# Study on the Mobility needs and career development opportunities in South East Europe

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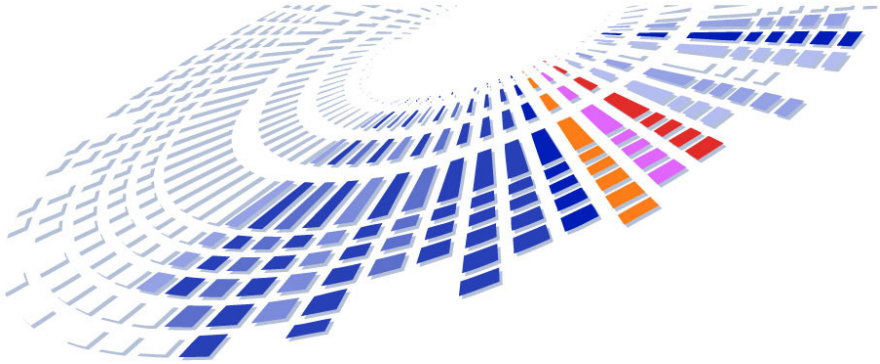

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REGIONAL PROGRAMME FOR COOPERATION WITH SOUTHEAST EUROPE

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# INTRODUCTION

In a Europe with no internal borders and competing in a global economy, the changing demands of an ageing society and a labour market in constant evolution demand much greater levels of mobility.

In the Lisbon Summit of March 2001 the European Commission proposed the creation of a European Research Area (ERA), emphasising the importance of human resources and mobility for the creation of a knowledge-based Europe.
Together with the EU Member States pledged to take the necessary steps to remove obstacles to mobility of researchers in Europe, aiming to create an attractive barrier-free environment for mobile researchers in Europe that attracts, develops and retains human resources and promotes innovation.
In June 2001, a Mobility Strategy for the European Research Area was adopted, identifying two main actions, i.e. legal improvements and financial measures. In parallel, the Council invited the Member States and the European Commission to take appropriate actions to make the ERA attractive to non-Member States, facilitating the admission of Third Country researchers undertaking international mobility.

The *European Council* welcomed the strategies and agreements made so far and called for further actions towards the goal that the European Research Area (ERA) should be the most competitive and knowledge based economy in the world by the year 2010. The implementation of the target of 3% of GDP for research requires additional 700.000 researchers.

In June 2003 *the EU Balkan Countries Action Plan on Science and Technology* was established at the Thessaloniki Summit in Greece. This action plan symbolised a big step for enhanced scientific and technological cooperation between the EU and WBC. It is one of the most focused initiatives taken for the WBCs so far, supported by the European Commission, the EU Member States and the candidate countries.
The plan is dedicated to topics like development of infrastructure, improvement of human potential and mobility, institution building, strengthening research networks, focusing on specific research fields etc.
The duration of the Western Balkan Action plan was 2003-2006.

Although the plan is not running anymore its role as a fundamental base for the successful integration with the rest of Europe is given.

According to the Commission's Action Plan for Skills and Mobility – COM (2002) 72 of 13.2.2002, three main areas are presented that should be followed-up in order to reach an important step in a long line of initiatives to promote mobility:

- making education and training systems more responsive to the labour market and to prepare people for mobility via language learning;
- removing legal and administrative barriers and promoting the cross-border recognition of qualifications;
- and setting up a one-stop mobility information portal, based on the EURES job vacancy system.

# CHAPTER I

## RESULTS OF THE SEE-ERA.NET SURVEY ON THE NEEDS IN THE WBC WITH REGARD TO YOUNG SCIENTIST'S MOBILITY

In the European Research Area, the mobility of researchers is an important instrument for the transfer of scientific knowledge. This includes introducing a European dimension to scientific careers, making Europe more attractive to researchers from other parts of the world, encouraging the return of those who have left to complete their training or pursue careers abroad and bringing together the scientific communities and researchers of all over Europe.

The purpose of this study is to support the researchers from all over Europe by identifying and promoting the various initiatives, existing in the South East Europe, concerning the carrier development opportunities and enhancement of the mobility of researchers to and from the European and non-European countries, based on their mobility needs.

This study intends to provide a clear picture for all those researchers, mainly from the SEE-ERA.NET countries, that wish to get a summary of the various initiatives targeting the European mobility.

Addressing the needs identified by the SEE-ERA.NET White Paper[1] and building on the experiences of the SEE-ERA.NET Pilot Joint Call, launched under the SEE-ERA.NET project, a Regional Programme for Cooperation with South-East Europe (ReP-SEE) was designed, based on the following four pillars:

1. Joint Call for European research projects
2. Accompanying Measures
3. Young Scientist Programme
4. Innovation Programme

[1] SEE-ERA.NET White Paper – Transition Studies Review, vol. 14, No.2, 2007

Proposed by ReP-SEE under the third pillar, the SEE-ERA.NET project is currently in the process of assessing the needs focussing on WBCs for mobility career development of researchers and based on the results of this process, the added value of a Young Scientist Programme (YS) amongst the SEE-ERA.NET partner countries. The programme shall have a SEE regional focus and enhance mobility in the SEE region, with emphasis on the WBCs.

In order to have a clear picture of the real needs and career development opportunities of research a short survey was performed targeting especially the Western Balkan Countries (WBCs). (see annex 1)

The outcomes of this survey will provide an input for discussions and will be the basis for elaboration of the further programme concept.

The WBCs were invited to give a comment and clarify their needs as concerns mobility career development of their researchers.

Analysing all the responses to the survey received from the WBCs (Albania, FYR of Macedonia, Serbia, Croatia, Bosnia and Herzegovina, Montenegro) the information provided can be summarized as follows:

**A) General Issues**

- 5 out of the 6 WBCs expressed their interest in a specific SEE-ERA.NET Young Scientists/Young Researchers Programme, which shall fund mobility.
- All the WBCs agreed that there is a need for stimulating mobility of young scientists/young researchers from each of the WBCs to a SEE-ERA.NET partner country (especially on a regional SEE level) when we are talking about outward mobility.
- All the WBCs agreed that there is a need for stimulating mobility of young scientists/young researchers from a SEE-ERA.NET country to the WBCs when we are talking about inward mobility.
- The existence of any returns mechanism/incentive (to be funded) for the home institutions of the grant holders, after their fellowship/working experience abroad was agreed by the WBCs representatives.

**B) Programme Set Up**

- All the WBCs agreed that the YS/YR Programme shall fund individual grants to be allocated to a single researcher for his/her trans-national mobility (individual grants).
- 5 out of 6 WBCs countries agreed that a networking grant should be allocated to a consortium of research organizations of at least three different countries. Among this consortium mobility of individual researchers (networking grants).
- Duration: 4 out of 6 WBCs will choose this programme to support the mobility for a period of up to 6 months. 1 out of 6 WBCs will choose the 3 months period and another WBC agreed to choose a 2 years period.
- YS/YR definition:

Q "Would you recommend an age limitation? 5 out of 6 WBCs recommended that it should be taken into consideration an age limitation.

- Additional features: Q "Besides mobility support for individual scientists/researchers, shall there be other measures supported by the programme?" (e.g. summer schools, mentoring schemes etc.)
- A. 4 out of 6 WBCs have answered with "yes"

- If Yes: On individual level?

