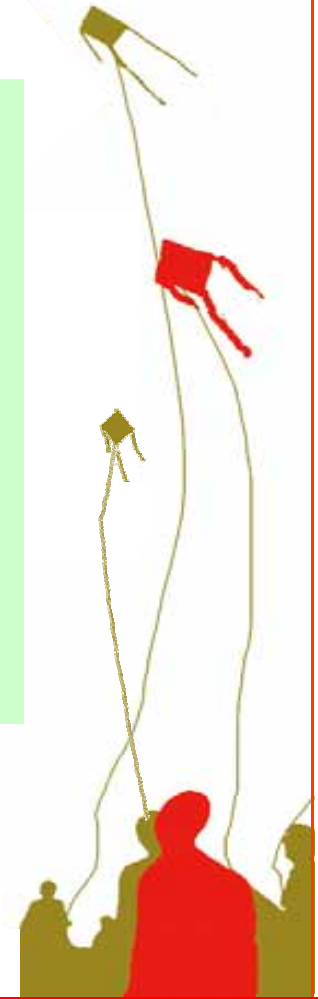
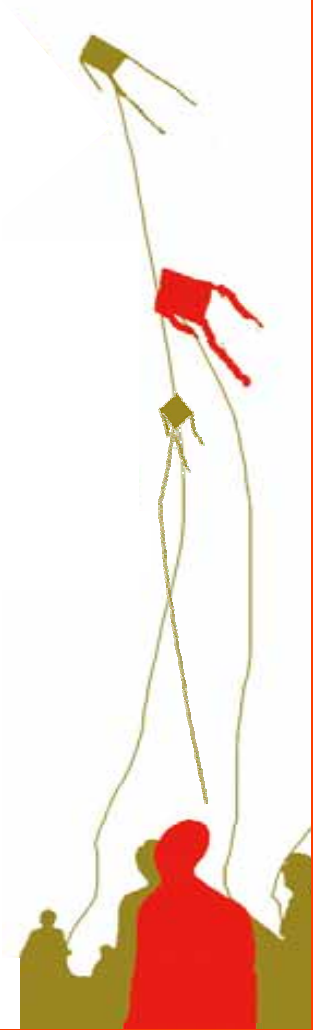

Interim Report - ERA Green Paper
Expert Group 'Researchers'
Mobility - Social Security
Charter & Code

Massimo Serpieri, European Commission
ESF Forum 8 November 2007

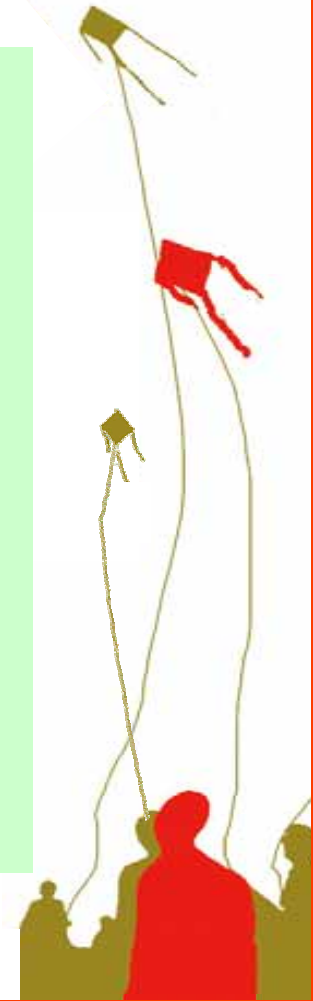


To identify ways to make ERA attractive, operational and fair, the group produced a first draft of series of **Policy Options**, addressed to **Policy Makers, Funding Agencies, Research Institutions** (of the private & public sector), and indicated their **feasibility, in the short or in the medium term**



The **Suggested Policy Options** concern :

- RECRUITMENT & CAREER DEVELOPMENT
- GENDER & DUAL CAREERS
- MOBILITY & DOCTORAL PROGRAMMES
- EXPERIENCED SCIENTISTS
- CHARTER & CODE
- SOCIAL SECURITY (SS) AND SUPPLEMENTARY PENSION SCHEMES (SPS)

