

Challenges for career and mobility of researchers in Europe

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Main topics

1. Environment for career and mobility of researchers in Europe
2. Career for researchers in Europe
3. Scenarios for EURAXESS in 2025

European scientific career

- ▶ **Vision:** development of European knowledge potential in all areas
 - ▶ Abundant, competent and mobile researchers
 - ▶ World-level scientific infrastructure
 - ▶ Excellent scientific institutions
 - ▶ Effective knowledge sharing
 - ▶ Well coordinated research programmes and priorities
 - ▶ Opening of ERA to the world

Environment for career and mobility of researchers in Europe

- ▶ European Mobility strategy (2001) - turning the 'brain drain' into 'brain gain' and using the 'brain circulation' of researchers for the benefits of the new economy and the society in Europe
- ▶ European Charter for researchers and Code of Conduct for the recruitment of researchers
- ▶ Mobility funding - FP7 Marie Curie Actions
- ▶ Scientific visa package - to attract 3rd countries researchers
- ▶ European partnership for researchers (2008)
- ▶ EURAXESS

European Charter for researchers

Principles and requirements for researchers :

- ▶ Research Freedom
- ▶ Ethical principles
- ▶ Professional responsibility
- ▶ Professional attitude
- ▶ Contractual and legal obligations
- ▶ Accountability
- ▶ Good practice in research
- ▶ Dissemination, exploitation of results
- ▶ Public engagement
- ▶ Relation with supervisors
- ▶ Supervision and managerial duties
- ▶ Continuing Professional Development

European Charter for researchers

Principles and requirements for employers and funders

- ▶ Recognition of the profession
- ▶ Non-discrimination
- ▶ Research environment
- ▶ Working conditions
- ▶ Stability and permanence of employment
- ▶ Funding and salaries
- ▶ Gender balance
- ▶ Career development
- ▶ Value of mobility
- ▶ Access to research training and continuous development
- ▶ Access to career advice
- ▶ Intellectual Property Rights
- ▶ Co-authorship
- ▶ Supervision
- ▶ Teaching
- ▶ Evaluation/appraisal systems
- ▶ Complaints/appeals
- ▶ Participation in decision-making bodies
- ▶ Recruitment

Code of Conduct for the recruitment of researchers

General Principles and Requirements

- ▶ Recruitment
- ▶ Selection
- ▶ Transparency
- ▶ Judging merit
- ▶ Variations in the chronological order of CVs
- ▶ Recognition of mobility experience
- ▶ Recognition of qualifications
- ▶ Seniority
- ▶ Postdoctoral appointments

Mobility funding - FP7 Marie Curie

Actions

- ▶ **Strategic goal:**
 - ▶ to support the further development and consolidation of the European Research Area
 - ▶ to make Europe more attractive for researchers
- ▶ **Objectives:**
 - ▶ strengthen, quantitatively and qualitatively, the human potential in research and technology in Europe
 - ▶ stimulating people to take up the profession of a researcher and making research careers more attractive to young people
 - ▶ encouraging European researchers to stay in Europe
 - ▶ attracting to Europe the best researchers from the entire world
 - ▶ ensure that researchers can achieve an appropriate work/life balance and have excellent conditions for career advancement and gaining diverse experience
 - ▶ to increase participation by women researchers
- ▶ **Scope:**
 - ▶ All research and technology areas
 - ▶ “Bottom-up” approach

European partnership for researchers

- ▶ to ensure open and transparent recruitment of researchers, including job advertisement at the EURAXESS portal, and to establish procedures for recognition of diplomas and qualifications from other countries and sectors;
- ▶ to provide social security and supplementary pension opportunities to mobile researchers, and increase their awareness on the respective rights and practice;
- ▶ to ensure attractive employment and working conditions for both young and experienced researchers by applying the ‘flexicurity’ principle;
- ▶ to equip researchers with skills and competences necessary for working in open and competitive environment, for clear communication of ideas and undertaking innovation and entrepreneurial activities.

