



## Conference « Young Researchers in Europe »

Jeunes Chercheurs en Europe  
Rennes, 20-21 November 2008

[www.yre2008.eu](http://www.yre2008.eu)

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## Conference « Young Researchers in Europe »

Jeunes Chercheurs en Europe  
Rennes, 20-21 November 2008

The year 2008 has been marked by the unanimous commitment of the State Members and the European Commission to strive to build an open and transparent labour market for researchers.

The European Commission's Green Paper on « The European Research Area: New Perspectives » published in April 2007 had launched a broad debate. Amongst the different questions raised in this document, one was of realising a single labour market for researchers, followed in March 2008 with recommendations of the expert group created for this purpose.

The European Commission's communication of May 23, 2008 for « **BETTER CAREERS AND MORE MOBILITY: AN EUROPEAN PARTNERSHIP FOR RESEARCHERS** » put forward a partnership between the stakeholders of the labour market of researchers in 4 key areas of action:

- Systematically publish and open vacant positions in research organisations to European researchers
- Improve work and employment conditions (for instance, by improving contractual terms and conditions, compensation and career opportunities) to make scientific careers more attractive
- Meet the needs of mobile researchers with regard to social security and supplementary pension schemes
- Make it possible for researchers to acquire the skills needed to transform knowledge into concrete results, especially by strengthening the links between the university and the corporate world

In the framework of the French Presidency of the European Union, the Competitiveness Council welcomed the Partnership in its session of September 26, 2008. The first national reports on the planned or on going actions expected before the end of 2009, will allow a first global assessment in 2010 of the progress made in this direction.

To support this commitment and point up the particular situation of the young researchers in the building of the European area, Valérie Pécresse, the French Minister for Higher Education and Research, organised the **conference « Young Researchers in Europe »**, in association with the European Commission and with the support of the local partners, in Rennes on November 20 & 21, 2008.

Involving relevant stakeholders of the European labour market of researchers, in particular researcher associations, employers of researchers, and funding agencies, in the discussion on how to implement the European Partnership for researchers, the conference has been drawn up in the vein and according to the letter of the conclusions adopted by the Council.

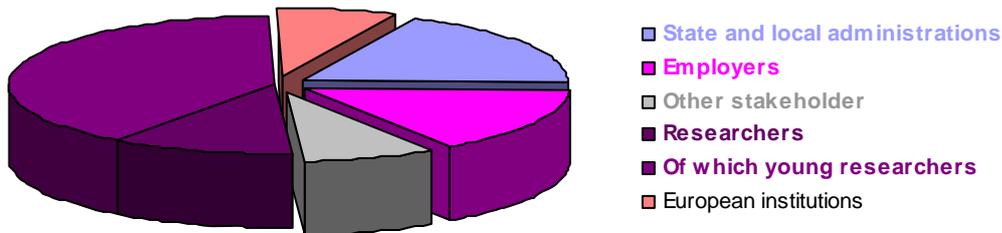
The objective was to generate **common** initiatives, based on the priority lines of action proposed in the European Partnership for researchers and to present them during the Competitiveness Council of December 2, 2008.

- **Headlines of the conference « Young Researchers in Europe »**
- **Milestone report on the implementation of the Partnership at the Competitiveness Council of December 2, 2008**

## HEADLINES OF THE CONFERENCE « YOUNG RESEARCHERS IN EUROPE »

The conference counted around 400 participants, representing 53 nationalities, of which **40 %** were **young researchers**.

Participants' profile



It gave the floor to the *launching* of the « **European human resources strategy for researchers** » incorporating the principles of the European Charter for researchers and the Code of conduct for their recruitment.

Lever for the implementation of the European Partnership, this process aims at improving the attractiveness of research employers valuing the quality of their human resources management and at promoting a wider transparency of working conditions. It is based on the principle of a voluntary implementation by the institutions.

**26 European public research institutions** took the opportunity of the conference to formally express their commitment to implement the HR strategy and feature amongst the pioneers of this new supporting tool.



For the first time, **companies** (L'Oréal, Total, Orange, Saint-Gobain) also brought their support to the **European charter for researchers**.



**Representatives of pioneer institutions and companies surrounding the general director for research and innovation**

© Stéphanie Prion

The *round-table* of the plenary session gathered various researchers with professional career paths calling in mobility, in its different shapes. The debate put forward the unpredictability of these careers and the necessary adaptability they require. It thus introduced the improvements expected in each of the axes developed in the workshops.

