



CONFERENCE PROCEEDINGS

European Presidency Conference

A researchers' labour market: Europe - a pole of attraction?

The European Charter for Researchers and
the Code of Conduct for their Recruitment as a
driving force for enhancing career prospects

1/2 June 2006

House of Industry, Vienna, Austria

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EXECUTIVE SUMMARY

Introduction

On the 1st and 2nd of June 2006 the Federation of Austrian Industry and the Austrian Ministry for Education, Science and Culture, the European University Association, supported also by the European Commission (Directorate General for Research), under the Austrian Presidency of the European Council, hosted a conference on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, on the issue of a researchers' labour market in Europe entitled: 'A researchers' labour market: Europe-a pole of attraction? The European Charter for Researchers and the Code of Conduct for their Recruitment as a driving force for enhancing career prospects'.

With 231 participants coming from 34 countries across the EU Member and Associated States, the conference focussed on the question under which conditions the European researchers' labour market can be a pole of attraction for well trained and highly motivated researchers, at all levels, from all over the world. Furthermore, it also explored to which extent the Charter and the Code is a driving force for enhancing career prospects.

In addition, this event was an opportunity to evaluate progress made in the implementation of these instruments, to identify models of implementation according to different organisations, (e.g. industry and academia), to see how such experience can serve as an example to be followed, and to see where there are bottlenecks, which hamper a successful application at national, regional, institutional and inter-sectorial levels.

This conference aimed to bring together a vast variety of actors. Among these were policy makers at the governmental level, rectors, vice-chancellors, deans, as well as research and development directors in higher education institutions, national and European bodies,

Emerging themes

During the conference, the discussion was focused on how to create an attractive and competitive European researchers' labour market, and how this needs to be embedded in the broader policy context, namely the EU's ambitious objective to become the most competitive knowledge-based economy by 2010.

It was also highlighted that much effort and determination will still be needed to achieve the objectives of the Lisbon strategy, and the development of the European Research Area.

Many of the discussions focused on employment in the public sector and at the universities. It was stressed that the gap, which the Lisbon process is trying to fill, must be seen as a serious shortfall in the beneficial translation of research "know how" into enterprise activities. Therefore, it was recognised that this „gap“ is not to be found in any particular company but that it is of a much more systemic nature. This is even made worse, by

a tendency that business moves away from Europe as markets start to grow in Asia, and as North America continues to offer a better environment for business. The key question was, how to create the conditions and the right 'ecosystems', in Europe, which will remedy this situation.

It was felt that the ways in which knowledge is turned into productive jobs require much more cooperation than in the past. This is because of the complexity of the process, and the need to bring products onto the market quickly and flexibly. Therefore, we need to establish ecosystems favouring a density of actors, who reinforce collaboration of knowledge and of ideas, as well as the capacity to implement them.

Reference was made to the "Aho Report"¹, which starts by proposing a Pact between government, industry and public research and, which could be followed as an appropriate model.

¹ http://ec.europa.eu/invest-in-research/action/2006_ahogroup_en.htm

Key conclusions and future prospects

There was consensus amongst the three final speakers, Pia-Elda Locatelli, Andrew Dearing, and Raffaele Liberali, on the following issues:

- A **structured process** is needed to make cooperation work well and effectively.
 - The willingness to **establish the ecosystems** that create jobs, which enable a better transfer of knowledge is needed. It is also necessary to ensure that, when new knowledge is discovered, the resources in place are adequate to ensure such transfer.
 - The European Charter for Researchers, and the Code of Conduct for their recruitment, as well as all the ongoing work to implement these instruments by all the different actors, at Member State level, and at the level of the single institutions, **are valuable for stimulating this process, and make more visible what researchers are looking for in their careers.**
 - There needs to be **evidence that such a process is effectively put in place** for knowing what people want/need from their employment, for relating this understanding to institutional objectives and for demonstrating to current/potential employees that something is happening.
 - **Signing up to the principles of the Charter and the Code entails the expression of a commitment to engage in a process towards common objectives**, provided by the principles laid down in the Charter and the Code. Signing does not mean to apply every single word. The Charter and the Code **are not legally binding texts**; they are the expression of a framework of general principles and they should, and will, stay like this.
 - **The transparency of this process**, published on e.g., the internet and **possibly linked to a label, does make visible those institutions that implement good practices.** Undersigning organisations, like e.g. universities that make clear that they treat early stage researchers well, will tend to attract better students, better researchers, and better research co-operations, just as companies that are seen to be good employers attract good employees.
 - The importance of **considering researchers, also those in their first phase of research training (doctoral candidates), as “young professionals”,** is vital in this whole process. This also refers to **postdocs** – in line with the key message of workshop 5 – **as they are highly qualified researchers**, who perform research independently but are often seen as everlasting students or a cheap labour force.
 - The **key-messages** presented as the main outcome of the discussion, in the **different working groups, need to be taken further** by all the actors concerned, so as to foster debate, and introduce the needed changes.
- The many different definitions of “researchers” constitute an obstacle. **Researchers are not well organised, their voices are often not heard.** Consequently, what is needed is one definition for all of Europe, of what a researcher is and a structure, which allows researchers to lobby, to engage in structured dialogue, and to better organise themselves.
 - The proposal for a **European Platform for Researchers** put forward by the Member of the European Parliament, P.E. Locatelli, and supported by R. Liberali from the European Commission, and A. Dearing, as the representative from industry, has the potential of contributing to this.
 - Such a **platform** should be created **on the model of an open forum** bringing together industry, universities, researchers’ professional organisations, the social partners, researchers, etc.
 - **The structure of the platform should allow for creating the necessary frame** for the much-needed **discussion and the structured coordination.** This, particularly, in view of enhancing the status of researchers in Europe, as well as the environment in which they produce, disseminate and transfer knowledge.
 - The platform should **contribute to making the quality and variety of work more visible** - based on the examples developed in public and private sector research, thus contributing to the development of one genuine European labour market for researchers.
- The Austrian Presidency welcomed the idea of setting up a “strong voice for researchers”, and expressed hopes that the future Presidencies would take these ideas further. The conference chair, Barbara Weitgruber, also welcomed and supported the key messages presented in the workshops, and ensured that the outcome would be fed into the ongoing work of the “Bologna follow-up group”. She stressed the importance of continuing the work started during this conference, as regards the convergence of both the development of the European Research Area and the European Higher Education Area. This is particularly relevant, in view of the next “Bologna” Ministerial Conference, in London, as recommendations related to the 3rd cycle will be an important part of the discussion. The conference chair reminded all participants that in order to make progress, actions need to be taken further, at all levels, and close cooperation between higher education and research actors needs to be fostered and ensured:
- At the national level
 - At the level of the Steering Group Human Resources and Mobility, and the Bologna Follow-up Group
 - At the level of the European Commission
- Closer cooperation will be the necessary condition for the development of the European knowledge area, based on the knowledge triangle of education, research, and innovation.

CONTEXT

The European Commission proposed the establishment of the European Research Area², in 2000 (18th Jan 2000), which was followed in March of the same year by the well known Council agreement, in Lisbon, to make Europe the most dynamic and competitive knowledge economy in the world by 2010³. The Barcelona Council⁴ (2002) concluded that Europe must raise its investment in research to 3% of the European GDP by 2010.

As a first step towards this the Commission suggested, in its 2001 Communication, „A Mobility Strategy for the ERA⁵ „, specific actions to improve the mobility of researchers, to achieve a higher level of training and to improve the transfer of knowledge.

Thereafter, in 2003, a further Commission Communication, „Researchers in the European Research Area: one profession, multiple careers“ highlighted mobility in the wider context of research careers⁶, and also suggested a series of measures to build up a genuine European labour market for researchers.

On 11 March 2005, the European Commission adopted the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers⁷ (hereafter referred to as “the Charter and the Code”). These two documents are key elements in the EU’s policy to make research an attractive career, which is a vital feature of its strategy to stimulate economic growth and employment. Applying the Charter and the Code is a key milestone, in addressing conditions to attract and to retain researchers, by making selection procedures fairer and more transparent.

Emerging themes include:

- The importance of interlinking the activities of the European Research Area (ERA), and the European Higher Education Area (EHEA) into an integrated “European Knowledge Area”.
- The need for substantial cultural change, and a shift of perception at the national and European levels by recognising research as a profession – by institutions and by researchers themselves.
- The importance of two-way mobility, as well as synergies and cooperation between the academic and the industry sector, to enhance career possibilities for researchers.
- The issue of research staff diversity, and the implication of career prospects.

The promotion of mobility of university teachers, researchers and students together with a new look at doctoral programmes and the training of early stage researchers, which is one of the main topics of discussion in the Bologna Process, serves to build a link between the European Higher Education Area

(EHEA) and the European Research Area (ERA). Both the Charter and the Code, and the research element of the Bologna Process fit logically into the concept of “Europe of Knowledge”, which was recommended in the report of the UK’s Presidency conference „The European Charter for Researchers and the Code of Conduct for their Recruitment: Turning Policy into Practice“ in September 2005.

The Austrian Presidency Conference focused on how to make Europe a pole of attraction for well trained and highly motivated researchers, at all levels, from all over the world. This was a logical continuation of the process, which started at the workshops held during the Dutch Presidency Conference „Brain Gain – the Instruments“ (October 2004, in The Hague), on the Competitiveness Council meeting in April 2005, during the Luxembourg Presidency, and the workshops held during the UK’s Presidency conference.

The following key points were on the agenda:

- The conditions for an open European researchers’ labour market, and the difference between the public and private sector for attracting and managing human resources (including the different legal, administrative, and financial obstacles).
- The impact of the Charter and the Code as a tool for quality assurance, as well as a tool for the stimulation of the researchers’ labour market, and Europe’s competitiveness.
- The added value for institutions to adopt the Charter and the Code in the light of attractiveness, competition, training, and employment conditions.
- The importance of the recognition of early stage researchers (with a special emphasis on doctoral candidates) as professionals, and their responsibility to act as professionals. Furthermore, funding and supporting mechanisms were covered.

² „Towards a European Research Area“ – COM (2000)6 – 18 January 2000,

http://europa.eu.int/eur-lex/en/2000/com2000_0006en01.pdf

³ „Europe the most dynamic and competitive knowledge economy in the world by 2010“

(Lisbon Council Conclusions, 23-24 March 2000),

http://ue.eu.int/ueDocs/cms_Data/docs/pressData/en/ec/00100-rl.en0.htm

⁴ „Europe must raise its investment in research to 3% of the European GDP by 2010“

(Barcelona Council Conclusions, 15-16 March 2002),

http://ue.eu.int/ueDocs/cms_Data/docs/pressData/en/ec/71025.pdf

⁵ COM (2001)331 final of 20.06.2001

⁶ COM (2003)436 final of 18.07.2003

⁷ COM (2005) 251 final of 11.03.2005,

[http://europa.eu.int/eracareers/pdf/C\(2005\)576%20EN.pdf](http://europa.eu.int/eracareers/pdf/C(2005)576%20EN.pdf)

SUMMARY OF POLITICAL, INSTITUTIONAL AND INDUSTRIAL PERSPECTIVES

Welcome and opening addresses



Gerhard Riemer



Barbara Weitgruber

Welcome address

The welcome address was given by **Gerhard Riemer** from the Federation of Austrian Industry, who is the head of the Education, Innovation, and Research division. He welcomed all participants including members of the European Parliament and the European Commission and expressed his special thanks to the organisers and experts.

He stressed that the “House of Industry” is used to hosting high-level meetings and organising conferences focusing on international and European topics. These include the kick-off Conference of Austria’s EU Presidency, concentrating on “Innovation”, and the Presidents’ Meeting of UNICE – “Europe’s Voice of Business”. He acknowledged the importance of the conference’s topic, admitting, however, that this was the first Conference dealing, especially, with the “Labour market for Researchers”, bringing together many stakeholders to discuss ways of improving the attractiveness of Europe.

He gave a short background information on the “House of Industry” building, and the purpose and scope of the Federation of Austrian Industry, an industrial interest group and think tank, organised on a voluntary membership basis, representing around 2000 Austrian companies, encompassing more than 450,000 employees (i.e. more than 80% of the total industrial workforce in Austria). It was clearly stated that since the Lisbon process the federation has been concentrating its work on investment in the future: especially in education, innovation, research and development, and the use of modern technology. Investing in education, innovative Research and Technology, and in the scientific sector, is one of the most important tasks for the future, in order to remain competitive.

Mr. Riemer highlighted the importance of cooperation between the Industry and the EU and the Ministries:

- Industry is convinced that innovation is one of the most important driving forces for Growth and Employment, and that innovation lies at the heart of the Lisbon Strategy. This, in

turn, depends on the availability of human capital in R&D.

- The main challenges are to boost the innovation system, to safeguard the “scientific offspring”, and to attract scientific excellence. Therefore, versatile measures, in multiple fields, have to be arranged and presented within a strategic approach to enhance the attractiveness of the “Science and Business Location: Europe and Austria”.
- Within the broad field of urgent measures the Charter and the Code, especially, focus on the enhancement of the attractiveness of academic research career and are based on examples of best practice in industry already in place. The Charter and the Code can, therefore, play an important role to improve the competitiveness of the European academic sector.

Opening addresses

The opening address was chaired by **Barbara Weitgruber** from the Austrian Federal Ministry for Education, Science and Culture. The introductory presentations covered such topics as the interplay between academia and industry, the role of the European Commission, and the 7th EU Framework Programme (FP7).

Peter Kowalski

Austrian Federal Ministry for Education, Science and Culture, Director General for Scientific Research and International Relations

Mr. Kowalski started by addressing the question of whether and how Europe could become a pole of attraction for researchers, which he claimed is close to the heart of all stakeholders in science and research - policymakers, academics, industry and ultimately, society at large. He emphasized that today education, research and innovation are universally recognised as essential for economic and social development, and key drivers for growth, employment and prosperity.



Peter Kowalski, opening address

In order to fulfil the Lisbon strategy considerable efforts have been made by Member States to contribute to a strong European Research Area by increasing R&D spending, which in turn translates into a growing demand for scientists. He stressed that the pool of female researchers, as potential workforce candidates, should not be ignored.

Efforts to increase the percentage of women in research are by no means just a question of equality; rather, gender equality policies are means of strengthening innovative capabilities and competitiveness. He invited all participants to keep this in mind when discussing the human resources strategy, and the impact of the Charter and the Code.

As with all other professions, the attractiveness of becoming a researcher in Europe largely depends on the opportunities offered by the labour market, which is much wider than the university sector. Several measures need to be in place such as:

- Measures to facilitate cooperation between industry and the public sector.
- Mutual understanding and flexibility, and the common drive for innovation essential for finding new forms of networking and co-operation.
- The transfer of knowledge between companies and universities, and programmes designed to increase mobility between science and industry need to be further promoted.
- Good working conditions comparable to those offered by the private sector.

The Charter and the Code are seen as one way of improving the competitiveness of the European labour market by addressing the above mentioned points. Mr. Kowalski stressed that they are excellent tools for introducing reforms and innovations designed to meet new challenges in research and professional career development. He endorsed the embedding of the Charter and Code within the policy priorities, at the highest level, within research institutions.

He stressed the importance of promoting synergy between the European Higher Education Area and the European Research Area, in the interest of creating a prosperous Europe of Knowledge. He concluded by stating that one of the aims of the conference was to start a new form of dialogue between industry and all other institutions concerned with science and research, in the hope of contributing to Europe's social and economic prosperity, in order to make Europe a true Pole of Attraction.

