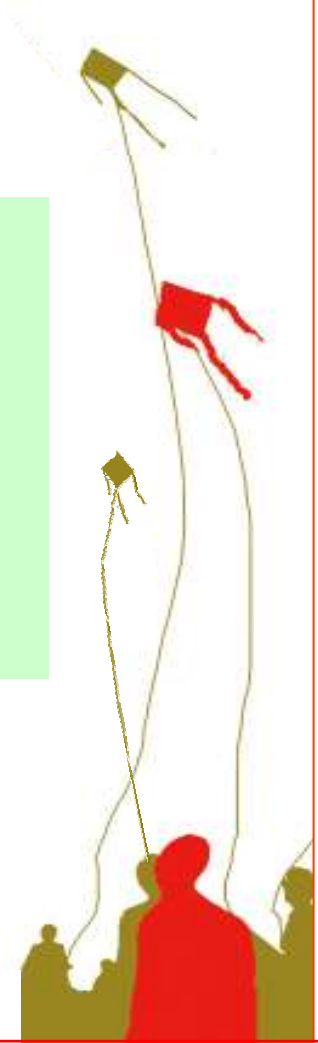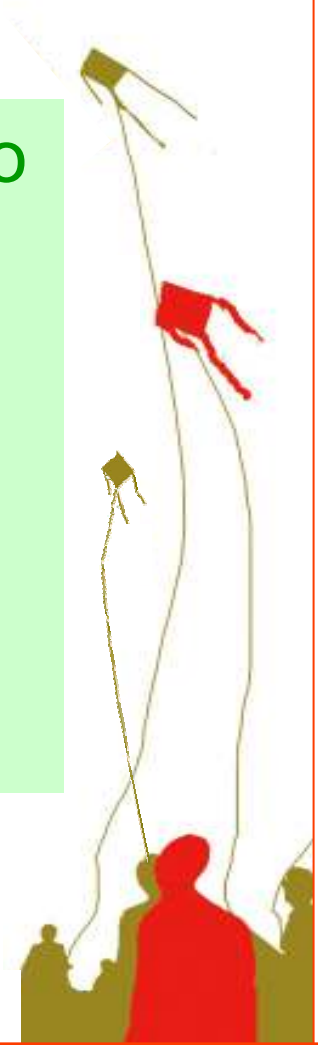# Interim Report - ERA Green Paper
Expert Group 'Researchers'
Mobility - Social Security
Charter & Code

General Objective ("important" according to 75% of online consultation responders):

**To develop a common, systematic approach to human resources' needs of the ERA,
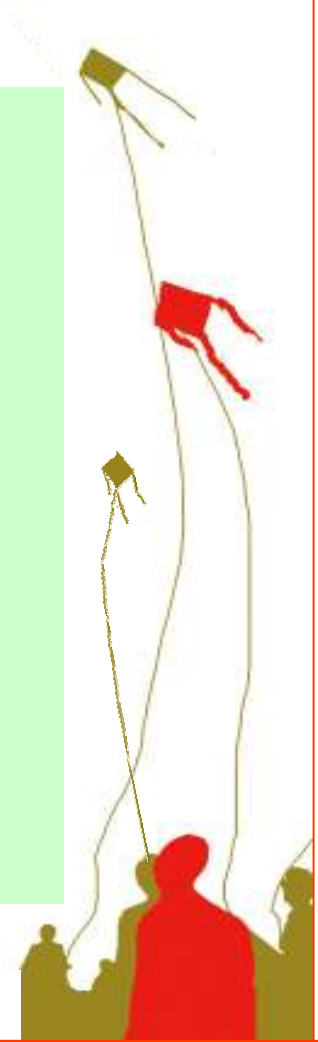in order to make it fully operational**

Among the obstacles :

(A vast heterogeneity of)

Education & qualification frameworks

Procedures for access to research professions

Structure of researcher's careers

Salaries & social security systems
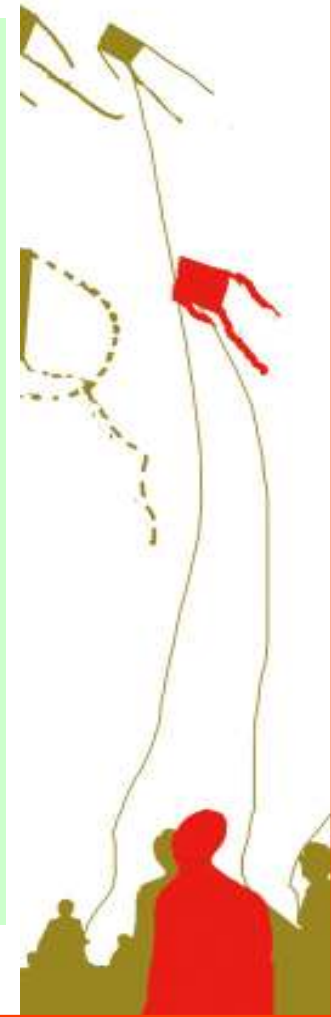
Among the obstacles (cont) :

(Significant lack of)

Information regarding stakeholders

Knowledge about researchers' mobility patterns

(Complexity and inadequacy of)

