

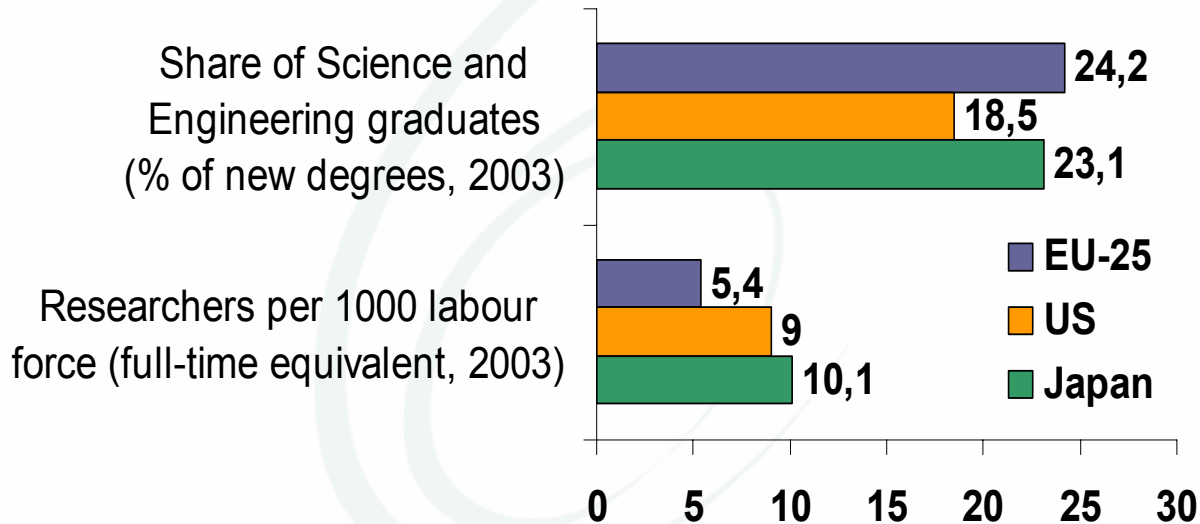
# Europe for Researchers

## *Policies and Strategies*

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Strategy and Policy Aspects  
The Human Factor, Mobility and Marie Curie Actions  
European Commission

# The weakness

(Not the **number** and quality of PhD , but of **researchers**..)



# The needs

An open and competitive European **labour market** for its researchers:

An attractive research environment

Training which responds to the needs of the labour market

Research career development perspectives

Financial incentives

# How does Europe react?

- **The European Research Area**
- **The Lisbon and Barcelona objectives** (and the re-launch of the Lisbon strategy)
  - The Commission together with the Member States must take the necessary steps to *remove obstacles to mobility of researchers in Europe*
  - The need to *increase the number of researchers per 1000 workforce by 2010*
  - Devote *3% of GDP to research by 2010*

*What is needed?*

An *integrated strategy* for the development of Human Resources in R&D  
in Europe

# From mobility to career development

- A *Mobility Strategy for the European Research Area* (COM 331 final of 20.6.2001.) & related Council Resolution of 10.12.2001 (OJ C 367 of 21.12.2001)
- Communication: *Researchers in the ERA - one profession, multiple careers* (COM(2003) 436 final of 18.7.2003) and Council Resolution (O.J. 282 of 25.11.2003)

Implementation through Steering Group on Human Resources and Mobility (SG HRM) as part of the Open Method of Coordination (OMC).

## HR: Main initiatives 2004/2005

**Recommendation on the European Charter for Researchers and a Code of Conduct for their Recruitment (C(2005) 576 final of 11.3.2005 O.J. L75 of 22.03.2005).**

- **Package of instruments on admission and visa for third-country researchers (COM(2004) 178 final of 16.3.2004).**
- The European Researcher's Mobility Portal
- ERA-MORE, the European Network of Mobility Centres 2005

# Charter and Code: why such instruments?

- Differences of career structures in Europe
- Fragmentation at local/regional/national level
- Close, non transparent and local recruitment procedures
- Lack of career development prospects

# CHARTER = Reference point for the career management

- **Recognition of researchers as professionals**
- Research freedom/ethical principles
- Professional responsibility and contractual obligation
- Dissemination, exploitation of results
- Supervision/managerial duties
- Continuing professional development
- Working conditions, stability of employment, salaries
- Value of mobility
- Career development
- Intellectual Property Rights
- Appraisal systems
- Participation in decision making bodies



# CODE = Reference point for transparency in recruitment process

- Recruitment and Selection
- Judging merit
- Recognition of the mobility experience
- Recognition of qualifications
- Postdoctoral appointment

## Member States are invited :

- To take principles/requirements into account for their HRM strategies, for their institutional quality assurance mechanisms
- To continue efforts to overcome obstacles to mobility
- To put in place monitoring structures
- To inform Commission about measures taken for application of Recommendation

# Package for admission & visa third-country researchers

*Scope: Making Europe more attractive for researchers from all over the world = idea of a **specific residence permit***

16 March 2004 proposal by the Commission. **Adoption** in September and October 2005 (publication foreseen in November 2005) of :

- **A directive and a recommendation** on the admission of third-country nationals to carry out scientific research in the EU
- **A second recommendation** covering **short-term visas**

# Directive

Setting up of a **fast track admission procedure** for researchers based on a “hosting agreement” (research project, possession by the researcher of the necessary scientific skills and financial resources).

- Right to work without an “economic needs test” to be carried out.
  - Smooth mobility
  - Involvement of private bodies
  - Equal treatment with nationals in a number of areas, for example social security or working conditions
  - Facilitation of family reunification
-

# 1st recommendation on admission

Anticipates the implementation of the directive by providing immediately favourable conditions for the admission of third country nationals for research purposes, through:

- The exemption from or the automatic delivery of work permits
- The setting up of accelerated procedures for issuing the residence permit.

# The 2nd Recommendation (short-term visas < 3 months)

Based on the consideration of researchers as “bona fide travellers” for whom it is suitable to facilitate the issue of uniform visas to attend conferences etc.

Member States are encouraged to:

- Facilitate the rapid issuing of short-term visas (and multiple entry visas)
- Adopt a harmonised approach on the supporting documents for research visa applications
- Reinforce their consular co-operation on these issues


# The European Researcher's Mobility Portal

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


EUROPA - The Researcher's Mobility Portal - Home page - Microsoft Internet Explorer provided by European Commission

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 **The Researcher's Mobility Portal** English

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Local intranet

# The ERA-MORE Network



## Each Mobility Centre

- acts as a point of entry for researchers looking for practical information and guidance
- fulfils its information and assistance task either by direct proximity assistance or by directing the person(s) concerned to the appropriate specialised centre