Zoran Stančič
European Commission, DG Research,
Deputy Director- General

Mr. Stančič opened his speech by declaring the conference another important milestone in the implementation of an integrated European strategy for human resources in research, in the frame of the Lisbon Strategy, and the Barcelona 3% research investment target, and, of which, the European Researcher's Charter and the Code are an integral part. He welcomed the Austrian Presidency's efforts to maintain the political momentum in this important issue, and saw the conference as an opportunity to deepen the discussion on the remaining open questions and problems.

Investment in EU research does not make sense without sufficient, well-trained researchers in the European Union. Without researchers, Europe will not be able to secure and expand its role in science, technology and innovation.

Mr. Stančič stated that in order to retain researchers; the attractiveness of research careers must be implemented, in order to create the conditions, which promote an open European labour market for researchers. He stressed that young people setting out on a career in life do not consider research as an attractive option. This is partly due to temporary post-doctoral appointments, and mobility complications such as administrative and legal issues, which are still an obstacle.

He mentioned that although progress in certain areas have already been made, such as, for example, the European Researchers' Mobility Portal and the „Researchers' visa“ Directive, work still needs to be done in such areas as social security and taxation-related issues.

Mr. Stančič also spoke about mobility between academia and industry, and vice versa. He proposed the following:

- Dramatically enhance the status and attractiveness of the research profession in Europe.



Zoran Stančič

- Endorse the Charter and the Code, which allows for transparency and job security.
- Provide researchers with a fair professional environment, with good career prospects, to make such a career more attractive for them to stay in, come to, or return to Europe, and thereby contribute to making Europe an attractive pole for researchers.

He clarified that the Charter and the Code is a non binding text but should be used as a quality indicator and as a useful tool. He, also, noted that by improving the conditions (working, employment and recruitment) Europe would become more attractive for young researchers. He concluded by stating that the Commission's proposal for the Seventh Framework Programme (FP7) will invest, systematically and considerably, in researchers' training, mobility and career development via the Marie Curie Actions.

Georg Winckler
President, European University Association (EUA)

Mr. Winckler mentioned that the need for creating an attractive European labour market for researchers, and the relevance of the European Charter for Researchers, and the Code of Conduct for the recruitment of Researchers, has to be assessed in the context of increased competition.

He stressed the issue of competition and professionalism of research careers, and mentioned several sources of competitive pressures on universities, namely:

Regarding competition:

- Technological progress, which he claimed enhances actual and virtual mobility of people and, thereby, facilitates brain drain and/or brain gain. Universities need to attract talents in a globalised world of learning. Universities in member states need to compare each other amongst themselves, in order to be capable of attracting brains.
- The emergence of new research tigers in Asia, in such areas as nanotechnologies. Presently, China is in a position to hire back from US universities and has doubled its publications in the last 3 years.



Georg Winckler

- Effects of changes in society toward knowledge societies.

Regarding professionalism:

- Professionalism of research careers is a key element in achieving competitiveness in the global environment.
- Early-Stage Researchers as a priority for policy action (improving conditions for entrants as a response to an ageing research community, ERC: priority on early stage independent investigators).
- European Charter and the Code of Conduct sharpens the competitive profile of Europe's universities as "cultural institutions" concerned with both research innovation and economic growth, and long-term benefits to civil society, and adherence to ethical values.
- Universities are the primary actors in implementing the Charter and the Code / universities have the leading role in discussions regarding follow up action and implementation (EUA's Glasgow Declaration⁸).
- For further action there are differing institutional perspectives of universities and other research organisations.
- EUA wants to be an active partner in turning the Charter and the Code into a competitive advantage for Europe, in the Global Research Environment.

Mr. Winckler pointed out that a Europe of knowledge needs autonomous accountable, well funded universities, which operate in a large not nationally fragmented society, and as the EUA has put it: Europe needs strong universities for a strong Europe.

Reiner Hoffmann
Deputy General Secretary,
European Trade Union Conference (ETUC)

Mr. Hoffmann started his speech by looking at the mid-term review of the Lisbon strategy (Spring Council 2005):

"The social partners reiterate their support to the Lisbon strategy aimed at turning Europe into the most competitive knowledge-based society in the world, capable of sustainable economic growth, with more and better jobs and greater social cohesion.



Reiner Hoffmann

Faced with the challenges of globalisation, technological progress and demographic ageing, the Lisbon strategy remains as valid and necessary as it was” (Joint declaration of UNICE/UE-APME, CEEP and ETUC 1st March 2005).

He then stressed that instead of more and better jobs Europe is faced with:

- High levels of unemployment,
- Increase in precarious employment,
- Increase in working poor

Mr. Hoffmann continued by referring to the French sociologist Francois Dubet, who had pointed out that “50 per cent of all graduates who enter into the labour market have to accept a job completely unrelated to their university degree”. That is precarious employment: not only for low paid and a less qualified workforce, a knowledge-based society is measured not solely by the amount of expenditure in research but also, for example, by excellence and extent of general education.

According to Mr. Hoffmann, the extent of general (scientific) education, an attractive research environment, decent working conditions and good wages count as well.

In addition, innovation needs participation and social dialogue. In this context innovation implies (among other things) sound industrial relations in innovation processes, mobility and brain gain policies and financial support for less developed regions/ member states.

Before concluding he highlighted other specific aspects to address, such as:

- Gender equality,
- The status of doctoral candidates,
- Closer cooperation between universities, private research institutes and enterprises,
- Closer cooperation between the different processes (e.g. Bologna process and Barcelona goals) and different actors (e.g. EU-OECD).

Trade unions in Europe (ETUC and especially ETUC-E, Education International and EUROCADRE) support the Research Charter by adhering to the evolution and implementation of the Charter and the Code.

Hugues-Arnaud Mayer

French Business Confederation (MEDEF), Vice President, Representative of UNICE

Mr. Mayer expressed his agreements with the previous speakers during the session and said that there are still many things to do in order to fulfil the Lisbon agenda.

He stated that what is needed is:

- More students in science,
- The possibility of good scientific careers,
- More researchers and
- Increased added value for companies.

Mr. Mayer claimed that the Charter and the Code are not enough. There is a need to create a global, integrated, innovative European research system in order to attract more young researchers to science and technology.

In addition they need to be given the right conditions to be able to remain researchers in Europe. He stated that the procedure of educating researchers for 20 years, only to see them leave for the US, could be a very expensive exercise for Europe.

He suggested instead that Europe should create the conditions to be able to keep the researchers by offering better working conditions. This, in turn, will create the necessary European Research Area. He strongly supported the Charter and the Code and claimed that this would be a milestone for universities.

He added that it was also necessary to improve the mobility of researchers between the public and private sectors, not only inter-sectorial but also between countries. Researchers could spend several years in industry before going back to academia. This would have the added advantage of assisting the transfer of knowledge between the two sectors and would also help to change the mindset of researchers and to appreciate the value of patents, as well as publications. It would finally help the process of technology transfer from paper to actual products.

According to Mr. Mayer, good researchers do not need to stay in the lab forever. Instead they could also take leading positions in companies. He stressed that this, in turn, would assist in creating more joint ventures. He highlighted that it was important to help professionals and PhD candidates to think in a more market oriented manner.

Companies could speak with social partners and build a new Charter and Code for researchers in industry, to improve the position of post-docs and PhDs in the private sector.



Hugues-Arnaud Mayer

SUMMARY OF ROUND TABLE SESSIONS HIGHLIGHTING KEY ISSUES

Introductory panel discussion

„Signing the European Charter and the Code: motivations, implementation problems and impact”

The Introductory panel was chaired by **Sigi Gruber**, European Commission, DG Research, Head of Sector for Researchers' Careers.

Ms. Gruber opened the discussion by presenting a list of the organisations which have already signed up for the Charter and the Code.

These included organisations such as Rectors' Conferences, several national research councils and individual universities. She stressed that one year and a half after adoption of the Charter and the Code various initiatives to raise awareness and to support the implementation of the “Recommendation on the Charter and the Code” have been undertaken at EU level, as well as at national level.

She also highlighted that close cooperation is a prerequisite for the successful implementation of the measures proposed by Member States and stakeholders from the research community, the participating countries represented in the Steering Group on Human Resources and Mobility.

Janet Metcalfe

UK GRAD Programme, Director

Ms. Metcalfe started her speech by addressing implementation issues. She clarified that many aspects of the Charter and the Code are already being implemented, as good practice in Higher Education institutions, in the UK. She went on to critically analyse the benefits of applying the Charter and the Code, and noted that it is more geared to benefit employees who are at an early stage of their careers.

She then assessed the progress made in the UK since the last conference, such as: setting up a European Charter & Code Working Group, cross-sector representation, mapped against existing legislation and guidelines, recommendations on the way forward, and the relationship to UK Concordat.

Ms. Metcalfe stressed that many national bodies and working parties are involved and interested in improving the working conditions of researchers. She stated that a strong science base depends on the supply of skilled researchers to maintain the quality of research output, and to progress into research careers, whether in the public or private sectors. Career structures and rewards need to ensure we can recruit and retain the best researchers in the world.

Ms. Metcalfe went on to list a series of researcher initiatives such as Set for Success, QAA Code of Practice for research degrees, and the UK GRAD Programme among others.

These initiatives address certain common themes including:

- Making a research career more attractive,
- Recognition of the researcher profession,
- Providing career structures for researchers,
- Improving the quality of research training,
- Importance of professional development and broader skills development for researchers,
- Need for collective and collaborative approaches.

She concluded by making several requests both to the conference participants and to the European Commission:

- Clarification on the intent behind contentious sections,
- Reassurance that the Charter and the Code will always remain voluntary,
- Confirmation that the focus is on enhancement and will not be a requirement for European funding,
- Acknowledgement that the Charter and the Code will never become a demonstrable 'quality seal'.

Eugenijus Butkus

Science Council of Lithuania, Chair

Mr. Butkus first explained the role of the Science Council of Lithuania, which serves as a scientific adviser and consultant to the Seimas (Parliament), and the Government on strategic issues of research and higher education. It analyzes the situation in the research and higher education system, in Lithuania, makes proposals and drafts decrees for the Ministry of Education and Science.

He shortly presented the research system in Lithuania, which consists of 15 public and 6 private universities, and 17 state research institutes; 18 university research institutes and 7 state research establishments, with 10,000 researchers.

The Science Council of Lithuania made a decision on The European Charter for Researchers and the Code of Conduct. This is based on the belief that researchers are the corner stone of advancement in scientific knowledge, technological progress, enhancing the quality of life, ensuring the welfare of European citizens, contributing to Europe's competitiveness, and achieving the objective of becoming the most competitive and dynamic knowledge economy in the world by 2010, set by the Lisbon European Council.

Mr. Butkus stressed that Lithuania and other EU member states should be more active in taking measures to make Europe more attractive for those individuals who embark on careers in



Introductory panel

research, to provide sustainable and more attractive career prospects for researchers in all areas of R&D, to develop a supportive research environment and working conditions, to improve the recruitment methods and career evaluation/appraisal systems, as well as social security provisions applicable to researchers. The Science Council of Lithuania made a resolution to supplement the Labour Code of Lithuania with provisions:

- Regulating the conditions of concluding and terminating fixed-term or permanent employment contracts with researchers,
- To equalise the rights and duties of researchers working in public and private sectors,
- To revise provisions laid down in the legislation of the Republic of Lithuania,
- To supplement the Law on Profit Tax in favour of promoting professional development,
- To introduce evaluation systems,
- To appoint an official ombudsperson,
- To encourage more young people to start research careers by organising appropriate events.

To develop programme-based (targeted) financing, of research, in line with the Resolution of the Science Council of Lithuania „Regarding Implementation of Recommendations Laid Down in the 2003 World Bank Report, „Lithuania Aiming for a Knowledge Economy“, allocating at least 30 per cent of their resources to finance the research projects on a competitive basis, evaluated by external experts.

Jaroslav Mysiak

Marie Curie Fellowship Association, Chair of the Administrative Board

Mr. Mysiak introduced, and gave some background information about the Marie Curie Fellowship Association. He clarified that the Association includes members from 42 countries and from all major disciplines. The aim of the organisation is to promote mobility as a whole and, more specifically, the Marie Curie actions. The organisation has, at present, over 3000 registered fellows, one quarter of which is female.

He went on to explain why the Charter and the Code are needed, especially since the status of researchers has recently undergone major changes including:

- Persistent uncertainty,
- Unpredictability,
- Variety of competing scientific practices,
- Cutting edge theories difficult to prove,
- Different philosophies of science.

He was of the opinion that the Charter and the Code can stimulate discussion about good practice in science and the role of researchers.

He presented the controversial example of Mr. Hwang Woo-Suk, the South Korean biomedical scientist and professor, at the Seoul National University, who was dismissed on March 20th 2006. Until Nov 2005, he was considered to be one of the pioneering experts in the field of stem research but was dismissed on grounds of scientific misconduct and other offences.

Such situations can be avoided, and the Charter and the Code do address issues related to the violation of bioethical principles, rise of unfounded expectations, fraud and infidelity, fabrication and tampering of scientific data. Mr. Mysiak pointed out, however, that certain aspects are not addressed by the Charter and the Code such as the peer review of scientific articles based on fabricated data, the role of co-authors and possible barriers to investigate such incidents as was the case in the, above mentioned example, of Mr. Hwang Woo-Suk.

He concluded by pointing out that researchers must assume multiple roles in their career such as:

- Research, administration and management,
- Ethical considerations and regulations,
- Marketing of research results,
- Teaching, supervision and mentoring and
- Communication of research results.

He added that assessing researchers' performance may be a complicated task and should be carefully thought through in order to be able to perform fair performance related assessments.

Hendrik Schlesing

European Association of Research and Technology Organisations (EARTO), Secretary General

Mr. Schlesing gave a presentation on „The European Research Charter - opinion and remarks from the perspective of the Research and Technology Organisations (RTO´s)“.

He welcomed the Charter and the Code initiative, especially the rising awareness of the importance of research within the EU. He stated that, in principle the political aims linked to the Charter and the Code are supported, and saw the Charter and the Code as an important recommendation. He acknowledged that the working environment for researchers has to be improved continuously, and stressed the importance of improving the perception of research in young people's minds.

He highlighted two contradictory paragraphs regarding recruitment:

„...should facilitate access for disadvantaged groups or for researchers returning to a research centre, including teachers (of any level) returning to a research career” and

„...equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria“.

In RTO's opinion, quality and competence should always prevail as the preliminary selection criteria. This may not favour the disadvantaged groups.

Mr. Schlesing stated recommendations to be added to the Charter and the Code:

Mobility:

- Look for possibilities to have researchers take along social insurance while moving.
- Financial reward of mobility can only be a recommendation (due to legal situation).

Development/qualification:

- Respect the individual situation at different research organizations,
- Accountability should not lead to an increase in bureaucracy,
- RTO's cannot support a Charter prescribing binding legal principles for employment of researchers, since this is felt as a specific restriction,
- Especially those research organisations funded partly by the government have limited possibilities to change.

He concluded that Responsible Partnering initiatives, endorsed as an important initiative in the “Aho Report” (mentioned under “Emerging Themes”, page 4), are one way of improving the environment for researchers. He endorsed the Charter and the Code but stressed that it should remain legally unbinding and that one should be aware of legal implications.

Gerald Bast

Austrian Rectors' Conference, Member of the Executive Board

Mr. Bast opened his speech by pointing out, that the signing process, in Austria, is quite at the beginning and not very many institutions have signed the Charter and the Code so far. Signing institutions include the Austrian Rectors' Conference, the University of Vienna, the Vienna University of Economics and Business Administration, the University of Natural Resources and Applied Life Sciences Vienna, and the Medical University of Graz, but there is an ongoing process, at all Austrian universities - thinking and preparing the signing and implementation of the Charter and the Code. He also noted the process of thinking about the consequences of signing and implementing the principles, and the discussion about the role of the government and governmental institutions in this implementation process.