**Applicable rules to mobile researchers' needs**

To identify ways to make ERA attractive, operational and fair, the group produced a series of **suggested Policy Options**, addressed to **Policy Makers**, **Funding Agencies**, **Research Institutions** (of the private & public sector), and indicated their **feasibility, in the short or in the medium term**
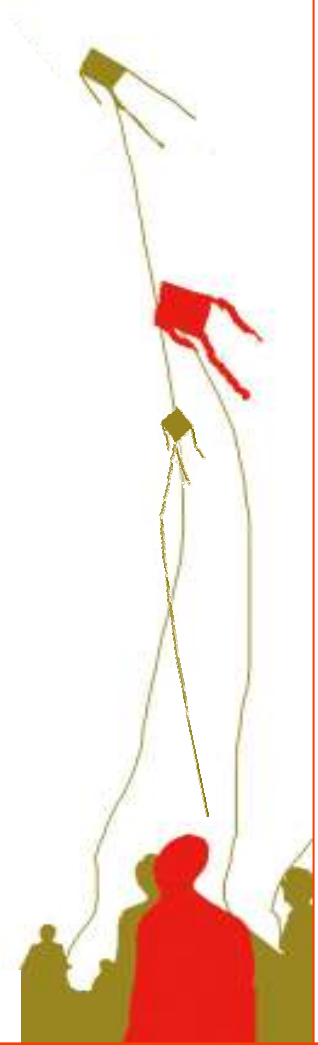
The **Suggested Policy Options** concern :

- RECRUITMENT & CAREER DEVELOPMENT

- GENDER & DUAL CAREERS

- MOBILITY & DOCTORAL PROGRAMMES

- EXPERIENCED SCIENTISTS

- CHARTER & CODE

- SOCIAL SECURITY (SS)

- SUPPLEMENTARY PENSION SCHEMES (SPS)
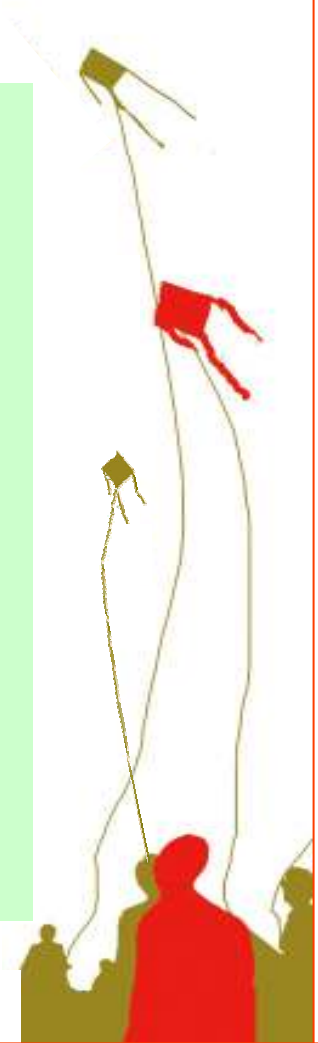
RECRUITMENT & CAREER DEVELOPMENT :

• advertising calls
• standardising selection procedures
• including transferable skills in selection criteria
• building team leaders among next generation researchers

GENDER & DUAL CAREERS :

• promoting gender representation
• boosting incentives for dual careers
• favouring 'career breakers' (e.g. returnees & switchers)
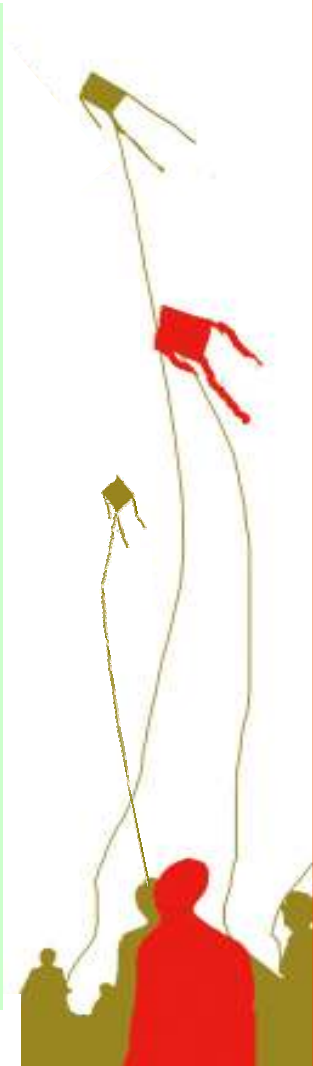
MOBILITY :

- boosting mobility (incl. intersectoral & virtual)
- considering mobility as integral part of researcher cv
- defining investments/incentives for all the actors
- supporting international doctoral programmes
- introducing caveats on talents drain from less developed countries/regions

EXPERIENCED SCIENTISTS :