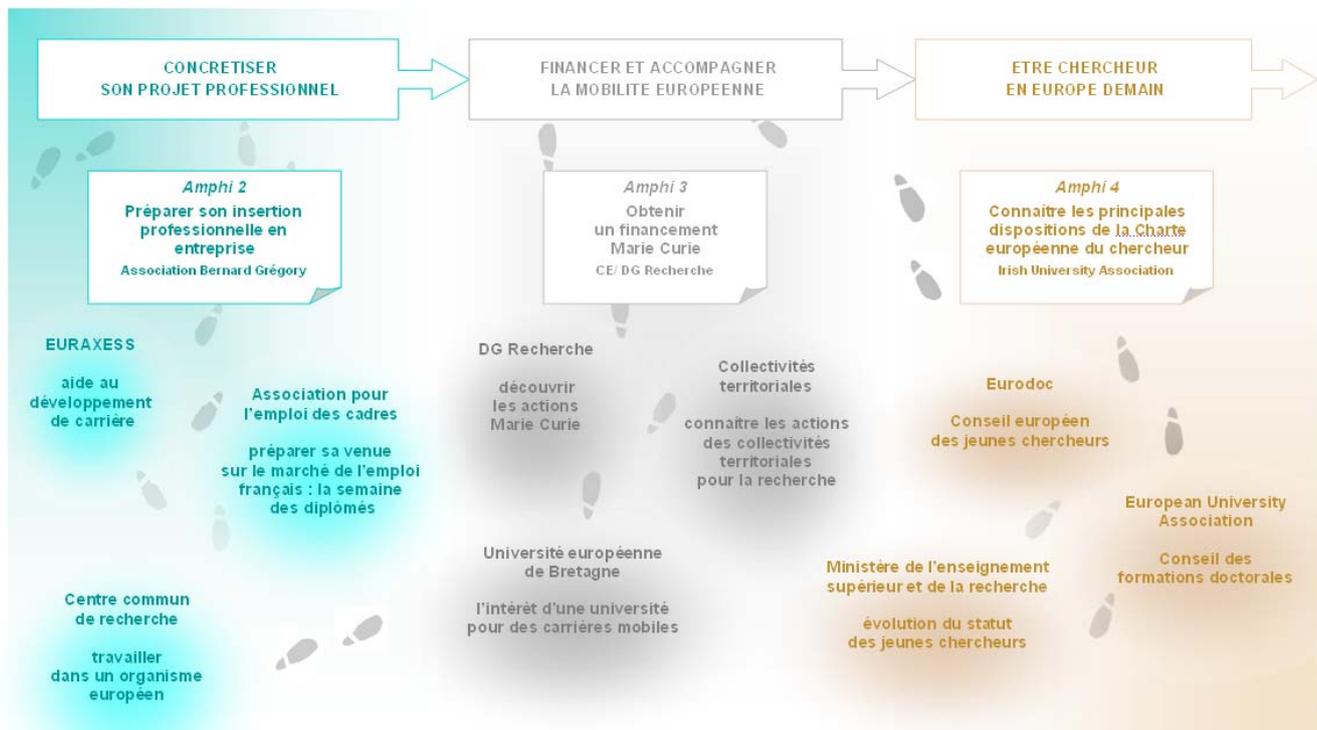
To support the plenary sessions and the workshops, a *forum* has been held during the whole conference.

The forum was meant to provide to the participants some practical information and occasions to deepen individually or in groups their knowledge of the devices dedicated to the labour market of researchers, while encouraging informal exchanges.

It was structured as a way marked trail with 3 steps:

- a first sector to materialize one's career objectives, presenting the existing tools and networks to prepare several paths (academia, private sector, geographical mobility)
- a second sector on funding and supporting the European mobility, emphasising on getting a Marie Curie funding,
- in the last sector, named « to be a researcher in Europe tomorrow », featured the undergoing change leads structuring the European area.

## The forum's way marked trail



The *workshops* gave rise to fruitful in-depth debates on each one of the 4 priority lines of action of the European partnership for researchers. The debates were also meant to come up with propositions on how to implement it while observing the Charter and Code principles.

In the workshops, the young researchers contributed to the building on a European area whilst exchanging with senior researchers, representatives from employers and funders both public and private and institutional stakeholders of the research policy from different countries.

In **workshop 1** dedicated to the « **development of the new skills for researchers** » emerged a consensus on the value and the need for the acknowledgement of the skills acquired during the doctorate, in particular during the research project. They directly influence the employability of doctors outside academia. These skills (project management, intellectual property, communication, entrepreneurship...) on the same level as the mobility experiences, of every kind, should be **valued** at the recruitment as well as all along the career. To value these skills testify the acknowledgement by the employer of the richness coming from the complexity of the career paths. It is one of the main **factors of attractiveness**, of research institutions as of companies, identified in this workshop.

These workshop recommendations insisted on the paper of the Partnership stakeholders and in particular of the research institutions in providing key courses of skills development all along the researchers' career and invited them to share good practices. The need for a transparent assessment of these initiatives and the promotion of the investment and **quality** of their relative strategy was also unanimous. It is the second factor of attractiveness for the institutions in the **competition** to get the best doctorate candidates and doctors.

The objective of achieving **open and transparent recruitments** lead the **workshop 2 « towards a European career for researchers »**. It emphasized in particular the paper of the EURAXESS portal, strengthening the visibility of both mobility opportunities for researchers and institutions' HR policies.

The gain for the institutions, either public or private, to favour and value any kind of mobility – true transfer of knowledge – during the recruitment as well as the career development has been also underlined. Europe's challenge is to make sure that all obstacles to knowledge circulation are removed.