He addressed the issue of motivation for implementation, and stated that after the Lisbon process the aim is to make research a profession with European standards. This should stimulate quality, mobility, fairness between universities, researchers, industry and government, and an appropriate research environment. In context of implementation problems he pointed out that there are different national legal frameworks in terms of salary, pension and social security. According to him, in the case of university funding it must be clarified if researchers are students or employees; if it is possible to provide sustainable career systems; and if it is, also possible to provide the necessary working conditions including equipment and facilities.

With regard to EU funding schemes he mentioned other problems, such as administrative burdens, level of funding, and restriction to certain predefined topics and also, that the implementation is not only up to universities.

Regarding the impact, he stressed that

- Most aspects of both the Charter and the Code are part of the Austrian university culture and system.
- The discussion about the Charter and the Code will have impact inside the research institutions (quality assurance, career systems, awareness of rights and duties) and on the European level.
- The discussions about the Charter and the Code are incentives for national policies towards harmonizing the legal frameworks and the issue of proper resources (funding).
- The Charter and the Code could be a contribution to the European identity.

Europe is facing some very important challenges in terms of economy, technology, social cohesion and perspectives. Research is the basis for mastering these challenges, and the Charter and the Code could be a tool for improving the performance of our research institutions. Europe will only succeed with the support of strong and creative researchers, and research institutions. Mr. Bast concluded by reminding us that we all should have in mind that the European Union is not any longer an Economic Union.

Philippe Arhets

INSERM, Deputy Director for European Affairs

Mr. Arhets first introduced the French National Institute of Health and Medical Research (INSERM), explaining that it was founded in 1964 and operating through the ministries for research and health. One of the priorities of INSERM is the recruitment of researchers, their careers and training.

INSERM is very supportive of any initiative, which aims at promoting researchers' careers, at all stages, from doctorate to senior positions. INSERM also commits itself to applying the stated principles and already acts in the same direction by developing innovative Human Resources Strategies.

He clarified that INSERM also has several in-house programmes regarding the training and mobility of researchers, namely the

School of INSERM (training of research students in medicine and vice versa), the AVENIR and JOIN INSERM programmes (permanent or temporary positions – running costs – team leaderships), and the Interface Contract grants (3-5 year projects, with tenure position salaries and 1/3 additional salary, and partnership with one institution).

In the context of a tenure career track, Mr. Arhets mentioned permanent positions, and the reinforcement of interactions with partners of relevance, and mobility as general principles.

Mr. Arhets then stressed the following main goals:

- To maintain the attractiveness of Europe for scientific careers at all stages, from doctorate to senior positions.
- To maintain and further develop a dynamic and stimulating research environment, including multidisciplinary dimension and Public-Private-Partnerships.
- To promote incentive measures for the mobility of researchers, in Europe, and abroad.

He went on to analyse how the Charter and the Code could be used, and suggested that it could serve as a benchmark for our own internal Charter for researchers' careers, and as a starting point for a debate with researchers, that our academic partners continue to develop, with them, measures to attract the most talented researchers, and promote the mobility of researchers, and as to our administrative authorities, to convince them that research needs more flexibility for recruitment, management of researchers' careers and mobility.

According to Mr. Arhets, the Charter and the Code helps to create a way to better collaborate between research institutions and universities in Europe, and to make exchanges easier and mobility more easily accessible for our researchers. He concluded by stating that because of the above mentioned reasons INSERM signed the Charter and the Code, and also, because researchers are one of the main priorities of INSERM, and they would like to set-up a genuine „European career track“.

Questions & Answers

The question and answer session led to a vivid discussion and involved several important issues. The first question addressed the issue of the private sector, to see if it was at all involved in the discussions of the Charter and the Code in the UK. The panel member answered in the affirmative. The Confederation of Industries, Higher Education, and representative bodies were involved but not individual companies; these were foreseen for a later date.

The question was raised, if it wasn't better to take part in the initiative without signing up to the Charter and the Code since this would meet with less resistance from institutions. The answer given was that stakeholders should be aware of consequences (of the implementation), and there should be no pressure on institutions.

The signing of the Rectors' Conference, in Austria, was discussed. However, it was stressed that the Rectors' Conference is

a leading institution, and that they signed up as an example of good practice for universities. On the question of whether national governments were on the signatory lists, it was clarified that certain national governments, such as Lithuania, did adopt a resolution integrating Charter and Code principles. Others, such as France, were planning to do so with other Member States to follow.

Several comments were also made including the need for more awareness and the advantages for employees. It is foreseen that 2% of the 3% GDP for R&D by 2010 should come from industry - it seems logical that they should also be involved in the process. Also, this may help the sectors work more closely together, to solve problems.

Mr. Liberali, Director at DG Research stressed that the Charter and the Code is a recommendation, based on a voluntary process.

The main aim of the Charter and the Code should be to raise awareness, encourage actions, to improve the employment and working conditions of researchers and to motivate. The same Charter and Code should also apply to the industry, since it was not clear why industry should have a different code of conduct.

The advantages of the Charter and the Code should be known not only for early stage but also, for experienced researchers. Established researchers must take on responsibility and think of the future.

One question was raised about why only universities seemed to be motivated to sign the Charter and the Code. Governments and the private sector should see universities as a source of skilled labour, and there should be more cooperation. In general, the contracts being offered to researchers today are often temporary and not transparent.

Finally, the speakers made concluding statements about the need for promoting more awareness, and better cooperation between the private sector and academia. It was pointed out that, in addition, cultural differences need to be overcome. It was agreed that signing the Charter and the Code is only a first step, in the right direction, and a lot of work still needs to be done.



SUMMARY OF ROUND TABLE SESSIONS HIGHLIGHTING KEY ISSUES

Panel discussion

„The researchers labour market – employability and Europe as location”

The final panel discussion, before the concluding statements, was chaired by **Alexandre Quintanilha**, University of Porto, Chair of the European Commission's External Advisory Group on Human Resources and Mobility.

Several speakers allowed for a lively discussion, with several comments being made about the interplay between academia and industry.

Norbert Kroó

**European Research Council,
Member of the Scientific Committee**

Mr. Kroó stated that in our globalised world both science and society are changing rapidly, consequently their relation is also changing, and so does the role of science and the scientist. All these changes demand new approaches in education and training in all fields, first of all, in research. At the same time new instruments are available to solve mounting problems.

He highlighted that science is changing, e.g. the complexity of knowledge increases, interdisciplinary research expands, the cost of research (infrastructure) skyrockets, the influence on the performance of the economy increases, science has become fully international, etc. On the other hand, society is changing with regard to a growing public concern on the possible negative effects of science, the awareness of the society on public spending, and the threat of “instant science” due to media and other interests.

Mr. Kroó mentioned that science and society relations are also changing, in respect to the increasing role of R&D in competitiveness, the need for deeper knowledge concerning the achievements of science, and the nature of scientific research.

He addressed that some of these problems are connected with the contradictions between:

- The increasing significance of scientific knowledge on one hand, and the decreasing interest of the young generation in it;
- The longer and longer time needed to acquire this knowledge, and the decreasing time of its obsolescence;
- The increasing significance of competitiveness on one hand and the hesitation of decision makers to make the decisions securing the conditions for its basis research.

In line with the topics of the present conference a few recommendations were formulated for the fields of training and education, which he hoped to be positive steps in the proper direction, to solve some of the problems

Open questions and recommendations addressed by Mr. Kroó:

- Scholarships for foreign students (new possibilities, cooperation in competition, brain gain),
- Investment in education – benefit for other countries?
- How can the mutual benefits be realised?
- How to teach the techniques to popularise research (rhetoric, how to argue, etc.),
- Should some social science curricula be included into education, in the natural sciences?
- To teach issues on social responsibility - how to harmonise different (national and international) interests, and the possible tensions between different cultures?

Karen Skytte

EUROCADRES, Council of European Professional and Managerial Staff

Ms. Skytte spoke about the idea of research without barriers. She promoted the idea of making the researchers' labour market in Europe attractive, and looked at ways to promote this. She stated that, at present, there is still a sufficient pool of graduates wanting a career in research and fighting for it, but stressed that many very qualified and interested graduates, and young researchers, today, choose employment in other parts of the labour market.

Creating a successful career as an academic or a researcher can be a very insecure, unrewarding, and tiresome way of making a living, compared to other professional careers. There are numerous examples of young researchers working their way through a series of jobs on fixed term contracts, spending most of their time and energy writing applications for the next small sum of money, instead of concentrating on their research, and creating, and publishing results and, at the same time, qualifying for the more demanding tasks to come.

Ms. Skytte supported the opinion that national governments and research institutions all over Europe should work together to create more reliable career patterns and better possibilities for young researchers both at the entry and at the professional levels, and onwards during their career. A good starting point would be a common identification, and critical analysis of the general and specific national barriers, for a career in research. This could help in finding possible solutions to overcome these barriers.

Identified barriers presented have to be seen in a Danish context but serve as an example of the barriers for young researchers, in Europe, in general:



Panel discussion

- The PhD –Students start too late,
- Variation in the quality of PhD education,
- Lack of a coherent career path,
- Limited mobility between sectors,
- Prolonged procedures of appointment,
- Too few career jobs and bad working climate,
- The salaries are not competitive.

A few suggestions for research without barriers were presented:

- Integration between graduate and PhD level,
- Talents found at graduate level,
- Grants: open competition - more occasions,
- Precise methods for quality assurance,
- Focused effort for better supervision,
- Government funding for post-doc grants in connection with PhD funding,
- More focus on leadership, on education, career-development and the working environment.

Raffaella Öckinger EURODOC, President

Ms. Öckinger opened her speech by clarifying that researchers are the best European export product, and pointed out that Europe is the most active part of the world, training PhD candidates and young researchers, in comparison to America and Japan. She explained that EURODOC is the federation of national organisations of PhD candidates and junior researchers, in Europe. The difference between PhD candidates, recognised as early stage researchers or fee-paying students, was highlighted. PhD candidates should be recognised as professionals and be treated accordingly.

Ms. Öckinger mentioned, in her speech, the lack of recognition of skills accomplished during the training period and posed the question, what are the expectations from academia, the private sector and from society?

Moreover, Ms. Öckinger touched upon the topic of institutional rights and working conditions:

- Rights and duties are unclear,
- Lack of representation in institutions and representative bodies,
- Lack of funding,
- Lack of social security,
- Lack of career structures.

She highlighted the need to define the early stage researchers (ESR) by clarifying that research is the main activity (carrying on the knowledge-based economy), that ESR are trained by and not trained for research, and that they are assessed mainly on their research activity and not on courses like e.g. undergraduate students. In this context, Ms. Öckinger presented that approx ¾% of all research, in Sweden, is carried out by PhD candidates, and that 48.8% of the Spanish articles published in international journals of impact have a junior researcher as a first author.

Ms. Öckinger concluded by addressing institutional rights and working conditions, creating an innovative environment:

- ESR are important members of the institutional staff and assets for the development of doctoral programmes in Europe,
- A competitive income shall be provided,
- Transferable social security throughout Europe shall be provided,
- Clear career structures shall be developed.

Wolfgang Haidinger Federation of Austrian Industries

Mr. Haidinger gave a very interesting speech highlighting the R&D situation, in the industrial context. He stated that Europe's ability to attain the Lisbon objectives depends heavily on the availability of a sufficient supply of mobile, talented people who are encouraged, and wish to work in R&D. With the aim of the European Union to increase the average research investment level to 3% of GDP by 2010, of which 2/3 should be funded by the private sector, the prominent role of companies in this process is evident. He highlighted the importance of human resources and the availability of skilled workers for companies interested in carrying out research in Europe.

According to Mr. Haidinger Europe is currently facing three main challenges:

- To boost the innovation system to create attractive jobs
- To safeguard the “scientific offspring”
- To attract scientific excellence

To enhance the attractiveness of the “science and business location Europe”, three major tools were suggested:

- Education – Focus on science, engineering and creativity at school, and excellence at universities / Raise the awareness for R&D and innovation / “Include” more women in science;

- Networking and Cooperation – Foster (international) cooperation between academia and industry / Support mobility / Build up international networks / Promote the attractiveness of the “researcher career” (this is where the Charter and the Code come in);
- Recruitment – Raise incentives for top-scientists / Set up special programmes for enhanced recruitment of top-scientists / Improve the marketing of the “Business Location Europe/Austria”.

Mr. Haidinger articulated that industry fully agrees with the main principles and the spirit behind the Charter and the Code, and welcomes the progression in raising the awareness about the importance of researchers in the innovation system and, therefore, for growth and prosperity in Europe. He mentioned that most elements of the Charter and the Code are already common practise in industry, simply because in a world of competition industry can't afford to offer an unattractive environment for researchers. But some essential elements just do not fit for industry (open recruitment procedures, open results for external investigation, and IPR issues). He concluded by mentioning that the Charter and the Code will improve the attractiveness of the academic research careers, and will, therefore, make participating institutions (and their researchers) more attractive for cooperation with industry – as well as researchers, trained and educated in these institutions, more attractive for recruitment.

Jean-Patrique Connerade
Euroscience, President

Mr. Connerade opened his talk by comparing the researcher's community with a club, where “non researchers” are not allowed. In this context he introduced Euroscience as a grass-roots organisation open to research professionals, science administrators, policy-makers, teachers, PhD students, post-docs, engineers, industrialists and, in general, to any citizen interested in science and technology, and its links with society. It represents European scientists of all disciplines (including social sciences

and the humanities), in the public sector, universities, research institutes, as well as business, and industry.

Euroscience was founded in 1997 in order to:

- Provide an open forum for debate on science and technology,
- Strengthen the links between science and society,
- Contribute to the creation of an integrated space for science and technology, in Europe,
- Influence science and technology policies.

Mr. Connerade pointed out that in some countries, like the UK, science implies natural science (physics, chemistry, biology) but it should be more open to other sciences.

He raised the question of whether or not the Charter and the Code applies only to specialists, or to other stakeholders as well. To answer this question, he recommended clarifying the definition of researchers. He mentioned that, as the number of researchers increases, research needs to be recognised as a profession and researchers need to be organised. There is the need to elaborate the definition of researchers.

He added some more words about the first Euroscience ‘open forum’ (ESOF), in Stockholm. More than 1,800 persons participated (of which 350 were international journalists) in this first pan-European scientific meeting, staged to provide an interdisciplinary forum for open dialogue, debate and discussion on science and technology, in society. Mr Connerade expressed that the next ‘open forum’ of Euroscience will be held in Munich in July 2006. ESOF brings together all groups involved in the scientific endeavour. It fosters debate about science and society, presents science and the humanities, at the cutting edge, and stimulates scientific awareness. ESOF provides the platform to discuss the Charter and the Code, and to define rules regarding definitions such as who is a researcher, and to whom the Charter and the Code really applies.

Mr. Connerade finished by stressing that an appropriate definition of researchers, and their place in society, still has to be found.



Panel discussion

Questions & Answers

The Concluding session was followed by a short question and answer session. The problem of extra costs for institutions, in applying the Charter and the Code, was addressed. It was pointed out that universities are important for industry and vice versa. Researchers cannot be sure of getting a job at a University and must be prepared to move to industry. The universities should make sure that such a move is possible by making people fit for industry.

Ms. Sigala, from Greece, emphasised that the ‘state’ of researchers and the definition should be cleared. Mr. Connerade stated that young researchers should be helped to join the scientific community.

A question was raised concerning age discrimination in grant approvals. However, it was pointed out that, due to limited funding not all candidates could expect to receive a grant, and this is usually based on personal interviews.

It was stressed that industry cannot be left out of this process, and there should be a working group of industry and academia, in order to agree on common objectives.

