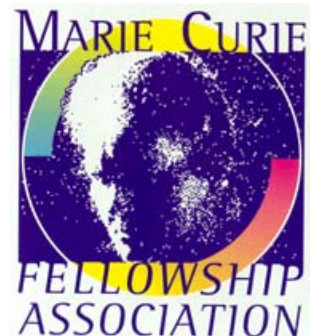
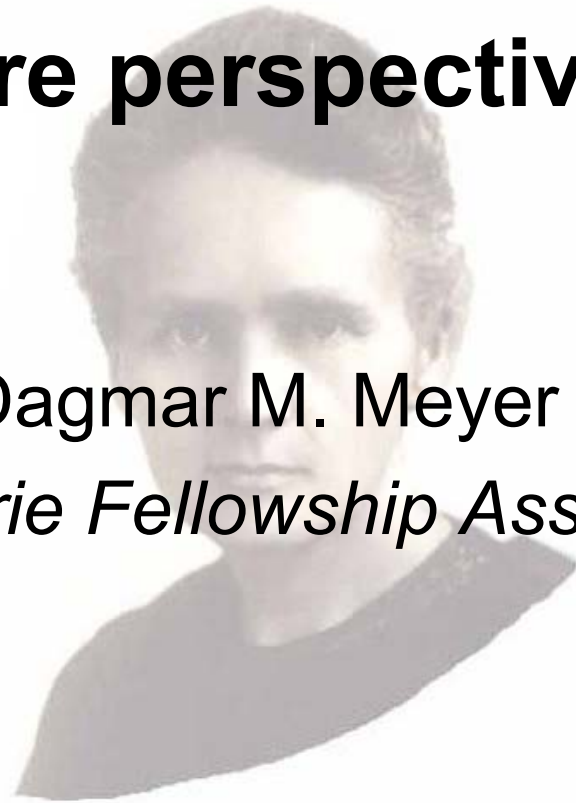


# **Fostering research careers in the European Research Area - recent initiatives and future perspectives**

Dagmar M. Meyer

*Marie Curie Fellowship Association*



# Policy context

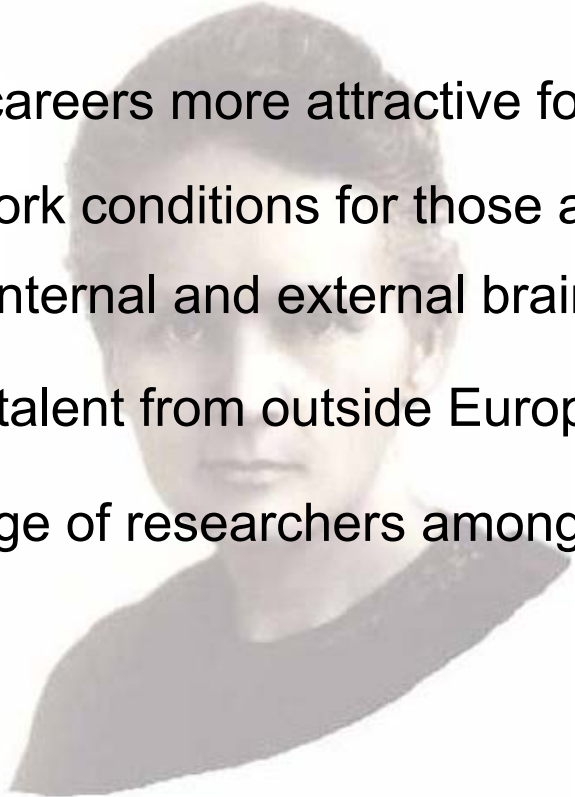
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- create a European Research Area
  - make Europe the most competitive **knowledge based economy** in the world, with more and better jobs and greater social cohesion
- increase investment in research
  - Barcelona objectives: 3% of GDP devoted to research
  - 2/3 of this from the private sector
  - to be reached by 2010

# Policy context

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- increase the number of researchers by 700,000
  - make scientific careers more attractive for young people
  - improve framework conditions for those already in the system (hence prevent internal and external brain-drain)
  - attract scientific talent from outside Europe
  - improve the image of researchers among civil society



# Improving the framework conditions for researchers

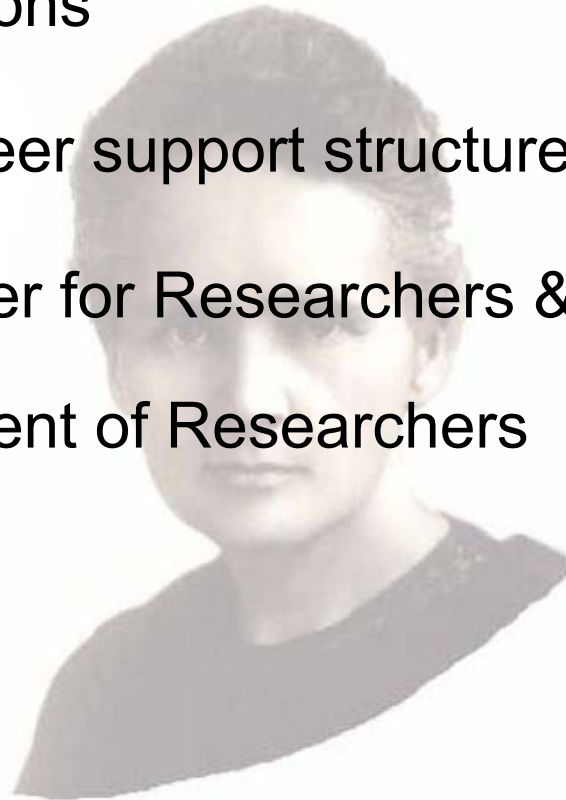
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- increase funding for research and research training
- foster the career development of researchers with a view to a European scientific labor market
  - integrated and broad career strategy
  - in particular, facilitate scientific mobility (in the broad sense)
  - offer better and more structured training especially at the early stages of the career (link with Bologna process and EHEA)
- define a clear status for researchers at all stages of their career