To make more attractive the research institutions' HR policies, the participants recommended implementing the HR strategy while respecting the autonomy and richness from the **diversity** of stakeholders, legal and cultural contexts, and non linear career paths.

The demonstration of the benefits coming from this approach would be an incentive for publicly funded research organisations and employers to get familiar with EURAXESS jobs, or other existing tools and networks. In a larger view, research institutions wish to share their experiences and models of support to public/private collaboration in higher education and research (moreover thanks to joint doctoral programmes, mixed positions and « clusters » promotion) in a crossed fertilisation.

The **workshop 3** on « **How to promote human resources policies of the institutions** » echoed the HR strategy role in the attractiveness of an institution, its impact on the personnel satisfaction and the benefit in terms of scientific quality that derives from it.

This lead to a discussion on the possible **key factors of a HR strategy**, on how to learn about successful stories, how to support and disseminate them in the different European contexts. The first factor identified in this workshop lies in the immediate tangibility, including as far as general living conditions and for all personnel, of the HR strategy benefits. The HR strategy must take into account the necessary diversity of professional profiles and career paths, while precisely defining the required skills. This flexibility must also be visible in terms of wages. It implies to **modernize** the recruitments and open them worldwide.

The workshop participants, stakeholders of the Partnership, recommend to develop models of HR strategy implementation, at institutional, regional and State level, and to make them visible in the existing networks and platforms, in total transparency. It also requires gathering and disseminating **proofs**, task beard by dedicated representatives, of the HR strategy durable value for the attractiveness of the institution and for the personnel's motivation. The competitiveness of the institutions is at stake. It catches up with the process of universities' modernization.

Relevant indicators both quantitative and qualitative, with the training of the evaluators, are suggested in order to analyse and measure the impact of the HR strategies and favour the necessary adjustments.

The **workshop 4 « Mobility and attractiveness of the European Research Area »** pointed out that the **attractiveness of an institution** for researchers results from a **combination of factors** such as the quality of the research teams, the services provided by the institution, assistance for immigration and integration, family support and lodging, attractiveness of the urban environment as infrastructures, going far away from the sole level of salary.

The debate raised a double finding: procedures and information exist on the coordination of social security schemes in Europe for researchers and that the European Research Area is multifaceted. The problem is thus to better use the existing legal resources and information of this European wide coordination.

In order to increase the performance and attractiveness of the European area, the participants advocate to build bridges between the stakeholders of the European Partnership and to clarify their responsibilities, to improve **recruitment**, funding and **working** conditions, and implement their necessary **evaluation**.

To remove the obstacles to mobility and establish a more open labour market, the participants recommended assuring researchers of a **status** that would guarantee them a real social recognition and a satisfactory standard of living, in the vein of the recommendations of the Council of September 26, 2008. This status should in the first place include the affiliation to the different branches of social security and meanwhile guarantee the benefit of all the **coordination of social security schemes** in the related 31 States.

It requires also improving the dissemination of the **information** on how social security for researchers is coordinated at European level and on the best practices to support mobility. The participants underlined the need to **have better use of the existing tools** to raise the awareness of all stakeholders. They particularly pointed out to look for a better use of EURAXESS.

These propositions echo with the conclusions of the Council for education, youth, culture and broadcasting of November 20 and 21, 2008 on the mobility of young people that in the same day « identified the need to create a guide for Member States, regional and local authorities, teaching and training institutions, and stakeholders associated to policies dedicated to youth, in order to facilitate their access to other European policies supporting mobility, such as structural funds and policies and programmes for research.

In this same vein, the participants insisted on the relevance of creating **synergies** with other **experts' networks** which strive at developing mobility in Europe.

During the conference « Young researchers in Europe », the mobilisation of all stakeholders and their commitment to the HR strategy encourage the emergence of a shared vision on the implementation of the European Partnership. The principles of the Charter & Code form the structure on which the initiatives to implement the priority lines of action of the Partnership articulate themselves to give shape to the action. This approach lies on the best possible use of the existing tools and instruments of coordination.

## MILESTONE REPORT ON THE IMPLEMENTATION OF THE PARTNERSHIP AT THE COMPETITIVENESS COUNCIL

Last September 26, the Competitiveness Council adopted conclusions welcoming the European Partnership for researchers and expressed its will to implement it in a rapid and tangible way.

The **Competitiveness Council of December 2, 2008**, chaired by Valérie Pécresse, French Minister for Higher Education and Research was in particular the occasion to report progress on the implementation of the Partnership.



**Valérie Pécresse, Janez Potonik**

© Council of the European Union

In this purpose, the French Presidency organised a **conference dedicated to the « Young researchers in Europe »**. The highlights of this conference have been presented in the Council:

- The first objective was to build altogether with the relevant stakeholders propositions to implement the Partnership committing deeper the young researchers;
- The launching of the « European human resources strategy for researchers » has been welcomed as the new common tool to encourage the implementation of the Partnership. Reaffirming the research institutions' driving role to attract the best researchers in Europe, it helped to formalise during the conference the commitment of 26 public institutions to put into practice the principles of the Charter and Code, becoming the pioneers of this undertaking. For the first time, companies also gave their support to the Charter and Code.
- Two attractiveness factors of the institutions' human resources policies have been particularly distinguished: on one hand, the consideration of the skills acquired during the doctorate and the experiences of mobility, and on the other hand, the implementation of an active management of the researchers' careers by the research institutions.
- At last, in order to remove the obstacles to mobility, the conference recommended assuring researchers with a status that would guarantee their affiliation to a social security scheme, thus allowing them to benefit from the coordination in Europe.

