

Towards a Single European Labour Market for Researchers: Role of EURAXESS *Researchers in Motion Initiative*



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1. Political Context: The Bigger Picture

Europe 2020 Strategy

- **3 mutually reinforcing priorities** for the EU economy:
 - Smart growth: based on knowledge and Innovation
 - Sustainable growth: resource efficient, green and competitive
 - Inclusive growth: high-employment economy + social and territorial cohesions
- **5 headline targets**:
 - 1) 75% of the 20-64 population employed
 - 2) 3% of EU's GDP invested in R&D
 - 3) The "20/20/20" climate/energy targets
 - 4) Early school leavers <10% and young tertiary degree <40%
 - 5) People at risk of poverty <20 million



1. Political Context: The Bigger Picture

- 7 flagships:

- 1) Innovation Union**

- 2) Youth on the move

- 3) A digital agenda for Europe

- 4) Resource efficient Europe

- 5) An industrial policy for globalisation era

- 6) An agenda for new skills and jobs

- 7) European platform against poverty



1. Political Context: The Bigger Picture

- **10 Priorities of the Innovation Union Flagship:**
 - 1) Strength investments in education, R&D, Innovation and ICTs.
 - 2) Reforms: get more value for money + tackle fragmentation
 - 3) Modernise the EU education system
 - 4) Complete the ERA by 2014
 - 5) Simplify the access to EU programmes (EIB, ERC, ERDF)
 - 6) Facilitate business-academia cooperation
 - 7) Bring “ideas to market”
 - 8) European Innovation Partnerships
 - 9) Social Innovation and Public sector Innovation
 - 10) Deep International Cooperation

1. Political Context: The Bigger Picture

34 Innovation Union's commitments:

- 1) By end 2011 MS are required to have strategies in place to train enough researchers to meet their national R&D targets and to promote attractive employment conditions.
- 2) The EC will support an independent multi-dimensional ranking system to benchmark university performance and support “knowledge Alliances” (business-academia cooperation).
- 4) In 2012 the EC will present the ERA framework and supporting measures to remove obstacles to mobility and cross-border cooperation to be in force by end 2014.
- 30) By 2012 EU and MS should ensure that leading academics, researchers and innovator reside and work in Europe and to attract a sufficient number of highly skilled third country nationals to stay in Europe.

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2. From political will to action

Reminder on how it works in Europe:

- 1) European Council (head of states and governments): provides guidance and impulses
- 2) Council of Ministers: works on the implementation of the targets
- 3) European Commission: monitor annually the situation, issue yearly report, present policy recommendation/warnings
- 4) European Parliament: co-legislator, mobilise citizens, involve national parliaments
- 5) National, regional and local authorities: implement in partnership with EC, elaborate national reform, associate parliaments, social partners and civil society
- 6) Stakeholders and Civil Society (EESC, CoR): good practices, benchmarking, networking

2. From political will to action

ERA Steering Group on Human Resources and Mobility (SGHRM)

- Re-launched in 2008 to follow the implementation of Policy Actions related to Researchers Career and Mobility
- Composed of representatives of 39 countries (27 MS + 12 AC) nominated by their ministries
- Chaired by an elected MS delegate
- Secretariat is provided by the European Commission

2. From political will to action

ERA Steering Group on Human Resources and Mobility (SGHRM)

Mandate

- Follow the implementation and monitoring of:
 - The European Partnership for Researchers (Until end 2010)
 - IU Commitments 1, 4 and 30 (as of 2011)

2. From political will to action

ERA Steering Group on Human Resources and Mobility (SGHRM)

**Mutual
Learning**

- Establish the baseline/country: National priorities & current actions
- Develop National targets following broad stakeholder consultations
- Implement National targets via legislative & non-legislative measures on national level
- Develop proposals for implementation action
- Refine/Develop indicators and agree on the ones to use
- Report on progress