The cultural gap between the industry and academia was also discussed. In this context, Mr. Köhler (GEW, Germany) endorsed closer links between academia and industry, to promote the knowledge society, and help people to understand science. Ms. Michor, from the Austrian Private sector, stressed the need for discussion between academia and the private industrial sector,

in order to close the gap, since the industry is usually underrepresented at such events. They could give useful input, which would help academics understand their issues, with respect to the Charter and the Code.

Mr. Marimon stated that there were already many relationships between academia and industry, in Europe, but stressed that these should still be intensified. Marie Curie’s activities were seen as very successful, in the EU, and should remain as a fellowship programme. Mr. Kroó agreed on the success of Marie Curie, and then referred to the example of Finland, which made R&D a priority with much success.

Ms. Skytte stated that there was a trend that young researchers have to care about themselves, and look for external funding. In her opinion universities don’t care enough. Therefore, it could happen that researchers are in a University for 10-15 years, without any career path.

Mr. Haidinger stated that there is a cultural problem between industry and academia, and stressed the need for a proper link. Mr. Connerade also addressed the financial aspects faced by industry.

Ms. Öckinger made the final statement by announcing: “Europe wants to be the best knowledge society: Young researchers are important for the Lisbon goals; if you think that research and research education are expensive, then try ignorance.”

Workshop 1

How to make the European researchers' labour market more attractive and competitive – legal, administrative and financial challenges

Rapporteur:	Sigi Gruber (European Commission, DG Research, Head of Sector for Researchers' Careers)
Chair:	Massimo Serpieri (European Commission, DG Research, Strategy and Policy Unit)
Speaker:	Monique Fouilhoux (Education International, Coordinator of the Education and Employment Unit)
Speaker:	Mario Cervantes (OECD, Science and Technology Policy Division)
Speaker:	Vincent de Graauw (Kastler Foundation)

Background:

In order to create a genuine European labour market for researchers, it is crucial to discuss the actions required to make both the EU public and private sectors more attractive by reducing existing legal, administrative and related financial obstacles, which prevent achieving such a goal. Currently, the main problems are represented inter alia by discrepancies between the public and private sectors, the lack of co-ordination between national social security systems, the need to improve HR strategies in academia, including the introduction of performance related assessment systems and redundancy procedures, lack of an adequate management of financial resources from different funding streams, etc. Particular attention has to be given to the working conditions (e.g. the impact of the Fixed-Term Directive) and social security rights held by researchers. As regards the international dimension of a European labour market, a simple, clear and favourable legal framework will make the European Research Area attractive, compared to the markets of Europe's major competitors.

The following points have been addressed:

- How can "flexicurity" and other similar concepts, which aim at balancing stability of employment and flexibility deemed essential for successful research performance, be applied to the research sector?
- Is there a contradiction between, on the one hand, the goal of ensuring fair working conditions, including adequate social security coverage of researchers and, on the other hand, competition between research institutions to attract funds for their research projects?
- Is it possible, in academia, to permanently introduce performance-related assessment criteria as well as redundancy procedures similar to those used in the private sector?
- The international dimension of the European Research Area: what are the main legal challenges when creating a genuine European labour market similar to the markets of Europe's main competitors? Are third country researchers adequately valued in Europe (e.g. "social dumping", family reunification, etc.)?
- Success stories and examples of good practice.

Examples of good practice:

The University of Bristol, in consultation with labour Unions, changed a considerable proportion of fixed-term contracts into permanent contracts, but balancing this by rendering redundancy more flexible, transparent and fair, thus allowing the benchmarking of researchers. The consequence of this has been a lower use of redundancy procedures.

In the Nordic countries every researcher, including senior ones, should demonstrate results, which are monitored. In case that the research results are not satisfactory, then a plan should be produced to get the researcher back into the expected performance.

Main conclusions:

Analysis, to introduce and improve performance related assessment criteria, should be concretely made by research institutions for all categories of researchers, including doctoral candidates and post-docs. Flexibility, also, according to the different principles, should be ensured.

According to national and institutional systems redundancy procedures, which are clear, fair, efficient and inclusive for all groups of staff, should be set up in/for each institution.

Human resources policies of research institutions should aim at ensuring fair and attractive working conditions, including social security coverage, for all researchers, including doctoral candidates,.

Within the research community an in-depths debate between research organisations, researchers and Unions should be set up, where lacking, to address the nature and the consequences of the application of legal rules in the research area.

The non-discriminatory principle of the Charter and the Code, to ensure fair working conditions for foreign researchers, also taking into account the recently approved „scientific visa“ instrument, should be fully applied.

Key messages from workshop 1:

- Research bodies (including universities) should ensure coherence between their research agenda and their human and financial resources management. This includes appropriate funding (national, European), fair redundancy procedures, and performance-related assessment systems. National and regional competent authorities need to provide the appropriate legal framework and support it through incentives.
- Fair, non-discriminating working conditions (including social security coverage) should be ensured for **ALL** researchers, including doctoral candidates (according to “Bologna definition of the 3rd cycle”), both for European and non-European researchers and independent of their legal status.
- Different research stakeholders need to become aware and to carry out in depth analysis of relevant European and national legal provisions (e.g. Proposal for a directive on portability of complementary pension rights, Fixed-Term Directive, entry conditions, etc.), which have an impact on a researcher’s career path and career development. This requires a structured dialogue with competent (primarily national) authorities.



Workshop 2

Transparent career appraisal system

Rapporteur:	Martin Hynes (Irish Research Council for Science, Engineering and Technology)
Chair:	John Smith (European University Association)
Speaker:	Silvana Vallerga (CNR, Director of Research, and Member of Helsinki Group on Women and Science)
Speaker:	Hans Borchgrevink (Research Council Norway)
Speaker:	Irina Veretennicoff (VUB Head of Department of Applied Physics and Vice-Chair European Commission's External Advisory Group HRM)

Background:

Given the fact that different careers in R&D, either in academia or in industry, ought to be treated on equal footing, it will be necessary to develop procedures and indicators for evaluating researchers, with respect to the type of research activities they are involved in. A variety of indicators should be incorporated into the evaluation process, and evaluation should not focus primarily on the frequency of citations and publications. Rewarding individual researchers for their contributions to knowledge sharing and commercialisation goals, is one of the means of improving linkages between public research and industry. However, this approach is still under-exploited in the majority of countries, and not always taken into account for the evaluation/appraisal of researchers. The European Charter and the Code provide the overall framework for the career appraisal of researchers. It mentions – inter alia – that employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance, on a regular basis, and in a transparent manner, by an independent (and, in the case of senior researchers, preferably international) committee.

The following points have been addressed:

- There is a need for greater understanding of the different approaches, which embrace peer review, performance related systems, and individual appraisal systems based on local, national or international standards.
- The analysis of current evaluation practices reveals that a qualitative assessment is much more useful than a quantitative one, when evaluating researchers for their professional development or for their promotion. There is a need to analyse how far this is taken into account, in current evaluation/appraisal processes for researchers, in both academia and industry.
- How can a transparent career appraisal system be put in place, which also empowers researchers for their career development? How can the European Charter and the Code contribute to this?
- There is a need to further illustrate and examine examples of good practices.

Examples of “good practice”:

Many examples of good practice were discussed and explored: among them the importance of dual assessment and the need for face-to-face meetings.

It is necessary to strike a balance between individual and collective appraisal, and how these are reflected in a personal “portfolio”.

Research is necessarily international. Therefore, international collaboration is a major driving force in research appraisal. The measures for success need to be agreed upon, and transparent.

Main Conclusions:

The research system is now seen as much more of an integrated system - the knowledge triangle is very relevant. This is reflected in multi-functional demands, leading into the research careers.

The design of peer review systems needs to reflect the changed nature of the Research and Innovation System.

Key messages from workshop 2:

- **The Minerva Code⁹, for good practices in the recruitment and promotion of researchers, should be considered, and taken up by the EC External Advisory Group on Human Resources and Mobility.**
- **The peer review system (and process) should be redesigned to reflect the changing dynamics of the Research and Innovation System (knowledge triangle concept). It should reflect the multiple research “outputs”, now required for a successful research career.**
- **Researchers should take the initiative, in improving transparency, in the appraisal process. They should be empowered to determine their own career progression.**

⁹ www.eracareersaustria.at/conference/slides/vallerga.pdf

Workshop 3

The added value of the European Charter and the Code: examples of good practice and monitoring models

Rapporteur:	Kate Runeberg (Nordic Council of Ministers, Senior Advisor, Research)
Chair:	Johanna Ziberi (CRUS: Swiss Rectors' Conference)
Speaker:	Fulvio Esposito (University of Camerino, Rector)
Speaker:	Viera Rosova (Slovak Academy of Sciences, Vice President)
Speaker:	David Walker (European Commission, JRC, Human Resources Unit)

Background:

Since the adoption of the Charter and the Code various initiatives, to raise awareness and support its implementation, have been undertaken. A broader discussion has evolved around the different motivations for undersigning the Charter and the Code, and the added value of such an engagement. As research organisations normally have the authority to take actions to implement changes themselves, solutions are normally possible, but internal pressures from certain staff categories, or resistance due to historical practices, may turn out to be significant obstacles and require considerable efforts. While adhering to the Charter and the Code is a commitment to move towards the respect of all its principles, practical implementation implies a long process based on a more technical and generally, also, demanding approach. Research institutions are, indeed, challenged for action far beyond the signature of the Charter and the Code, and for many the implementation phase may be long and cumbersome before its principles are fully respected. The transparency of this process is important, and requires that the institutions demonstrate to the outside world the way they implement the Charter and the Code principles.

The following points have been addressed:

- What were the difficulties encountered before the official commitment, remaining administrative, legal, cultural obstacles, initiatives launched to overcome these difficulties and obstacles?
- What does the commitment to the principles of the European Charter and Code entail for the undersigning institutions and, what is the added value of such an engagement?
- What are the undersigning organisations planning/doing to ensure that implementation is carried through at all the different levels required (e.g. at the institutional levels, at the level of the human resources departments, from the senior to the junior researchers) and, what are the organisational, administrative and financial implications, and identified solutions?
- What monitoring activities are put in place to follow this? At the level of the individual institutions, or at the level of the Member State, or by researchers themselves?

Examples of “good practice”:

As an example of good practice, the Joint Research Centre (JRC) of the European Commission has also signed the Charter and Code, in order to attract researchers and set a good example. Raise awareness, for example, in Italy young researchers are well informed about, and very interested in the Charter and Code, when making career decisions.

Main Conclusions:

The Charter and Code is a useful tool allowing for transparency and job security.
 The Charter and Code should not be legally binding.
 Many institutions may hesitate to sign the Charter and the Code, since they may not be able to meet all the expectations.
 Signing the Charter and the Code should not be an eligibility criterion in FP7.
 The signing of the Charter and the Code should mean commitment leading to a “seal of quality”.

Key messages from workshop 3:

- A statement from the Commission clarifying that, signing the Charter and the Code does not mean full compliance on signing, but rather should be understood as a statement of intent, to adhere to the principals expressed in the Charter and the Code. In addition, it was stressed that signing up will not be considered an eligibility criterion for European funding.
- Encourage institutions and firms to create their individual profile on the basis of the principles of the Charter and the Code.
- Find ways of disseminating the European spirit, represented in the Charter and the Code, on all levels, especially among young researchers, to strengthen the bottom up process.
- Self assessment should be used as a monitoring model instead of external control. Create regular platforms, for ‘exchange of best practice’, on self- assessment, to be encouraged by the European Commission, for a national and European audience.

Workshop 4

The Charter and the Code as a label for quality enhancement

Rapporteur:	Katarzyna Hadaś (Adam Mickiewicz, University Poznan, Head International Programs)
Chair:	Georges Bingen (European Commission, DG Research, Head of Unit for Strategy and Policy)
Speaker:	Régis Mulot (EIROForum)
Speaker:	Ramón Marimon (Universitat Pompeu Fabra Barcelona)
Speaker:	Jan Misker (Philips Electronics Netherlands B.V., University relations)

Background:

The European Charter and the Code are, in themselves, already, the expression of quality principles. In fact, one of the main reasons why universities and institutions sign up to the principles of the Charter and the Code is because they have already launched a process leading to the qualitative improvement of the career management, of researchers. Consequently, the process of implementing the principles of the Charter and the Code should and can lead to the awarding of a label, to be widely used by the undersigning institutions.

Such a label could consequently be used to open up the possibilities of transparent recruitment, it could be extended to the different doctoral programmes or included as a standard in the overall evaluation of an institution.

This European Charter and Code label does not yet exist, and the workshop discussed the necessary approach proposed for creating such a label, as well as the framework criteria for awarding and monitoring it.

The following points have been addressed:

- How can the implementation process of the Charter and the Code be best linked to the “label approach”? How should engagement and efficiency of the process of implementation be defined?
- Which indicators or standards are needed to award the European Charter and Code Label?
- What are the necessary criteria for defining the European Charter and Code Label?
- What are the benefits of the label and how can it be best “marketed”?
- What existing practices are there for universities and research institutions to monitor these processes? Besides questionnaires and reporting, what are/should be the different monitoring tools?
- What should be done to ensure the integrity of self regulating monitoring? Is it necessary to be part of an overall quality system?

Main Conclusions:

A first outcome of discussion, after the presentation of statements by representatives of, respectively, universities, industry and international research organisations, was an agreement that the Charter and the Code is a very useful labelling mechanism for quality enhancement, in human resource management and, in research. There was a consensus that the objective was to adhere to the spirit of the Charter and the Code, and that its principles should not be taken too literally.

It was agreed, however, that to speak of a “quality label” would imply an individual independent assessment and qualification procedure, which would be heavy to implement, costly, and would, also, reduce the willingness to adhere to the Charter and the Code.

A second theme debated was how it could be assured that the Charter and the Code label would represent a minimum level of quality. There was a broad consensus that a self-assessment approach of the Charter and the Code organisations, with full information of limitations of the actual level of compliance, with the various principles, as well as a roadmap for future improvement, would be the most appropriate solution.

It was emphasised that the whole self-assessment information should be made public, so that researchers, students and the public would have the possibility to contribute, with their reactions to the assurance mechanism.

It was also suggested that each Charter and Code organisation should set up an ombudsperson-function, where complaints against researchers or organisations could be submitted and properly treated. The ombudsperson’s reports should also be made public.

A proposal to set up, as a complementary tool, an independent external monitoring board, at the EU level, was discussed. This body would evaluate the entire Charter and Code implementation process, based on the information and reports provided by the Charter and Code organisations. This board could also monitor individual organisations on a sampling basis. There was a consensus that such an external, independent, evaluation was a necessary tool to give a self-regulatory mechanism a solid basis.

Key messages from workshop 4:

- The Charter and the Code is a very useful labelling mechanism for quality enhancement, in human resource management and in research.
- The practical implementation of the Charter and the Code will be based on the indication, upon signature (which constitutes a formal commitment) by a research organisation, of the actual level of compliance with the various principles, stressing possible limitations, as well as a roadmap for future improvement. This information should be made public.
- The procedure to award the label should be simple, non-bureaucratic, and not involving major additional costs and efforts. This will be based on a fully transparent self-assessment process based on effectiveness, impact and transparency of the process. An internal ombudsperson function would be advisable. This self-regulatory process should be complemented by an external independent assessment.



Workshop 5

Doctoral candidates as young professionals: funding and supporting mechanisms

Rapporteur:	Alexandra Bitusikova (European University Association)
Chair:	Marlies Leegwater (Dutch Ministry of Education, Culture and Science)
Speaker:	Marja Makarow (University of Helsinki, Vice-Rector for Research and Research Training)
Speaker:	Raquel Santos (EURODOC)
Speaker:	Thomas Koch (Ruhr-University Bochum, Scientific Coordinator of the Graduate School of Chemistry and Biochemistry)

Background:

With the ambitious Lisbon objectives, to increase the number of researchers in Europe, and the 2005 Bergen Communiqué's stronger emphasis on the importance of doctoral training and research careers, it is crucial to pay more attention to the funding of doctoral training. National policies in many countries follow the call to increase the number of new doctoral graduates, but an overview of existing funding policies is missing.

