



EUROPEAN
COMMISSION

Community research

A European labour market for researchers

Europe's open strategy on
human resources in R&D

Joint OECD-MEXT Workshop
on International Mobility of
Researchers

Paris, 28 March 2007

European Commission
DG Research

Cornelis Vis
Universities and Researchers Unit



EUROPEAN
COMMISSION

Community research

A European labour market for researchers Background

- European Research Area, launched in 2000
- Corner stone of European knowledge society
- Single market for research, defragmentation, European objectives
- Researchers vital in ERA
- Integrated strategy to make EU attractive to the best researchers
- Ultimate goal: an open European labour market for researchers



A European labour market for researchers Introduction

Researchers in an international context

- « Brain drain » versus « brain gain »
- Not only a European issue, but global
- « Brain drain » serious when attractive return possibilities and career prospects are absent
- International mobility beneficial, even indispensable for acquiring new knowledge and skills



A European labour market for researchers Introduction

Researchers in an international context (continued)

- Researchers are traditionally very mobile
- Mobile researchers are not « lost »
- Main issue is not to prevent researchers from moving, but to take profit from them and provide them with return opportunities



A European labour market for researchers Introduction

Researchers in an international context (continued)

- European Commission builds therefore on « brain circulation », both within Europe as on a global level
- Active mobility policy in frame of enhancing Europe's attractiveness
- In terms of quality of research teams, infrastructures, salaries and career perspectives = heart of ERA



EUROPEAN
COMMISSION

Community research

A European labour market for researchers

Objectives in 2000

- Greater mobility of researchers in Europe
- Introduction of a European dimension into research careers
- Making Europe more attractive to researchers from all over the world



A European labour market for researchers Advancements

Mobility

- Improved information and assistance (EU Portal & ERA-MORE)
- Favourable conditions for mobility in national research policy and programming in several MS
- Much better understanding on issues and some regulatory advancements (social security, pensions, « EU scientific visa »)
- Practical recommendations to stakeholders on inter-sectoral mobility
- Design and first steps towards integrated data system on career paths and mobility flows of researchers



A European labour market for researchers Advancements

European dimension in research career

- Issuing and start of implementation European Charter for Researchers and Code of Conduct for their Recruitment
- Majority of MS has taken measures on opening up of national research systems
- Initiatives to raise the status of the profession of researchers (e.g. « Researchers in Europe Initiative 2005 », the « Nights »)
- Statistical projects to generate important trans-nationally coordinated data



EUROPEAN
COMMISSION

Community research

A European labour market for researchers Advancements

Making Europe more attractive

- Development, adoption and implementation of « scientific visa » package: easy access for non EU-researchers
- ERA-LINK pilot to network European researchers in the US
- Inventory of post-doc schemes in Europe to better understand the European offer and its attractiveness



A European labour market for researchers

Financial actions supporting the 3 objectives

- « Marie Curie Actions » for € 1,8 billion under FP6 to stimulate trans-national and inter-sectoral mobility and European career development
- Large number of Member States have introduced national schemes on HR in research development, including re-attraction of researchers that left those MS
- FP7-launch: from 2007 onwards reinforced « Marie Curie Actions » for € 4.75 billion over 7 years.



A European labour market for researchers

Priorities in FP7 « Marie Curie Actions » from 2007

- Networking **early-stage research training**, with lots of network-fellowships for young researchers, open to outside EU researchers
- « **Intra-European individual fellowships** » for **experienced researchers**
- New impact through « **co-funding of regional and national programmes** », to open these up in terms of trans-national stays, accept international researchers and re-attract researchers back
- « **Industry-academia partnerships and pathways** », support for longer term collaboration on HRM between academia and industry (staff exchanges, recruitment from outside partnership)



A European labour market for researchers

Priorities in FP7 « Marie Curie Actions » from 2007 (continued)

- **International fellowships** for career development and cooperation:
 - **Outgoing international fellowships** for EU researchers with obligatory return
 - **Incoming international fellowships** for non EU researchers
- Large scale **short exchange schemes** with neighbourhood and S&T-agreement countries
- Boosting « **diasporas** », networking both EU researchers abroad and non-EU researchers in Europe



A European labour market for researchers

Barriers and bottlenecks

- Reluctance of organisations to see « their » researcher leave; researchers that leave loose out on more stable job-opportunities
- Administrative and legal obstacles to mobility persist
- Strong imbalances between national labour markets
- Slow concrete implementation of Charter & Code
- Unemployment rates and unattractive employment and working conditions



A European labour market for researchers

The vision in « ERA revisited »

- Abundant, sustained flow of researchers circulating across Europe and between sectors,
- A labour market open to the world
- Stimulated by absence of financial or administrative obstacles
- Full opening of research positions and national research programmes to researchers of any nationality
- Strong drive to recruit researchers internationally
- Researchers are trained according stringent quality standards, which meet the needs of academia and business, and recognised throughout Europe



A European labour market for researchers

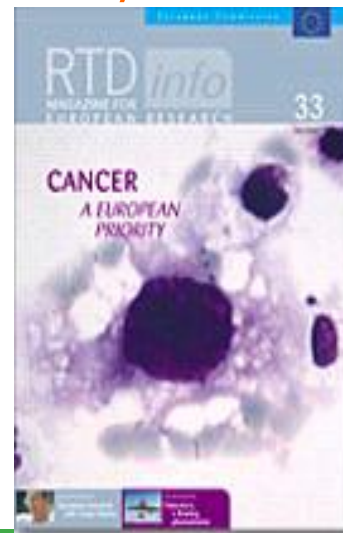
Next steps

- In frame of general ERA-relaunch: « ERA Green Paper »
- Based on a number of orientations
- Launch broad public consultation during 2007
- Distil concrete further measures at both MS and European level to be implemented from 2008 onwards
- Possibility for working towards a more effective framework, including more enforceable measures



Information

- Information on research programmes and projects: <http://cordis.europa.eu/>
- The European Researcher's Mobility Portal: <http://ec.europa.eu/eracareers>
- Newsletter "Europe4Researchers": <http://ec.europa.eu/eracareers/newsletter>





EUROPEAN
COMMISSION

Community research

**Thank you for
your
attention!**

cornelis-mario.vis@ec.europa.eu