EU policies for researchers – latest updates

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Mutual Learning Seminar
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Key EU initiatives to enhance researchers’ careers and mobility

- European Partnership for Researchers (2008)

=> Constructive dialogue with Member States and Associated Countries on:

- Open recruitment and portability of grants
- Social security provision
- Attractive employment and working conditions
- Training and skills
How to get from political declarations to real implementation?

- Commitment from stakeholders is crucial
- Improved working environment means higher attractiveness to top talent
  => Boost research output and access to funding
- Support by COM through HRS4R group

True partnership means:
Your success is Europe’s success!
What are the issues? According to the MORE Study (2010):

- Employment conditions and career prospects not attractive enough
- Cross-border, transnational and inter-sectoral mobility asymmetric and not sufficiently supported

=> Broad range of underlying factors, requiring integrated approach
Most cited factors affecting attractiveness of research careers

- Researcher profession not recognized
- Disparity of salaries
- Inadequate HR policies
- Lack of institutional funding and autonomy
- Opaque recruitment procedures
- Few incentives for mobility
- Grants not sufficiently portable
- Support services for mobility underdeveloped
- Administrative barriers (social security, visas)
- ...

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Why the urgency?

- 1 million net additional researchers needed by 2020 to meet 3% of GDP target
- Share of researchers in the workforce too low:
  - EU: 6 researcher per 1000 labour force
  - US: 9 researcher per 1000 labour force
  - Japan: 11 researcher per 1000 labour force
- Lower share of researchers in the business sector in EU compared to USA or Japan

Need to attract, train and retain more researchers:

=> Right training and career support crucial
Various policy initiatives already in place

- Common principles for innovative doctoral training in Europe
- Proposal for a European Framework for Research Careers
- Initiative for pan-European supplementary pension funds for researchers
- Euraxess – Researchers in Motion initiative
  - Jobs (Portal)
  - Services (Centres Network)
  - Links (Diaspora)
  - Rights (Charter & Code, social security, visa)
European Research Area (ERA) Framework

• Communication in June 2012, proposing a basket of concrete measures
• Delivering on IU Commitment 4 to complete ERA by 2014
• Addressing crucial issues related to researchers:
  • Open recruitment
  • Easy access to information to support mobility
  • Cross-border access to and portability of grants
• Very important also: Governance of the European Research Area
Links to Horizon 2020

- Horizon 2020 will enhance attractiveness of the research profession and facilitate mobility in a cross-cutting way
- Charter & Code references in Marie Curie Actions in FP7 exemplary => continue good practice
- New: Specific action to support institutions implementing ERA principles in innovative ways => including Charter & Code
- New: ERA Chairs to attract outstanding academics to institutions with high potential => including support for creating competitive research environment