Update on EU Policy on Researchers and Universities (01/12/2011)

1) If we want to increase the research intensity of our economies and reach the R&D target of 3% of GDP, the EU will need at least an estimated one million new research jobs[4]. This will require a better matching of supply (training of researchers) and demand (recruitment of researchers), a necessity acknowledged in the Europe 2020 Flagship Initiative Innovation Union[1], in the three interconnected commitments, nrs. 1, 4 and 30:

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1. By the end of 2011, Member States should have strategies in place to train enough researchers to meet their national R&D targets and to promote attractive employment conditions in public research institutions. Gender and dual career considerations should be fully taken into account in these strategies.

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4. In 2012, the Commission will propose [on the basis of the provisions on ERA in the New Lisbon Treaty] a European Research Area framework and supporting measures to remove obstacles to mobility and cross-border co operation, aiming for them to be in force by end 2014. They will notably seek to ensure through a common approach:

- quality of doctoral training, attractive employment conditions and gender balance in research careers.

- mobility of researchers across countries and sectors, including through open recruitment in public research institutions and comparable research career structures and by facilitating the creation of European supplementary pension funds.

The Commission has organised a public consultation on the European Research Area Framework to find out how the European research environment can be radically improved (closed on 30 November 2011). The goal is to achieve the European Research Area (ERA) by 2014, creating a genuine single market for knowledge, research and innovation. This will enable researchers, research institutions and businesses to circulate, compete, and co-operate across borders, increasing growth potential[2].

2) A new Commission Communication on migration and mobility has been adopted on11 November 2011[3]. The implementation of the "Scientific Visa" package (Directive 2005/71/EC) has been evaluated and a report will be published on 15 December 2011.The Commission will expand its network of EURAXESS Links contact points across the globe to promote of Europe as a destination for talent and stimulate networking between and with European researchers worldwide.

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30. By 2012, the European Union and its Member States should put into place integrated policies to ensure that leading academics, researchers and innovators 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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[1] COM(2010) 546 final of 6.10.2010 http://ec.europa.eu/research/innovation-union/pdf/innovation-union-communication_en.pdf#view=fit&pagemode=none

[2] http://europa.eu/rapid/pressReleasesAction.do?reference=IP/11/1025&format=HTML&aged=0&language=EN&guiLanguage=en

[3] COM(2011) 743 final http://ec.europa.eu/home-affairs/news/intro/docs/1_EN_ACT_part1_v9.pdf

3) The European Framework for Research Careers has been introduced - for self-categorisation purposes - on the EURAXESS Jobs Portal[4]. The framework is intended to foster cross-border and cross-sector researcher mobility, helping researchers to identify job offers and employers to find suitable candidates. The framework consists of four profiles:

R1 - First Stage Researcher	*(up to the point of PhD)*
R2 - Recognised Researcher	*(PhD holders or equivalent who are not yet fully independent)*
R3 - Established Researcher	*(researchers who have developed a level of independence)*
R4 - Leading Researcher	*(researchers leading their research area or field)*

4) A set of best practice based Principles for Innovative Doctoral Training has been identified[5]. They will be further tested through a feasibility study in 2012 (with visits to a sample of schools) and Marie Curie Action grant support in 2012-2014[6]. The principles refer to:

1) Research Excellence, 2) Attractive Institutional Environment, 3) Interdisciplinary Research Options, 4) Exposure to industry and other relevant employment sectors, 5) International networking, 6) Transferable skills training, 7) Quality Assurance.

5) The Commission will support employers of researchers (universities, institutes, companies) interested to set up a Pan-European Pension Funds for Researchers[7]. They will obtain guidance and expert advice in 2012 and 2013 to enhance their attractiveness as employer and promote mobility.

6) The new Commission Communication on the modernisation of higher education, adopted on 20 September 2011, contains a series of messages and measures relevant to researchers and universities on topics such as training and human resources management. *Supporting growth and jobs - an agenda for the modernisation of Europe's higher education systems[8].*

7) There are now 65 universities, research institutes and funding agencies that have received the "HR Excellence in Research" logo for their progress implementing the Charter & Code[9].

8) The Commission has adopted its proposals for Erasmus for All, the new programmes for education, training and youth (renewed Erasmus etc)[10] and Horizon 2020, the new framework programme for research and innovation (renewed ERC, Marie Curie Actions etc.)[11]. The future Structural Funds will also contribute substantially to the knowledge agenda.

9) The Commission will publish an extensive report on the research profession in spring 2012 *(The Researchers Report).*

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[4] Towards a European Framework for Research Careers, 21 July 2011 (final). Report adopted by the ERA Steering Group on Human Resources and Mobility
http://ec.europa.eu/euraxess/pdf/research_policies/Towards_a_European_Framework_for_Research_Careers_final.pdf

[5] Report of Mapping Exercise on Doctoral Training in Europe, 27 June 2011(final), pages 5 and 6. The principles reflect the Salzburg Principles of EUA, good practice in Member States and the Marie Curie experience. They were defined with the help of with the ERA Steering Group on Human Resources and Mobility and experts from academia, industry as well as funding organisations.
http://ec.europa.eu/euraxess/pdf/research_policies/Report_of_Mapping_Exercise_on_Doctoral_Training_FINAL.pdf

[6] MCA Call for European industrial doctorates (EID) and innovative doctoral programmes (IDP)
http://ec.europa.eu/research/participants/portal/page/people?callIdentifier=FP7-PEOPLE-2012-ITN

[7] http://ec.europa.eu/research/era/areas/researchers/researchers_en.htm. To express interest please send an email to RTD-PENSION-FUND@ec.europa.eu.

[8] http://ec.europa.eu/education/higher-education/doc/com0911_en.pdf

[9] http://ec.europa.eu/euraxess/index.cfm/rights/strategy4Researcher

[10] http://ec.europa.eu/education/erasmus-for-all/

[11] http://ec.europa.eu/research/horizon2020/index_en.cfm?pg=home