



# EU policies for researchers – latest updates

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## *Key EU initiatives to enhance researchers' careers and mobility*

- **European Charter for Researchers & Code of Conduct for their Recruitment (2005)**
- **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)**
- ...

## *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*