



European Career for Researchers

E*CARE project



Dimitris Sanopoulos
E*CARE project coordinator



E*CARE Final Conference
Plovdiv, 15-16 June 2011

The E*CARE project: Some data to remember...

- **Call:** FP7-PEOPLE-2007-5-3-ERA-MORE
- **Type of activity:** Coordination and Support Actions (Coordination)
- **Coordinator:** CERTH
- **Beneficiaries:** 9 partners
- **Project duration:** 36 months (1/8/2008-31/7/2011)
- **Participating Countries (8) and Organisations:**
 - ❖ Greece (CERTH, NHRF)
 - ❖ Bulgaria (SU-NIS)
 - ❖ Austria (BMWf)
 - ❖ Slovakia (SAIA)
 - ❖ Switzerland (ETH Zürich)
 - ❖ Cyprus (RPF)
 - ❖ Czech Republic (CAO)
 - ❖ Hungary (TETALAP)

E*CARE Objectives

Overall Goal

- ❖ Increase the quality of EURAXESS Network services in supporting researchers' mobility and career development
- ❖ Enhance the collaboration among Service Centres (SCs) with different backgrounds on the basis of shared experience, practices and tools

Specific objectives

- ❖ Gather structured information on remaining and emerging obstacles concerning researchers' career and mobility, and on recent trends at national level
- ❖ Strengthen the competences of SCs' staff through twinning and exchange of best practices and experience with more experienced SCs
- ❖ Raise awareness on EURAXESS and SCs services among a wide group of stakeholders

Overall Strategy of the Work Plan

- ❖ WP1: Survey on remaining obstacles for researchers' mobility and career (CAO)
- ❖ WP2: National trends and Best practices (NHRF)
- ❖ WP3: Service centres collaboration (ETH Zurich)
- ❖ WP4: Dissemination and promotion (SU-NIS)
- ❖ WP5: Management and control (CERTH)

Outcomes and Impact

- **Outcome:** Data collection based on the survey on obstacles for researchers' mobility and career
- **Aim:** Identify remaining mobility obstacles with emphasis on researchers' career development so as to respond to the changing environment for mobile researchers
- **Impact:**
 - National level:
 - Enrich existing knowledge on remaining mobility obstacles and current trends
 - Adopt services based on the results of the survey (i.e. Czech Republic's case: identified barrier: immigration services → they strengthened their services dealing with scientific visa and immigration administration)
 - Improvement of services provided by national ESCs → more satisfied clients
 - European level:
 - Updated information on remaining mobility obstacles and contemporary mobility trends for the eight (8) countries participating in the project / information available to the whole EURAXESS Services Network via the E*CARE website

Outcomes and Impact

- **Outcome:** Eight (8) National Reports on Researchers' Career and Mobility
- **Aim:** Enhance the level of knowledge in the area of researchers' mobility and career development. Reports will be uploaded to the E*CARE website, national EURAXESS Portals and EXTRANET. Indicatively the issues addressed are: research potential, information on legal framework/research policy, legal obstacles to mobility, career development obstacles, best practices, recommendations
- **Impact:**
 - National level:
 - Development of comprehensive, updated material to be used as a point of reference not only for incoming researchers (used complementarily to national guides for incoming researchers), but also for other national stakeholders (Ministries, university/ research organisations representatives, FP7 NCPs etc.)
 - Promoting national EURAXESS Networks as an advisory group to the formulation of national research policies
 - European level:
 - Valuable insight on what is happening in the 8 countries participating in the consortium, broadening, in this way, EURAXESS members' expertise beyond their national borders
 - Support discussions at EU level for tackling remaining mobility obstacles and promoting a favourable research environment

Outcomes and Impact

- **Outcome:** Best Practices Guide
- **Aim:** Highlight best practices in the area of researchers' mobility and career development both at national (regulations, policy making, implementation of ERA policies etc.) and ESC level
- **Impact:**
 - National level:
 - Promotion of national best practices
 - European level:
 - Transferring expertise to other EURAXESS members
 - Contributing to the creation of a more favourable research institutional environment in Europe by promoting national good practices to newly established EURAXESS Networks

Outcomes and Impact

- **Outcome:** Results from the twinning activities
- **Aim:** Enhance knowledge on how national EURAXESS Networks/individual ESCs participating at the project operate. Twin more experienced with less experienced ESCs for mentoring purposes
- **Impact:**
 - National level:
 - Improve national practices/services by integrating examples of good practices of other networks at national level
 - European level:
 - Establish closer communication links with other ESCs
 - Enhanced collaboration links

Outcomes and Impact

- **Outcome:** “Collaborative Learning Experiences” Exercises
- **Aim:** i) Develop scenarios or stories about how the future might unfold for EURAXESS, ii) mapping the tangible and non-tangible, local, national and international resources supporting mobile researchers
- **Impact:**
 - National level:
 - The collaborative and co-creative nature of the exercises (methodology and implementation) broadened the capacity of the E*CARE partners to think strategically (explore important dynamics affecting their daily work) and adopt internal planning processes at their institutions so as to respond to changes
 - Enhanced the team spirit and skills development of the trainees
 - Encouraged experimentation and imaginative thinking to integrate a broad range of perspectives