Vision for Europe 2020 - ERA

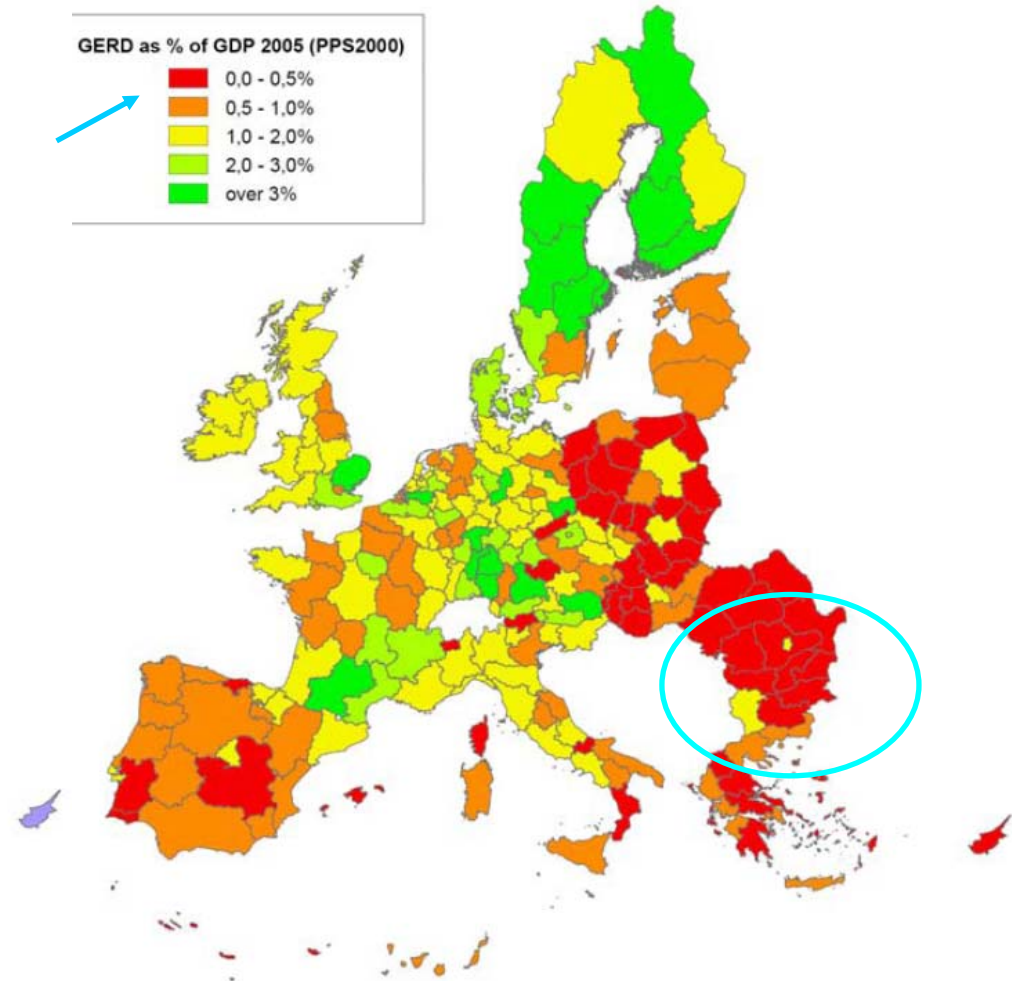
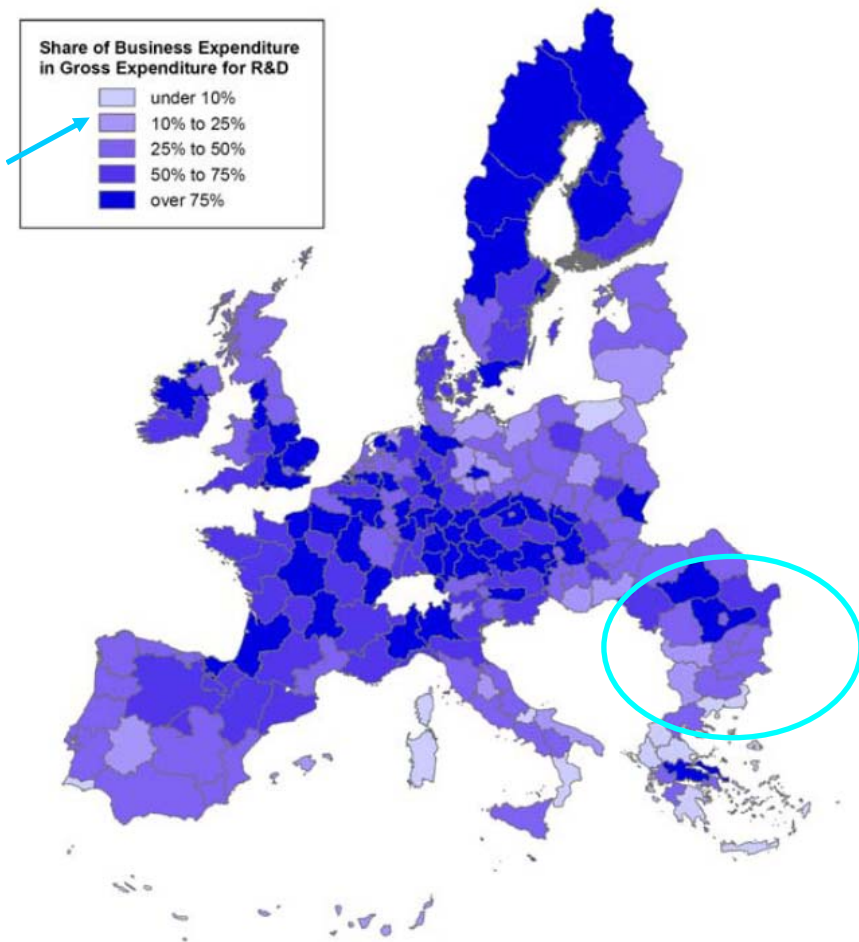
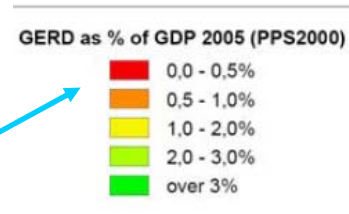
- ▶ Triangle of knowledge
 - ▶ strong interaction of all stakeholders at all levels
 - ▶ jointly designed policy and programmes
 - ▶ modernisation of research, education and innovation systems
- ▶ ERA as a bases of EU competitiveness
 - ▶ business investments in R&D and innovation
 - ▶ research partnerships with industry (SMEs)
 - ▶ world-class R&D excellence and specialisation in excellent units
 - ▶ regional strengths in R&D and complementarity from other regions
 - ▶ open circulation of knowledge, including through high-performance ICTs and global networking
 - ▶ durable partnerships, alliances and networking in R&D
 - ▶ attractive working conditions for researchers in a single European market