The workshop discussed diversity of funding of doctoral programmes and doctoral candidates in different European countries, and implications of funding on the quality and productivity of doctoral training. The topic is closely related to the principles and requirements of the European Charter and the Code. Three case studies brought different perspectives of the impact of funding on doctoral training and showed good practice examples.

The following points have been addressed:

- Doctoral candidates should be treated as young professionals, young researchers. Whatever the form of their funding is (grants, fellowships, stipends or salaries), and whatever their status is (student or employee); they should have the right to social security. This is not the case in many countries (e.g. Portugal, Italy and France), where candidates are funded by grants without any social security.
- It seems that there is a tendency in Europe to replace salaries (labour contracts) by grants (often without social benefits).
- There is high professional uncertainty among doctoral candidates – no career prospects, lack of transferable skills that enable them to find proper jobs.
- A PhD degree lacks social recognition in Europe – it is not recognised and valued in all sectors.
- Post-doc positions are also underestimated in Europe – post-docs are often seen as either ever-lasting students, or as a cheap source of high quality labour. They have no long-term career perspectives, and the position is not recognised and valued outside academia.
- Career perspectives of young researchers are closely related

to the need to increase inter-sectorial mobility. A lot of trust needs to be built between the sectors. Some countries (e.g. the Netherlands) have developed policies to support relationships, and mobility, between academia and industry. Others, such as Finland (University of Helsinki), started to raise awareness of the benefits of doctoral training among companies, with remarkable success.

- Funding of doctoral programmes remains a public responsibility. Governments should realise their crucial role in funding and supporting doctoral education, if Europe wants to become the most competitive knowledge-based society.

Examples of „good practice“:

The Finnish national doctoral school system proves to be a very efficient way of training doctoral candidates. Doctoral schools are established around thematic topics and are funded by the Ministry for 4 years. After evaluation, the schools can apply for renewal. Doctoral candidates, at doctoral schools, get salaries with full social security for 4 years of their doctoral training.

In Germany, many graduate / doctoral schools are funded by the German Academic Exchange Service (DAAD), and the German Research Foundation (DFG). Doctoral studies, at these schools, are based on a structured, research-oriented 1+3 year programme. Interdisciplinary courses, and generic skills training, are offered to doctoral candidates, to improve their career prospects outside academia.

Main conclusions:

Funding and supporting mechanisms, in doctoral training, show broad diversity across European countries. Different schemes, channels and levels of funding, make it difficult for many doctoral candidates to get access to adequate financial support and to perform high quality research.

Funding of doctoral programmes remains a public responsibility. Governments should realise their crucial role in funding and supporting doctoral education, if Europe wants to become the most competitive knowledge-based society.

Key messages from workshop 5:

- Doctoral candidates are researchers engaged in professional research training and they should receive fair treatment, adequate funding, and full social security. This is still not the case in all countries. There seems to be an increasing tendency, in Europe, to award grants without any social security.
- The position of a post-doc is very unstable in Europe. Post-docs are highly qualified researchers, who perform independent research, but are often seen as ever-lasting students or a cheap labour force. It is important to recognise the value of their work and to improve their long-term career perspectives.
- Inter-sectorial relationships, and mobility between universities and industry, have to be improved. Institutions and governments should develop clear policies and strategies, to support and increase mobility between universities, and industry, and vice-versa.



CONCLUDING STATEMENTS AND FUTURE PROSPECTS

Pia-Elda Locatelli

European Parliament Member, Shadow Rapporteur of FP7

Ms. Locatelli stated that, she is convinced that the Lisbon strategy is the strategy that Europe needs to grow. In March 2000, EU heads of state and government agreed on an ambitious goal: making the EU „the most competitive and dynamic knowledge-based economy in the world, capable of sustainable economic growth, with more and better jobs, and greater social cohesion“ by 2010.

She pointed out that Europe has, however, to revise the Lisbon strategy, and the stability pact, and mentioned, that she fought for almost one year to reach an agreement on the financial perspectives. Although some progress was made on innovating Europe's economy, there is growing concern that the reform process is not going fast enough, and that the ambitious targets will not be reached by 2010, possibly not even by 2014.

She stressed that any discussion about a European labour market needs to be considered in relation to the broader policy context.

There are two major policy objectives:

- The revision of the stability pact
- The renewed Lisbon strategy

Much effort, and the same determination, must be put into the building of the European Research Area, as used in building the European common market, and European currency. Europe needs new ideas, more and more adequately skilled researchers, to create new knowledge, and the setting up of the European Research Council (ERC). Ms. Locatelli was rapporteur on the guidelines for the sixth Research Framework Programme and reported on this experience.

Ms. Locatelli mentioned that the many different definitions of “researchers” constitute an obstacle. Researchers are not well organised, their voices are often not heard. It is necessary to have one definition for researchers for all of Europe, to enable them to lobby and form organized groups capable of engaging in structured dialogue.



Pia-Elda Locatelli

Ms. Locatelli put forward the proposal for a European Platform for Researchers, to enhance research capacities in Europe. Such a platform could be created on a model encompassing an open forum, bringing together industry, universities, researchers' professional organisations, the social partners and researchers. The idea is to create the necessary frame for discussion and structured coordination, in view of enhancing the status of researchers, in Europe, as well as the environment in which they produce, disseminate and transfer knowledge. The platform could contribute to the development of one genuine European labour market for researchers. This initiative received the support of the European Parliament, the European Commission and of representatives from industry.

Andrew Dearing

European Industrial Research Management Association (EIRMA), General Secretary

Mr. Dearing stated that, the Lisbon process identifies the lack of beneficial translation, of research know-how, into enterprise activities, as a serious gap. Businesses tend to move away from Europe, into Asia and North America, which continue to offer a better environment for business. Conditions in Europe need to be created that will remedy this by creating the right ‘ecosystems’.

The translation of knowledge into productive jobs requires much more intensive cooperation than in the past. Ecosystems need to be established, which reinforce collaboration between stakeholders to promote knowledge, and ideas, as well as the capacity to implement them.

He stressed that ecosystems need to be created by promoting:

- Critical mass
- Enhanced collaboration (knowledge, ideas, capacity to implement)
- Benchmarking: Some countries in Europe have been more successful in making this happen and these should be taken as benchmarks
- Cooperation: Companies should also cooperate, in order to make this process (called ‘Open Innovation’) a success.



Andrew Dearing

He underlined the value of the Commission’s work on the Charter and the Code as a means to stimulate this process and add transparency. However, he also mentioned that it would be harmful to tie this activity towards increasing rigidity, and stressed that it should not appear in FP7 rules of participation, explicitly or implicitly. By backing up the initiatives put forward by Ms. Locatelli, A. Dearing highlighted several points:

- There needs to be evidence for current/potential employees that something is happening and that such a process is really in place,
- The need for more transparency,
- Renewed efforts to make collaboration work well and effectively.
- Knowledge and technology transfer,
- Joint efforts to design masters, doctoral and postdoctoral activities that are more likely to meet everyone’s needs,
- More visible quality and variety of work that exists based on the qualities developed in public and private sector research.

Mr. Dearing suggested that no new umbrella association is required – instead existing groups present at the meeting should help and contribute. He announced that he was willing to commit to doing his part (e.g. through EIRMA, UNICE, etc.). He concluded by stating that, a loss of public enthusiasm for European Research may become worse, and warned that disillusioned researchers would start to look elsewhere to further their careers.

Raffaele Liberali
European Commission, DG Research, Director

Mr. Liberali underlined that the moment has now come to face all the problems related to the implementation of the Charter and the Code. This would mean a different mindset and a change in the culture of a research organisation. This involves a challenging and difficult process, with financial implications.

He clarified that signing entails an expression of a commitment to engage in a process towards common objectives (provided by the principles laid down in the Charter and the Code). He stressed that the Charter and the Code is not a legally binding text but rather a framework of general principles.



Raffaele Liberali

He explained that there is no intention to convert these instruments into a directive, nor will the Charter and the Code be considered as eligibility criteria for obtaining community funding under the 7th Framework Programme for Research and Development.

Along the lines of the outcomes of workshop 4, he stated that a “label” could further help towards the implementation, such that undersigning organisations could become “Charter and Code organisations” and, use such a label for transparency and visibility. The Commission will work together, with interested parties, on the further development and the use of such a label.

The importance of considering researchers, including those in their first years of research activity (doctoral candidates), as “young professionals” was stressed.

This also refers to postdocs – in line with the key message of workshop 5 – as they are highly qualified researchers, who perform independent research, but are often seen as ever-lasting students or a cheap labour force.

Any definition of excellence should take into account the key message of workshop 2, namely, that peer review systems (and processes) should be re-designed to reflect the changing dynamics of research and innovation systems. Excellence should be reflected in multiple research “outputs”, now required for a successful research career, and an appropriate balance between individual and collective appraisal.

Mr. Liberali concluded by stating that the Charta and the Code are new instruments and key elements in the European Union’s policy to make research an attractive career, which is a vital feature of its strategy to stimulate economic and employment growth. It is not a solution to everything but it is an important contribution, in terms of human resources policies in research, and in terms of improving Europe’s attractiveness.

The conference chair **Barbara Weitgruber** thanked all contributors and the audience for their active participation and closed the conference by reminding all participants that in order to make progress, actions need to be taken further, at all levels, and close cooperation between higher education and research actors needs to be fostered and ensured.



Barbara Weitgruber



Philippe Arhets

INSERM, Deputy Director for European Affairs

After a PhD in Cellular & Molecular Biology from the University of Paris-Sud Paris 11 in 1997, Philippe Arhets obtained a University Diploma (DESS) in International & European Affairs at Paris-Sorbonne in 2001. From 1997 to 2005, he worked at the Assistance Publique - Hôpitaux de Paris (APHP). He first acted as Scientific Officer in the European Department, in charge of the information, preparation and follow-up of European projects in the frame of the Research and Public Health Framework programmes of the European Union. In 2002, he was promoted to Director of the European Affairs Division and of the Scientific Partnership in the Clinical Research & Development Department of APHP. His tasks were the development and follow-up of EU projects, and the follow-up of inter-institutional projects and partnerships. He was in charge of the implementation of institutional programmes, with the creation and organisation of biological Resources centres and new Biotherapies Centres in APHP. In May 2005, he joined the INSERM as Deputy-director of the Department for Regional and European Policy, in charge of European Affairs. He is also the coordinator of the French National Contact Point for the thematic priority 1 (Life Sciences & Health) of the 6th Framework Programme.



Gerald Bast

Executive Board of the Austrian Rectors' Conference

Gerald Bast, born in 1955, studied jurisprudence and economics at Kepler University in Linz, Austria where he graduated in law in 1979. After his studies he served for one year in the County Law Court for Upper Austria, and then he worked for the Federal Ministry for Higher Education and Research from 1981 to 1999. During this period he was lecturer at the Federal Academy for Administration (university law, university management, administrative law) from 1987 to 1999. In 1991 he became head of the legal department at the Federal Ministry for Higher Education and Research (university organisation, university management, university research contracting) and from 1992 to 1999 he was consultant at the Ludwig Boltzmann Research Society. Since 2000 he is rector at the University of Applied Arts Vienna, since 2003 speaker of the rectors of the Austrian Universities of Arts and executive board member of the Austrian Rectors Conference.



Georges Bingen

European Commission, DG Research, Head of Unit for Strategy & Policy

Born in Luxembourg 1957, he graduated in economics, MA in econometrics. From 1981 to 1985 he was researcher at the Free University of Brussels (ULB) and at the European Commission's Joint Research Centre, Ispra (Italy). In 1986 he started as a consultant for DG Energy, European Commission. From 1987 to 1994 Georges Bingen was economic advisor at the Central Statistical and Economic Study Department, Ministry of Economic Affairs, Luxembourg. From 1994 to 1999 he was scientific officer at the DG Research, European Commission. From June 2000-July 2004 he was head of unit for Marie Curie Fellowships (Improving Human Potential Programme), DG Research, European Commission. Since July 2004 Georges Bingen is the head of unit for strategy & policy (Human factor, Mobility and Marie Curie Actions), DG Research, European Commission.



Alexandra Bitusikova

European University Association (EUA)

Alexandra Bitusikova received her PhD. in social anthropology from Comenius University in Bratislava, Slovakia. Most of her professional career she was working at the Research Institute of Matej Bel University in Banska Bystrica as a senior research fellow and director of the institute. In 2001 to 2002 she worked in the European Commission, DG Research as a national expert. Now based in Brussels, she works as a research project manager at the European University Association where she runs projects related to the development of doctoral programmes in Europe and research policies. She continues working on anthropological research projects. She is author of a number of publications focused on urban anthropology, post-socialist social and cultural change in Slovakia, identities, minorities and gender.



Hans M Borchgrevink

Research Council Norway, (RCN)

Hans M. Borchgrevink, MD, MHA, BA, born 1949 in Oslo Norway, is former executive director of medicine, currently special adviser for International affairs, at the Research Council of Norway (RCN). His fields of research are hearing and neuropsychology. He holds university degrees in medicine, music, psychology, art history and history of ideas. Earlier he has planned and implemented the hearing prophylaxis programme for the Norwegian Armed Forces, organised international conferences and was national expert in ISO, CEN and NATO committees on noise and hearing. He has co-organised and co-authored one of the world's largest audiometric surveys, co-developed a neuropsychology test battery for children, and worked with neuropsychological mapping of brain function during selective brain anaesthesia prior to neurosurgery for epilepsy for many years. As administrator he has engaged in regional health planning and has helped establishing the Interventional Centre (image-guided surgery) and the new PET (imaging) Centre at the Rikshospitalet University Hospital in Oslo. He is delegate to the steering group and to the programme committee on Human Resources and Mobility (HRM) in the EU. He is the conductor of a prize-winning vocal ensemble in the Oslo Cathedral.



Eugenijus Butkus

Science Council Lithuania, Chair

Eugenijus Butkus obtained a PhD in 1979. During the academic year 1980-81 he was a postdoc at the Institute of Chemical Technology, Prague, Czechoslovakia. Having served at the Vilnius University as a lecturer, senior lecturer and associate professor, he became head of the department of organic chemistry in 1991 and obtained a full professorship in 1997. In 1992, 1993, 1996, 1999 and 2000 he was a visiting fellow at Lund University, Sweden, under scholarships from The Swedish Institute, SOCRATES program, etc. In 1994 he carried out an EU TEMPUS project at Vrije Universiteit, Brussels. In 1998 he had the American Chemical Society International Exchange program grant at Princeton University. Eugenijus Butkus has published over 70 papers in leading international journals, presented many lectures at international conferences and is a section editor of the Central European Journal of Chemistry, as well as a member of the Editorial Board of the Lithuanian Journal of Chemistry. Eugenijus Butkus was appointed Chairman of the Science Council of Lithuania in 2003. He is a member of the horizontal configuration of the programme committee of the FP6 specific programme „Integrating and Strengthening the European Research Area“.