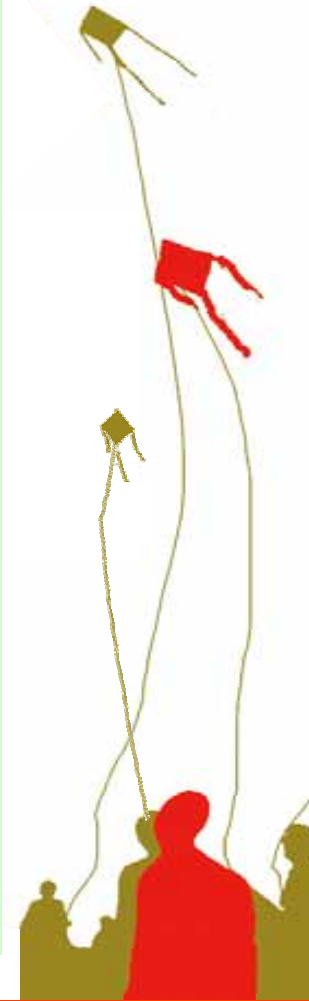


RECRUITMENT & CAREER DEVELOPMENT :

- Advertising calls
- Homogeneity of selection procedures
- Including transferable skills in selection criteria
- Building team leaders among next generation researchers

GENDER & DUAL CAREERS :

- promoting gender representation
- boosting incentives for dual careers
- favouring 'career breakers' (e.g. returnees & switchers)

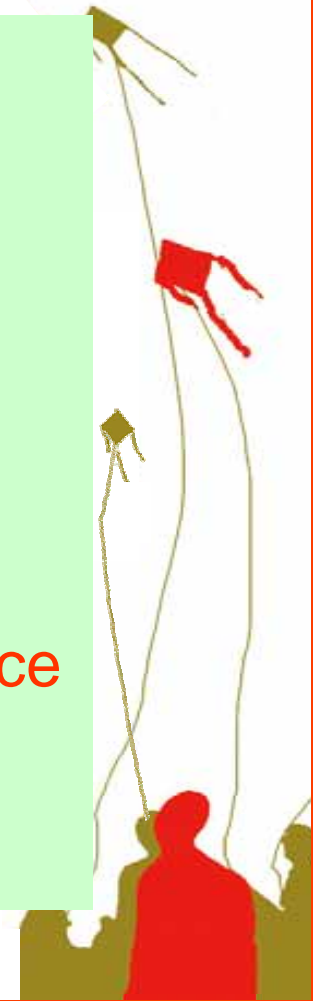


MOBILITY :

- Mobility as integral part of researcher cv
- Defining investments/incentives for all the actors
- Introducing caveats on talents drain from less developed countries/regions

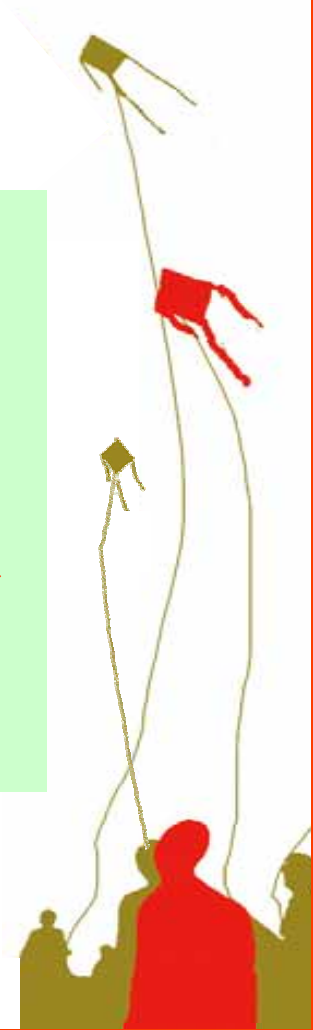
EXPERIENCED SCIENTISTS :

- Developing initiatives to make use of their experience
- Exploiting them in time consuming suitable tasks
- Establishing an 'international placement agency'



CHARTER & CODE :

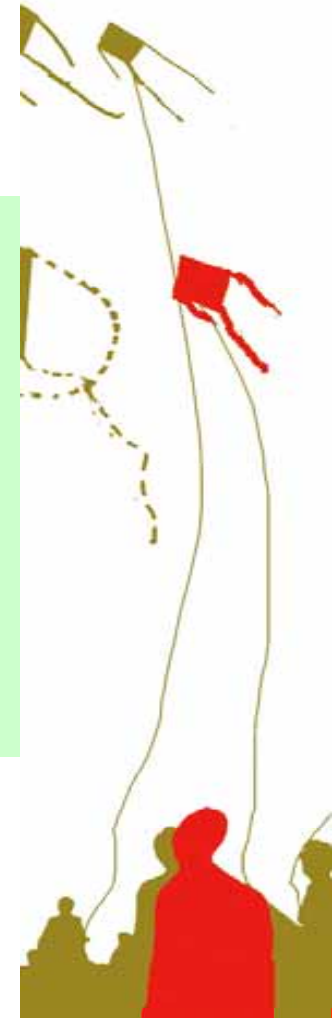
- Promoting knowledge and awareness
- Accelerating and monitoring implementation by
 - Inserting reference to C&C in grant Terms & Conditions
 - Introducing a C&C label