New impetus

- ▶ **Goal:** building genuine open and transparent European labour market for researchers
- ▶ **European framework for research careers** – five broad categories in terms of skills and competences:
 - ▶ new researchers
 - ▶ recognised researchers
 - ▶ established researchers
 - ▶ leading researchers
 - ▶ star researchers
- ▶ Connecting sectoral, national and institutional frameworks providing a common language

Career for researchers in Europe

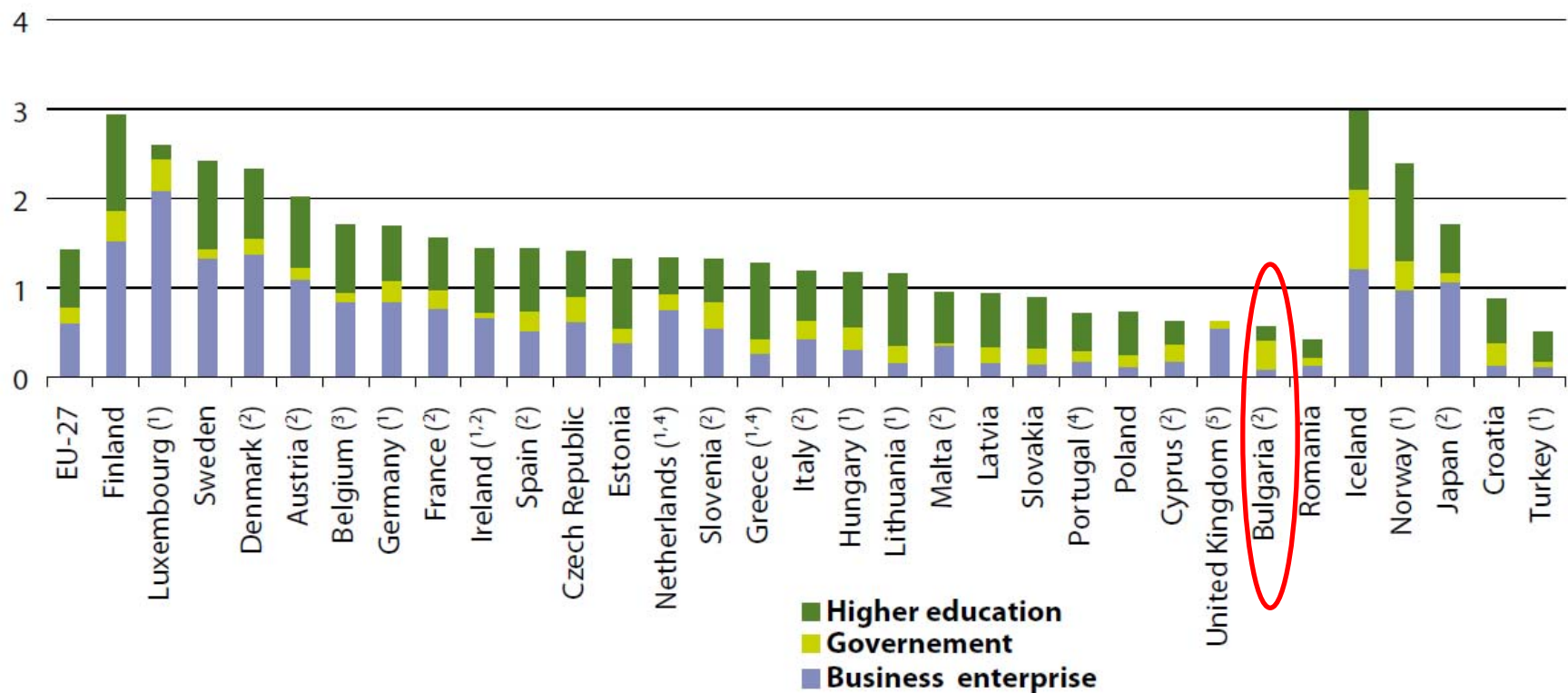
EU indicators



Career for researchers in Europe

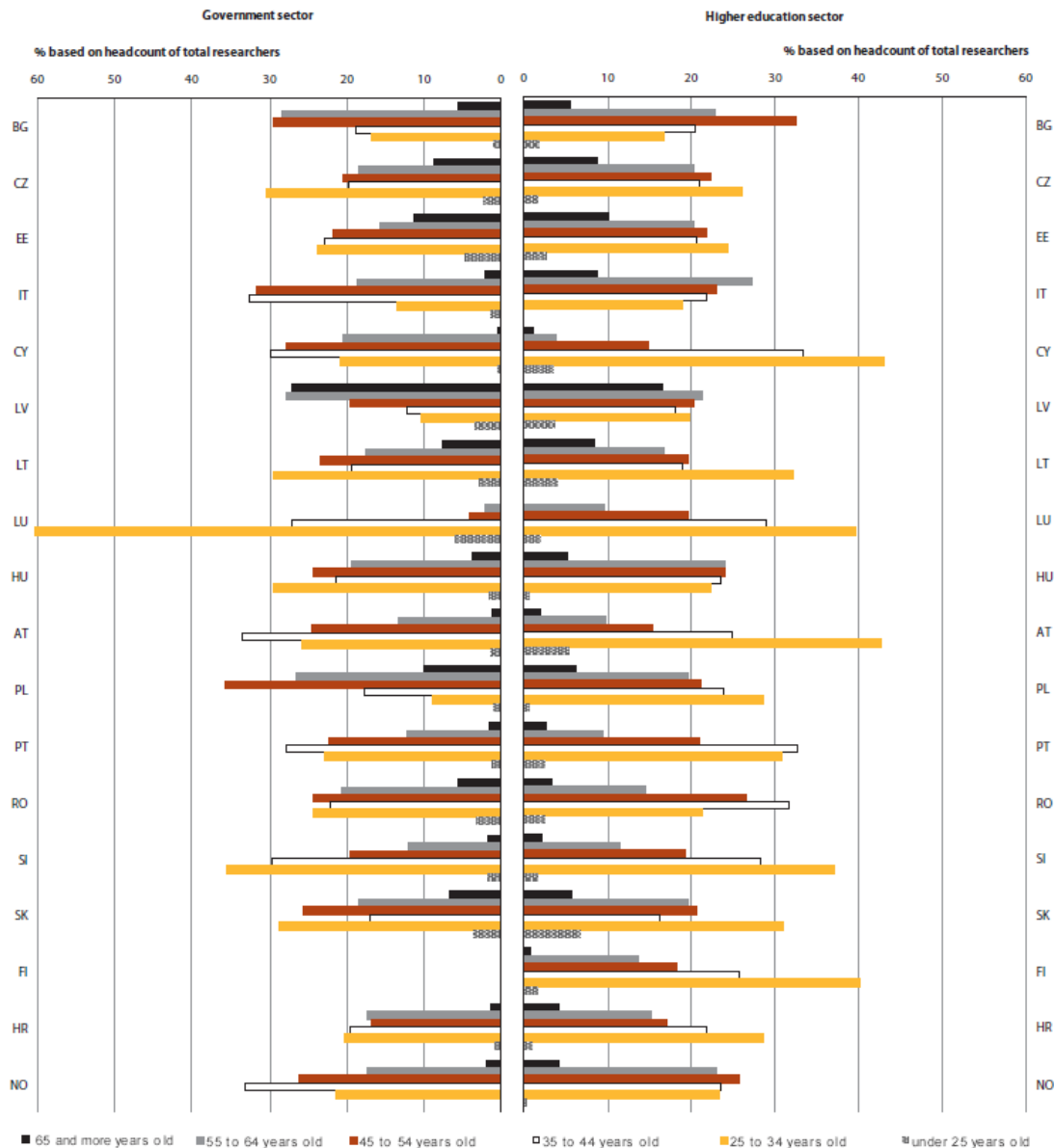
EU indicators

Figure 12.3: Proportion of research and development personnel by sector, 2007
(% of active population)



Career for researchers in Europe

Researchers (HC) in government and higher education sectors by age group, as a %, 2006



Bulgarian researchers in GOV RTD and HE :

- over 65 years old: 6%
- 55-64 age group: 28/23%
- 45-54 age group: 30/33%
- 35-44 age group: 18/21%
- 25-34 age group: 16%
- under 25 years old: 2/4%

over 45:

• 64% in GOV RTD

• 62% in HE

EURAXESS

<http://ec.europa.eu/euraxess/>

- ▶ Former ERA MORE

- ▶ Goal: help researchers in their mobility, and provide them targeted assistance and tailored and updated information