1 from 6 WBCs have answered with "yes"

- On programme level (e.g. accompanying measures)?

3 out 6 WBCs have answered with "yes"

- Q "How many young scientists/researchers from your country would you estimate that will be interest in participating to this programme? "

At this stage, there are various opinions concerning the estimative number of participants: 100 for Serbia, 10/year Montenegro, to be discussed in the case of Albania, up to 50 in Bosnia and Herzegovina, up to 6/year in FYR of Macedonia, in the case of Croatia no answer at this point.

**C) Financial information**

Funding for individual mobility

Q: "Which of the following net monthly rates would be appropriate for a reasonable funding of a researcher moving to/or a WBC?"

At this question the following answers have been received:

- up to 500 euros – 1 country
- up to 750 euros – 1 country
- up to 1000 euros – 2 countries
- up to 1250 euros – 1 country
- up to 2250 euros – 1 country

D) Under the fourth part of this survey, important inputs were received concerning the future YS Programme. The opinions of the WBCs can be summarized in three different categories:

1. Montenegro is willing to participate to this kind of programme and they think that this could be an opportunity;
2. Albania has already a similar programme at national level and has no additional money to cover all the expenses; they recommend that each country should cover the costs for their own researchers
3. (all remaining WBCs) have no opinion on this stage, they are waiting for the future concept of the YS Program.

## CHAPTER II
## WHAT DOES IT MEAN TO BE A MOBILE RESEARCHER IN EUROPE TODAY?

In order to have a clearer understanding of the factors conditioning a career structure of researchers it is necessary to define first the following concepts:

**"Research and experimental development (R&D)** comprise creative work undertaken on a systematic basis in order to increase the stock of knowledge, including knowledge of man, culture and society, and the use of this stock of knowledge to devise new applications"[2].

The **researchers** are described as:
**Mobility**[3] is a vital element of the European Community's investment in human resources, which is seen as one of the keys to successfully meeting the economic, social and cultural challenges of the 21st century.

**Transnational mobility** is foreseen to:

- improve the understanding of other European societies and cultures
- enhance the social skills of individuals, who learn how to communicate and live within those societies and to respect diversity
- encourage the acquisition of linguistic skills
- contribute to the development of "European citizenship" complementing existing citizenship, of the country of origin
- encourage cooperation between education and research institutions and the world of work, thereby helping to improve the quality of education, training and research
- to offer a brighter future for all those who avail themselves of the opportunity, helping them to adapt to the changing needs of the labour market within the Community.

[2] In: Proposed Standard Practice for Surveys on Research and Experimental Development, Manuel Frascati, OECD, 2002.
[3] The definitions are strictly referring to the European environment.

- paves the way for the creation of an employment and work area on a Community-wide scale.

From the economic point of view, mobility represents an essential aspect of competitiveness that encourages the sharing of the most significant innovative experiences as regards technology, organisation and production.

"We are looking for dynamic young scientists who believe that they have something to say on mobility in the European Union scientific community and that their ideas for developing and improving the European situation in the 21st century should be heard"[4].
This was the invitation to dialogue for 100 young mobile researchers from 18 EU countries and associated countries participants to the "Investing in Europe's Human Resources" Conference in Crete.

Throughout this SEE-ERA.NET initiative we would like to bring into the spot light the various aspects of the mobile researcher's life, as follows:

- the European dimension of careers in R&D
- the obstacles to mobility in Europe
- which are the researchers needs to be undertaking at EU level?

The European dimension of careers in R&D:

Prospects for careers in R&D are linked to the size of national labour markets. *A study*[5] highlighted the fact that, in Europe, each national market for R&D human resources is limited, "a given individual does not have a large number of alternative job opportunities which increases the value of establishing oneself in a more efficient labour market".

It is often said that geographical and inter-sectoral mobility constitutes one of the instruments that make a career in R&D more effective.

**The most prevalent obstacles to mobility** identified in Europe are:

[4] Conference report "Investing in Europe's Human Resources", Crete, Greece, October 2008.
[5] Second report of the European Economic Advisory Group (EEAG, Chapter 5: Should we worry about the brain drain?), February 2003.

- *Legal and Administrative barriers*

Many Third Country researchers still need visas in order to travel to non-Schengen countries, for instance for scientific conferences or for the use of special research infrastructures.
*The legal status of the researcher* in the country of origin may also influence his or her status in the host country, depending on the national legislation, with wide-ranging consequences for rights and obligations (e.g. PhD students are in some countries considered mainly as employees, in others as students).

Researchers moving within the EU do not have the same status in all Member States, each applying its *own rules to researchers* in respect of *social security contributions and direct taxation*.
We can see improvements starting with October 2007 when all the EU member states were asked to transpose the **Directive 2005/71/EC – Scientific Visa** into national law.

"**Scientific Visa**" is a term used to define a permission to enter, stay and work for the Third Country nationals with the purpose of carrying out project based-scientific research for more than three months. Legally speaking, it is more correct to speak about entry visa and residence permit for third-country researchers.

Several Member States have reduced their income taxation regimes for a limited period of time for foreign researchers or highly skilled specialists.

- *Social and cultural barriers*

Lack of knowledge of the local language is a problem, particularly for less widely used languages. When language courses are provided, they may not be suitable for the needs of the researchers. Language problems can hamper the social integration and cause difficulties in the everyday life.
Researchers moving with their family may face barriers with the partner's career, children's education or day-care, suitable accommodation and obligations remaining in the home country (such as rent or mortgage payments).

**-** *Research Career Barriers*

Mobility is an important component in a scientific career and can make it more effective; however, it is not as attractive as it could be due to the research career barriers.
Researchers who have been away from their national research system for some years often have difficulties to obtain a permanent or even temporary position upon return with the fear of being left 'out of the system'.
Consequently, for researchers with permanent positions, longer stays abroad and therefore longer absence may be a disadvantage for careers at home, if mobility is not recognised for seniority accreditation and/or career advancement. Competition between researchers from outside the country, non-nationals as well as nationals, and researchers already in the country is often faced regarding research funding or positions, due to limited advertising, nationally or locally orientated decision procedures and/or excessively strict language requirements. Non-recognition of diplomas is often based on the presumption that training obtained in another Member State is insufficient and that further training has to be followed in the host Member State.
- *Problems of mutual recognition of academic and vocational qualifications*

The Marie Curie fellowships, mainly for young postdoctoral researchers, provided scientists with funding to perform research in EU host institutions outside their home countries and aimed at encouraging mobility and training throughout Europe.

***What should we do to overcome these obstacles?***

*So much for identifying the problems and obstacles - but do we really know what are the needs and the steps that can be done?*

Several options could be taken into consideration as, for example: to establish a new European fellowship scheme to fill in the gap that currently exists between postdoctoral and established academic positions. Such "advanced European fellowships" should promote early independence of young researchers by providing them with start-up funds and other means to set up their own research groups or develop their entrepreneurships. It was recognised that such grants should not carry any geographical restriction within the European Union in order to allow researchers to establish themselves in the institutions of their choice and encourage further openness and mobility in Europe.