- developing initiatives to make use of their experience
- exploiting them in time consuming suitable tasks
- establishing an 'international placement agency'
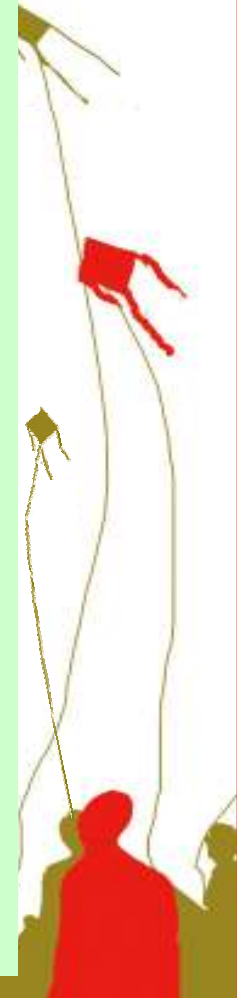
CHARTER & CODE :

- promoting knowledge and awareness
- supporting institutions endorsing C&C
- accelerating and monitoring implementation by
  - ➢inserting reference to C&C in grant Terms & Conditions
 - ➢introducing a C&C label
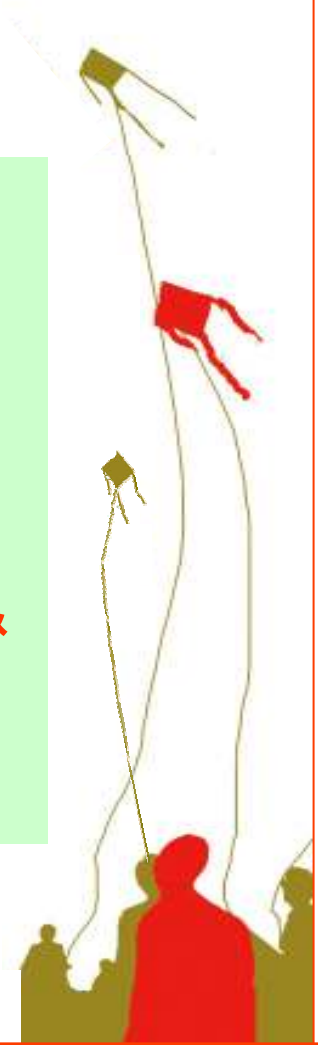
SOCIAL SECURITY (SS):

LEGAL PROPOSITIONS

• promote «article 17» procedure

• explore specific rules of conflict of law

• better access to employment benefits

• improve status of non-EU researchers

NON-LEGAL PROPOSITIONS

• analyse intra-EU researchers' mobility

• set up a National SS register

• liaison between DG RTD, national administrations and commission, for Migrant Workers
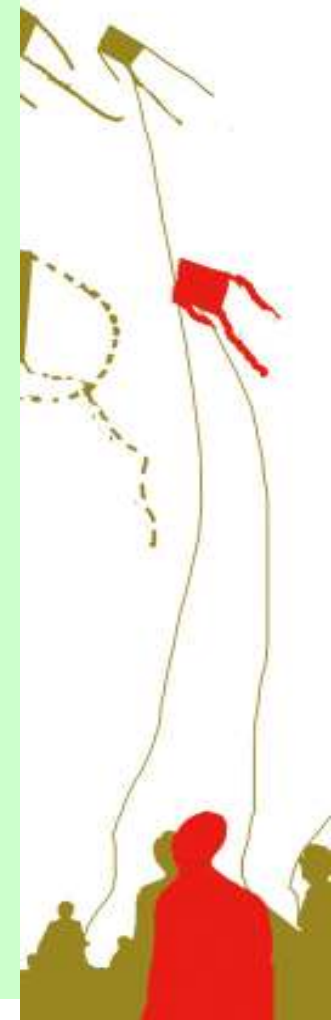
II – SPS: Short and Midterm solutions

• A Pension Support Centre

• Promotion of tax incentives for private pension participation

• Adoption of the directive on the portability of SPS

• Promotion of national pension registers

• Creation of a Pan-European Fund

➢ Carries out pension schemes for researchers in each of the MS
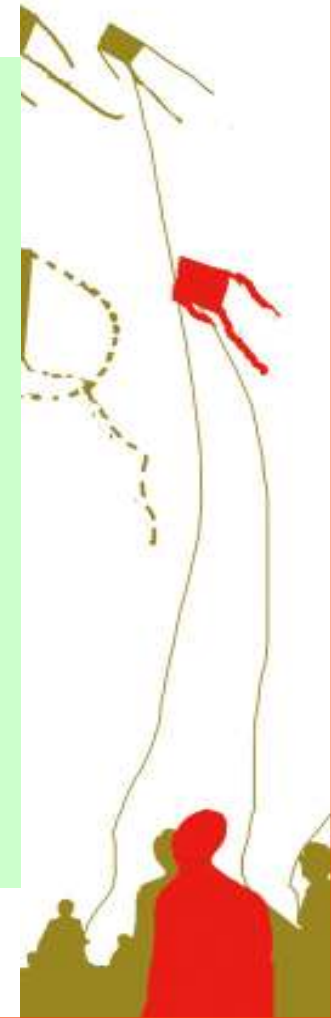
II – SPS: Long-term solutions (cont.)

• Unification of pensions systems…though unrealistic

• Interlinking of all national pension registration systems

➢ Mobile researchers having easy access to all their pension rights built up through a digital tool