Mario Cervantes

OECD, Science and Technology Policy Division

Mr. Mario Cervantes is a senior economist at the OECD's directorate for science, technology and industry since 1995. In this position, Mr. Cervantes is responsible for managing various projects mandated by the OECD's Committee for Scientific and Technological Policy whose goal is to provide empirically-based policy advice to the OECD's 30-member countries as well as China, Israel, Russia and South Africa. Current projects in his portfolio include: the interface between industry and public research; working conditions and attractiveness of research careers, women in science and the globalisation of the research workforce. Mr. Cervantes has authored numerous articles and reports in the area of science and technology policy including the OECD report „Turning Science into Business: Patenting and Licensing at Public Research Organisations“. He has also been an advisor to the World Bank's „Knowledge for Development project“. Before joining the OECD he was a researcher at Columbia University Graduate School of Business' Center for Tele-information (C.I.T.I) in New York. Mario Cervantes holds degrees from Columbia University in New York, the Institut d'Etudes Politiques in Paris and the University of California at Santa Barbara. He has also been a Sloan Fellow at Princeton University's Woodrow Wilson School of International and Public Affairs in 1988..



Jean-Patrick Connerade

Euroscience, President

Jean-Patrick Connerade is president of Euroscience and professor (Lockyer Chair of physics) at Imperial College, University of London. He has been a researcher (in anatomic, molecular and cluster physics) over a period of more than 35 years, and has worked in Italy, in Germany, in France and (mostly) in the UK. He was honorary treasurer of the Save British Science Society for fifteen years. He is a fellow of the Institute of Physics and a fellow of the Royal Society of Chemistry, etc... He is currently chairing the programme committee of ESOF2006, and he also sits on the external advisory group of the European Commission dealing with the Marie Curie programme. He is member of commissions at the CNRS and of the association Bernard Gregory. His book « Highly Excited Atoms » was translated into Chinese and published in 2002 by the Chinese Academy of Sciences. He is editor of « Correlations in Clusters and Related Systems » (World Scientific), co-author of « Atomic Cluster Collisions » (World Scientific), « Giant Resonances in Atoms Molecules and Solids » (Plenum), etc. He is author or co-author of more than 300 articles in international journals for physics and chemistry.

BIOGRAPHIES IN ALPHABETICAL ORDER



Andrew Dearing

European Industrial Research Management Association (EIRMA), Secretary General

Andrew Dearing is Secretary General of the European Industrial Research Management Association, the premiere networking organisation for companies that engage in research and development to drive their businesses. EIRMA helps to strengthen these firms' competitiveness through well-managed, well-organised research and development, and has a membership of 150+ companies based throughout Europe and across all sectors of industry. Dr Dearing has held positions in the private, public and not-for-profit sectors, including 20 years spent with Royal Dutch Shell, beginning as researcher and research manager, then responsible for the planning and coordination of the company's longer-term R&D portfolio, its external relations in science and technology and its research and technology strategy planning. In 1998, he was seconded to the World Business Council for sustainable development as programme director for innovation and technology, where he helped to launch the United Nations Millennium Assessment of the State of the World's Ecosystems and participated in the third round of the Intergovernmental panel on climate change. He acts as advisor to the European Commission on aspects of industrial innovation and research policy and has given invited presentations to leading audiences in all parts of the world on these subjects. He is chairman of the technology committee of the OECD's industry advisory body, BIAC and a member of the Board of Administration of the Maison de la Chimie, France. He recently chaired the mid-term review of the Netherlands Genomics Initiative. Dr. Dearing is married, has one son, and lives in Paris.



Fulvio Esposito

University of Camerino, Rector

Fulvio Esposito was born in Viareggio (Italy) on July 6, 1951. He holds a MSc in biology, Univ. of Pisa and a PhD in biology, Scuola Normale Superiore, Pisa. In 1972, he began studying cell to cell interaction recognition processes in free living ciliate protozoa; studied human immunology, Cancer Institute, Genoa (1982, 1983), NY Univ. (1985, 1986) and Stockholm Univ. (1988, 1992); from 1984, dealing with malaria, particularly immunology and immunotechniques, epidemiology and control, parasitology and entomology. His research has been conducted mainly in endemic countries in Africa. In 1987, he was appointed as full professor of parasitology, Univ. of Camerino. His research projects, the results of which are published in internationally acknowledged journals, have been funded by national and international sources, such as the UNDP-UNICEF-World Bank-WHO Special Programme for Research and Training in Tropical Diseases (TDR), the IAEA and the European Commission. Since the early 90's, consulting expert in the Fieldmal Steering Committee of the WHO, reviewer of European Commission's INCO DC Programme and member of the European Malaria Vaccine Initiative board. Since Jan. 2003, full member of the Research Capability Strengthening Group of TDR. From 1998 to 2004, he was Dean of the Faculty of Science and Technology, Univ. of Camerino, and, since Nov. 2004, Rector of the University. During April-June 2005, he promoted within the Italian University System the European Charter for Researchers and the Code of Conduct for Researchers' Recruitment, officially signed by the Italian Universities, in Camerino, July 7th 2005.



Monique Fouilhoux

Education International, Education and Employment Unit, Coordinator

Monique Fouilhoux was born and educated in France, graduated in law and has a MA in law. Monique Fouilhoux has been involved with Education International (EI) since its creation in 1993, and is currently the co-ordinator of the Education and Employment Unit. She works on various areas, in particular Higher Education and Research issues and the impact of GATS and Trade agreements, with both EI affiliates and intergovernmental agencies and non-governmental organisations. She is particularly engaged with the most pressing issues concerning academics and researchers, such as working conditions, careers, academic freedom, mobility, etc. Monique Fouilhoux is also Secretary of the EI European Higher Education and Research Standing Committee (HERSC) and moderator of the ETUCE Higher Education and Research on line Network. During the last fifteen years she has gained a lot of experience in the field of status and conditions of work of academics and researchers.



Vincent de Graauw

Kastler Foundation

Holding a Master's degree in International and European law, Vincent de Graauw has been project leader in the staff of the Mayor of Paris for two years (1999-2001). He then joined the staff of the minister to disabled people at the French Health Ministry for a few month (2002), before becoming the legal expert of the Kastler Foundation since 2003, where his job consists in giving legal advice to all foreign researchers coming to France, and also to their host institution, as well as working as an expert for the French Ministries. In parallel to his work, he is actually writing a doctoral thesis on the welcoming of foreign researchers within the European Union.



Sigi Gruber

European Commission, DG Research, Head of Sector for Researchers Careers

After graduating from the University of Padua in Slavonic and Germanic Studies, Sigi Gruber worked for the German - Italian Culture Institute in Padua and the Goethe Institute in Milan. She was then appointed to the technical assistance office to the European Commission to launch the European Communities first foreign language learning programme, the LINGUA Programme. Afterwards she worked in the Directorate General Education and Training for the LEONARDO DA VINCI Programme where she was – inter alia - responsible for the actions dealing with foreign language learning for vocational training. She was then General Secretary of the European Association for the education of adults before rejoining the European Commission, on this occasion of Directorate General for Research. She is now head of sector for researchers' careers and her responsibilities also include policy initiatives related to university-based research.



Katarzyna Hadaś

Adam Mickiewicz University Poznan, Head of International Programmes

Dr. Katarzyna Hadaś is the head of International Programs and Projects Office at Adam Mickiewicz University of Poznań, Poland. She has experience as a participant, coordinator or advisor in numerous EU projects within Tempus, Sixth Framework Program for R&D (including Marie Curie mobility scheme), Mundus and structural funds. Her research interests cover the Bologna process implementation, the European dimension of education and students mobility in the socio-cultural context.



Wolfgang Haidinger

Federation of Austrian Industry

Wolfgang Haidinger, born in 1971 in Upper-Austria, did his studies at the Vienna Biocenter where he obtained his PhD-degree in the field of microbiology. Working for the biotech start-up company Apovia AG (Martinsried, Munich) he was responsible for the development of new platform technologies in vaccination against human and veterinary diseases. In 1999 he joined BIRD-C GmbH (Vienna) as project manager and group leader for recombinant vaccination strategies and process-controlling. He developed a new generation of safety cassettes for recombinant bacterial pathogens, published in international top-journals and approved as a world patent. Since 2002 he works as expert on research and innovation for the Federation of Austria Industry. As manager of the project „Life Science Location Austria“ he was the initiator of the platform „Bioscope“ and moderator of the stakeholder-dialogue between the scientific community, industry, politics and society to improve the general conditions for the life sciences in Austria. With the main focus of his current work on future technologies in science and innovation, human resources in research and development as well as leading competence units in Austria he is a member of several national and international advisory committees and working groups of Austrian ministries, the Council for Research and Development, the national patent office, BIAC and UNICE.



Sabine Herlitschka

Austrian Research Promotion Agency (FFG), Division of European & International Programmes, Designated Director

Sabine Herlitschka is an expert in international research & technology cooperation and funding. She got her doctoral degree and post-doc training in biotechnology with specialisation in molecular biology and genetic engineering, and holds an MBA in “General Management”. Since July 2006 she is director of the Division of European & International Programmes of the Austrian Research Promotion Agency (FFG). Her previous experiences include industrial research in an international pharmaceutical company, involvement in the Bureau for International Research and Technology Cooperation (BIT) in Austria as expert for Life Sciences and small business issues, followed by responsibilities as deputy director of BIT. Her duties included coordination and assistance to international life sciences research & technology projects, primarily funded by the European Union. She was Vice-Rector for Research Management and International Cooperation at the Medical University of Graz until 2006. Areas covered included research funding, technology exploitation, international cooperation and training in research management, various International and European expert committees, expert evaluations for the European Commission and at national level, initiation and coordination of several major EU projects and initiatives in the area of training of National Contact Points, new member states, small business and life sciences issues.



Reiner Hoffmann

European Trade Union Confederation (ETUC), Deputy General Secretary

Reiner Hoffmann, born in 1955, worked as sales adviser for a German multinational before graduating in economics from the University of Wuppertal/Germany. In his new professional capacity he worked as assistant to the Economic and Social Committee of the EC and in the economics faculty of the University of Wuppertal. In 1983 he moved to the Hans Böckler Foundation in Düsseldorf where, until September 1994, he was head of the research promotion department. In October 1994 he became director of the European Trade Union Institute (ETUI) in Brussels. Elected deputy general secretary of the ETUC at its congress in Prague May 2003, he is currently responsible, on the team at the ETUC secretariat, for economic and industrial policies. From 1995 Reiner Hoffmann was founding editor of the quarterly ETUI journal TRANSFER – European review of labour and research. He also edited – together with former ETUC general secretary Emilio Gabaglio – the European Trade Union Yearbook. In addition, he has published several edited volumes and many articles. One of his most recent publications, jointly edited with Jeremy Waddington, is Trade Unions in Europe – Facing challenges and searching for solutions. He is member in several advisory committees (Max Planck Institute for the Study of Societies, Cologne; Observatoire Social Européen, Brussels; The Work Life Development Programme, Stockholm) and since 2003 member of the supervisory board of an international chemical company.



Martin Hynes

Irish Research Council for Science, Engineering and Technology (IRCSET)

Martin Hynes is Executive Director of The Embark Initiative, the research funding arm of the Irish Research Council for Science, Engineering and Technology (IRCSET). Martin Hynes began his professional career as Plant Engineer for the Westinghouse Electric Corporation in 1975. Subsequent promotions took him through a number of corporate divisions from Quality Manager to Product Line Manager, also becoming a member of the Senior Management Committee for Westinghouse in Ireland, (which then had five divisions with operations in Ireland). Following his time with Westinghouse, Martin Hynes refocused on Irish developments and joined the Institute for Industrial Research and Standards tasked with developing the National Metrology Laboratory. Having completed an MBA in 1987, Martin Hynes then joined the emergent Forfás policy organisation in 1992 and subsequently led the development of the first National Framework of Research Needs. The objective of this was to ensure that the EU Framework Programmes (then the most significant source of research investment) took account of the Irish national research priorities. Subsequently, Martin Hynes led the secretariat for Ireland's ICT Technology Foresight initiative and was then tasked with the initial implementation of the Technology Foresight Fund. As the fund moved to implementation, Martin Hynes led the first call for proposals from the ICT perspective and was part of the formative Science Foundation Ireland team. As Engineering and MBA Graduate, he has considerable commercial experience having mentored private sector start-ups during a three year career break. Martin Hynes is passionate about the imperative to empower a new generation of able young graduates to develop their research capacities. Martin Hynes supports the IRCSET Council in formulating appropriate national policies and incentives to ensure future career prospects for researchers. He is also a member of the Board of the Irish Universities Quality Board (IUQB)



Thomas Koch

Ruhr-University Bochum, Germany, Graduate School of Chemistry and Biochemistry, Scientific Coordinator

Thomas Koch studied chemistry at the Technical University in Darmstadt (Germany) and the University of East Anglia in Norwich (UK), where he obtained a PhD degree in physical chemistry in 1994. Subsequently, he worked as a postdoctoral researcher in the field of atmospheric sciences at Ecole Polytechnique Fédérale de Lausanne and as a project scientist for the ESA comet mission "ROSETTA" at Bern University (Switzerland). He returned to Germany in 2002 to take up his present position in higher education and research management at Ruhr-University in Bochum. As scientific coordinator of the faculty-wide Graduate School of Chemistry and Biochemistry he has implemented and manages an international postgraduate programme for more than 200 doctoral candidates. Since 2005 he has been co-coordinating the restructuring of postgraduate education at Ruhr-University to establish an institution-wide Research School. The Research School, which has been proposed within the framework of the German "Excellence Initiative" and is currently at the second stage of evaluation, comprises Natural Sciences and Engineering, Life Sciences, as well as Humanities and Social Sciences.



Norbert Kroó

Member of the Scientific Council of the European Research Council (ERC) Hungarian Academy of Sciences, Vice-President

Norbert Kroó was born in Budapest, on 19th September, 1934. He received his university degree M.A with honours as a grantee for the last two years in 1958 at the School of Natural Sciences of ELTE University, Budapest. He received his PhD in 1965, the golden ring from the President of Hungary a year later, his Doctor of the Academy of Sciences in 1968. He became a corresponding member of HAS in 1985, and a full member in 1990. He is a full member of the following learned societies and academies: Academia Europaea, New York Academy, Hungarian Nuclear Society, Hungarian Medical Laser Society, European Physical Society, Optical Society of America, IEEE (Hungarian branch), National Geographic Society, Academy of Sciences and Arts, EUROSOCIETY; Fellow of the Institute of Physics. He has received the following awards and recognitions: Sub Auspiciis golden ring for outstanding university student achievement, Academy Prize, ELFT Zoltán Gyulai Prize, Golden Grade of the Order of Labour, Péter Pázmány Prize, Alexander von Humboldt Research Prize, The Middle Cross with the Star of the Hungarian Republic, Jedlik Prize of the Hungarian Patent Office, Pro Doctorandis Prize; Honoris Causa Doctor of the Helsinki Technical University, Honorary Member of the Royal Spanish Academy of Engineering, and of the Jordanian Science Society. He has worked or taught at the following foreign institutions: IAEA grant for research in Sweden (1963-1964), yearly guest professorships in a wide selection of countries since 1983. Recently, as a winner of the Alexander von Humboldt Research Prize, he worked regularly first at the Solid State, later at the Quantum Optics Research Institute of the Max Planck Society.



Peter Kowalski

Austrian Federal Ministry for Education, Science and Culture (bm:bwk), Director General for Scientific Research and International Relations - Division of Science

Mr. Kowalski is currently Director General for Scientific Research and International Relations – Division of Science, at the Austrian Federal Ministry for Education, Science and Culture (bm:bwk). From 1974 to 1976 he was Director of the Austrian Institute for Research on Vocational Training (ÖIBF).

Between 1976 and 2005, he held several positions at the Federal Ministry of Economics and Labour in the field of research and technology. Mr. Kowalski is a member of the Austrian Council for Research and Technology Development and a member of the advisory board of the Austrian Research Promotion Agency (FFG). In 2003 he was granted an honorary professorship at the University for Health Sciences, Medical Informatics and Technology (UMIT) in Tyrol, Austria. Mr. Kowalski holds a PhD in sociology from the University of Vienna and received his postgraduate education at the Department of Sociology of the Institute for Advanced Studies (IHS) in Vienna. Since 1993 he has also been a certified psychotherapist.