Outcomes and Impact

- **Outcome:** E*CARE Knowledge Forum
- **Aim:** Develop a set of exercises similar to those undertaken by the E*CARE partners throughout the lifetime of the project to be available for the whole EURAXESS Network through the E*CARE Website and EXTRANET
- **Impact:**
 - National level:
 - Learn to foresee, interpret and be adaptive to changes
 - Enhance the team spirit
 - Development of strategic thinking
 - European level:
 - Development of an Online Collaborative Learning Workshop (exercises and manual for analysing the results of the exercise)
 - Online knowledge-exchange

Outcomes and Impact

- **Outcome:** Set of promotional activities (national seminars, promo material, E*CARE website, final conference)
- **Aim:** Promote the activities and achievements of the E*CARE project and increase the visibility of the E*CARE partners at national and EU level
- **Impact:**
 - National level:
 - Gain visibility at national level
 - Establish relations and networking with high-level policy makers
 - Scientific publications based on the E*CARE survey results
 - European level:
 - Promotion of the EURAXESS Researchers in Motion Initiative at regional level

The E*CARE project: Summarising its impact

Measuring the impact of project activities on two levels:

- **National level**
 - Improving/strengthening services
 - Raising visibility
 - Knowledge management
 - Skills development
 - Creative thinking (new strategies for the viability of national networks)
- **European level**
 - Knowledge transfer
 - Enhancing collaboration and networking
 - Promoting EURAXESS Researchers in Motion Initiative

ERA-Mobility Strategy: Some national observations

Charter&Code

1. Low level of C&C recognition: Slovakia (2), Czech Republic (1), Bulgaria (1)
2. High level of recognition: Austria (26), Switzerland (26), Cyprus (13), Hungary (12), Greece (11)
3. Implementation of the HR Strategy (acknowledgement): Austria (1), Switzerland (1)
4. Number of organisations in the process of implementing the HRS4R per country: Greece (4), Austria (3), Cyprus (4), Hungary (2), Switzerland (7), Czech Republic (1)

ERA-Mobility Strategy: Some national observations

Scientific Visa

Identified obstacles:

- **Switzerland:** No application of Scientific Visa; Restrictive national/cantonal policies and difficulty of signing bilateral agreements with 3rd countries
- **Slovakia:** Difficulties with clarifying procedures for issuing a hosting agreement / lack of awareness on the scientific visa by research organisations
- **Czech Republic:** Consulates abroad are not well aware of the scientific visa package and the “fast track” procedure linked to it
- **Hungary:** i) There are too few Hungarian consulates in big countries (i.e. China, India) and the obligation to apply for visa in person creates difficulties to researchers involving a lot of time and cost; ii) unwillingness of hosting institutions to commit themselves to cover the costs of researchers staying in the country after the expiration of the visa
- **Greece:** i) Problems when a 3rd country researcher is invited to work at a private company, because a certification needs to be issued by GSRT confirming that the company has R&D dep. so as the researcher to be benefited by the scientific visa; ii) no mechanism established for examining hosting agreements signed by 3rd country researchers and research orgs.
- **Bulgaria:** Steps need to be made towards the fast delivery of short-term visas and consular cooperation
- **Cyprus:** Transposition of the Directive was made late in 2009 in the National Legislation. The full application is unfortunately still under way in terms of forms needed for organizations and Researchers.

Remaining legal obstacles: Some national observations

Legal Obstacles

- 1. Residence and Work permits:** Only available in national languages; Monthly-long delays in drafting hosting agreements affecting the payment of salaries to researchers; lack of awareness to receiving temporary residence permits for research purposes
- 2. Social Security:** Variety of occupation regimes of researchers (employment contracts, work contracts, scholarships, fellowships) affecting the social security regimes; complexity of the regulatory framework of European coordination system; variety of dispositions concerning supplementary / occupation schemes; no coordinated mechanism for the portability of pension funds
- 3. Taxation:** Double taxation remains possible in cases when there is lack of bilateral taxation agreements; difficulties in filling-in tax declaration forms

Remaining administrative obstacles: Some national Observation

Administrative Obstacles

1. Variations in the employment status of researchers
2. Different definitions of the term 'researcher'
3. The research working environment is not attractive/flexible to women researchers (flexible hours, teleworking, part-time etc.)
4. Researchers do not participate at the decision-making bodies of their organisations
5. Inter-sectoral mobility is not recognised as qualification
6. Diversified educational systems affecting the recognition of diplomas

*The main achievement of the E*CARE project is that it helped the partners to update and structure in a coherent way their knowledge on issues affecting considerably the career development and mobility of researchers in their countries*

Thank you for your attention!!



... for more information, please, check
<http://www.ecare-project.eu/>