I - SOCIAL SECURITY (Soc. Sec.):

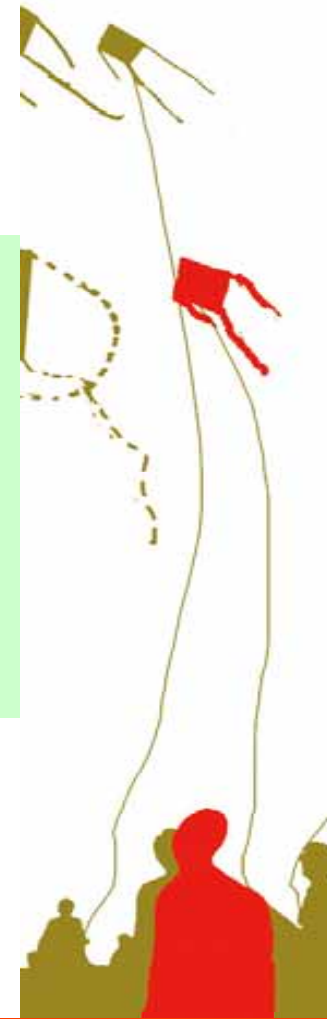
LEGAL PROPOSITIONS

- Explore specific rules of conflict of law
- Better access to unemployment benefits
- Adoption of the directive on the portability of SPR



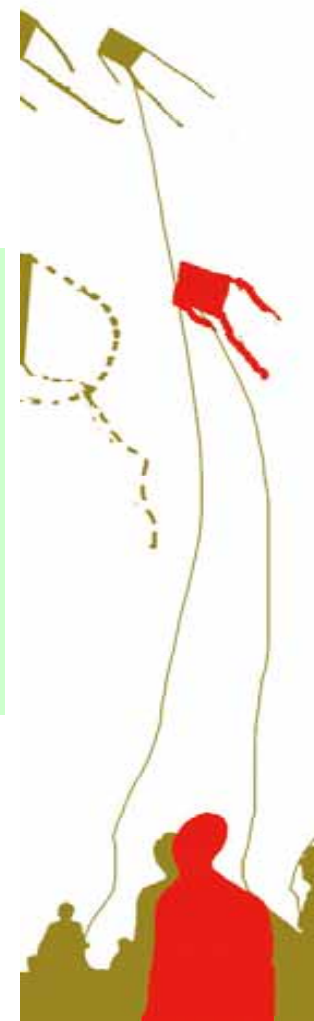
II Soc. Sec.: Short and Midterm solutions

- A Pension Support Centre
- Creation of a Pan-European Fund
 - Carries out pension schemes for researchers in each of the MS



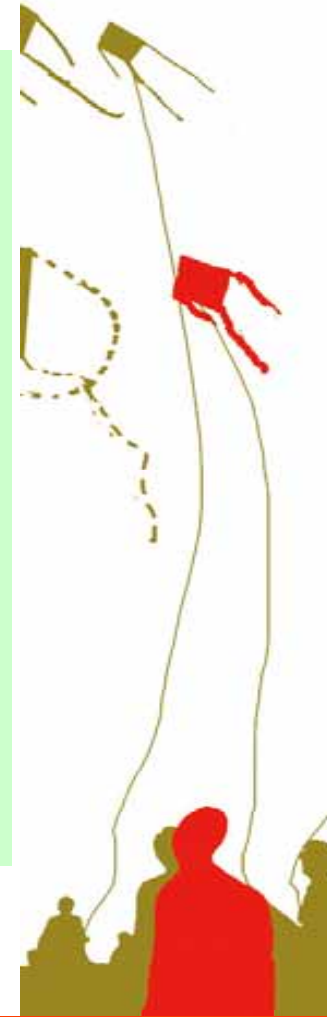
III – Soc. Sec. Long-term solutions

- Interlinking of all national pension registration systems
 - Mobile researchers having easy access to all their pension rights built up through a digital tool



Lisbon Conference – Session on Researchers

- **Dynamic nature of Charter and Code (it's not about contract in stone);** “Unbundle” for results on short term; C&C promoters;
Mobility and attractive ERA for all: funding for **costs** associated with mobility; create physical and virtual networks of CoE;
- **Researchers are professionals:** recruitment, equal opportunities for “career breakers” and “returnees”; develop professional models for doctoral programmes.



Thank you for your attention!