- ▶ EURAXESS

- ▶ EU initiative for facilitating the free movement of knowledge within Europe
- ▶ provides a single access point to information and personalised assistance to mobile researchers in 37 countries across Europe.
 - ▶ EURAXESS Jobs
 - ▶ EURAXESS Services
 - ▶ EURAXESS Rights
 - ▶ EURAXESS Links

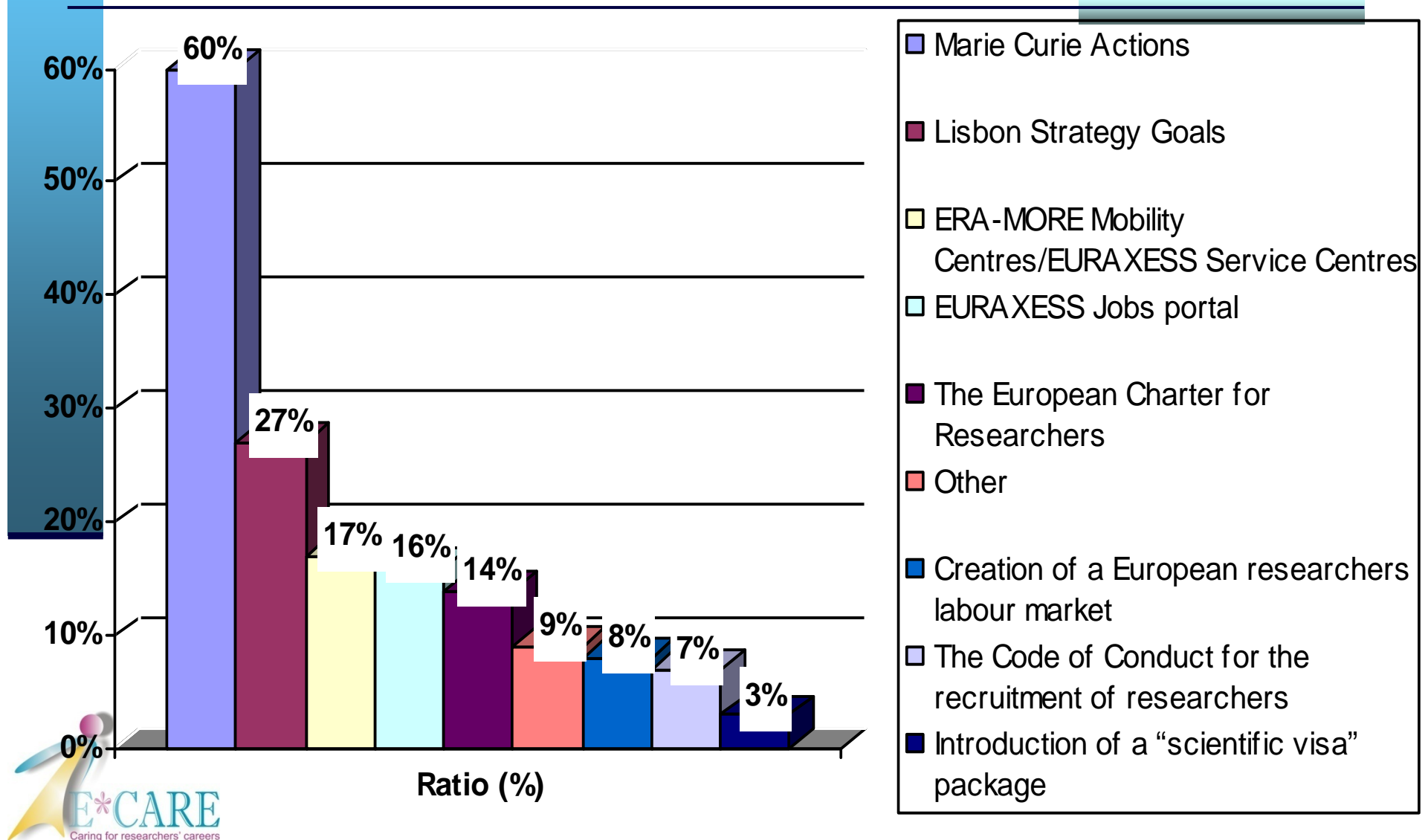
Survey objectives

- ▶ Find out the substantial obstacles, hindering the transnational or intersectoral mobility and the career development of researchers
- ▶ Identify possible steps for removal of barriers
- ▶ Identify the driving forces and good practices concerning career and mobility of researchers
- ▶ Assess the quality of the services for mobile researchers and the degree of available institutional support
- ▶ Tools - 2 questionnaires directed to specified target groups:
 - ▶ **Questionnaire for Researchers** – including 4 sections: Persisting Barriers (legal, administrative, social, cultural, practical, etc.), Intersectoral Mobility (mobility from public to private sector and vice-versa), Researchers' Mobility Support, and Personal Information
 - ▶ **Questionnaire for Stakeholders** – including two sections: Persisting Barriers and Personal Information.