# Initiatives at European level

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- Marie Curie Actions
- mobility and career support structures
- European Charter for Researchers & Code of Conduct for the Recruitment of Researchers



# Marie Curie Actions

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- promote and support geographic as well as intersectoral mobility
- embedded in the long-term career development of the individual
  - potential impact on career perspectives is evaluation criterion
  - measures to support reintegration after mobility period
- idea of “life-long learning”
  - no more age limits but eligibility criteria based on experience
  - variety of measures for researchers at different career stages

# Mobility and career support

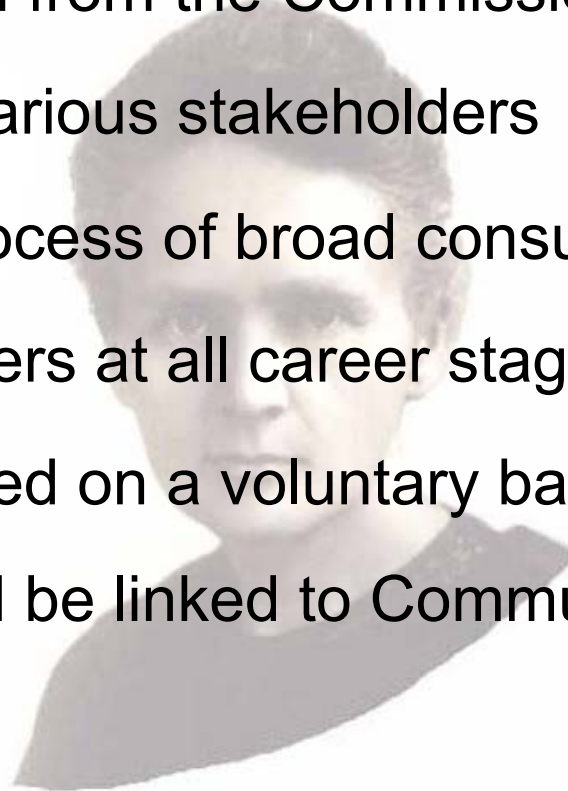
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- ERA-CAREERS: pan-European Researchers' Mobility Portal and national sub-portals, providing information on funding opportunities and information for mobile researchers
- ERA-MORE: European Network of Mobility Centers, network of national mobility networks providing practical support
- ERA-LINK: linking European researchers abroad to the European scientific community

# Researchers' Charter and Code of Conduct for the Recruitment

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- recommendation from the Commission to the Member states and the various stakeholders
- outcome of a process of broad consultation (bottom-up)
- covers researchers at all career stages
- to be implemented on a voluntary basis
- adherence could be linked to Community funding



# Researchers' Charter

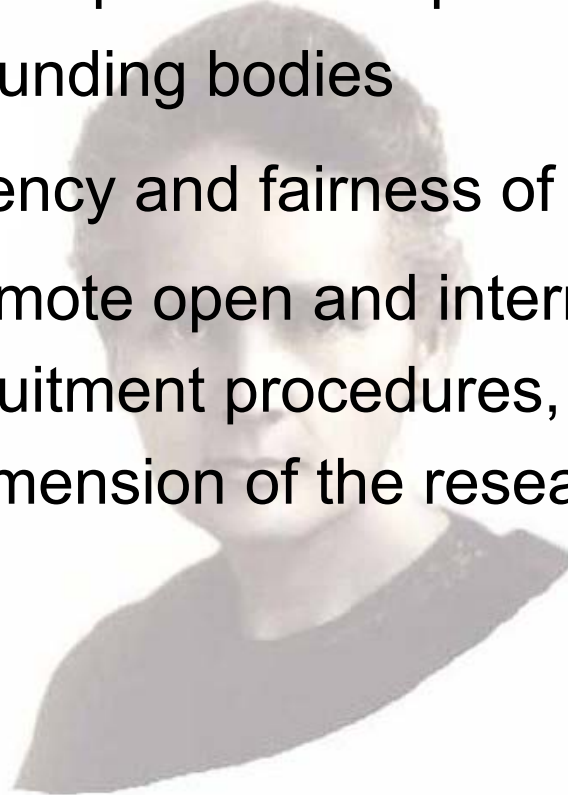
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- set of general principles specifying roles, responsibilities and entitlements of researchers, employers and funders
- provide a unified framework for career management and employment perspectives, irrespective of the nature of appointment/employment
- aim: to ensure that the relationship between researchers and their employers/funders is conducive to their work and their career development

# Code of Conduct

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- set of general principles and requirements addressed to institutions and funding bodies
- ensure transparency and fairness of recruitment process
- in particular, promote open and internationally comparable recruitment procedures, taking into account the European dimension of the research labor market



# Thank you!



III Jornadas de Jóvenes Investigadores  
Valencia, 3-4 March 2005

Dagmar M. Meyer  
MCFA Chair

