

Europe 2020: Mobility of Researchers as a key aspect for career development

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Presentation given at the

I-SEEMob Conference

*Fostering inter-sectoral mobility of researchers in SEE:
Challenges and driving forces*



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The history of mobility of researchers
(with a special emphasis on inter-sectoral
mobility)
in the EC 'key policy documents'



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Commission Recommendation of 11 March 2005
on the **European Charter for Researchers**
and on a **Code of Conduct for the Recruitment**
of Researchers...

Inter-sectoral mobility quoted 3 times



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...Even though Member States have made considerable efforts to overcome administrative and legal obstacles to geographical and **inter-sectoral mobility**, many of these obstacles still remain.

[Therefore the EC recommends]... That Member States continue their efforts to overcome the persisting legal and administrative obstacles to mobility, including those related to **inter-sectoral mobility** and mobility between and within different functions...

Most important, under 'Principles and Requirements'...

Value of mobility

Employers and/or funders must recognise the value of geographical, **inter-sectoral**, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career...

(cont'd)



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Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system.

This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.



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A European strategy for smart, sustainable and inclusive growth



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Commission Communication of 6 October 2010
on the Europe 2020 Flagship Initiative

Innovation Union

mobility across sectors quoted 3 times

Innovation Union Commitment n. 4...

In 2012, the Commission will propose a European Research Area framework and supporting measures to **remove obstacles to mobility** and cross-border cooperation, 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...



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The political will is there...

The **concrete actions?**

(EU universities and Res. Inst., ERC, FP7, MCA...)



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BUT pleas for more and better valued mobility
must be **evidence-based**:
statistics
case studies/success stories...

Provided that it is adequately valued and 'administratively' supported (portability of grants and of social security provisions, dual careers measures...),

mobility (particularly inter-sectoral) is good *per se*, as

- it increases competitiveness of the individual, thus favouring employment and career progression,
- it **benefits the research institution**, as it implies open recruitment and equal opportunity employment conditions,
- it boosts inter-sectoral co-operation (especially **between industry and academia**), which is crucial, especially in time of fiscal constraint!!!



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Therefore, our researchers, especially the younger stratum (those we call in the EFRC ‘first stage researchers’) should always, without reservations, **encouraged to undertake these experiences**



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ISEE-Mob can do a lot for promoting more and better valued **mobility**; its conclusions & findings may apply beyond SEE, so, on behalf of the ERA Steering Group on Human Resources and Mobility
THANKS!