Another example is to stimulate an open European academic labour market for researchers by, for example, establishing EU-funded research professorships or team-leader positions for outstanding researchers with backgrounds of mobility. It is hoped that such team leaders would help spread the culture of mobility and further recognition of the European dimension of academic careers in their institutions. U.K. universities were mentioned as already showing examples of good practice in this way and were praised for having an academic job market that is open to all scientists, regardless of nationality.

***Which are the researches needs to be met at EU level?***

According to a presentation on "Europe for Researchers- Building up and on Human Resources in R&D: where Bologna and Lisbon meet"[6] Stefania Bettini identified some aspects and measures in this sense presented bellow:

- the sustainable career in research requires:

- a good research environment
- an offer of attractive career prospects
- systematic and considerable financial investments in researcher's training, mobility and career development

- good reasons for meeting these requirements:

- strong research policy to support the Lisbon Strategy
- stepping-up research efforts needed more than ever
- without researchers no research: European research needs sufficient, mobile and well/trained human resources

- measures:

- improve the overall environment for researchers in Europe by enhancing mobility and removing obstacles
- enhancing the EU's attractiveness for research talent
- substantial increase of funding for training, mobility and career development of researchers.

[6] "Europe for Researchers- Building up and on Human Resources in R&D: where Bologna and Lisbon meet" – Stefania Bettini – Unit C5 "Universities and Researchers" – Bilbao, 02.03.2007.

Further on, a description of *some* ***European and regional initiatives targeting mobility needs and career development opportunities*** will be tackled as follows:

**European initiatives:**

- Mobility funding through the EU Framework Programme: FP6 Marie Curie scheme vs. FP7 Marie Curie actions
- Mobility in the FP7 Capacities Programme "Research Potential of Convergence Regions"
- The European Researcher's Mobility Portal- EURAXESS- Researchers in Motion
- The National Mobility Portals

**National and other initiatives:**

EURYI **-** European Young Investigator Awards

- Alexander von Humboldt Fellowships and Awards
- Scholarship Programme for the Support of Mobility (Slovak Republic)
- Human Frontier Science Program – Life Sciences
- EMBO Life Sciences Mobility Portal
- German Academic Exchange Service (DAAD Scholarships)
- Hubert Curien Partnership (HCP)

These initiatives were tackled by this study taking into consideration several points:

- these programmes have one of the main contribution in promoting and enhancing the researcher's mobility within WBCs and the other Europe's countries

- in these programmes almost all WBCs are partners or eligible countries

- this mapping of the mentioned programmes is a good opportunity to become the background document for further activities within the SEE-ERA.NET project

- these programmes are good examples of best practice, but it doesn't necessarily mean that these are the only mobility programmes that could be taken into consideration

# Chapter III

# European, national and other initiatives concerning the mobility needs and carrier development opportunities in the South East Europe

## 1. European Initiatives:

### *1.1. Mobility funding through the EU Framework Programme: FP6 Marie Curie scheme vs. FP7 Marie Curie actions*

Web: http://www.ukro.ac.uk/mariecurie/marie_curie_actions/index.htm

The 6th Framework Programme (FP6) was the main instrument of the European Union between 2002 and 2006 to realise the aims of the ERA. In order to encourage the mobility of researchers from EU Member States to non EU Member States, and vice versa, financial schemes focussing on international mobility for individual researchers and for research organisations were set up in FP6.

Under the FP6 Marie Curie scheme, the relevance of international mobility has been recognised and implemented in the international mobility actions in order to encourage the mobility of researchers from Europe to the rest of the world and vice versa.

**Main goals of the FP6** were to increase the quality of research in Europe:

- by attracting talented researchers from other parts of the world;
- to improve the quality of skill development for European researchers;
- to strengthen research collaboration between researchers and research institutions in Europe and other parts of the world.

Several financial schemes focussing on international mobility were included in FP6.
Depending on who is taking the initiative, mobility actions can either be initiated by an **individual researcher** (in cooperation with a host institution) or by a **research organisation**:

- Host-driven Marie Curie actions, such as Research Training Networks;
- Host Fellowships for Early Stage Research Training;
- Host Fellowships for the Transfer of Knowledge, Scientific Conferences and Training Courses, and Grants for Excellence Teams and Chairs, are open to Third Country nationals.

**Individual-driven Marie Curie actions dedicated to the Young Scientists:**

- **The International Reintegration Grants (IRG)**- to encourage European researchers who have been working outside Europe for at least five years to return to Europe to share their knowledge and expertise.

From 2007 to 2013, the **Marie Curie Actions** are funded under the **Framework Programme 7 (FP7)** Specific Programme **"People"**.

**The main objective of FP7** is to:

- strengthen the human potential in research and technology in Europe;
- make Europe a more attractive place for researchers to work.

A key focus of the "People" Programme is to have a structuring effect throughout Europe on the:

- organization;
- performance and quality of research training;
- active career development of researchers;
- knowledge-sharing through researchers between sectors and research organizations;
- strong participation by women in research and development.

The "People" Programme is implemented through a set of Marie Curie Actions addressing researchers at all stages of their professional lives, from **early-stage research training** to **lifelong training opportunities**.
They will provide opportunities for individual researchers and organisations - universities, research institutes and companies - to develop their research skills and training capacity, by building on industrial and academic expertise within Europe and across the world,

through **staff exchanges**, **secondments**, **postgraduate and postdoctoral fellowships**.

**The FP7 Marie Curie Actions:**

There are five Marie Curie activity lines, each implemented through at least one Marie Curie Action.

■ **The initial training of researchers**

This action will support the initial training of researchers, directed at the first five years of researchers' careers. The action will be implemented through support to competitively selected networks (**Initial Training Networks - ITNs**) of complementary organisations from different countries engaged in research training.

Projects will be based around a **Joint Training Programme**, focused on the development and broadening of research competences for mainly **Early Stage Researchers (ESR)**, with opportunities for **Experienced Researchers (ER)** as well. Training will focus on scientific and technological knowledge, as well as other complementary skills such as IPR, research management, entrepreneurship. You can set up a limited number of '**visiting scientists**' with a view to transferring new knowledge and strengthening supervision of the ITN.

In most cases, ITNs will consist of **three or more participants from three different Member States or Associated Countrie**s, where at least two must be from EU Member States. However, it is possible for one participant in a Member State or Associated County to apply alone, or for two participants in Member and Associated Countries to apply for a 'twinning' scheme (though at least one participant must be from a Member State). In these cases, applicants would be expected to have well established trans-national links in place, and it should be demonstrated that the training programme can be effectively implemented through such links.

At the time of appointment ESRs/ERs **must have less than 5 years full-time equivalent experience in research**. You can train **ESRs for between 3 months to 36 months** (the main focus of an ITN) and **ERs for between 2 months and 24 months**. **Visiting scientists** are likely to be supported through **multiple stays**, each with duration of at **least 1 month.**

Community support for ITNs will comprise:

- the recruitment of early-stage and experienced researchers to be trained;
- recruitment of 'visiting scientists';
- the organisation of short training events (conferences, summer schools and specialised training courses), open to both trainees of the network and possibly to researchers from outside the network.