Marlies Leegwater

Dutch Ministry of Education, Culture and Science

Dr. Marlies Leegwater (born in 1948) studied biology in Amsterdam and works in the Dutch Ministry of Education, Culture and Science since 1985. She is coordinator for policy analysis and quality assurance in Higher Education. She is responsible for the coordination of the Dutch contribution to the Bologna process and she is a member of the Bologna Follow Up Group. She has been the driving force of the Joint Quality Initiative, an initiative with the purpose of developing mutual acceptance of quality evaluation and accreditation between European countries and dissemination of best practices.



Raffaele Liberali

European Commission, DG Research, Director Human Factor, Mobility and Marie Curie Activities

Raffaele Liberali was born and educated in Rome, where he obtained a Masters degree in Mechanical Engineering. After different experiences in industry, he joined the European Commission in 1978, where he first worked as scientific officer in Directorate-General “Energy”. He subsequently took up position as Assistant to the Director-General for “Credit and Investments”, becoming Head of Unit for “Studies and new financial techniques” within the same Directorate-General in 1989. He then spent 5 years as Head of Unit in Directorate-General “Personnel and Administration”. In 1996 he moved to Directorate-General “Research” as Director for “Administrative and financial affairs”. Since 2001, he has been Director for “The human factor, Mobility and Marie Curie Activities” within Directorate-General “Research”. In this position, he is in charge of: the implementation of training and mobility actions of the 5th and 6th framework programmes (Marie Curie fellowships, international fellowships, research training networks, Euroconferences); the implementation of actions to facilitate the mobility of researchers and the development of their career (elimination of obstacles to mobility, development of careers for researchers at European level, etc.) and the preparation of the human resources activities of the 7th framework programme.



Pia-Elda Locatelli

Member of the European Parliament, Shadow rapporteur of FP7

Born in Bergamo, Italy in 1955, Pia-Elda Locatelli holds degrees in foreign languages and literatures and in economics. For some years she worked as a teacher and the later as an entrepreneur in textile industry till 2000. She was local councillor for fifteen years, leader of the Socialist Group in the Administration of the city of Bergamo 1990-1995, was Member of the Boards of Directors of the University of Bergamo 1992-1997 and Vice-president of Socialist International Women 1992-1999. Furthermore she was Member, of the Italian National Commission for Equal Opportunities between women and men, established at the Prime Minister Office, in charge of international relations, 1997-2003, Member of the national Executive of the Party of Socialisti Democratici Italiani -SDI-, in charge of international relations and Member of the Bureau of the Women Standing Committee of the Party of the European Socialists –PES. Pia-Elda Locatelli is President of the “Fondazione A.J.Zaninoni” which has among its aims the study of economic trends, the analyses of the mechanisms of the labour market, the promotion of equal opportunities and processes leading to equality, understood as possibilities for both women and men to realize their potential in private, professional and public life and President of Socialist International Women, elected in the Congress held in Sao Paulo, Brasil, October 2003. She is Member of the European Parliament (2004 to 2009) and Member of the Women Rights and Industrial Research and Energy Committees at the European Parliament.

BIOGRAPHIES IN ALPHABETICAL ORDER



Marja Makarow

University of Helsinki, Finland, Vice-Rector for Research and Researcher Training

Marja Makarow is Professor of Applied Biochemistry and Molecular Biology. She did her PhD at the University of Helsinki and her post-doctoral studies as an EMBO-fellow at the European Molecular Biology Laboratory in Heidelberg. In 1984 she returned to Helsinki to start her independent research in molecular cell biology. So far she has supervised 14 PhD theses and since 1999 she is Director of the Graduate School of Biosciences. She has served in working groups of the Ministry of Education and the Research Councils to develop doctoral training, young scientists' careers, and interaction of industry and academia in researcher mobility. In 2001-2004 she chaired the working group for young scientists' issues of the Federation of European Biochemical Societies. Since 2004 she has been President of the European Molecular Biology Conference EMBC/EMBO, an intergovernmental organization funding fellowships, practical courses and workshops, and supporting young scientists' careers. She serves in the Life Science Panel of the young scientists' award EURYL of the European Science Foundation. In 1998-2003 she was member of the Research Council for Health of the Academy of Finland. Marja Makarow directed in 2004 - 2005 the Research Assessment Exercise where all research performed from 1999-2004 at the University of Helsinki was evaluated by international peer review.



Ramon Marimon

Universitat Pompeu Fabra Barcelona

Ramon Marimon earned his PhD in Economics at Northwestern University 1984. Full professor at the Universitat Pompeu Fabra (UPF, since 1990) and at the European University Institute (1994-2000) was previously assistant and associate professor at the University of Minnesota (1984-1993) and visiting professor at Stanford University, Cambridge University, the Federal Reserve Bank of Minneapolis, the International Monetary Fund, the Santa Fe Institute, Ente Einaudi and Luiss University, among other places, co-founder of UPF as Dean and Chair of Economics and Business (1990-1991) and Secretary of State for Science and Technology in the Spanish Ministry of Science and Technology (2000-2002). First he has been Director of the Centre de Recerca en Economia Internacional (CREI) and of the Centre de Referència en Economia Analítica (CREA - Barcelona Economics). Further activities: President of the Spanish Economic Association (2004), research fellow of the NBER (since 1992) and of the CEPR (since 1993), member of the Council of the European Economic Association (since 2000), former co-editor of the Review of Economic Dynamics (1997 - 2000) and chairman of the European Commission's "High Level Panel for the mid-term evaluation of the effectiveness of the New Instruments of the Framework Programme Six" (2003 - 2004). His research interests include Macroeconomics, Monetary Theory, Labour Theory, Political Economy, Contract Theory, Learning Theory, and the Economics of Science and Innovation.



Hugues-Arnaud Mayer

Vize President of the French Business Confederation(MEDEF), Representative of UNICE

Hugues-Arnaud Mayer is 47 years old. He holds a PhD in Pharmacy and a MBA (HEC) specialised in molecular biochemistry. From 1979-1984 he went to the School of Pharmacy (promotion major) at Université Henri Poincaré, Nancy - France, before, from 1982-1985, he worked as a Researcher in molecular biochemistry (School of Pharmacy, Université Henri Poincaré, Nancy-France, and CNRS). In 1984-1985 he did his military service as officer, then, from 1985-1987 he did his MBA (HEC school of management, Jouy en Josas, France). From 1987-1989 he has been Consultant in strategy (Mars & Co, Paris, France) and from 1990-1992 Business development adviser (Faramund-Suez group, Paris, France). From 1993-1998 he has been CEO of Abeil, synthetic quilts and pillows (Suez group), Aurillac, France, with 100 workers and a turnover of 15 Mio €. Since 1998 he has been chairman-CEO of the Pont-Rouge group, including: - Abeil (acquired after LBO): European leader in healthcare quilts and pillows, Aurillac, France - Calitine-MPDT (taken over in 2002): down and feather duvets and pillows, Tournus, France - Nosoco.tech laboratory (joint venture with public researchers, created in 2003), research and development in microbiology, Université Lyon 1, France. The total group has got a turnover of 26 Mio €, 200 workers, and >3% of added value invested in R&D. From 1994-2001 Mr. Mayer has been President of Medef - Cantal, from 2001-2006 the President of Medef-Puy de Dôme, both local association of entrepreneurs. Since 1997 he has been President of Medef-Auvergne (regional association). From 2000-2002 he has been member of the executive board (Conseil Executif) of Medef (national association, french business confederation, member of UNICE) where he has also been President of the Innovation committee (2003- 2005). Since 2005 he has been President of the territorial Commission of Medef (national association), member of the executive board (Conseil Executif) of Medef (national association) and member of the Bureau of the Executive board, VP position. 2003-2004 he has been chairman of the SMEforum: European program (with the European Commission support) in order to improve the innovation in SMEs. Since 2000 he has been member of several European programs (Eurotech-brokers for technologies platform; BOSMIP...). Hugues-Arnaud is speaker in many summits or conferences (mainly focused on innovation, SMEs, universities/enterprises linkage, Intellectual Property Policy).



Janet Metcalfe

UK GRAD Programme, Director

Janet Metcalfe is an independent educational consultant specialised in training and professional development for researchers. She is currently Director of the UK GRAD Programme, which through a network of regional university-based Hubs and a Centre for Excellence in Cambridge, provides universities with access to resources, advice and networks to support the development of researchers' personal and professional skills. She participated the working groups which developed the Charter and Code and hosted the conference 'The European Charter and Code for Researchers: Turning Policy into Practice in London, September 2005 during the UK Presidency. She is currently a member of the working group that is mapping the Code and Charter against existing legislation, guidelines and good practice in the UK as part of the process of implementation. Janet is also a member of the independent evaluation team for the NewRoutePhD and an external advisor to the University of Oxford's Centre for Excellence in Preparing for Academic Practice (CETL). She is co-author of the pamphlet 'Employability and Doctoral Research Postgraduates' as part of a series on employability for the UK Higher Education Academy. She led the joint UK Funding Councils' project to improve the quality of postgraduate research training, in conjunction with the UK Council for Graduate Education (UKCGE).



Jan Misker

Philips Electronics B.V., the Netherlands, University Relations Manager EMEA Recruitment

Jan Misker was born and educated in the Netherlands and obtained his degree in Telecommunication Technology. He started working for Philips in 1977 at the research labs in optical recording, office automation and home networks. Next he worked in industry in international High Definition Television and Digital Television projects with the cooperation of many other European companies and research institutes. He also led an R&D team on Image processing and multimedia equipment. Jan Miskers' market experience was built up during a period of architecture work and product management for Broadcast equipment. Interfacing on technical and human aspects always played an important role for him in these high-tech activities. Currently Jan Misker is responsible for the University Relations for EMEA Recruitment. Philips Electronics B.V. Universities play an important role in the total innovation chain and making competences available to achieve the business goals. Building university relations are supported by a wide range of activities that are embedded in our organization like sponsoring MSc students, joint PhD programs, part time professors, affiliate programs and partnerships programs. We expect our researcher to achieve excellent result, take responsibility, be creative and above all be open-minded. Our researchers are encouraged and rewarded to make publications, visit conferences and to interact with experts within and outside Philips. Personal development to take up new role and researchers are stimulated to take business initiatives in so called incubator projects.



Régis Mulot

Institut Laue Langevin, Grenoble, France, Head of Human Resource Service

Régis Mulot was born in the north-east of France in 1960. He started his first job at the French Atomic Energy Commission (CEA) in Dijon, in 1983. He obtained his degree in Economics and People Management in 1989, in Paris, whilst working in the Further Education Department in a National Bank. In 1991 he returned to the CEA, in Bordeaux, as Deputy Head of Personnel and joined the Grenoble CEA research center as Head of Personnel, until 1998. He is currently Head of the Human Resource Service of the INSTITUT LAUE-LANGEVIN, which is the world's leading facility in neutron science and technology. Since 2005, he has been Chairman of the EIROforum Human Resource Working Group, a collaboration between seven European Scientific Research Organisations. The Working Group has been asked to establish a report concerning the use of the Researchers' Charter and the Code of Conduct regarding practices and experience.



Jaroslav Mysiak

Marie Curie Fellowship Association, Administrative Board, Chair

Jaroslav Mysiak is a senior researcher at Fondazione Eni Enrico Mattei, a research institute specialised in environmental economics and natural resource management. He is also the chair of the Marie Curie Fellowship Association – an international and multidisciplinary network of mobile researchers, founded to promote the Marie Curie Actions programme and to provide a networking structure to Marie Curie fellows. Jaroslav graduated in Forestry Economics and Management from the Technical University of Zvolen (Slovakia) and received a PhD from the University of Göttingen (Germany). His past academic positions include teaching and carrying out research at Technical University Zvolen (Slovakia), University of Göttingen (Germany), University of Padova (Italy), University of Milan (Italy), UFZ Centre for Environmental Research Leipzig-Halle, GmbH (Germany) and Fondazione Eni Enrico Mattei (Italy). He was awarded with various mobility grants such as Marie Curie Fellowship, German Academic Exchange Service's triennial grant, Tempus mobility grant and several short-term grants from the European Science Foundation. Jaroslav Mysiak's research interests include Geographic Information Science, Environmental Policies, Decision Support Systems Development, Economic Valuation, Environmental Policies, Uncertainty and Risk Assessment and Decision Theory.



Raffaella M. Öckinger

EURODOC, President

Raffaella M. Öckinger was born in Italy in 1976 but has been a resident in Sweden since 1999. She is President of the European Council for Doctoral Candidates and Young Researchers (EURODOC), President of the Swedish Association of PhD Candidates (SDok), President of the Junior Scientists' Council within the Swedish Association of Scientists and member of the Executive Committee of the Organization of PhD Education in Biomedicine and Health Sciences in the European System (ORPHEUS). Furthermore she is member of the Board of the Graduate Students' Association (GSA) at Karolinska Institutet, former President of the Graduate Students' Association at Karolinska Institutet (2005), former President of the Medical Students' Association at Karolinska Institutet (2004-2005), former member of the University Senate at Karolinska Institutet (2004-2005) and former member of the Board for Postgraduate Education at Karolinska Institutet (2005). Raffaella M. Öckinger is currently taking a MSc course in speech and language pathology at Karolinska Institutet, Stockholm, Sweden and is PhD candidate in Medical Science at Karolinska Institutet. Her area of research is the study of cognitive impairment in patients suffering from mild cognitive impairment and early stages of Alzheimer's disease using an on-line semantic task and functional magnetic resonance imaging.



Alexandre Quintanilha

University of Porto European Commission's External Advisory Group on Human Resources and Mobility, Chair

Alexandre Quintanilha was born in 1945 in Mozambique and completed his PhD training in physics at Witwatersrand University (Johannesburg) in 1972. He then spent the next twenty years of his professional career in Berkeley at the University of California. Since 1991 Alexandre Quintanilha has taught at Porto University and heads the Institute for Molecular and Cell Biology. His current interests include physiological stress, risk communication and science museums. He is also Chair of the European Commission's External Advisory Group Human Resources and Mobility.



Gerhard Riemer

UNICE, Vice-Chairman Research & Technological Innovation Working Group, Federation of Austrian Industry, Head of Division Education, Innovation & Research

Born on 2.4.1948 in Upper-Austria, Gerhard Riemer did his studies at the University of Economics and Business Administration, Vienna and study courses in Spain, Japan, USA, UK, Netherlands, Sweden and Finland. Since 2002 he is Executive Secretary of the Education, Innovation and Research Committee of the Federation of Austrian Industry (FAI). Since 2000 he is Head of Division Education, Innovation & Research of the Federation of Austrian Industry (FAI) and since 1996 Director of the Institute for Education and Innovation (ibi) of the Federation of Austrian Industry (FAI). Gerhard Riemer is member of several Academic, Planning and Advisory Committees at national and international level. At international level e.g. he is Vice-Chairman of the Research & Technological Innovation Working Group, UNICE Brussels, member of the Working Group Education and Training, UNICE, Brussels, member of the Business and Industry Advisory Committee (BIAC), Working Groups for Education and Research & Technology; OECD, Paris, member of the Advisory Group of the Foundation for International Business Administration Accreditation (FIBAA), Bonn, member of the CEDEFOP Management Board; Thessalonica, Greece. At National level e.g. member of the Advisory Committees to the Ministry for Education, Science and Culture; to the Ministry for Economic Affairs; to the Ministry for Transport, Innovation and Technology, Vienna, member of the Austrian Working Group "University of Excellence" (Institute of Science and Technology-Austria), member of the Board of Directors of the Austrian Institute for Research on Education, Qualification and Training of the Austrian Economy (ibw), member of the Board of Directors of the Austria Wirtschaftsservice GesmbH, Vienna, and member of the Board of Directors of the International Institute "Austrian School of Economics", Vienna, Stanford.