The French Presidency had taken the initiative through a common request from Valérie Pécresse and Xavier Bertrand, to the **ministers of Portugal and Luxembourg, José Mariano Gago and François Biltgen** of a **mission** to think over on the way to **accelerate the implementation of the Partnership**.

José Mariano Gago and François Biltgen specifically invested themselves on this issue and presented, during the Council, their first outcomes.

While observing the diversity of the situations in each Member State, the ministers formulated common propositions to support research:

1. Increase the number and the proportion of young people who choose scientific and technological studies: by reinforcing the actions of the information and orientation services for the development of the taste for science and give rise to vocations,
2. Increase the number of doctoral candidates and their proportion: by increasing the number of funding schemes via the national instruments in complement of other instruments,
3. Attract and retain in the European research institutions a larger proportion of researchers in science and technology coming from Europe as from the rest of the world in a context of global competition on the researchers labour market to attract the best: two indicators were identified as progress telling, the number of foreign students in the universities and the number of foreigners recruited in the research institutions.
4. Assure the legal, administrative and funding mark so as to encourage the implementation of the actions targeted above.

In this purpose, it has been pointed out that the actual EU law recognises that a worker can be a salaried employee, civil servant or an independent worker. This gives him/her the right for protection and the benefit from the dispositions of the Regulation (EEC) No 1408/71 of the Council of 14 June 1971 on the application of social security schemes to employed persons and their families moving within the Community, and therefore from the coordination of social security schemes in Europe. The young researchers' situation is not clear when not linked with any of these three statuses.

The problems to take into account maternity and parental leave, or pensions have been evocated. For these researchers, with a qualification as student or fellow, this leads to risks that can be assumed by the State Members in order to have these working periods taken into account in their careers or their professional situations.

Whenever possible, the working contract is recommended as being the best recruitment for young researchers starting from the doctoral period. The ministers nevertheless underlined that transforming into contracts increases the total cost of employment without having direct incidence on the researchers' level of salary.

When the contractual recruitment is impossible, they recommend guaranteeing at least a system including social security, pension and maternity rights.

In the mark of mobility, the outcome of the directive project on the rights to complementary pensions remains uncertain. However an optional scheme for this purpose could be imagined for the needs of young researchers without having to make a new law.

The use of European social and structural funds to help the transformation of fellowships in contracts or to support the funding of the optional complementary pension scheme is an option to explore.

The reporters ended submitting to the Council the opportunity to organise a joint Council with the Ministers in charge of labour and employment issues.

In conclusion of the discussion, the French Presidency noted in particular the following propositions qui which seemed promising for a first roadmap:

- To guarantee a working contract with an adequate salary for any kind of researcher,
- To organise a joint meeting of the Competitiveness and Employment Councils to improve the coordination between the research and employment policies,

- To explore the possibility to use European funds to support the funding of new measures to improve the researchers' working conditions, the young ones in particular, and foster the conversion of fellowships in fixed-term contracts,
- To guarantee the maternity leave for all women entering a scientific career and the parental leave for researchers in general.

The French Presidency suggested that the analysis and the propositions of the ministers should be transmitted to the steering group for human resources and mobility (SGRHM), in charge of assessing the actions for the implementation of the European Partnership for researchers.

The Commissioner thanked the French Presidency for these numerous initiatives to keep the Partnership at the centre of the Council discussions and congratulate it for the success of the conference in Rennes. He underlined all the interest of the launching on this occasion of the Human resources strategy for researchers, the beginning of the process to implement the Partnership. He confirmed that it is a process of continuous improvement of HR policies by the common work of the State Members and the EC with a further goal to be declined in actions through the SGRHM within FP7.

The Council took good note of the information on the work in progress on the European Partnership for researchers and encouraged the relevant stakeholders to continue this important task. The Council will certainly review this issue again in the future Czech Presidency, in particular thanks to the conference « Researchers in Europe without barriers » planned in Prague on April 28 and 29, 2009.



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## APPENDIX



## Programme for the conference « Young Researchers in Europe »

THURSDAY 20 NOVEMBER 2008

9h00

### OPENING SESSION « Towards an implementation of the European Partnership for researchers »

**WELCOME SPEECH** by **Daniel Delaveau** (*Mayor of Rennes and President of Rennes Metropolis*) and **André Lespagnol** (*Vice-president of the Regional Council*)

**Gilles Bloch** (*General Director for research and innovation, French ministry of Higher education and Research*)

State members' innovations for a European Strategy of human resources

**Janez Potočnik** (*European Commissioner*)

Video message

**The pioneers of the European Human Resources Strategy in research**

Commitment of the institutions

10h15 *Coffee break – access to the forum*

10h45

**INTRODUCTION** by **T. Lennon** (*European Commission / DG Research*)

10h55

### ROUND-TABLE: Young researchers in Europe, which careers for tomorrow?

Feedbacks and learnings: "The international experience: a reversible mobility!"

