



**COUNCIL OF  
THE EUROPEAN UNION**

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**RECH 3  
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**NOTE**

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From: Presidency  
To: Delegations

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Subject: Draft Council conclusions on mobility and career of European researchers  
- Presidency text

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Delegations will find attached a Presidency text for the draft Council conclusions on mobility career of European researchers with a view to the Research Working Party on Monday 11 January 2010.

# **DRAFT COUNCIL CONCLUSIONS ON MOBILITY AND CAREER OF EUROPEAN RESEARCHERS**

THE COUNCIL OF THE EUROPEAN UNION

RECALLING:

- its Resolution of 15 June 2000 on establishing a European area of research and innovation<sup>1</sup> following the European Council of 23 and 24 March 2000 which agreed on the Lisbon Strategy;
- the general principles set out in the European Charter for Researchers and in the Code of Conduct for the Recruitment of Researchers (11 March 2005)<sup>2</sup>;
- its conclusions of 18 April 2005 regarding the reinforcement of human resources in science and technology in the European Research Area<sup>3</sup>;
- the Commission Green Paper of 4 April 2007 "The European Research Area: New Perspectives" where an adequate flow of competent researchers was identified as a main feature of the European Research Area<sup>4</sup>;
- the conclusions of the European Council of 13 and 14 March 2008 which called upon the Member States to remove barriers to the free movement of knowledge by creating a "fifth freedom", confirming that investing in human capital and modernising labour markets, as well as investing in knowledge and innovation, are priorities of the strategy for growth and jobs;

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<sup>1</sup> Official Journal C 205, 19.7.2000, p. 1.

<sup>2</sup> Official Journal L 75, 22.3.2005.

<sup>3</sup> 8194/05.

<sup>4</sup> 8322/07.

- The Commission Communication of 23 May 2008 on "Better careers and more mobility: a European partnership for researchers" where the Commission proposed a set of actions to ensure that researchers across the EU benefit from the right training, attractive careers and removal of barriers to their mobility;<sup>5</sup>
- its conclusions of 26 September 2008 on "Better careers and more mobility: a European partnership for researchers" which recognised that “regarding social security coordination issues and supplementary pensions, relevant stakeholders in these areas will need to cooperate in the development of concrete solutions” and stressed “the need to draw fully on the European legal framework already in force and, especially, to consider the opportunities offered by the Community rules on the coordination of social security schemes”<sup>6</sup>;
- the report by Ministers Gago (PT) and Biltgen (LU) of May 2009<sup>7</sup>, in follow-up to the above conclusions, which provided specific proposals to speed-up the implementation of the Partnership for Researchers recommending the improvement of the employment conditions of researchers, to increase the share of women in research, and responding to the needs of the mobile researchers with respect to the social security and supplementary pension schemes, and suggested organising a joint session of the Council configurations of "Competitiveness" and "Employment, Social Policy, Health and Consumer Affairs" to make better progress along these lines;
- its conclusions of 9 March 2009 on “New Skills for New Jobs: anticipating and matching labour market and skills needs”, which emphasised the need to ensure a better match between skills supply and labour market demand, and the importance of upgrading skills at all levels for Europe's short-term recovery and longer-term growth and competitiveness, as well as for equity and social cohesion<sup>8</sup>;

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<sup>5</sup> 10059/08.

<sup>6</sup> 13671/08.

<sup>7</sup> 10003/09.

<sup>8</sup> 6479/09.

1. TAKES NOTE of the findings and recommendations of the ERA Expert Group set up by the Commission on “Realising a single market for Researchers”<sup>9</sup> that identified a number of barriers to the effective mobility of researchers and the policy options to overcome such barriers;
2. TAKES NOTE of the report of the European Parliament on “Cross-border Mobility of Young Researchers”<sup>10</sup> that identifies the challenges for the mobility of young researchers in Europe and describes the existing measures in the EU, the Member States and other countries, and notes the still uneven and slow progress of mobility in Europe, in particular for young researchers;
3. WELCOMES the consultation launched by the Commission on the future "EU 2020" Strategy, which emphasises achieving a “genuine European Knowledge Area, underpinned by a world-class knowledge infrastructure, in which all actors (students, teachers, researchers, education and research institutions and enterprises) benefit from the free circulation of people, knowledge and technology (the fifth freedom)”<sup>11</sup>;
4. STRESSES the crucial role that achieving the European Research Area and in particular the “fifth freedom” should have in the new EU 2020 Strategy;
5. CONSIDERS that existing measures aimed at fostering the mobility of researchers in Europe have not been fully translated in an acceptable level of results compatible with the ambitions of ERA;

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<sup>9</sup> European Commission (2008). Realising a Single Labour Market for Researchers: Report of the ERA Expert Group. Luxembourg: Office for Official Publications of the European Communities, EUR 23321. Available at:

[http://ec.europa.eu/euraxess/pdf/era\\_green\\_paper\\_eg1\\_lowres.pdf](http://ec.europa.eu/euraxess/pdf/era_green_paper_eg1_lowres.pdf)

<sup>10</sup> European Parliament (2009), “Cross-border Mobility of Young Researchers”, Brussels. PE 416.244 (IP/A/ITRE/NT/2009-08). Available at:

<http://www.europarl.europa.eu/activities/committees/studies.do?language=EN>

<sup>11</sup> 16016/09.