■ **The life-long training and career development of experienced researchers**

This action will target ERs (having at least four years of full-time research experience or a PhD at the time of the deadline) at different stages of their careers, by enhancing their individual competence diversification in terms of acquisition of multi- or interdisciplinary skills or the undertaking of inter-sectoral experiences.
This action will be implemented through:

- support for individual trans-national Intra-European fellowships awarded directly at Community level (**Intra-European Fellowship for Career Development**);
- **European Re-integration Grants** to support re-integration of researchers who have already benefited from a Marie Curie Action;
- **Co-funding of regional, national or international programmes** in the field of research training and career development.

■ **Industry-academia partnerships and pathways**

This action will seek to open and foster dynamic pathways between public research organisations and private commercial enterprises, including in particular SMEs.

Community support for the **Industry-Academia Partnerships and Pathways** will take one or more of the following forms:

- staff secondments between both sectors within the partnership, with a view of reinforcing the inter-sectoral co-operation (this can include technical and research managers, though the focus is on researchers) **(mandatory element of this action)**;

- temporary hosting in both sectors of experienced researchers **recruited** from outside the partnership;
- organisation of workshops and conferences enhancing the inter-sectoral experience and knowledge exchange, in order to reach a larger number of staff members from both sectors;
- as an SME specific measure a contribution to small equipment related to their participation in the co-operation.

■ **The international dimension**

The career development of researchers from Member States and Associated Countries will be supported through:

- **International Outgoing Fellowships**, with mandatory return, for experienced researchers;
- **International Reintegration Grants** for experienced researchers after an international experience.

The international co-operation through researchers will be supported through:

- **Incoming International Fellowships** in order to attract highly qualified third-country researchers to Member States and Associated Countries
- Partnerships between several research organisations in Europe and one or more organisations in countries covered by the European Neighbourhood Policy and countries with which the EU has an S&T Agreement.

In 2008, international research partnerships are supported through a new scheme:

- **International Research Staff Exchange Scheme** (IRSES). IRSES will support two-way staff secondments between research organisations based in Europe and research organisations based in targeted third countries. The scheme is aimed at strengthening partnerships between research organisations through staff secondments.
- Eligible staff for secondment includes early stage and experienced researchers, management staff and technical staff. Staff can be seconded for a period of **0 to twelve months.**

- The minimum eligible consortium is two partners from two different Member States/Associated Countries and one partner from a targeted third country.
- The following third countries will be eligible for IRSES: countries with **EC International agreements on Science and Technology** (Argentina, Australia, Brazil, Canada, China, Chile, Egypt, India, Japan, Republic of Korea, Mexico, Morocco, New Zealand, Russia, South Africa, Tunisia, Ukraine, United States) countries of the **European Neighbourhood Policy (ENP) like** Algeria, Armenia, Azerbaijan, Belarus, Egypt, Georgia, Jordan, Lebanon, Libya, Moldova, Morocco, Palestinian-administrated areas, Syrian Arab Republic, Ukraine, Tunisia.
- The community contribution will consist of a contribution towards the cost of secondment for outgoing staff from Member States and Associated Countries. In exceptional cases, the community funding may include a contribution towards incoming staff from International Collaboration Partner Countries (ICPC0 and staff from countries covered by the European Neighbourhood Countries. Other than in exceptional circumstances, third countries are expected to fund their own participation in the scheme.
- Applicants are advised to explore the opportunities for funding of third countries partners as early as possible as this could be a lengthy process.

## ■ Specific actions

In support of the creation of a genuine European labour market for researchers, a coherent set of accompanying actions, including Marie Curie Awards, will be implemented, with a view to removing obstacles to mobility and to improve the public awareness of Marie Curie actions.

In the last semester of 2008, the European Commission has published the **Marie Curie Work Programme 2009**. Some important changes have been made:

-European Reintegration Grants und International Reintegration Grants are regrouped under a single call.
-International Outgoing Fellowships and International Incoming Fellowships are re-branded as World Fellowships.
-The nationality rule is now removed and will give young researchers the chance to participate in Marie Curie training actions in their own country.

## *1.2. Mobility in the FP7 Capacities Programme "Research Potential* of Convergence Regions"

Web: http://cordis.europa.eu/fp7/capacities/convergence-regions_en.html

Europe needs to exploit its research potential, particularly in the less advanced regions that are remotely situated from the European core of research and industrial development. A strategy of inclusiveness can potentially benefit the social fabric as well as the research community and the industry, locally and at the level of the European Research Area.
Taking advantage of the knowledge and experience existing in other regions of Europe, this action seeks to upgrade research potential where needed by providing support in the form of investment, staff, networking or advice. The effort is directed at researchers and institutions of these regions in the public or private sector.
The FP7 Capacities Programme is operating in several areas, amongst others in the area "Research potential of convergence regions".
In order to support the full research potential of the enlarged European Research Area (ERA), this action shall strengthen the potential of research groups in convergence regions and outermost regions of the EU.
*The "Research Potential* of Convergence Regions*"* is providing support for:

- Trans-national two-way secondments of research staff in the convergence regions;
- The acquisition and development of research equipment in selected centres;
- The organisation of workshops and conferences to facilitate knowledge transfer;
- 'Evaluation facilities' for research centres in the 'Convergence regions' to obtain an international independent expert evaluation of their research quality and infrastructures.

The funding scheme for this activity is type CSA (Coordination and Support Actions)**.**

The European Commission is funding 'Research potential' activities by selecting project proposals submitted following the publication of a 'Call for proposals'. The EU Member States have earmarked a total of € 340 million for funding these activities over the duration of FP7.

### *1.3. The European Researcher's Mobility Portal – EURAXESS - Researchers in Motion*

Web: http://ec.europa.eu/euraxess/

The Researcher's Mobility Portal EURAXESS was established in 2008.

**EURAXESS- Researchers in Motion** is a joint initiative of the European Commission and the countries participating in the European Union's Framework Programme for Research.

EURAXESS - Researchers in Motion is a one-stop shop for researchers seeking to advance their careers and personal development by moving to other countries. In addition to the information on training and jobs, this electronic gateway is the entry point to a wealth of practical information on living, working and relaxing in the European countries involved.

The EURAXESS web-site is composed of four main sections devoted to four specific initiatives for researchers:

- **EURAXESS Jobs** is a stress-free recruitment tool where no charges apply.

Researchers can find a wealth of constantly updated information on job vacancies, funding opportunities and fellowships throughout Europe. Posting their CV will allow recruiters to find them.

Companies or research institutes can post vacancies free of charge and search for the CVs of international top-notch researchers.

Users can also directly access the national jobs portals of the 35 partner countries which contain information on research job and funding opportunities, as well as on personalised services in each country.

- **EURAXESS Services** is a network of more than two hundred Service Centres located in 35 European countries.

These Centres help researchers and their family to plan and organise their move to a foreign country. This free personalised assistance helps researchers tackle issues such as

accommodation, visa and work permits, language lessons, schools for your children, social security and medical care.

A team of well-informed staff is at their service.

- **EURAXESS Rights** provides all information regarding the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

The Code aims at ensuring equal treatment of all researchers in Europe and increases transparency in their recruitment.

- **EURAXESS Links** is a network for European researchers working outside Europe. Here they can find extensive information about research in Europe, European research policies, career opportunities in Europe, international collaboration and trans-national mobility.

It also provides interactive web tools promoting networking amongst European researchers living abroad.

EURAXESS Links is established in the US and Japan. China is in the pipeline.