Chair : **Irina Veretennicoff** (*Vrije Universiteit Brussel*)

**Frank Heemskerk** (*RIMS bvba*)

**Anne-Marie Kermarrec** (*INRIA Rennes*)

**Dagmar Meyer** (*NCP mobility in Ireland*)

**Wei Shen** (*ESSCA graduate school of management*)

Questions

12h20

### PRÉSENTATION OF THE WORKSHOPS

12h30 *Lunch at the Astrolab university restaurant, Campus Beaulieu*

**Workshop 1 « Development of the new skills for researchers »**

*New skills sought in Academia - Training on intellectual property - Strengthening collaborations between universities & other economic sectors - Development of lifelong training*

Chair : **Jean Chambaz** (Pierre & Marie Curie University)

**Lidia Borrell-Damian** (European University Association) Doc-Careers I main conclusions

**Noël Campling** (European Patent Academy) Training on intellectual property

**George Bingen** (European Commission/ DG Research) To a lifelong learning in Europe?

**Stéphane Demarquette** (L'Oréal) Employability of doctors

**Workshop 2 « Towards an European career for researchers »**

*Recruitments' opening and transparency: the role of the Euraxess Portal - Mobility strategies and impacts on careers - New scientific careers: evolution of the typical paths in Europe - « Mentoring » experiences*

Chair : **Hans Borchgrevink** (Research Council of Norway)

**Ulrike Albrecht** (Von Humboldt Foundation) Bridges between careers in academia and the private sector

**Göran Melin** (Swedish Ministry of education) Towards a modernised academic career structure: An attempt to combine strengthened individual employment with greater freedom for universities

**Janet Metcalfe** (Vitae) The UK approach to developing researchers' careers: the UK Concordat and Vitae

**Hervé Moulinier** (Thalès)

Researchers' careers in an European company

**Workshop 3 « How to promote human resources policies of the institutions »**

*Implementation of the European Charter and Code by the institutions - The evaluation of human resources' policies - Human resources' policy as a factor of attractiveness for institutions*

Chair : **Renate Fischer** (Bundesministerium für Wissenschaft und Forschung)

**Fulvio Esposito** (Rector University of Camerino) University of Camerino's policy

**Christian Carter** (University of Bristol) HR' strategy of the University of Bristol

**Jean-Pierre Gesson** (Conference of the Presidents of Universities) C&C principles in French universities

**Workshop 4 « Mobility and attractiveness of the European Research Area »**

*Working conditions and wages in Europe - Coordination of researchers' social security schemes - Portability of fundings - General conditions of assisting researchers and their family*

Chair : **Frederico G. Carvalho** (World Federation of Scientific Workers)

**Maurice Baslé** (European University of Brittany)

Attractivity and assistance by an EURAXESS Services centre

**Conor O'Carroll** (Irish University Association)

Researchers without borders

**Jean-Philippe Lhernould** (University of Poitiers)

The expert group proposals for the researchers labour market within the ERA

**Isabelle Gaudeul-Ehrhart** (CE - DG Emploi et Affaires Sociales)

Coordination of social security schemes

19h00

Cocktail at the **City Hall of Rennes**

20h30

Visit of the **Champs Libres** and dinner

VENDREDI 21 NOVEMBRE 2008

9h00

## FORUM FOR PRACTICAL INFORMATION AND EXCHANGES

### Pole 1: Materialize career objectives

Prepare a job in the private sector by **S. Pellegrin, F. Heuel** (Association Bernard Grégory)

**Helping career development** (CE - EURAXESS - researchers in motion)  
stand, **K. Fehringer, S. Bettini**

**Contributing to European common research** (CE - Centre Commun de Recherche)  
stand, **P. Lambert**

**Prepare entering the French labour market: the bachelors' week** (Association for EO/CEO employment-APEC) stand, **MC. Portut, JC. Heriche, B. Hébert**

### Pole 2: Funding and supporting the European mobility

How to get a Marie Curie funding by **B. Arano** (CE – DG Research)

**Discover Marie Curie actions** (CE – DG Research)  
stand, **D. Pina, S. Jones**

**How important are universities for mobile careers?** (European University of Brittany)  
stand, **M. Drissi, N. Bourgougnon, J. Lefeuvre**

**Discover regional actions for research in Europe** (regional authorities)  
stand, **G. Lebrun, C. Racault, P. Greslier**

### Pole 3: To be a researcher in Europe tomorrow

Improve your awareness of the Charter and Code principles by **C. O'Carroll** (Irish University Association)

**Evolution of the young researchers' status** (French Ministry of Higher Education and Research)  
stand, **M. Caron, S. Néauport, S. Aymard**

