVES**

Reference is made here only to a joint initiative by the European Commission, the Member

States, candidate and associated countries of a public-awareness campaign on the research profession: *the Researchers in Europe Initiative 2005*. Many more actions at national, regional and local level have been organised by the research community at large, but are not presented in detail in this report.

Launched in Luxembourg on 8 June 2005, the “Researchers in Europe 2005” Initiative concluded in Dublin on 2 December. Events were organised at European and national level.

#### ***At European level:***

Launch on 8 June in Luxembourg; “European Researchers’ Night” on 23 September in Brussels, organised by the European Commission in cooperation with three Belgian organisations, i.e. the Free University of Brussels, the Brussels Planetarium and the Belgian Institute of Natural Sciences, and the Initiative’s closing event in Dublin on 2 December 2005.

#### ***At national level:***

- 29 projects were selected following the specific call for proposals launched on 11 September 2004, corresponding to a total EU contribution of €2.7; these projects involved 18 European countries, and about 150 operators;
- 32 “associated events” (events which were planned before the launch of the Initiative, such as Science Weeks, Sciences Festivals, etc.) which were associated with the initiative as they had the same objectives. These events, which involved 27 European countries, benefited from logistic support from the Commission in the form of information and promotional material;
- 37 “Researchers’ Nights”, all built around the concept “researcher” and “fun”. These events, specially conceived in the context of the “Initiative”, involved 15 European countries and a very broad range of remarkably creative and innovative activities. European support included information and promotional material.

Further to these events at European and national level, an article focusing on the Initiative was published in three important research-related magazines (*La Recherche* [approximate readership 100 000], *New Scientist* [165 000] and *Bild der Wissenschaft* [135 000]), accompanied by the CD “Profession Researcher”, produced in 2004 by ARTE with Commission support.

Also in the context of the Initiative, work started on the conception and elaboration of a book on 33 portraits of researchers. The researchers have been selected with the support of representatives from the Member States (SG HRM bridgehead organisations). All the pictures and interviews have been finalised and the book should be published in the course of 2006.

Although it is still somewhat premature to assess the precise impact of the Initiative, the overall results can be considered very satisfactory, and the degree of satisfaction expressed by all participants is very high. For example, the success of the “Researchers’ Nights” was such that it was decided to launch a call for proposals addressed to all Member States and Associated States for the organisation of “Researchers’ Nights” 2006.

A full list of all events and participants in the *Researchers in Europe Initiative 2005* can be found on: <http://europa.eu.int/researchersineurope>.

## 5. CAREER AND MOBILITY INDICATORS

### *Activities undertaken by the Commission and cooperation projects*

Three activities, conducted in parallel, address different challenges:

#### **1. Introduce “researcher” as a “stand-alone” occupation in the ISCO classification**

The *International Standard Classification of Occupation (ISCO)* is currently being revised with a target date of 2008. The main issue for the Commission (DG RTD) with regard to human resources in research is to introduce the profession of “researcher” as a “stand-alone” occupation in its own right. The classification will then comply with the Frascati manual from which the definition of researchers is taken. Currently, the available information on researchers is limited to the data collected within the Commission Regulation 753/2004<sup>51</sup> which does not allow a detailed analysis of the socio-economic situation and conditions of this profession.. Although it sounds technical, this is a highly political issue as it needs to be approved at the level of international organisations including the International Labour Organisation (ILO) and the United Nations Statistical Commission.

The UK uses a national classification for certain professional “researcher” occupations. France uses the term “research manager”, but not “researcher”.

Eurostat has addressed a position paper, supporting the revision, to the international expert group conducting the ISCO revision process, set up by the United Nations, on International Economic and Social Classifications. Ministries of Labour have been involved by means of a questionnaire asking for input.

#### **2. The Career of Doctorate Holders (CDH) statistics**

The CDH statistics are internationally coordinated (involving Eurostat, OECD and UNESCO) build on existing work. Surveys of doctorate holders currently exist in 17 countries but with various objectives, populations (e.g. doctoral students, graduates, etc.) and frequency. As a consequence, information is not currently useable for international comparisons. Therefore Eurostat, the OECD and UNESCO decided to create internationally harmonised CDH statistics, based on harmonised output tabulation, harmonised methodology and a harmonised model survey questionnaire.

Following the needs expressed by users in September 2004, about 20 countries are participating in the CDH statistics pilot phase: several EU countries or countries associated with the RTD Framework Programme (Belgium, Denmark, Germany, Italy, France, Portugal, Spain, Switzerland), as well as China, India, Russia, the Ukraine, Uganda, Argentina, the US, Canada, Japan, Korea and Australia. Other countries are observing the process.

Data collection for the pilot phase was carried out in October 2005, and preliminary results will be available in early 2006.

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<sup>51</sup> The Commission Regulation (EC) N° 753/2004 of 22 April 2004 implementing Decision N° 1608/2003/EC of the European Parliament and of the Council as regards statistics on science and technology includes R&D statistics and statistics on Gbaord.

In May, these instruments are expected to be approved by the OECD NESTI<sup>52</sup> meeting in Berlin, and the Eurostat *Working Party on Science, Technology and Innovation*. If the timetable is followed, by the end of 2006 the CDH will be implemented in a very large number of countries, supported by Community grants. A broad set of harmonised CDH data should then become available by the end of 2007. Eurostat will have the option of proposing a **legal basis** for these statistics (as for R&D statistics), which would mean that it would become mandatory for all European countries to provide the data in the years to come.