Survey respondents

- ▶ Austria – 181 researchers, 28 stakeholders
- ▶ Bulgaria – 103 researchers, 36 stakeholders
- ▶ Cyprus – 45 researchers, 7 stakeholders
- ▶ Czech Republic – 102 researchers, 34 stakeholders
- ▶ Greece – 94 researchers, 20 stakeholders
- ▶ Hungary – 114 researchers, 54 stakeholders
- ▶ Slovakia – 118 researchers, 30 stakeholders
- ▶ Switzerland – 112 researchers, 30 stakeholders

Awareness on EU initiatives



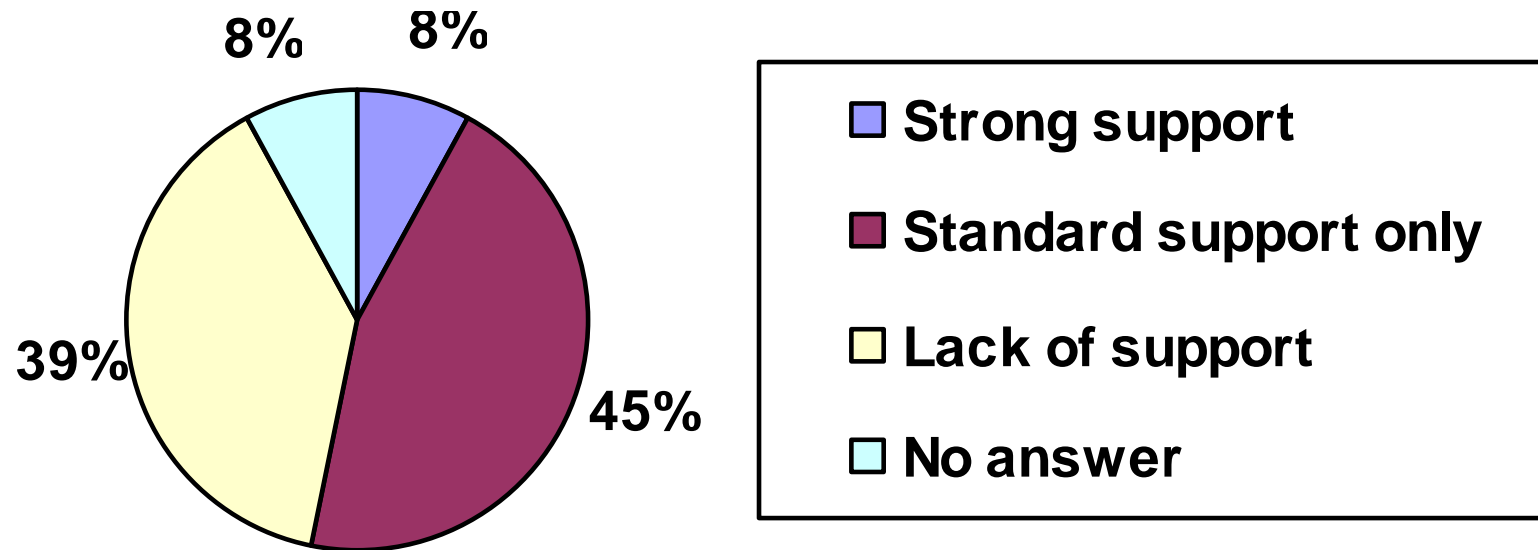
EURAXESS usage

- ▶ ESC helped researchers in the following main areas:
 - ▶ Providing valuable information about working conditions in the host country, about procedures, risks, etc.
 - ▶ Control and help in preparing the application
 - ▶ Relocation arrangements – taxation issues
 - ▶ Personal assistance concerning extension of visa
 - ▶ Advertisement of open positions
 - ▶ Administration issues
- ▶ Researchers requirements:
 - ▶ classification of mobility options
 - ▶ reliable job offers
 - ▶ more possibilities for graduates without PhD
 - ▶ network and reintegration grants
 - ▶ making aware of national initiatives in countries abroad

European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

- ▶ Requirements fulfilled by researcher's employers and funders :
 - ▶ Research institutions offer appropriate equipment and facilities
 - ▶ The working conditions for researchers provide the flexibility deemed essential for successful research performance
 - ▶ Researchers are provided adequate and equitable social security provisions
- ▶ Low degree of applicability of requirements:
 - ▶ Researchers enjoy fair and attractive conditions of funding and/or salaries
 - ▶ A specific career development strategy for researchers at all stages of their career is ensured, regardless of their contractual situation