**The European council of young researchers** (Eurodoc)  
stand, **J. Holecek, S. Kurz, H. Storez**

**The Council for doctoral education** (European University Association)  
stand, **T. Jorgensen, L. Borrell-Damian**

11h00

## CLOSING SESSION

**Jean-Yves Le Drian** (President of the Regional Council of Brittany)

Attractiveness, skills and mobility of researchers in Europe: Regions go for intelligence

**Karoline Höllander** (Présidente d'Eurodoc)

Doctorates: actors of how globalization challenges Europe

**Lidia Borrell-Damian** (European University Association)

Challenges and main issues of the European higher education and research area for universities

**SUMMARY OF THE WORKSHOPS** by **Stefaan Hermans** (European Commission/ DG Research)

Rapporteurs : **Gerlind Wallon** (European Molecular Biology Organization), **Maria-Cristina Pedicchio** (University of Trieste), **Johanna Ziberi** (Swiss Rectors Conference), **Simon Roberts** (University of Nottingham)

**Pierre Pribetich** (Europarl)

The Europarl support to the European partnership for researchers

**PARTENARIAL CLOSING REMARKS** by **T. Lennon** (European Commission) and **Alain Miossec** (Rector of Rennes, Regional Education Authority)

13h00

Closing cocktail at the **Diapason**, Campus Beaulieu

## UPDATE ON THE YOUNG RESEARCHERS' ACTION PLAN

The young researchers' action plan was launched by Valérie Pécresse on July 9, 2007 with the main goal of initiating an in-depth discussion on the **STATUS** and the **PROFESSIONAL INTEGRATION OF DOCTORAL CANDIDATES AND DOCTORS**: on wage terms & conditions, on training, by giving the doctorate its proper value, by creating bridges with companies and administrations...

The young researchers' action plan is plainly in phase with the “**career**” plan.

### IMPROVING THEIR PROFESSIONAL STATUS

**Extinction of “liberalities”**: The French Ministry of Higher Education and Research set up a transitory mechanism (2004-2008) to help research institutions in transforming the “liberalities” of charities into contracts including social security.

**Creation** at the beginning of the academic year 2007/2008 of additional “**teaching assistant**” positions to provide all State research allowance fellows.

**Increase** in the State **research allowance** and its indexation to the value of the civil service index point thereby raising its amount, coupled with the “teaching assistant” compensation, to a gross amount of €1 998 per month, around 1.5 times the minimum guaranteed wage.

**Project of “doctoral contract”**: A public law three-year contract for doctoral candidates, applicable in universities and research institutions, aiming at offering a complete package: a comprehensive professional experience, with the required training and additional activities to help doctoral candidates broaden their research experience.

### ASSERTING THE CENTRAL ROLE OF DOCTORAL SCHOOLS

This project highlights the central role of doctoral schools (DS) by reaffirming their obligation to implement an **open, transparent and fair recruitment policy** for all candidates holding a Master's degree, regardless of where they come from. This falls into line with the commitments made at the European level, known as the “Bologna Process”.

Moreover, the obligation for the DS to develop and implement a **policy to monitor the professional integration of their doctoral candidates and doctors**, to urge the overriding necessity to limit the number of doctoral candidates per thesis supervisor and per year, have already been taken into account as key factors in their accreditation and in assessing the financial resources to be allocated to universities.

### IMPROVING THEIR INTEGRATION INTO THE CORPORATE WORLD

From September 1, 2007 there has been a 16% **increase** in **the minimum wage of industrial agreements for doctoral candidates training in companies** (gross amount of €1 957 per month) and a rise in the State's global effort to support companies that hire doctoral candidates through these programs and through the CIR.

For companies receiving the **Crédit d'Impôt Recherche** (CIR - **Research Tax Credit**), the two-fold increase in the tax benefit derived from the first hiring of a young doctor is spread out over 24 months (instead of 12). As from January 1, 2008, all expenses related to the hiring of a young doctor shall henceforth be multiplied by four in the CIR tax base.

Strengthen **R&D and innovation support** to SMEs via OSEO\* financial instruments flexibility (including wages for doctors and engineers if needed).

### A STRONGER PARTNERSHIP UNIVERSITIES & COMPANIES

**Tax exemption of up to 60% for companies** financing doctoral candidates' projects: these funds are sent to the doctoral school and may form the total or a part of the doctoral candidate income.

**Launching of the “doctoral candidate-consultant” programme**: a new tool allowing a doctoral candidate to carry out missions as a consultant in a company, an administration or an association. The doctoral candidate is paid by the university from which the consultancy mission was ordered. The experimentation in 2007-2008, led to the assignment of 500 new positions to 66 institutions of higher education. This mechanism is already operational in 193 doctoral schools (namely 2/3 of France's DS).

\*OSEO is the national agency for innovation and SME development.

## ENHANCE THE ATTRACTIVENESS OF JOBS AND CAREERS IN HIGHER EDUCATION AND RESEARCH

This “**career plan**”, open to the entire higher education and research workforce, will hinge on **3 main thrusts**:

### ATTRACT TALENTS TO THE UNIVERSITY

Provide a genuine **employment contract to doctoral candidates**, a 3-year public law “doctoral contract” in simpler terms, including social security and a minimum compensation.