2. From political will to action

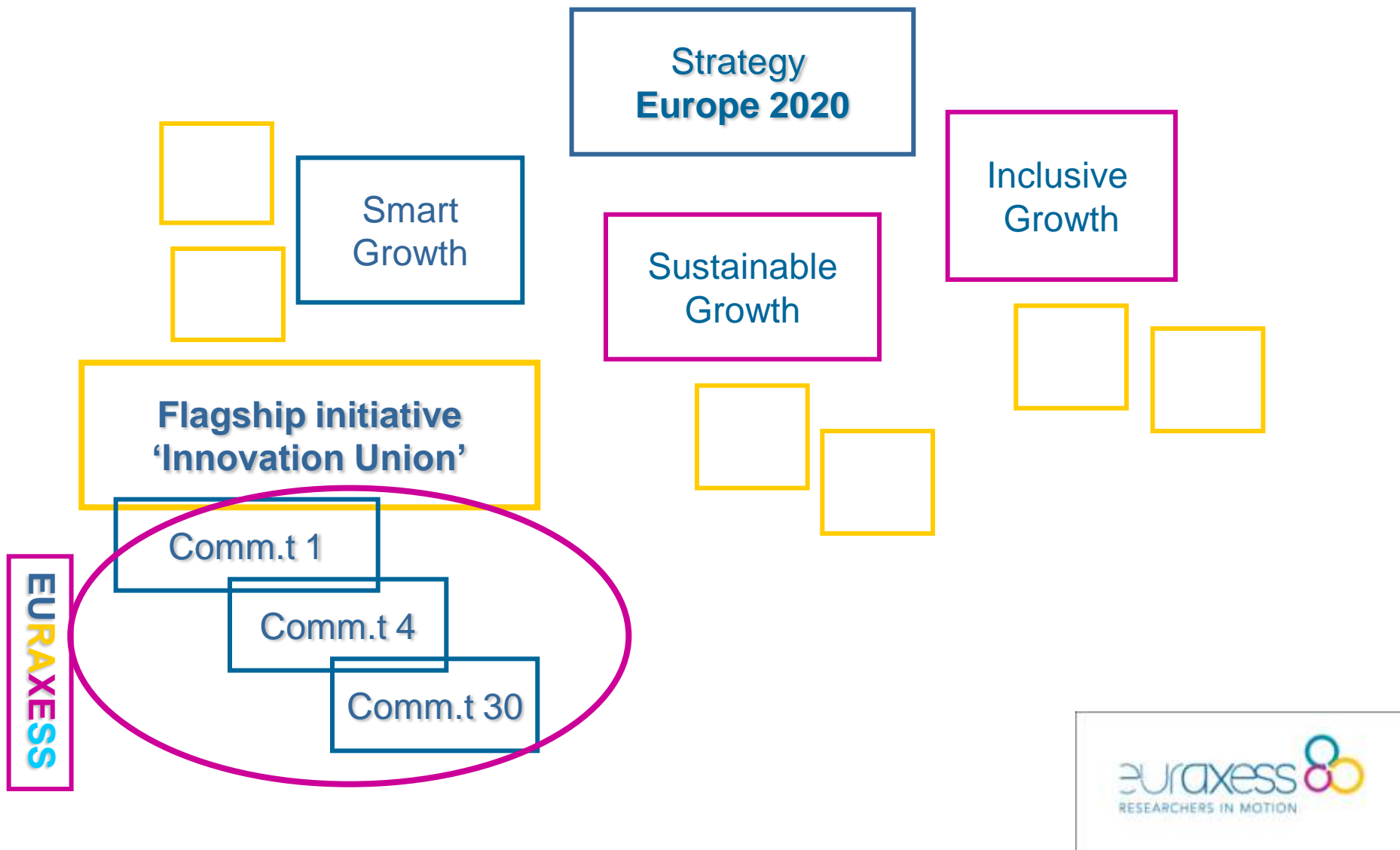
ERA Steering Group on Human Resources and Mobility (SGHRM)

Working Groups' activities:

- **WG JOBS** → Job publication strategy
- **WG SKILLS** → Research Career Framework, Mapping of Doctoral Training,
- **WG MONITORING** → Harmonize indicators with other actors, oversee logic of annual reporting

1. Political Context: The Bigger Picture
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3. **Role of EURAXESS in implementing the IU commitments on researchers career and mobility**

3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility



3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility

EURAXESS – Researchers in Motion: **4** initiatives that, by **supporting the mobility and careers of researchers**, assist in establishing Europe as an area of excellence in scientific research

3 reference pillars:

- Researchers' mobility issues
- European dimension in research careers
- Making Europe more attractive

www.ec.europa.eu/euraxess

3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility



Includes all information on job opportunities, funding opportunities, grants, employment, etc.