Viera Rosova

Slovak Academy of Sciences, Vice President

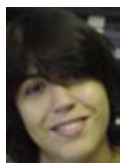
Viera Rosova was born in Czechoslovakia in 1947 and holds a PhD and a PhDr. in Psychology. She has been involved with the Slovak Academy of Sciences (SAS) since 1971, first as a professional assistant, followed by internal aspirant and research fellow at the Institute of Experimental Psychology. In 1990 she became a senior research fellow at the Department of Social and Biological Communication, since 1993 she has been chairwoman of the Scientific Board of the Department. As member of the Presidium (June 2001-June 2005) she has been in charge of social sciences and humanities - agenda science policy, science and society development foresight, she is leader of the Commission SAS for science policy, science and society development foresight and member of the Commission SAS for economic issues, scientific education and environmental issues. As Vice-President of SAS (June 2005) Viera Rosova is in charge of economic issues and science policy, science and society development foresight. She is also co-lecturer at Comenius University Bratislava.



Kate Runeberg

Nordic Council of Ministers, Senior Advisor Research

Kate Runeberg is senior adviser in the area of research at the Nordic Council of Ministers and is until July 2006 on a six month loan to NordForsk Nordic Research Board. The Nordic Council of Ministers (NCM), founded 1971, is the forum for Nordic governmental co-operation. The NCM brings together ministers from Denmark, Finland, Iceland, Norway and Sweden as well as the autonomous territories of Greenland, the Faeroe Islands and Åland. Kate Runeberg has a background in science, a PhD in microbiology from SUNY at Stony Brook and is docent in molecular microbiology at Helsinki University. She did research for many years, development of new vaccines using gene technology. She has had for the last thirteen years administrative positions at the Regional Office for Europe of World Health Organization, the Finnish National Public Health Institute, the Nordic Academy for Advanced Study and the Nordic Council of Ministers. She has been an Independent observer for the Commission of the evaluation process for the so called Marie Curie mobility activities. She has lived and worked in six countries (Finland, Denmark, Norway, France, Luxembourg and the U.S.A.).



Raquel Sofia Santos

EURODOC, Member of Board

Graduation in Urban and Regional Planning (1999) and Master on Innovation and Development Policies (2003) at the University of Aveiro, Portugal. Presently Raquel Santos is PhD Student in Political Sciences. Between 2000/2002 she developed her professional activity as junior consultant in the field of strategic local planning and regional development. In 2002, she was invited to integrate the research team of the Centre for Studies in Innovation and Entrepreneurial and Territorial Dynamics / Centre of Governance and Public Policies, Faculty of Social, Juridical and Political Sciences, University of Aveiro, where remains up to present. Her scientific areas of interest are: higher education, human capital and regional economic development and innovation policies. Since 2005, Raquel Santos is a board member of the national Association of PhD Students and Young Researchers (ABIC, Portugal), since January 2006 she is President of the Academic Association of Young Researchers, University of Aveiro (NBIUA, University of Aveiro, Portugal) and, since March 2006, she is general board member of European Council of Doctoral Candidates and Young Researchers (EURODOC).



Massimo Serpieri

European Commission, DG Research, Strategy and Policy Unit

Born in Stockholm, Mr Serpieri worked in Rome as a lawyer specialised in administrative and civil law (apprentice 1991-1994, Lawyer 1994-1997). He worked as a Civil servant at the Italian Ministry of Justice: European Affairs (1997-1998 and in 2002). In the European Commission-DG Enlargement he was in charge of Justice & Home Affairs actions towards the former candidate countries from Central and Eastern Europe (from 1999 to 2002). At the European Commission-DG Research he is employed from 2003 in the Directorate D "Human Factor, Mobility and Marie Curie Actions" - tasks including legal and administrative obstacles to career development and mobility of researchers. In particular, he is in charge of entry and residence conditions of third country researchers in the EU: the so-called "scientific visa" package of EU legal instruments (a directive and two recommendations). He is also involved in social security & taxation issues concerning the impact of EU and national legislation on researchers' working conditions, the organisation of training seminars for research networks (e.g. ERA-MORE), the participation at national training and raising awareness events, etc. Massimo Serpieri already contributed to the preparation of the Code & Charter and is now working on the implementation with particular regard to sections on legal and administrative aspects of researchers' career and mobility. He is responsible for working groups of experts dealing with, inter alia, the application of the Fixed-term Directive in research areas, social security problems linked to different legal status held by researchers, etc. He is involved in academia-industry related issues, again focusing on legal problems encountered by researchers when moving to other sectors.



Hendrik Schlesing

European Association of Research and Technology Organisations (EARTO), Secretary General

Hendrik Schlesing holds a PhD degree in Analytical Chemistry (University of Bonn, Germany). After his studies he worked from 1973-1979 for Bioscientia GmbH, Ingelheim, Germany as Vice President Marketing and Sale, before being employed as Vice President with IDT-Europe, Garching, Germany for the next two years. He then was General Manager in several industrial Companies in Germany, for Biocontrol GmbH, Ingelheim (1981 - 1992), for Institut Fresenius, Taunusstein (1990-1992), for Serva GmbH & Co. KG, Heidelberg (1992-1994), for Seral Erich Alhäuser GmbH, Ransbach-Baumbach (1994-1995), for EPEA GmbH, Hamburg (1995-1996) before becoming Director European Operations for The Weinberg Group LLC from end of 1996 to December 2000. Since January 2001 he has been Secretary General of EARTO, the European Association of Research and Technology Organisations in Brussels. Hendrik Schlesing holds a guest professorship at the University of Xiamen (China). Hendrik Schlesing has been a member of the editorial board of the Fresenius Environmental Bulletin since its foundation in 1991.



Karen Skytte

Council of European Professional and Managerial Staff (EUROCADRES)

Karen Skytte holds a MA (Political Science) and is chief adviser in the Danish Confederation of Professional Associations. At this conference she represents EUROCADRES - Council of European Professional and Managerial staff where she is responsible for promoting the interests of the Danish professionals in the areas of research policy and educational policy towards and in cooperation with the government, the civil service and the employers' organizations. She was formerly employed by the Danish Ministry of Labour and the National Agency for Enterprise and Construction working with human resource management and knowledge management.



John Smith

European University Association (EUA), Deputy Secretary General (for Research)

Dr. John Smith has worked at the EUA since September 2004. After completing his PhD. in political science (University of Kent, Canterbury, UK) he took up a career in the field of science administration and policy at the Economic and Social Research Council, London, UK (1976-84), and the European Science Foundation, Strasbourg, (1985-2000). Based in Vienna from 2000-2003, he was Executive Director of the Institute for Human Sciences until December 2001 and then worked as a Research Consultant on several commissioned studies, including those for the Austrian Ministry of Education, Science and Culture; the European Centre for Social Welfare Policy and Research; and the European Commission Directorate - General for Research. From October 2003 to September 2004, he was based in Lisbon, Portugal, as a Gulbenkian Foundation Visiting Professor in European Science Policy at the Instituto Superior De Ciencias Do Trabalho E Da Empresa (ISCTE) of the University of Lisbon.



Zoran Stančič

European Commission, DG Research, Deputy Director General

Zoran Stančič, of Slovenian nationality, was born on 13 November 1962 in Kranj (Slovenia); he graduated with a B.Sc. degree in Geodetic Engineering from the University of Ljubljana (Slovenia). In 1986 he started his professional career as a research assistant at the Department of Archaeology, University of Ljubljana. From 1990 to 1992 he was a research fellow at the University of Arkansas (USA) and at the Faculty of Geodetic Engineering at the Delft University of Technology (The Netherlands). He obtained his PhD in 1992 with a dissertation on "the application of information systems and digital image processing of remotely sensed images in archaeology". In 1992 -1993 he was visiting lecturer at the Department of Archaeology, University of Reading (UK). In 1994 he was employed as the 'Head of the Spatial Information Centre' of the Scientific Research Centre of the Slovenian Academy of Sciences and Arts. In 1997 he worked as a research fellow at the Boston University (USA) and in 1998 as a visiting lecturer at the University of Trieste (Italy). Between 1997 and 2000 he was a visiting professor at the Department of Art and Archaeology, Université de Paris I, Sorbonne (France) and Associate Professor at the Department of Geodesy, University of Ljubljana. In 1999 - 2000 he was employed as 'Deputy Director of the Scientific Research Centre' of the Slovenian Academy of Sciences and Arts. From the year 2000 to 2004 he was 'State Secretary for Science' at the Ministry of Education, Science and Sport (Slovenia), responsible for science policy making, fund distribution and international scientific cooperation. In that same period he was also an active member and/or president of Governing boards of the University of Ljubljana, the University of Maribor, the Jozef Stefan Institute, the Institute of Information Science and the International Centre for Promotion of Enterprises. Since December 2004 he has been Deputy Director-General of the European Commission's Research DG.



Silvana Vallerga

CNR Director of Research and Member of the Helsinki Group on Women and Science

Silvana Vallerga is physicist and director of research at Consiglio Nazionale delle Ricerche. Presently she is senior visiting researcher at Imperial College London. She is Italian representative in the Helsinki Group on Women and Science and in the Steering Group on Human Resources and Mobility. She is the founder and scientific director for 15 years of the International Marine Centre, research association to study the mediterranean ecosystem. She is former president of the intergovernmental committee for the Global Ocean Observing System IOC/UNESCO. She chairs MedGOOS, consortium of 21 agencies to implement ocean forecasting in the Mediterranean. She is founding member of EuroGOOS, consortium of 31 agencies. She has been twice vice-chairperson of the Marine Board of the European Science Foundation. During the last fifteen years she has developed international co-operation for research and training. She co-ordinates the EC projects MAMA - Mediterranean network to assess and upgrade the monitoring and forecasting activity in the basin and (as advisor) GRAND - GOOS Regional Alliance Network Development. Her personal research is focussed on the adaptation of fish vision to the changing marine environment, and more recently on computational visual ecology within the broader field of Virtual Ecology. For her achievements in science she has received the Award of Helsinki University (1985) and the Minerva Award (2002).



Irina Veretennicoff

VUB Head of department of Applied Physics and Vice-Chair,
European Commissions' External Advisory Group on Human Resources and Mobility

Irina Veretennicoff was born in Antwerp, Belgium in May 1944. She graduated in Physics at the Vrije Universiteit Brussels (VUB) in 1973 with a PhD on the Statistical Transport Theory of Relativistic Plasma's (promoter, Prof. Radu Balescu, Université Libre de Bruxelles). She contributed to the development of the successful Applied Physics Curriculum in the School of Applied Sciences (VU, 1984), of the Photonics Curriculum for the EE students (VUB 1994) and lately to the establishment of the Inter-University Master in Engineering Science: Photonics and its related Erasmus Mundus in Photonics with the University of Ghent. She has been actively involved, since 1989, in ERASMUS/SOCRATES/TEMPUS exchange programs. She has been coaching and promoting the Master and PhD thesis of many generations of Flemish and foreign students in the Faculty of Applied Science and Engineering at the VUB. She is co-author of more than 150 publications in internationally reviewed Journals and Conference Proceedings. Her research in Plasma Physics was rewarded with the Russian State Prize for Physics and

Mathematics in 1990. (with VV Belyi and YV Klimontovich). Since 1987 she has oriented her research efforts to Photonics (nonlinear optics, VCSELS, Laser dynamics). At the VUB Irina Veretnennicoff has been responsible for several Belgian Interuniversity Attraction Poles. Since 2002 she coordinates the Belgian "Photon Network" (<http://tona.vub.ac.be/Photon/>) Irina Veretnennicoff is serving as an expert for the evaluation of European, Federal and Flemish research programs. In particular, she worked on the assessment of the COST Actions in the domains of physics, materials and chemistry (2004). She is Associate member of the Flemish Academy for Science and Literature and Fine Arts. She is Vice-Chair of the EC External Advisory Group Human Resources and Mobility dealing with the Marie-Curie programme and the Charter and Code of Conduct for the Scientific Researchers in Europe. For more details, see website: <http://tona.vub.ac.be/Tona/>



David Walker

Human Resources Unit, JRC, European Commission

David Walker grew up and completed his studies in Ireland before joining the merchant navy as an engineer officer. In 1984 he emigrated to South Africa where he worked as an engineer at Koeberg nuclear power station north of Cape Town. David was involved in the commissioning of one of Koebergs' nuclear reactors and subsequently worked as a shift charge engineer in the reactor operations team. In 1990 he was recruited by the European Commission as a dosimetrist and radiation metrologist at the Joint Research Centre Ispra, in northern Italy. In 2004 after more than 20 years experience in technical/scientific roles he was invited to join the Human Resources team at Ispra. His current position is assistant to the head of Human Resources for Directorate General Joint Research Centre.



Barbara Weitgruber

Austrian Federal Ministry for Education, Science and Culture (bm:bwk), Advisor for strategic Projects in International Relations

Barbara Weitgruber holds a "Magister" degree in English/American and Interdisciplinary Studies, a Certificate in Mass Media and a Translator's Diploma in English from Karl-Franzens-Universität Graz, Austria and a M.A. in Communications from the University of Illinois at Chicago, USA, where she started her professional career as a Fulbright Scholar and Teaching Assistant. She later was founding staff member and then director of the Office for International Relations and lecturer at Karl-Franzens-Universität Graz, Austria and then Director of the Office for European Educational Co-operation of the Austrian Academic Exchange Service in Vienna (then the national agency for ERASMUS, COMETT and Human Capital and Mobility), Austria. In December 1994 she joined the Austrian Ministry in charge of higher education and research as head of department, later became deputy director general for higher education and director general for Scientific research and international relations. She is currently in charge of strategic Projects in International Relations with a special focus on the interface Science - Research - Education at the Federal Ministry for Education, Science and Culture, Vienna, Austria.



Georg Winckler

European University Association (EUA), President University of Vienna, Rector

Georg Winckler was born on September 27, 1943 in Ostrava, Czech Republic and holds Austrian citizenship. Georg Winckler studied economics at the University of Princeton and at the University of Vienna, (Dr. 1968). He has been a professor of economics at the University of Vienna since 1978, specialising in monetary and applied economics. He has also served as a visiting professor at Georgetown University, Université Fribourg/Switzerland, Comenius University of Bratislava and worked as a visiting scholar at the International Monetary Fund, Washington D.C. Georg Winckler is author of several books as well as articles in scientific journals and volumes. Professor Georg Winckler has been rector of the University of Vienna since 1999 and was president of the Austrian Rectors' Conference 2000-2005. Since June 2004 he has been a member of EURAB (European Union Research Advisory Board). He was vice-president of the EUA (European University Association) 2001-2005 and since March 2005 he has been president of the EUA.



Johanna Ziberi

Swiss Rectors' Conference

Johanna Ziberi was born on 15.8.1963 in Prague. She lived in the Netherlands, Italy, Congo and Switzerland, where she accomplished her studies in Sociolinguistics. After some years of research (multilingualism and social networks) and teaching, she came to the Rectors' Conference of Swiss Universities where she now works as a coordinator of internationalisation and mobility. She speaks German, French and Italian (a typical Swiss feature) and English. Dutch is her mother tongue. She is mother of four children and hence has a special faible for the support of mobile students and researchers.

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INFORMATION ONLINE

The following information is available
online on the conference homepage:

<http://www.researchinaustria.at/conference>

- Conference report,
- Conference programme,
- Contributors' presentations and speeches in full length,
- Pictures of the sessions,
- Background information on European initiatives.

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