


Towards a European labour market for researchers
Research training, mobility and career development

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A European labour market for researchers
 Outline presentation

- The European policy context
- A broad and integrated strategy for action:
 - I. Improve the overall environment for researchers
 - II. Develop genuine career perspectives for researchers
 - III. Reinforce investments in « People »: « Marie Curie Actions »
- Special feature: « Research Potential » action

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 The European policy context

« Historical » political developments:

- Lisbon Summit 2000 commitment: « Make Europe the most dynamic and competitive knowledge economy in the world by 2010 »
- Commission launch in 2000 of « European Research Area »-concept aiming at an « Internal Market » for research
- Barcelona Summit 2002 commitment: « raise investment in research in the EU to an average of 3% of GDP by 2010 », of which 2/3rd private sector funds

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 The European policy context

Implications political developments for human resources in S&T:

- Human resources are key to research excellence & performance
- Human resources are key to attaining European objectives
- Need to revert trend that without action would lead to major shortages towards 2010, particularly in the private sector
- Europe needs more researchers, in fact a lot more.....

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A European labour market for researchers
 An integrated strategy for action

The answer at European level:

Development of an **open and competitive European labour market for researchers**

- **Improve overall environment** for researchers in Europe by enhancing mobility and removing obstacles (« Mobility Strategy »)
- Develop genuine *European career perspectives for researchers*, enhancing the EU's attractiveness for research talent
- Substantial **increase of EU-funding** for training, mobility and career development of researchers (« Marie Curie actions »)

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I. The European « Mobility Strategy »:

- **Joint effort** of Commission and Member States to remove obstacles to mobile researchers and making the environment more appealing for researchers in Europe (since 2001)
- Structured information services and customised local assistance to mobile researchers throughout Europe: « Mobility Portal » and « ERA-MORE » (since 2003 and 2004 respectively)
- Launch of legal or administrative measures to better take into account the specific needs of researchers, e.g. proposals for « scientific visa » (Directive adopted by Council October 2005)
- « Researchers in Europe 2005 Initiative » to raise the public awareness of the researchers' profession

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The Pan-European Researcher's Mobility Portal offers:

- General information about research/fellowships, grants
- Available opportunities and job offers
- Information about legal and administrative issues (entry, social security, tax, etc)
- Local and tailored assistance through the Mobility Centers

<http://europa.eu.int/eracareers>

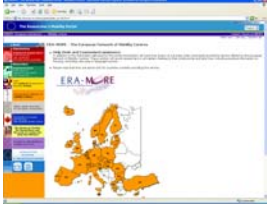


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The European Network of Mobility Centers ERA-MORE

200 centers throughout Europe offer mobile researchers and their families comprehensive and up-to-date information and personalized proximity assistance in all matters relating to their professional and daily lives.



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

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II. Development of genuine European career perspectives:
 Based on « One profession, multiple career Communication » 2003:

- Recommendation on the « European Researchers' Charter and Code of Conduct for the Recruitment of Researchers » (adopted by the Commission on 11 March 2005)
- <http://europa.eu.int/eracareers/europeancharter>
- Why ? Because of:
 - Huge differences in career structures in European countries
 - Fragmentation at local/regional/national level
 - Protected, if not closed, non-transparent recruitment procedures
 - Lack of career development prospects



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II. Development of genuine European career perspectives (contin.)

- « Charter » as reference point for the career management of researchers as professionals, addressing both researchers and employers/funders on minimum rights and obligations
- « Code of Conduct » as reference point for transparency and merit based recruitment, fair recognition of qualifications and mobility experiences
- Implemented by MS and other actors on a voluntary basis, these initiatives set the frame for a social dialogue between the main actors and ultimately for the creation of a genuine job market for researchers at European level



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III. Reinforce investments in « People »: FP7 « Marie Curie actions »

- Commissions proposal (April 2005) for the Seventh Framework Programme for RTD 2007-2013 doubles budget from €5 billion to €10 billion per year
- Marie Curie Actions in « People » Programme to be reinforced substantially from €1,8 billion for 4 years to €6,3 for 7 years
- Marie Curie Actions to focus on:
 - a. the structuring of research training, mobility and career development, strengthen links with national systems
 - b. reinforcing enterprises involvement
 - c. strengthening the international dimension




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Priorities in the FP7 Marie Curie actions as from 2007:

- Marie Curie Networks for early-stage researchers
- Individual fellowships for life-long training & career development
- Industry involvement
- International dimension



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Marie Curie Networks for early-stage researchers

Objectives

- Strengthen and structure EST at European level
- Attract to scientific careers
- Improve career perspectives by broad skills development (including industrial needs)

Main features

- Appropriate Industry involvement
- Joint training programme with (i) training through research (ii) complementary competences (structured training) modules
- Coherent quality standards/mutual recognition of training/diplomas
- Allowances for "early-stage" researchers / « Chair » positions
- Short training events (conferences, summer schools, training courses), also open to researchers from outside the network

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Future Marie Curie individual fellowships for life-long training and career development

Objectives

- Support career development of experienced researchers by: complementing skills/competencies (incl. inter-disciplinarity/ inter-sectoral mobility); resume research/reintegrate after mobility
- Greater impact by co-funding of national/international fellowship programmes (broad definition) having the same objectives (in terms of career development, trans-national mobility, adequate working condition for fellows, etc)

Main features

- Operated in « classical » (EC level) and in « co-funding » mode
- « Classical » mode: selection and funding of individual fellows (experienced researchers) through call at EC level
- « Cofunding » mode, through selection of national programmes through open calls with excellence-based evaluation criteria (no national quota)

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Marie Curie Industry involvement

Objectives

- Enhancing **diverse career possibilities** for researchers in Europe, by increasing the industry involvement in all Marie Curie actions
- Create **pathways between industry and academia** and encourage **knowledge sharing / cultural exchange**, in particular SMES

Industry-academia partnership scheme

- Embedded in longer term cooperation between both sectors
- 2-way staff secondments / recruiting of experienced researchers from outside the partnership
- Organisation of common workshops/conferences, including for researchers from outside the partnership
- Salary costs of seconded researchers / recruited experienced researchers
- Special measure: specific equipment costs for SMEs

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Marie Curie International dimension


Objectives

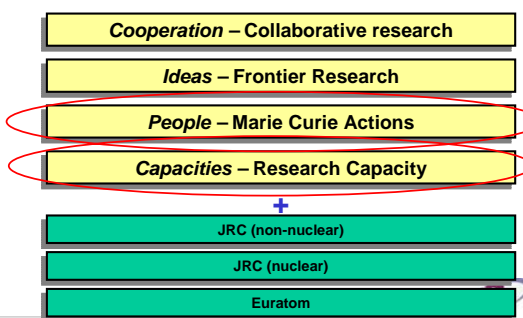
- Reinforce the international (extra-European) dimension of the ERA as fundamental component of the EU's human resources in R&D


Main features

- **Career development/life-long training for EU researchers :**
 - Outgoing fellowships, with mandatory return
 - Return and reintegration for European researchers abroad
- **International co-operation through researchers from 3rd countries :**
 - All Marie Curie host driven actions open to 3rd country nationals
 - Incoming fellowships for knowledge enhancement and collaboration enrichment (optional return for researchers from certain areas)
 - International cooperation scheme with EU neighbouring countries and S&T agreement countries
 - Support to European « scientific diasporas » abroad and the non-European « scientific diasporas » in Europe

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FP7 2007 - 2013
 Specific Programmes



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FP7 Research Potential action
Realising the Full Research Potential of the EU

Objectives

- **Unlocking research potential and strengthen research in particular in Convergence Regions**
- **Expand and reinforce collaboration of research centres; increase international exposure and recognition, leadership potential and quality of their scientists**
- **Lay foundations for their long-term development**
 - demonstrate leadership
 - participation as equal partners in the EU research arena

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 **FP7 Research Potential action**
Realising the Full Research Potential of the EU

Main features:

- **Building on experience with previous FP actions**
- **Flexibility to cater for variety of needs (e.g. training, knowledge transfer)**
- **Selection on quality and high potential only**
- **In-built brain circulation, avoiding “brain drain”**
- **Favouring strategic partnerships (“twinings”)**

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 **FP7 Research Potential action**
Realising the Full Research Potential of the EU

Community support:

- Trans-national two-way secondments of research staff
- Recruitment by the selected centres of incoming experienced researchers
- Acquisition and development of research equipment and development of suitable material environment
- Conferences and workshops to facilitate knowledge transfer as well as promotion activities
- “Evaluation facilities” through which any centre in the convergence regions van obtain an international, independent expert evaluation of the level of their overall research quality and infrastructures

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