The researcher's mobility portal responds to a specific need, highlighted by the High Level Group on Mobility, to significantly improve the access of researchers to adequate information on available programmes and opportunities as well as on questions related to entry conditions, access to employment, social security rights, taxation or cultural aspects of the host country.
The portal is a shared initiative between the Commission and the participating countries and is complemented by a number of national portals.
As of today, the ERA Careers portal offers three main types of information: research vacancies, grant and fellowships and a section of practical information.
There are search functions for these three categories according to country, organisation and research field. The practical information part includes accession to the EURAXESS network site and to the national EURAXESS portals. Besides that the portal also offers the researcher the possibility to post his/her career CV as an important service.

About 800 job vacancies are daily on view and there is a constant increase in the number of researchers, who are using the portal for activities like posting the CV, free of charge.

The electronic newsletter "Europe4Researchers" is available on the EURAXESS web-sites and keeps researchers, research institutions, universities and industry informed on the latest developments.

### *1.4. The National EURAXESS Portals*

In order to promote the pan-European portal EURAXESS- Researchers in Motion as a shared initiative between the Commission and the participating countries, the Commission also wanted to have national EURAXESS portals, which reflect and build on the content and functionalities offered by the European tool.

The main objective is to reach a consensus regarding the interoperability of the different web sources, promoting important information to researchers at national or European level.
The national portals form an integral part of the European portal and the development of national mobility portals has been accepted as a priority action by most of the participating countries. The majority of the national portals are using a common corporate identity to the European portal including: URL, structure and content.
The national portals function like one-stop shops for researchers who need advice about the country and its specifics, when they plan a research career abroad.

The national EURAXESS portals inform about the research system in the country, the living and working conditions, job vacancies as well as available grants and fellowships.
Therefore, a constant need to monitor and maintain the quality of the content provided exists.
The data on the national EURAXESS portals are updated and maintained by the national EURAXESS centres.
35 national portals are placed at disposal (Status: December 2008).

## 2. National and other initiatives:

### *2.1. Alexander von Humboldt Fellowships and Awards*

*Web: http://www.humboldt-foundation.de/EN/stiftung/index.htm*

***Alexander von Humboldt Foundation*** promotes academic cooperation between excellent scientists and scholars from abroad and from Germany.

– the research fellowships and research awards allow you to go to Germany to work on a research project you have chosen yourself together with a host and collaborative partner.
– if you are a scientist or scholar from Germany you can profit from the support and carry out a research project abroad as a guest of one of about 3,000 Humboldt Foundation alumni worldwide – the Humboldtians.
- as an intermediary organisation for German foreign cultural and educational policy the Foundation promotes international cultural dialogue and academic exchange.

The Special Programme within the framework of the Stability Pact offers among others grants to researchers to support academic visits in Germany of up to 5 months in cooperation with a German Humboldt fellow. Preferably, the applicant should hold a doctorate or be in the process of completing a doctorate and should not be older than 33 years. In addition to a lump-sum for travelling expenses, the Foundation will pay an expense allowance of currently EUR 2,350 to the former Humboldt research fellow, EUR 1,550 to the doctoral student and EUR 1,750 euros to the post-doc younger generation academic per month.

*As a researcher you can chose to become a* Humboldtian:
Whether you are a young postdoctoral researcher at the beginning of your academic career, an experienced, established academic, or even a world authority in your discipline – the research fellowships and research awards offer you sponsorship tailored to you and your career situation.

*or to become a host in Germany***:** Every Humboldtian needs an academic host. Become a host and encourage your young, collaborative partners from abroad to apply for a

Humboldt Foundation research fellowship for a research stay at your institute, or nominate a cutting-edge researcher of your choice for a Humboldt Research Award. The fellowship includes an allowance for research costs towards financing equipment, research assistance, administrative costs and so on. It helps you and your guest researcher to create optimum conditions for fruitful cooperation.

The Humboldt Foundation has no quotas for certain countries or disciplines. Its interest is focussed on long-term sponsorships and on bringing people to Germany. The Humboldt scholarships are open for all career stages.

The programme's purpose is to sponsor individuals, not institutions, and to create a life-long network of people who have formerly been sponsored. Once people are in the network, they can easily participate in different initiatives. Humboldt also sponsors regional conferences to bring together people from the different WB Countries; unfortunately the demand for this is declining. In addition, the Humboldt Foundation is also able to sponsor conferences (for all participants) as long as the conference takes place in Germany and the organiser is a "Humboldian" (former beneficiary).

## 2.2. *Scholarship Programme for the Support of Mobility (Slovak Republic)*

Web: http://www.scholarships.sk/0653.nsp

Establishment of the National Scholarship Programme for the Support of Mobility of Students, PhD students, University Teachers and Researchers was approved by the Government of the Slovak Republic in 2005. The National Scholarship Programme of the Slovak Republic is funded by the Ministry of Education of the Slovak Republic.

**The main objective of the National Scholarship Programme** of the Slovak Republic is intended to support mobility of foreign students, PhD students, university teachers and researchers to stay at Slovak universities and research institutions.

**Types of scholarships**

a) Scholarships for foreign university students (enrolled at least in the 6th semester) to take part in Master study over a period of 1 to 2 semesters (from 5 to 10 months) at Slovak universities.
b) Scholarships for foreign PhD students to take a part of PhD study over a period of 1 to 12 months at Slovak universities or research institutes.
c) Scholarships for foreign university teachers and researchers over a period of 1 to 12 months to carry out teaching or research at Slovak universities, research institutes or nongovernmental organisations on the basis of an invitation.

**Who can apply to this programme?**

a) European Union member states – Austria, Belgium, Bulgaria, the Czech Republic, Cyprus, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Poland, Portugal, Romania, Slovenia, Spain, Sweden, the United Kingdom,
b) other countries participating in the Bologna process (listed are only countries that are not stated in item a) – Albania, Andorra, Armenia, Azerbaijan, Bosnia and Herzegovina, Croatia, Georgia, Iceland, Liechtenstein, Moldova, Montenegro, Norway, the Russian Federation, Serbia, Switzerland, the Former Yugoslav Republic of Macedonia, Turkey, Ukraine,
c) Belarus,
d) Canada, Central American countries, Latin American countries, Mexico, the United States of America,
e) Australia, China, Egypt, India, Indonesia, Israel, Japan, New Zealand, the Republic of South Africa, the Republic of Korea, Taiwan, Thailand, Vietnam.

Due to the mobility nature of the programme applicants cannot be considered if they have been studying, teaching or researching in Slovakia at the time of submitting their application.

**The Scholarship Programme does not support:**

a) foreign students and PhD students accepted for entire Master or PhD studies in Slovakia, specifically those who are already studying in Slovakia and would like to cover part of their costs from the National Scholarship Programme;

b) foreign university teachers and researches who are already teaching or researching at Slovak universities and research institutes;
c) citizens of the Slovak Republic studying, teaching or researching at foreign universities or research institutes;
d) foreign applicants accepted for other scholarship programmes in Slovakia (for example Visegrad Fund, Erasmus, CEEPUS, bilateral agreements, etc.).

