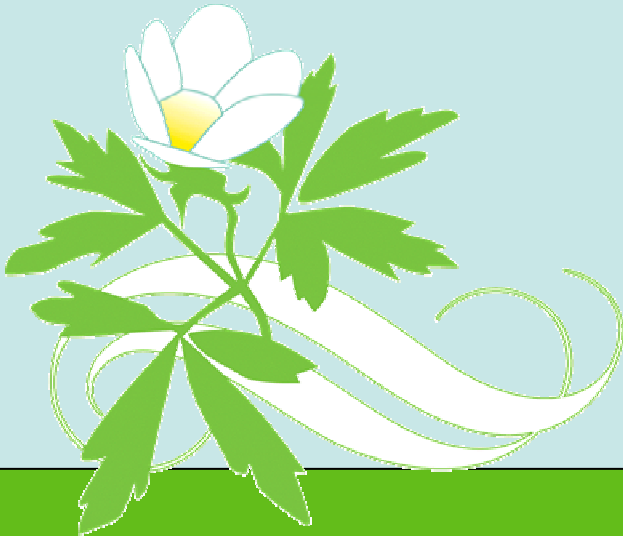


The Bologna Process

Bergen, 19-20 May 2005

Sigi Gruber
European Commission
Directorate General Research
Sieglinde.gruber@cec.eu.int





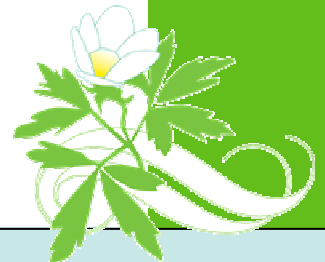
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Doctoral Studies and the Synergy between Higher Education and Research

A Recommendation from the European Commission to the Member States

- **The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers**





Context:

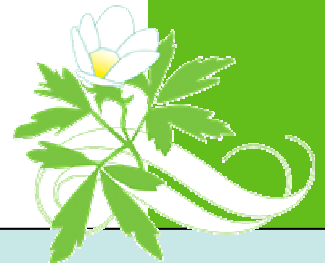
- **Communication: Researchers in the ERA: one profession, multiple careers July 2003**
- **Council Resolution on the profession and careers of researchers in the ERA November 2003**
- **Council Conclusions of 18 April 2005**





Why such instruments?

- **Differences of doctoral training and researchers career structures in Europe**
- **Fragmentation at local/regional/national level**
- **Close, non transparent and local recruitment procedures**
- **Lack of career development prospects**





Political goal:

- **The Lisbon and Barcelona Objectives**
- **The need to increase the number of researchers by 2010**
- **The Development of the ERA and the EHEA**
- **The Bologna Process and the synergy between Higher Education and Research**





Genesis of the Charter/Code:

**Bottom-up approach launched
in March 2004**

Involvement of:

- **Ministries**
- **Institutions of Higher Education, Representatives from Industry**
- **Research Councils, Funding Agencies, Social Partners**





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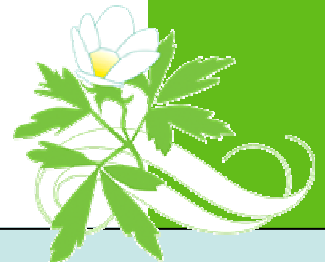


Convergence of consultation

Recommendation from the Commission to:

- Member States,
- Employers and Funders
- Researchers

to be implemented on a voluntary basis





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What is the Charter?

Reference tool for:

- enhancing and maintaining a supportive research training/research environment
- defining a research training and working culture
- Enhancing the professional scientific performance





Charter addressing Researchers:

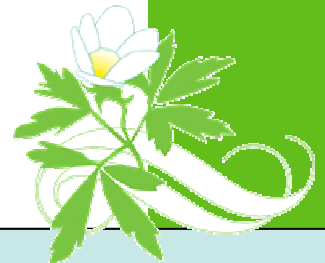
- **Research freedom/ethical principles, professional responsibility**
- **Accountability**
- **Good practice in research**
- **Dissemination, exploitation of results**
- **Relation with supervisors**
- **Supervision/managerial duties**
- **Continuing professional development, etc.....**





Employers, Funders (including Higher Education Institutions)

- **Working conditions, stability of employment, salaries**
- **Value of mobility**
- **Career development/access to career advice**
- **Gender issues**
- **Co-authorship**
- **Supervision/Teaching**
- **Appraisal systems, etc....**





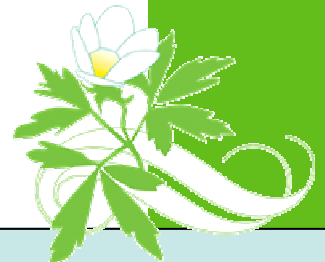
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What is the CODE?

Reference point for:

- **Transparency in the recruitment process**
- **Judging merit**
- **Recognition of the mobility experience**
- **Postdoctoral appointment**



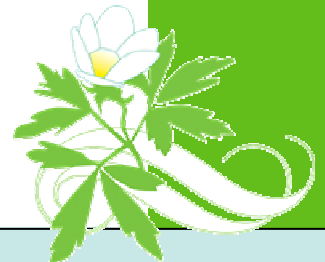


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Member States are invited:

- To take account of Charter and Code for their HRM strategies, for their institutional quality assurance mechanisms, for funding modalities
- To put in place mechanisms for follow-up



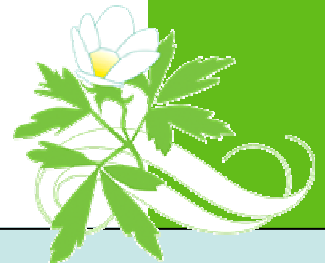


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The Commission is:

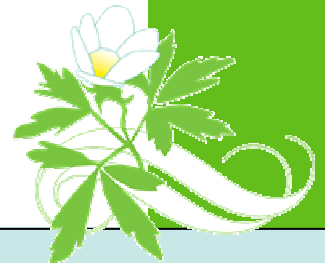
**Linking the Charter and the
Code to the Community
Funding Mechanisms for the
Programmes for Research.**





And the Commission is also

- **inviting all the actors actively involved in the Bologna Process to take account of the Code and the Charter when further discussing doctoral studies and the synergy between Higher Education and Research**





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Information

20 language versions are available on:

Europa.eu.int./eracareers/europeancharter