**Upgrade** the **early stages** of the lecturers’ career: their **wages** will be raised by taking into account the doctoral period and earlier contractual activities.

Offer common **chairs by universities and research organisations**: these lecturers, hired by both a university and a research organisation through a competitive exam, will be entitled to a significant bonus (6 000 to 15 000 euros) and a research allowance (up to 20 000 euros per year). Relieved of two-thirds of their teaching duties, they will be able to develop their scientific activity.

Reinforce the *Institut Universitaire de France* by endowing it with a genuine legal status and an independent international jury, guarantee of procedures and selection criteria transparency. The successful confirmed professors and lecturers, the number of which to be increased, will be entitled to a bonus for scientific excellence in addition to enhanced working conditions.

Facilitate the return of promising researchers currently abroad with the programme sponsored by the National Research Agency known as the “**retour post-doctorat**” (**post-doctorate return programme**).

### RECOGNISE PROFESSIONAL COMMITMENT AND EXCELLENCE

Offer all higher education and research personnel opportunities for **rapid preferment**, regardless of whether they are professors and lecturers, researchers, administrative or technical staff.

**Improve the compensation policy:**

Recognise the pedagogical commitment of professors and lecturers by taking into account during **evaluation** all facets of their teaching mission and by raising the **pedagogic responsibility bonus**.

Recognise the quality of the scientific activity of professors, lecturers and researchers by awarding a **bonus for scientific excellence**.

Encourage researchers to provide enhanced teaching services.

Recognise the services of library, administrative and technical staff by **raising the compensation package** allocated to universities.

### ENHANCE MOBILITY AND ADJUST MANAGEMENT METHODS TO THE AUTONOMOUS STATUS OF UNIVERSITIES

Offer university professors career opportunities similar to those of research directors in research organisations to ease **mobility between professors and lecturers and researchers positions**, with regard to compensation and career growth.

Encourage researchers to provide teaching services: the **pedagogical mobility bonus** will be increased and extended to research fellows.

**Support internal promotion** and **upgrade the level of supervision**: transform lecturer positions to professor positions and research fellow positions to research director positions.

**Bring about progress in management methods** of administrative and technical personnel (BIATOS) for them to sustain the newly acquired autonomy of the universities.

**Reclassify positions** of BIATOS, for their level to be compatible with the universities’ autonomy. Access of the first rank of qualifications staff to these jobs will be facilitated by increasing the number of promotions.

Upgrade the **management** of the universities according to their new responsibilities and capacities. The administrative allowance for university presidents will be raised; the **pay** scale of chief administration officers, genuine general managers of services, as well as of accounting staff will **be adjusted to match with their responsibilities**.

Facilitate **recruitment** procedures for **mobile** researchers.

## STATUS OF THE EUROPEAN RESEARCHER

### A EUROPEAN PARTNERSHIP FOR RESEARCHERS

Europe is facing increasingly stiff international competition for the best talents along with demographic. In order to take up this challenge, the European Commission made a proposition to the Member States, in its communication of May 23, 2008: “**Better careers and more mobility: a European partnership for researchers**”.

The Council welcomed this partnership bringing together Member States and the Commission to achieve a common goal: ensure that the necessary human resources are available to maintain and strengthen the contribution of science and technology to build the world's most dynamic knowledge society.

This main thrust is one of the five strategic actions outlined by the Commission as a follow up to the Green Paper entitled “The European Research Area: New Perspectives”. The findings of the public consultation that followed the Green Paper showed that a single labour market for researchers ought to feature amongst the top priorities that call for immediate action from the EU.

The “young researchers in Europe” conference of November 20 – 21, 2008 at Rennes was designed to serve as a platform for exchange on ways and means of **implementing this partnership**.

The **joint priority lines of action** are expected to enhance the attractiveness of the EU for researchers and improve their mobility amongst the different countries, the institutions, the academia and the private sector.

Systematically publish and open vacant positions in research organisations to European researchers

Meet the needs of mobile researchers with regard to social security and supplementary pension schemes

Improve work and employment conditions (for instance, by improving contractual terms and conditions, compensation and career opportunities) to make scientific careers more attractive

Make it possible for researchers to acquire the skills needed to transform knowledge into concrete results, especially by strengthening the links between the university and the corporate world