### **3. The Integrated Information System on the Career Paths and Mobility Flows of Researchers (IISER) project**

This project aims to set up a sustainable European-wide system of indicators to provide a dynamic overview, in both the public and private sectors, of the numbers of researchers, inflows and outflows, geographical and inter-sectoral mobility flows, career paths and job satisfaction. The project, currently being executed under the coordination of the Institute for Prospective Technological Studies (IPTS) of the Joint Research Centre, is currently in its first phase (December 2004 – February 2006) and aims to:

- collect existing information at national level in order to provide a first dynamic, albeit partial, overview of the European situation in this field;
- analyse gaps and methodologies in order to derive a fully fledged information system.

#### ***The inventory of postdoctoral schemes in Europe***

The inventory is part of the preparation for FP7, and in particular for the Marie Curie schemes for advanced training and career development of researchers. It was compiled in collaboration with the Members of the SG HRM, and in consultation with major funding organisations. The inventory includes only “fellowship” schemes for experienced researchers with at least 4 years’ research experience, based on calls for proposals, and covers 10 700 research positions awarded in 2004, including 2 100 awarded by European organisations. The inventory lists approximately 150 different schemes and indicates that the average duration of a postdoc is almost 2 years.

### **CONCLUSIONS AND SCOPE FOR FUTURE DEVELOPMENT**

It has been repeatedly emphasised by the European Council, in the context of the Lisbon Strategy for growth and jobs, that there is an urgent need to increase the number of well-trained and motivated researchers as well as to close the EU R&D investment gap. More recently, the report by the independent expert group on R&D and innovation, appointed following the informal European Council at Hampton Court (October 2005) and chaired by Mr Esko Aho, emphasises the need for measures to promote the mobility of leading researchers. It stresses the fact that human resources are inefficiently used because of obstacles to mobility, and in particular that “science-industry mobility is highly insufficient and the main reason for the reluctance to cooperate across this sectoral divide”.

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<sup>52</sup> OECD National Experts on Science and Technology Indicators.

This report reflects the many actions undertaken at Community and Member State level to achieve the objectives of improving Europe's attractiveness to researchers and removing obstacles to mobility, in particular between the public and business sectors.

A particular challenge to progress is the work to implement the Recommendation on the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*. While the initial results achieved in terms of countries signing up to the *Charter and Code* are very encouraging, the challenge will be not only to increase the number of institutions and researchers committing to them in the future, but also to ensure that the principles laid down in the two documents are properly implemented. This will require continuous collaboration with Member States and research organisations, based on mutual trust and efficient self-monitoring. The Commission will continue to fully support all national or sectoral initiatives as well as actions to raise awareness and promote the *Charter and Code* throughout Europe. In the immediate future, the Austrian Presidency conference *A Researcher's Labour Market: Europe – a Pole for Attraction?* organised by the Austrian Ministry for Education, Science and Culture, in close cooperation with the Commission and the EUA, will be the next major milestone in assessing progress and bringing forward the implementation of the *Charter and Code*.

Public awareness of the profession of researcher will also require continuous attention. After the successful implementation of the "Researchers in Europe Initiative" in 2005, efforts should continue to make the public at large aware of the situation for researchers. Follow-up actions are therefore planned in 2006, in particular a European-wide "Researchers' Night" in September.

With regard to the European Network of Mobility Centres, ERA-MORE, national and European efforts and resources must be combined to further consolidate it and increase the research community's awareness of its existence. The European Researcher's Mobility Portal, figures for which show an increase in the number of visitors and the number of vacancies published, contributes to this objective and should also be further promoted. Clear links should be established between all relevant EU and national networks and portals (including the Citizens' Signpost Service and the Your Europe portal) in order to facilitate access to information for researchers. Networking European researchers active outside Europe is also a challenge for further development. The establishment of a "European researchers abroad" network (the ERA-Link initiative) has entered a significant phase of development in the USA and in the medium term should allow European researchers to communicate easily with each other and obtain information from and about Europe. This offers an opportunity for them to significantly increase collaboration with the European research community, and to examine options for returning.

Further achievements can also be made in the broader field of removing obstacles to mobility and in particular those between the public and private sectors. As pointed out by the Aho report, the flow of established researchers between sectors is minimal, and the lack of movement is largely due to structural barriers and the lack of incentives. These and other obstacles have been identified by expert groups set up by the SG HRM, the recommendations of which will be brought to the attention of the Member States and the various stakeholders, for consideration as good practice. The FP7 "People" programme will also promote, as one of its priorities, mobility between industry and academia.

Finally, with regard to social security and other legal barriers, ongoing efforts will also be required to facilitate mobility throughout Europe and worldwide. The visa Directive and the

Recommendations on the admission of third country nationals need to be implemented by Member States as quickly as possible to increase Europe's attractiveness to researchers from third countries. Further follow-up measures and information campaigns are required in the field of social security and taxation, where researchers still face significant problems which seriously hamper their mobility.

Member States, candidate countries and countries associated with the RTD Framework Programmes need to participate jointly in all of these actions and challenges in order to achieve common goals. In the context of the Open Method of Coordination, and through the SG HRM, countries will be fully associated with ongoing work at European level. Success can only be achieved if each participating country contributes to the exchange and implementation of good practice and plays an active role in the dissemination and promotion of these at national level.