### *2.3. Human Frontier Science Program – Life Sciences*

*Web: http://www.hfsp.org/about/AboutProg.php*

Within the HFSP Programme you may choose from different methods of participating:

- **Research grants**

**Research grants** are provided for teams of scientists from different countries who wish to combine their expertise to approach questions that could not be answered by individual laboratories.

Emphasis is placed on novel collaborations that bring together scientist from different disciplines (e.g. from chemistry, physics, computer science, engineering) to focus on problems in the life sciences.

The research teams must be international. The principal applicant must be from one of the specified countries (Australia, Austria, Belgium, Bulgaria, Canada, Cyprus (EU part), the Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, India, the Republic of Ireland, Italy, Japan, the Republic of Korea, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, New Zealand, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Switzerland, the United Kingdom, and the United States of America.).

However, other participating scientists and laboratories may be situated anywhere in the world. Applicants must submit a letter of intent to apply for a research grant via the HFSP web site with a deadline at the end of March, and after review, selected teams will be invited to submit a full application.

Two types of Research Grants are available:

- **Young Investigators' Grants** are awarded to teams of researchers, all of whom are within the first five years after obtaining an independent laboratory (e.g. Assistant Professor, Lecturer or equivalent). Applications for Young Investigators' Grants will be reviewed in competition with each other independently of applications for Program Grants.
- **Program Grants** are awarded to teams of independent researchers at any stage of their careers. The research team is expected to develop new lines of research through the collaboration. Up to $450,000 per grant per year may be applied for. Applications including independent investigators early in their careers are encouraged.

➢ **Fellowships**

**Long-term Fellowships** provide young scientists with up to **three years** of postdoctoral research training in an outstanding laboratory in another country. The third year of the Long-Term Fellowship can be used either for repatriation to the Fellow's country or in the host laboratory. The fellowships provide approximately $US 45,000 per year, including allowances for travel and research expenses. To be eligible, a fellow must either come from or go to a member country. Long-Term Fellows who return to their home country at the end of the fellowship may apply for the competitive **Career Development Award**.

**Cross-Disciplinary Fellowships**: Cross-disciplinary fellowships are intended for postdoctoral fellows with a Ph.D. degree in the physical sciences, chemistry, mathematics, engineering and computer sciences who wish to receive training in biology. The conditions are the same as for the Long-Term Fellowships.

**Short-term Fellowships** enable researchers to move into new areas by learning state-of-the-art techniques in use abroad or by establishing new research collaborations. These fellowships can last **from two weeks to three months** in a foreign country. To be eligible, a fellow must either come from or go to a member country.

**Career Development Awards**: Long-Term Fellows and Cross-Disciplinary Fellows who return to their home country at the end of the fellowship are eligible to apply for the Career Development Award. This award provides $300,000 over 3 years. Eligible HFSP Fellows will receive information in good time to apply for the Award.

## 2.4. *EMBO Life Sciences mobility Portal*

*Web:* http://www.embo.org/programmes/fellowships.html#purposelong

EMBO Fellowships:

- **EMBO Long-Term Fellowships:**

Long-Term Fellowships are awarded for prolonged visits (12 to 24 months) and are intended for advanced training through research.

Stipend rates depend on the country being visited, marital status etc.

**Eligibility**

- Applicants must hold a doctorate degree or equivalent before the start of the fellowship but not necessarily when applying.
- Applicants must have at least one first author publication in press or published in an international peer reviewed journal at the time of application.
- Candidates can only submit applications for one project at one host laboratory at each round of selection.
- Applications are only considered from candidates with a maximum of 3 years postdoctoral experience.
- All applications must involve a laboratory of origin or a receiving institute or applicant's nationality from one of the member states.

- **EMBO Short-Term Fellowships:**

**Purpose**

Short-term fellowships are established to advance molecular biology research by helping scientists to visit another laboratory with a view to applying a technique not available in the home laboratory.

**Eligibility**

- Short-term fellowships are awarded for exchanges between two laboratories in different countries.
- The fellowships cover travel plus subsistence of the fellow only and not of any dependents.
- Applicants can be Post-doctoral scientists with less than 10 years of professional experience since finishing their Ph.D. degree or Pre-doctoral scientists.
- All applications must involve either a laboratory of origin or a receiving institute from one of the EMBC member states.

- **EMBO Molecular Medicine Fellowships:**

The EMBO Molecular Medicine Fellowships are established to encourage collaborations between clinicians and research scientists and to support clinicians who wish to visit basic research laboratories in a different EMBC Member State.

Molecular Medicine Fellowships are not awarded for exchanges within the same country and are intended for joint research work rather than consultations.

The fellowships cover travel plus subsistence of the fellow only and not of any dependents.

Molecular Medicine Fellowships are intended for visits of 2 months up to 6 months duration.

Who can apply for an EMBO Short-Term Fellowship?

Clinicians who wish to carry out a research project in a basic science laboratory. Preference will be given to clinicians who are still in their training/clinical specialization period.

All applications must involve an institution of origin and a receiving institution in the EMBC Member States. The application must involve movement between countries. International laboratories such as EMBL are technically extraterritorial and movement e.g. from Germany to EMBL Heidelberg is, therefore, permitted.

Applications which are presented as a means of training in a technique rather than as a component of a research project tend to receive lower priority from reviewers. EMBO does not consider applications for fellowships to prolong visits begun under other auspices, or

as bridging fellowships between, or prior to, long term stays funded by EMBO or other organizations. On completion of the fellowship applicants must return to their home institution.

Application for EMBO Molecular Medicine Fellowships is online only. NO hard copies are required. The applicant must provide the names and addresses of two referees (not from receiving institute) who are required to send a confidential letter of reference to the EMBO fellowship office by post. The proposed receiving institute must submit an acceptance form by post.

On the EMBO Life Sciences Mobility Portal dedicated to Fellowships and grants

Grants Database:
-offers funding opportunities for life scientists in Europe
-currently contains more than 1200 entries
-maintained by EMBO, is free of charge and no registration needed
-the scientist are invited to search for **fellowships and travel grants, project grants and prices, funding agencies**

### *2.5. German Academic Exchange Service (DAAD Scholarships)*

Web: http://www.daad.de/deutschland/foerderung/stipendiendatenbank/0 0462.en.html
http://www.daad.de/portrait/en/index.html

The German Academic Exchange Service is one of the world's largest organisations in its field. Scores of students, teachers, researchers and scientists supported by the DAAD have been able to gain valuable experience abroad.
Depending on the length of the chosen degree course or study project, the study scholarship is awarded for between 10 and 24 months. The DAAD will pay a monthly award between 715 -1000 EUR. As a rule, the scholarship additionally includes certain payments towards health insurance cover in Germany. In addition, the DAAD generally pays an appropriate flat-rate travel allowance, unless these costs are covered by the home country or by another funding source. Furthermore, the DAAD pays a study and research allowance and, where appropriate, a rent subsidy and family allowance.

The 200 and more programmes with which the DAAD pursues its goals range from short-term research or teaching exchange through to doctoral scholarships for (post) graduates from developing countries which last several years, and from information visits by delegations of foreign university rectors and vice-chancellors through to the long-term regional programme which aims to create efficient higher education systems in the Third World. Essentially, DAAD funding programmes are open for all countries of the world and for all disciplines. In some cases, the exchange frameworks and procedures have been embedded in international cultural agreements or defined in arrangements reached between the DAAD and its partner organisations abroad. As a rule, the other party will also offer corresponding measures (e.g., reciprocal scholarships, payments and services from the host country, exemption from fees).