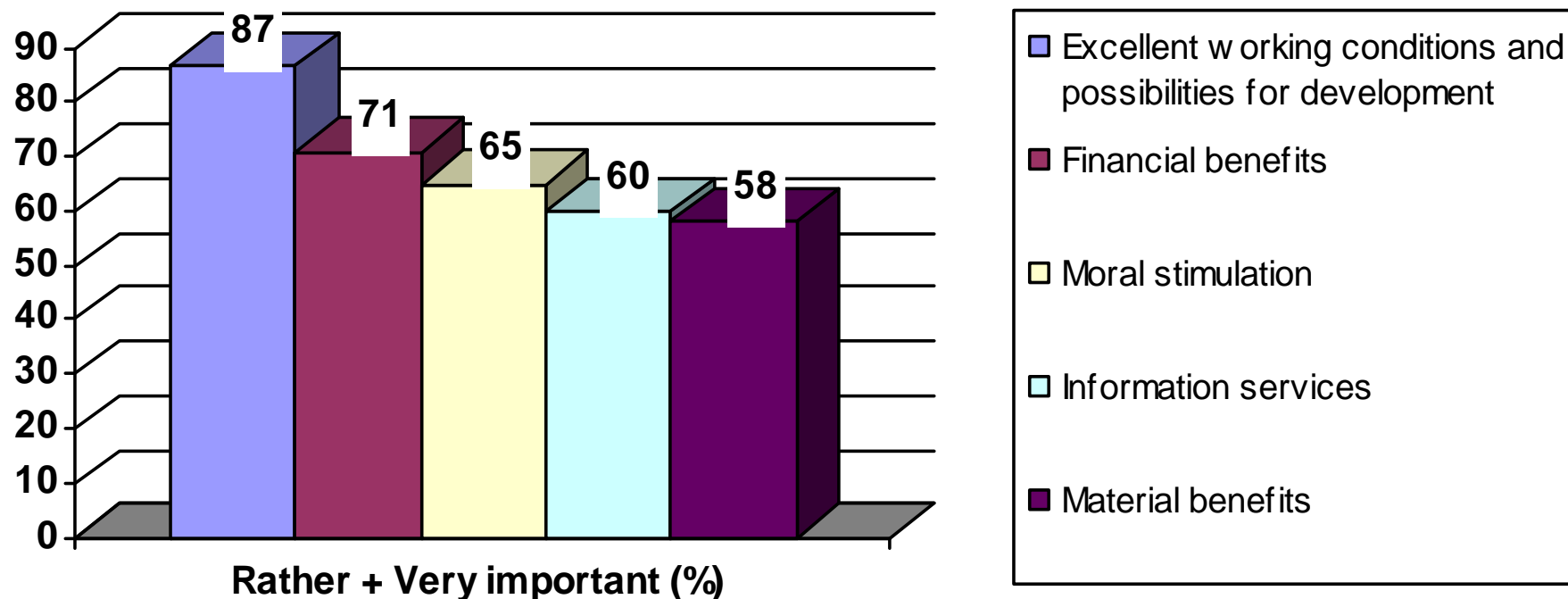
Degree of state support



Cyprus and Switzerland - countries with the greatest rate of state support to the research sector