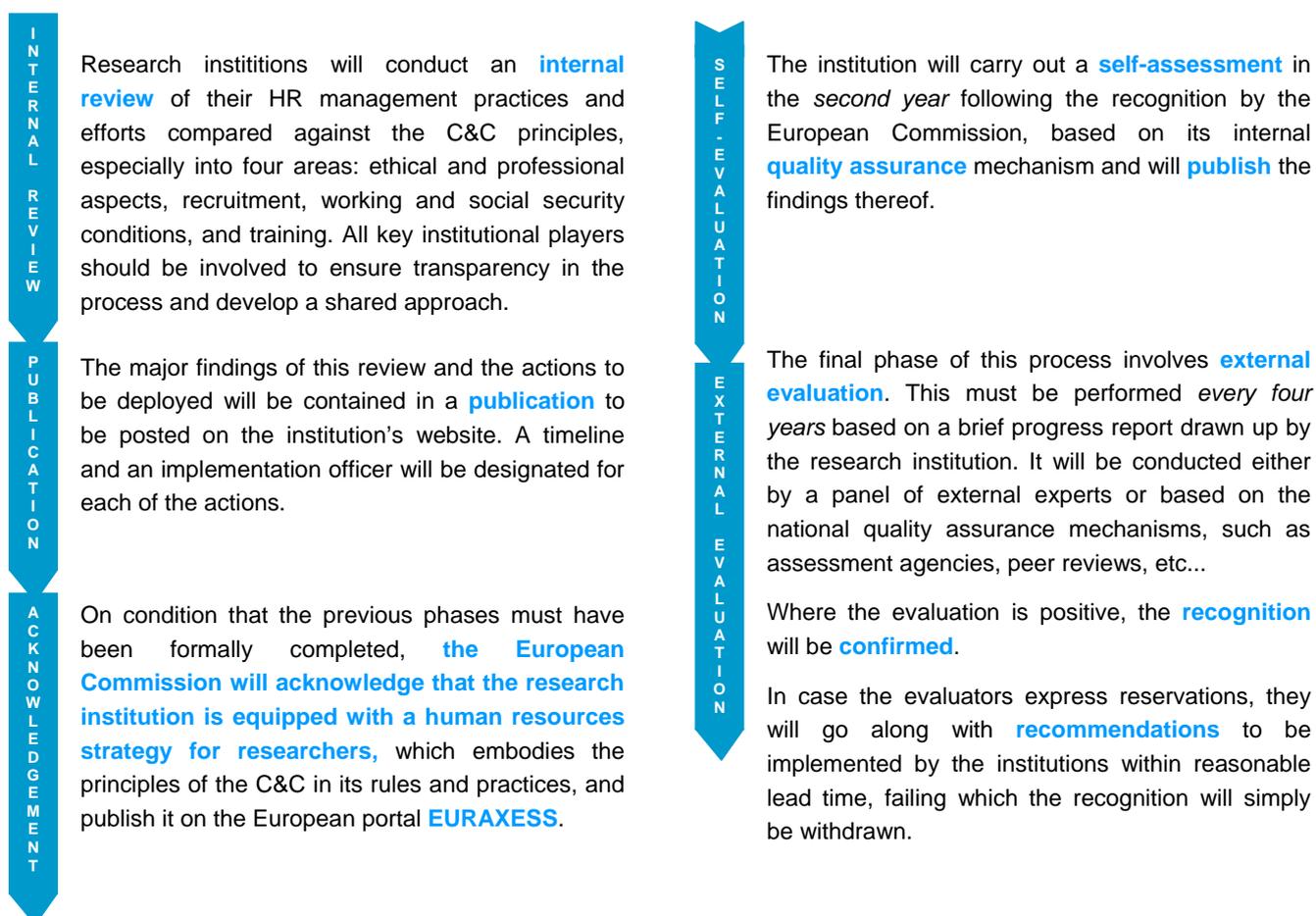
The upcoming Competitiveness Council meeting of December 2, 2008 will receive the **report from Ministers José Mariano Gago** (Portugal) **and François Biltgen** (Luxemburg). The mission assigned to them by the French Presidency at the Competitiveness Council meeting of 26 September 2008 was to “identify the priority actions to ensure a rapid and concrete implementation of the shared goals of the European Partnership” and most of all, to “start exploring what could be the **STATUS OF THE EUROPEAN RESEARCHER**”.

## A HUMAN RESOURCES STRATEGY FOR RESEARCHERS

The European Commission is currently proposing a new phase towards **building the European research area**, by placing researcher at the heart of the system and promoting the role of member States. It seeks to achieve from the European community, recognition of the quality of the strategy deployed by research institutions with regard to human resources management. It is based on the principles of the **EUROPEAN CHARTER FOR RESEARCHERS** and the **CODE OF CONDUCT FOR THE RECRUITMENT OF RESEARCHERS (C&C)** adopted in the EU in 2005 and by an increasing number of institutions.

Based on a **voluntary basis for its implementation**, in line with the C&C approach, this human resources strategy is meant to be flexible and adjustable to the Member States specificities, especially the legislative and regulatory peculiarities. This approach corresponds to an on-going process of continuous progress and not to the certification of standards already in place. For each phase of the recognition process, there are possibilities for adjustments and for integration of existing tools.

The recognition of research institutions supporting the HR Strategy will be conducted in **5 phases**:



For the voluntary higher education institutions and research organisations, European recognition of the quality of their HR strategy is a **factor of attractiveness**, especially through the approval of the institution HR processes' excellence.

The convergence between the mechanism set up by the European Commission and the French policy is real, as seen in the main thrusts of the "career plan" together with the follow up of the "young researchers' action plan".

The "young researchers in Europe" conference was designed to be an opportunity for "pioneer" institutions to make official their commitment.