6. ACKNOWLEDGES the consistent results of the different analyses carried out on the mobility of researchers, which have identified the main challenges for Europe to reach the necessary level of mobility of researchers;

Therefore,

7. AGREES that a fresh impetus is needed to design and implement concrete actions to be taken by the European Union and the Member States in those areas already identified as requiring urgent action for promoting mobility of researchers and other mobile workers, with special attention to those issues which are related to age and gender aspects.
8. STRESSES that such actions require due coordination of different policy areas in the EU and in the Member States and, therefore, CALLS FOR joint action to implement this coordination when appropriate, most particularly between the areas of Research and Employment and Social Security, in consistency with the integrated approach in the new EU 2020 Strategy.

In this respect, IDENTIFIES the following areas for which specific action is required<sup>12</sup>:

**a) Provision to individual researchers of tailored information on social security rights in case of trans-national mobility**

- INVITES Member States and the Commission to enhance the existing information services, in particular by making individualised information available to interested mobile researchers on their social security rights and obligations when moving, notably through a single window approach provided via EURAXESS. In this respect:
- INVITES the Commission to propose plans for enhancing existing services;

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<sup>12</sup> In follow-up, notably, to the general lines of action set out in the Council conclusions of 9 March 2009 on "The professional and geographical mobility of the workforce and the free movement of workers within the European Union" (doc. 6480/09).

- INVITES Member States to implement or reinforce these information services by establishing appropriate coordination between the various areas of national administrations involved;
- INVITES the Commission to provide the Council with a follow-up report by mid-2011.

**b) Solutions for specific social security needs of mobile researchers**

- INVITES the Commission to identify the specific shortcomings at national and European levels in relation to Social Security issues limiting the mobility of researchers, as a special case of highly mobile workers, and to propose a roadmap for appropriate actions;
- RECALLS that researchers constitute a group of knowledge-based workers who go through significant periods of professional activity with no or very limited social coverage from the National systems (health assistance, pension or unemployment). Yet, researchers are also productive during those periods and their activity has a high potential for yielding benefits for the economy and the society. Therefore,
- INVITES Member States to extend appropriate social security coverage to all researchers, including those in the early stages of the research career;
- INVITES the Commission to analyse the most appropriate measures at European level, including the feasibility of legislative measures, to promote the extension of social security coverage to all researchers, and to present corresponding proposals.

**c) Address the issue of supplementary pensions for researchers**

- WELCOMES the intention of the European Commission to launch a Green Paper on developing a European Framework for adequate and sustainable pensions, and the ongoing work on the portability of supplementary pensions, including those of researchers, that will now be taken forward in this wider context on this issue and LOOKS FORWARD to being informed as soon as possible of the results of these activities with a view to considering further political options.
  
- INVITES the Commission, following the Green Paper, to examine the need for a new proposal of a Directive on portability of supplementary pensions, taking into account, among other considerations, the specific problems and needs of researchers as highly mobile workers as well as the experiences acquired by supplementary pension providers to overcome mobility disincentives.

**d) Apply the common principles of flexicurity to research careers<sup>13</sup>**

- INVITES Member States to apply the common principles of flexicurity to policies supporting more and better jobs for researchers.
  
- INVITES the Commission to report on specific case studies for researchers and to come up with a specific proposal of flexicurity measures for this category of workers in Europe by the end of 2010.
  
- INVITES the Commission to take such highly skilled workers fully into account in the European Employment Strategy and the Integrated Guidelines underpinning the EU 2020 Strategy to be presented in 2010.

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<sup>13</sup> In follow up to Council conclusions of 5-6 December 2007 "Towards Common Principles of Flexicurity" (doc. 16201/07).

**e) Contribution to the 'new skills for new jobs' agenda**

- WELCOMES the findings of the Commission's “New Skills for New Jobs” Communication<sup>14</sup>, in particular that education, training and employment policies must focus on upgrading and adapting skills, to develop a workforce that is highly skilled and responsive to the needs of the economy; and that there is a growing demand for transversal key competencies, such as problem-solving and analytical skills, self-management and communication skills, linguistic skills, and, more generally, 'non-routine' skills.
- ACKNOWLEDGES that there is a need to emphasise and develop the role of the workers in knowledge-intensive sectors as an essential element for the future landscape of the workforce in Europe, especially in the context of a competitive knowledge-based society.
- STRESSES the high potential of the professions linked to research and innovation for contributing in a significant manner to the future EU 2020 strategy.
- In this respect, INVITES the Commission to identify those aspects of the “European Partnership for Researchers” initiative that could contribute to implementing and developing the “New Skills for New Jobs” agenda, and to propose specific actions in this respect by the end of 2010, including joint work of experts from the research and innovation, social security and employment areas, where appropriate, and in follow-up to Council conclusions of 9 March 2009.

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<sup>14</sup> Commission communication of 16 December 2008 “New Skills for New Jobs - Anticipating and matching labour market and skills needs” (doc. 17537/09).

9. INVITES the Social Protection Committee and the Employment Committee to give opinion on the issues and initiatives mentioned in these conclusions, as well as on any other related issue they could consider appropriate, according to their respective areas of responsibility, with a view to informing the Council before the end of the first semester 2010 by providing further advice on concretely implementing and taking forward the employment and social security aspects related to researchers.
10. Further to the actions identified above, INVITES the Commission and the Member States to reflect on the feasibility of legal, normative or administrative instruments at EU and national level that could help to remove the barriers to, or foster researchers' mobility, including those identified in the ERA Expert Group paper on “Realising a single market for Researchers” and in the report of the European Parliament on “Cross-border Mobility of Young Researchers”.
11. PRESENTS these conclusions to be also duly taken into account in the framework of the adoption and implementation of the new EU 2020 Strategy.

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