About 60% of the DAAD's beneficiaries are graduates (mostly PhD candidates) and about 20% are academics (the rest are pre-doctorate students). Individual scholarships are quite flexible in terms of duration (one month to three years; mostly scholarships for shorter stays) and additional programmes for PhD holders. There are also several bilateral research programmes, e.g. with Serbia. These are mostly focussing on doctorate candidates; MA students are sometimes included as well. Furthermore, there are network programmes (one partners from Germany and some from the region; different disciplines); e.g. in the frame of the former Stability Pact. Summer schools, etc., may also be funded.

DAAD uses a system of two mentors, on in the home university and one in the target university.

## 2.6. *Hubert Curien Partnership (HCP)*

Web: https://dri-dae.cnrs-dir.fr/spip.php?article1363
Hubert Curien Partnership (since 1976) is the new name of integrated programmes.
The Hubert Curien (PHC) Partnership is part of the policy of support for scientific and technological international Ministry of Foreign Affairs and implemented with the support of the Ministry of National Education, Higher Education and Research in France.

HCPs exist towards several SEE countries as: Serbia (Pavle Savic), Montenegro (Pelikan), FY of Macedonia (IntegraFM), Croatia (Cogito) and Slovenia (Proteus).

Its aim is to facilitate and develop cooperation on scientific and technological excellence among teams of researchers of the two countries (France and any other partner country). There are not fixed priority themes. The offer is open to all scientific fields, including human and social sciences. Are able to participate laboratories or research teams from, research bodies, universities and enterprises of the two countries.

Funding is granted on an annual basis between one and two consecutive years. To obtain funding for the second year will be filled in a new application. Amounts to be spent disclosed in the period from January 1 to December 31 of that year.

HCPs towards WBCs aim at integrating them into the ERA (through a network of bilateral projects).

## CHAPTER IV
## CONCLUSIONS

Existing regional and socio-economic inequalities and the threat of brain drain need to be acknowledged as problems at the European level even if the economic, social and political situation is not the same in the various countries.

We are convinced that mobility will enhance the quality of higher education, young researchers and the experienced researcher's carriers and that it is now high time to genuinely make mobility the key concern of the ERA.

In order to find new solutions for developing and promoting the young scientist mobility pillar we have to have a clear picture of the YS mobility state of art:

- the brain drain and brain waste of highly skilled young scientists it seems to be one of the main problem in SEE countries;
- even if the number of initiatives dedicated to scientists mobility developed within WBCs are significantly increased the lack of transparency, small scale and fragmented information may affect the visibility of the national and regional mobility programmes;
- aspects like training, capacity building, sustainability, regional cooperation and responsibility are often lacking.

The SEE-ERA.NET representatives were asked on the interest to participate in the SEE-ERA.NET Young Scientist Programme. Only Hungary, Germany and Greece expressed their willingness to participate in such a programme but without making any particular commitment and with the condition that at least all the WBCs will join this initiative. Even if the YS Programme concept was discussed thought the WP6, the interest on the side of most partners to set up such a programme is very poor. This situation is confirmed by the existence of other tools such as national programmes or Marie Curie programme covering the mobility issue; for more of the partners, a lack of funds available is another reason; and not the last is the options of the partners to support accompanying measures for awareness-raising and information on existing programmes.

Taking this into consideration it is obvious that we can not talk about implementing of such a programme without the financial commitment and interest of partners concerned.
In this context the most suitable stand-alone measures to support the mobility of Young Scientists in and with SEE accepted unanimously by the SEE-ERA.NET members is to publish the related mobility programme information on the EURAXESS web site by inviting the WBCs representatives to update their information on the national and regional mobility programmes.

Having in mind the YS mobility state of art some recommendations may be made in order to improve the visibility of the already developed mobility programmes:

• It is necessary to continue to gather further data concerning mobility at national and at European level and to exchange information;
• Enforcing regional mobility and cooperation in SEE by increasing the transparency of the information;
• To disseminate as a larger scale the initiatives developed so fare by the WBCs concerning the mobility of young researchers;
• Joining national- and EU- resources for more impact and sustainability;
• Adding value through international cooperation with EU partners
• The freedom to choose mobility, which is still limited, should be widened: transition periods should be as short as possible. Obstacles against mobility must be overcome and risks should be limited;
• It is particularly important to improve effective processes for:
- recognition of qualifications and diplomas,
- transferability of social security and complementary rights,
- access to information on jobs and working and living conditions.
• Young graduates and PhD students should be motivated to stay a short time abroad, with the support of trainee and hosting programmes.
• Development of research and involvement in European research programmes are key elements for the economic and social progress.
• Problems concerning brain drain varies in different countries. They must be followed-up. In order to diminish their negative consequences, salary levels of professional and managerial staff in acceding and applicant countries should be increased as quickly as possible.
• Rights of employees should be monitored and defended regardless of their nationality. Trade unions need to co-operate across borders. Joint efforts are needed in order to organise employees coming from other countries and to protect their interests.
• Social dialogue between trade unions and employers' organisations should deal with all the issues of education, training, skills and mobility.
• It is necessary to follow up, to monitor and to assess the related developments both at national and at European levels. There is a need for national and European authorities to undertake initiatives in order to progress on this issue.

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***Mobility:***

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## Relevant Links

***Marie Curie:***

*http://www.ukro.ac.uk/mariecurie/marie_curie_actions/index.htm*

***Euraxess:***

*http://ec.europa.eu/euraxess/*

*http://ec.europa.eu/euraxess/index_en.cfm?l1=24&CFID=1496349&CFTOKEN=d2e5f14de41b5e0a-AEA5D354-C438-E7A0-882DA2BA3CB9C4B7*

***Mobility:***

ftp://ftp.cordis.europa.eu/pub/focus/docs/supplement-respot-insert01_en.pdf

***Research potential of Convergence Regions:***

http://cordis.europa.eu/fp7/capacities/convergence-regions_en.html

***Alexander von Humboldt Foundation:***

http://www.humboldt-foundation.de/EN/stiftung/index.htm

***Programme for the Support of Mobility of Students, PhD. Students, University Teachers and Researchers:***

http://www.scholarships.sk/0653.nsp

***International Human Frontier Science Program Organization***

http://www.hfsp.org/about/AboutProg.php

***Life Sciences Mobility Portal***

http://mobility.embo.org/index.php?option=com_content&task=view&id=691&Itemid

***German Academic Exchange Service (DAAD Scholarships)***

http://www.daad.de/deutschland/foerderung/stipendiendatenbank/0 0462.en.html

http://www.daad.de/portrait/en/index.html

***Hubert Curien Partnership***

https://dri-dae.cnrs-dir.fr/spip.php?article1363

## ANNEX 1

### Needs Survey for SEE-ERA.NET Young Scientists/Young Researchers Programme

The SEE-ERA.NET Regional Programme for Cooperation with South-East Europe is based on four, needs driven pillars like:

5. Joint Call for European research projects
6. Accompanying Measures
7. Young Scientist Programme
8. Innovation Programme

It is the aim of the SEE-ERA.NET WP6 to define and kick off activities in the frame of these four pillars. Therefore, the SEE-ERA.NET is currently in the process of assessing the needs and the added value of a Young Scientist (YS) or Young Researcher (YR) Programme amongst the SEE-ERA.NET partner countries. The programme shall have a SEE regional focus and enhance mobility in the SEE region.