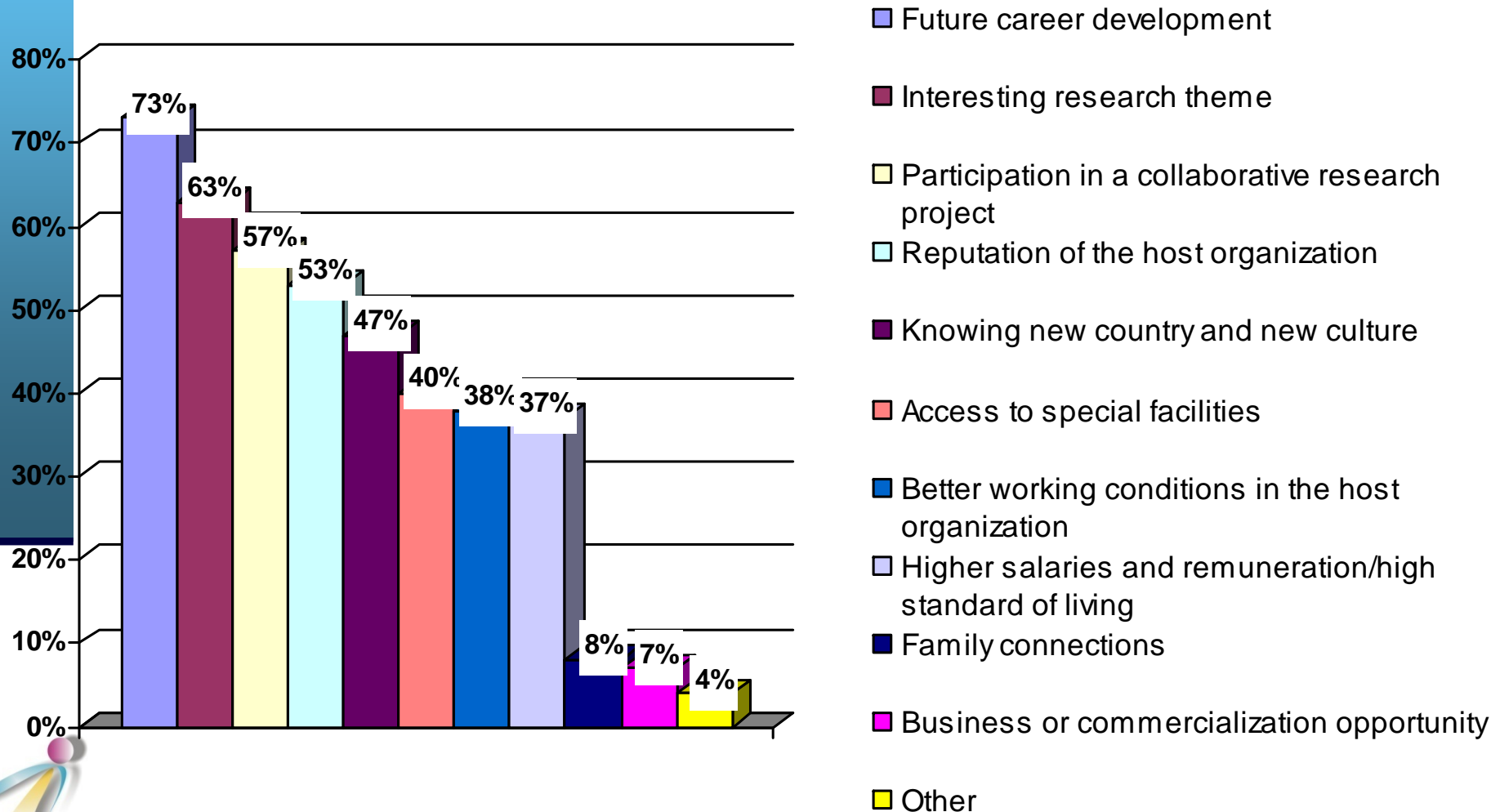
Least support - in Greece and Slovakia (lack of support, respectively 67% and 57%)

Attractiveness of researchers' career



Importance of the stimulation for work of researchers

Factors for mobility of researchers



Mobility problems

- ▶ Employment services and employment legislation - 80% BG, 47% HU
- ▶ Immigration services and legislation - 100% CY, 35% HU
- ▶ Discontinuity of research stays - EL (82%), CZ (35%);
- ▶ Tax authorities and tax legislation - 75% EL, 26% CZ
- ▶ Social security institutions and legislation - AT (52%), CZ (29%)
- ▶ Medical services - CY (72%), CH (37%)
- ▶ Language problems - SK (74%), CY (43%)
- ▶ Cultural barriers - 53% SK, 25% BG
- ▶ Lack of support by home institution - HU (63%), CZ (18%)
- ▶ By administration of host institution - SK (60%), CZ (0%)

Wrap-up

- ▶ For career of researchers
 - ▶ More state support and less bureaucracy
 - ▶ Higher motivation of researchers
 - ▶ Awareness raising of young people – focus on schools
- ▶ For mobility of researchers
 - ▶ Ensure research funding
 - ▶ Overcome discontinuity of research stays
 - ▶ More support from host institution
 - ▶ Improve social security and legislation issues
 - ▶ Less significant, but still ‘standard’ problems: health care services, educational services, cultural and language barriers

Scenario Thinking

THE WORLD FOR MOBILE RESEARCHERS IN 2025

Two groups each working on one focal issue:

What will be the range of needs of the EU grant-making community in 2025?

As public funding is a catalyst and private capital is needed to organise research and institutions to deliver solutions, what will success look like for EURAXESS in 15 years?

Four Scenarios



Strong/weak economy, divided/unified EU policy?

Strong economy, unified EU: 'One-stop-shop'

Weak economy, unified EU: 'outreach to 3rd countries'

Strong economy, divided EU: 'platform on a new dialogue'

Weak economy, fragmented EU: 'struggle for survival'



Conclusion

- ▶ Mobility of the highly-skilled is part of the globalization processes world-wide
- ▶ Beneficial for researchers and indispensable for acquiring new knowledge and skills
- ▶ In Europe are created institutional and funding tools to enhance researchers' mobility
- ▶ Need for EURAXESS initiative to be more visible and a substantial mechanism for European Human Resources Policy
- ▶ Future of EURAXESS - depends on decision makers all around Europe

Conclusion

- ▶ Career of researchers has strong support at European level
- ▶ Building a European labour market for researchers requires essential efforts, incl. legal changes at national level
- ▶ C&C are not accepted by a large number of European organisations in R&D – Why?
- ▶ Having a joint career framework for researchers will create the bases to remove national barriers and mutual recognition of qualifications

Thank you!

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