→ *IU's Commitments 4 and 30*



Includes all information for relocation assistance

→ *IU's Commitments 4 and 30*



Includes all information regarding Charter & Code, Social Security, Visa Package

→ *IU's Commitment 1, 4 and 30*



Includes all information to maintain the link with European researchers abroad

→ *IU's Commitments 4 and 30*





3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility

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JOBS

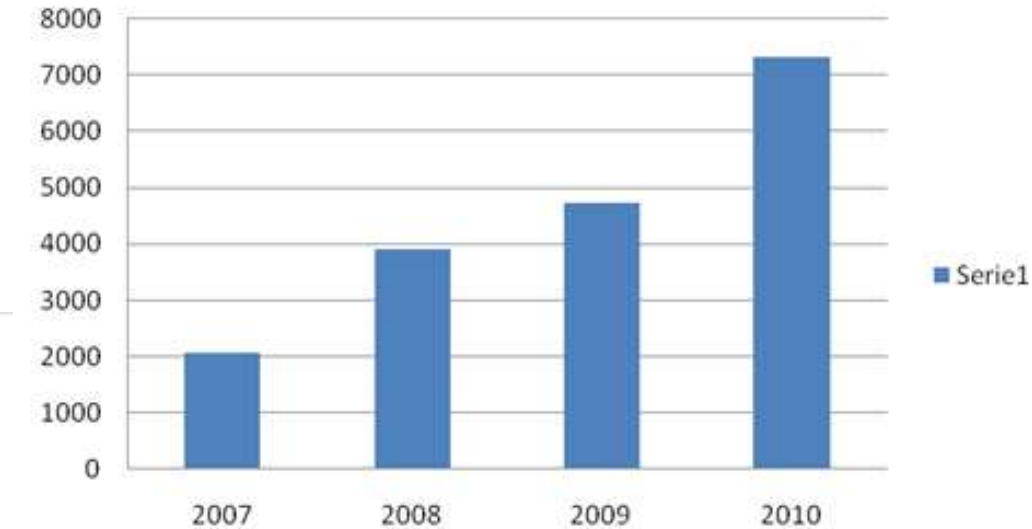
EURAXESS Jobs

- Virtual job market: job vacancy (~ 2,000 jobs on-line available/day)
CV data-base (>18,000)
- Active Registered organisations (i.e. those whose profile has been checked and accepted): > 5,000;
- Funding and job opportunities in 38 European countries
- Job vacancies funded by the Marie Curie Actions
- Access to 36 national EURAXESS Portals
- Useful links & info on European policies for researchers
- Unique Visitors: ~ 500,000 in 2010
- Page Views: ~ 500,000,000 in 2010
- Established collaboration (i.e. job exchange) with: Naturejobs, Academic Transfer, INRA, Galaxie. More job platforms in the pipeline

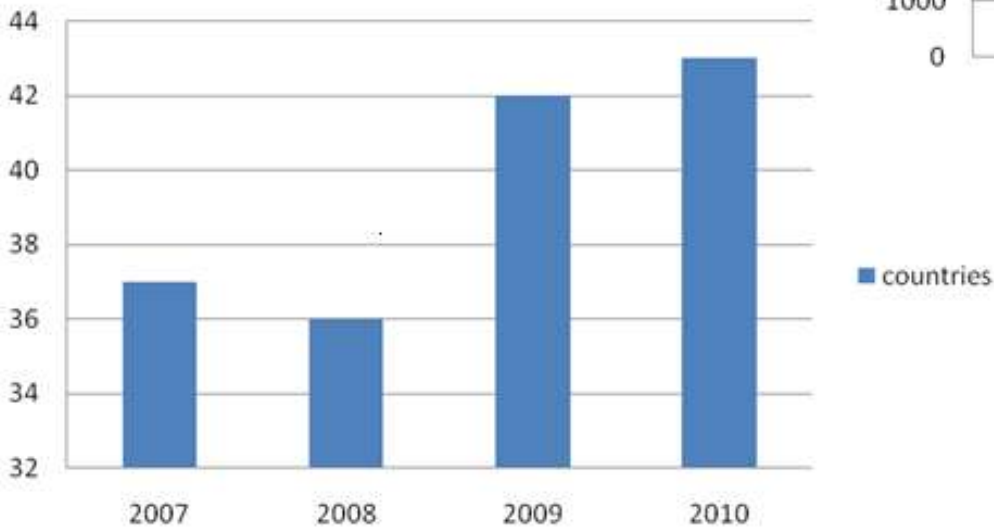
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EURAXESS Jobs

JVs published x Year



Countries publishing JVs x Year



3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility

EURAXESS Services

**200 Centres; 38 Countries (MS + AC) –
500 members assisting in questions
related to:**

Visas

Work permits

Accommodation

Legal issues

Social security

Health

Taxes

Everyday life

Family support

And MORE...

In 2010:

60.000 Researchers
assisted in the centres

110.000 questions
answered

3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility

Commission Recommendation to Member States (2005) on “A European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers”

- « **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

Charter & Code have been endorsed by more than 1000 organisations from across Europe!

3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility

Charter & Code implemented through the
“*Human Resources Strategy for Researchers*”:

- Voluntary, light and flexible approach
- Based on self-assessment, mutual learning and peer review
- Open to all research organisations and funders
- More than 130 institutions taking part (*BG: Varna Free University*)
- « **HR Excellence in Research** » logo awarded for significant progress in the process (47 so far):



HR EXCELLENCE IN RESEARCH

3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility

EURAXESS Links

- Maintain the link with European researchers abroad
- Keep them informed on career, funding and collaboration opportunities with Europe
- Change the paradigm of Brain Drain to Brain Circulation: Not net loss for Europe, but a valuable resource
- Does **not** have as its primary aim bringing back EU researchers

3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility

Type of Activities

- Networking (Events, web forum, researchers' database)
- Information Dissemination (Website, newsletter, info days)
- Collaboration, Career & Funding Opportunities in Europe (Career fairs, EURAXESS Jobs, matchmaking via forum, joint conferences & workshops...)



3. Role of EURAXESS in implementing the IU commitments on researchers career and mobility

euraxess
LINKS

- Launched in: USA, Japan, China, India and Singapore

- Coming Soon

- 2012 – 2013:
 - Brazil: Hub for Latin America
 - Canada
 - Singapore becomes hub for ASEAN EURAXESS-Links
- 2011 –:
 - Links becomes the Overseas Branch of EURAXESS

Vision -> Objectives -> Strategy -> Plan -> Action for Implementation

Vision without Action, is a dream

Action without Vision, is

Vision -> Objectives -> Strategy -> Plan -> Action for Implementation

..... *A NIGHTMARE*

Thank you for your attention!



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