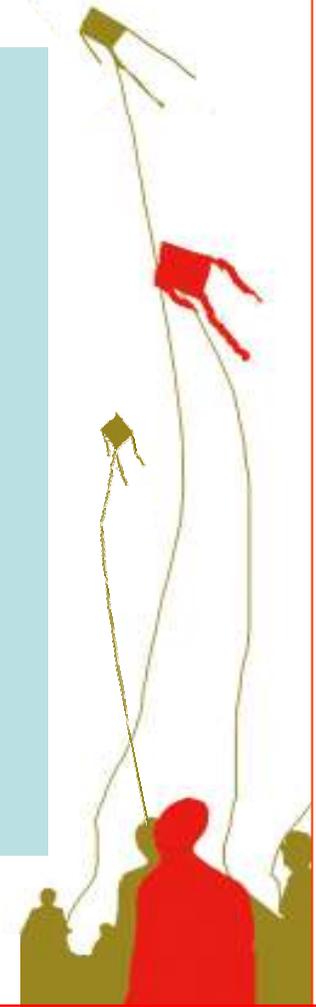*The Future of Science and Technology in Europe*

Debate on the Green Paper
"The ERA: New Perspectives" (II)
Parallel Session 4 'Researchers'

Kate Runeberg, moderator
Alex Quintanilha, speaker
Hans Borchgrevink, discussant
Koen Van Dam, discussant
Hugues-Arnaud Mayer, discussant
Fulvio Esposito, rapporteur

Calouste Gulbenkian Foundation, Lisboa, Portugal, 8-10 October 2007

Milestone 1. **Researchers are Professionals!**

1.1. **Adopt for all career stages common standards for position advertisement (ERA Portal, 'google retrievable') and recruitment procedures**

1.2. **Provide equal opportunities for career breakers, switchers and returnees and work towards more consistent career structures across Europe**

1.3. **Develop professional models for doctoral programmes, including transferable skills and multidisciplinary career paths, in place of the purely academia-oriented model**

Milestone 2. **Mobility and an ERA attractive for all**

2.1. <u>**Designate funds for the costs**</u> **associated with the multiple dimensions of mobility (physical, virtual, intersectoral) and promote combined, adjunct positions (e.g. Norwegian 'professor II')**

2.2. **Anchor researcher mobility within capacity building programmes, <u>avoiding the devastating effects of talent drain</u>**

2.3. **Create physical & virtual networks of <u>Centres of Excellence</u> and make the most efficient 'use' of retired, still active scientists**
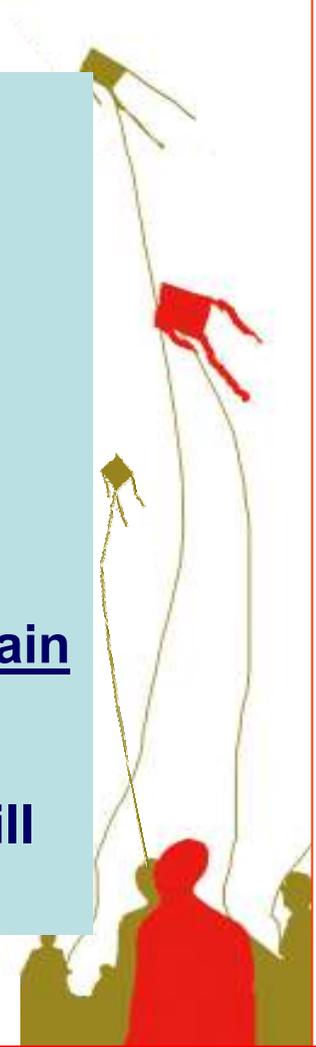
Milestone 3. **Researcher-friendly Social Security System**

3.1. **Set up a structured, easy-to-access <u>information system on social security</u> and pension rights (Pension Support Centre)**

3.2. **Update and set up European legislation taking into account <u>the specificity of the researcher profession</u> (Reg. 1408/71, Directive portability supplementary pension rights)**

3.3. **Provide <u>fellowships with a 'backpack'</u>, containing specifically designated pension money**

3.4. **Look into the feasibility of a <u>*Pan European Pension Fund*</u> for researchers**

Milestone 4. **Charter & Code principles are dynamic goals, not a contract to be signed!**

4.1. **Design and deliver a <u>C&C label</u> identifying organisations moving towards implementation of C&C principles**

4.2. **'Unbundle' and <u>give priority</u> to agreed elements of the C&C, for which results can be achieved in the short term**

4.3. **Establish "<u>*ERA and C&C promoters*</u>", following the *Bologna promoter* model**