A first step is the following short survey. The outcomes of the survey will provide the discussion basis for elaboration of the programme concept at the next Working Group meeting, which is planned for Sept 1st 2008 in Belgrade.

With this questionnaire, especially Western Balkan Countries are invited to give a comment and clarify their needs. Please answer yes/no to the questions by ticking the appropriate box and provide more detailed explanation, if required. Thank you for your support!

| | |
|---|---|
| **First Name** | **GJONAJ** |
| **Surname** | **ADRIANA** |
| **Institution** | **MINISTRY OF EDUCATION AND SCIENCE** |
| **Country** | **ALBANIA** |

| **A) General Issues** | | |
|---|---|---|
| **1.** From the perspective of your country: do you see a **need for a specific SEE-ERA.NET Young Scientists/Young Researchers programme**, which shall fund mobility? (We have this programme in Albania started on 2007) | Y | N |
| **2. Outward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from your country to a SEE-ERA.NET partner country (especially on regional SEE level)? | Y YES | N |
| **3. Inward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from a SEE-ERA.NET country to your country? | Y YES | N |
| **4.** Should there be any **return mechanism/incentive** (to be funded?) for the paternal institution of the grant holders**,** after their time abroad? | Y YES | N |
| **If you answered NO to one of the questions above, please explain briefly your reasons.** | | |
| | | |

| **B) Programme Set Up** | | |
|---|---|---|
| **1. Individual Grants:** Shall the YS/YR Programme fund individual grants, to be allocated to a single researcher for his/her mobility? | Y YES | N |
| **2. Network Grants:** A network grant would be allocated to a consortium of research organizations of at least three different countries. Among this consortium mobility of individual researchers will be funded. Shall the YS/YR Programme fund such network grants? | Y YES | N |

| | | |
|---|---|---|
| **3. Duration:** for which time period shall mobility be supported?<br><br>Up to 3 months<br>Up to 6 months<br>Up to 1 year<br>Up to 2 years (In our programme we have time period 1 year up to 2 years) | Y<br><br>☐<br>X<br>☐<br>☐ | N |
| **4. YS/YR definition:**<br><br>Would you recommend an age limitation (limit?) ? | Y<br>YES | N |
| Or should an academic grade (graduation or doctorate degree) and the **extent of research experience (in years)** be the defining factor for eligibility? | Y<br>YES | N |
| **5. Additional features:** besides mobility support for individual scientists/researchers, shall there be other measures supported by the programme (e.g. summer schools, mentoring schemes etc.) | Y | N |
| If Yes: On individual level? | Y | N |
| Or programme level (e.g. accompanying measures)? | Y | N |
| How many young scientists/researchers from your country would you estimate could participate in the programme? (Number that will be discussed) | | |

| C) Financial Information | | |
|---|---|---|
| **1*. Funding for individual mobility:*** *Which of the following net monthly rates would be appropriate for a reasonable funding of a researcher moving to your country?*<br>*Up to € 250*<br>*Up to € 500*<br>*Up to € 750*<br>*Up to € 1000*<br>*Up to € 1250*<br>*Up to € 1500*<br>*Up to € 1750*<br>*Up to € 2000*<br>*Up to € 2250*<br>*Up to € 2500* | ☐<br>X<br>X<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐ | |
| **2. Which organization** in your country contribute financially to a possible SEE-ERA.NET YS/YR Program? Which amounts would you estimate could be made available? | | |
| **Organization - amount**<br>**(Ministry of Education and Science) --- (Depends on numbers of researchers) ( (is related with point B5)** | | |

| D) Comment | |
|---|---|
| Add any **comment or proposal** on the programme, which you deem necessary from your point of view. | |
| **We can't put the money. We give the money for our yang researchers from our national budget. to cover monthly expenses, accommodation and travel. We could recommend that each country to cover expenses for their yang researchers.** | |

**Thank you for your support and for taking the time to answer this questionnaire!**

## Needs Survey for SEE-ERA.NET Young Scientists/Young Researchers Programme

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| | |
|---|---|
| **First Name** | **Husein** |
| **Surname** | **Panjeta** |
| **Institution** | **Ministry of Foreign Affairs of Bosnia and Herzegovina** |
| **Country** | **Bosnia and Herzegovina** |

| B) Programme Set Up | | |
|---|---|---|
| **1. Individual Grants:** Shall the YS/YR Programme fund individual grants, to be allocated to a single researcher for his/her mobility? | Y | |
| **2. Network Grants:** A network grant would be allocated to a consortium of research organizations of at least three different countries. Among this consortium mobility of individual researchers will be funded. Shall the YS/YR Programme fund such network grants? | Y | |
| **3. Duration:** for which time period shall mobility be supported?<br><br>Up to 3 months<br>Up to 6 months<br>Up to 1 year<br>Up to 2 years | Y<br><br>☒<br>☐<br>☐<br>☐ | |
| **4. YS/YR definition:**<br><br>Would you recommend an age limitation (limit?) ? | Y | |
| Or should an academic grade (graduation or doctorate degree) and the **extent of research experience (in years)** be the defining factor for eligibility? | Y | |

| A) General Issues | | |
|---|---|---|
| **1.** From the perspective of your country: do you see a **need for a specific SEE-ERA.NET Young Scientists/Young Researchers programme**, which shall fund mobility? | Y | |
| **2. Outward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from your country to a SEE-ERA.NET partner country (especially on regional SEE level)? | Y | |
| **3. Inward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from a SEE-ERA.NET country to your country? | Y | |
| **4.** Should there be any **return mechanism/incentive** (to be funded?) for the paternal institution of the grant holders**,** after their time abroad? | Y | |
| **If you answered NO to one of the questions above, please explain briefly your reasons.** | | |
| | | |
| **5. Additional features:** besides mobility support for individual scientists/researchers, shall there be other measures supported by the programme (e.g. summer schools, mentoring schemes etc.) | Y | |

| | | |
|---|---|---|
| If Yes: On individual level? | | N |
| Or programme level (e.g. accompanying measures)? | Y | |
| How many young scientists/researchers from your country would you estimate could participate in the programme? | Up to 50 | |

| C) Financial Information | | |
|---|---|---|
| **1*. Funding for individual mobility:*** *Which of the following net monthly rates would be appropriate for a reasonable funding of a researcher moving to your country?*<br>*Up to € 250*<br>*Up to € 500*<br>*Up to € 750*<br>*Up to € 1000*<br>*Up to € 1250*<br>*Up to € 1500*<br>*Up to € 1750*<br>*Up to € 2000*<br>*Up to € 2250*<br>*Up to € 2500* | ☐<br>☐<br>☐<br>☒<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐ | |

| D) Comment | |
|---|---|
| Add any **comment or proposal** on the programme, which you deem necessary from your point of view. | |
| **No at this point** | |

**Thank you for your support and for taking the time to answer this questionnaire!**

The SEE-ERA.NET Regional Programme for Cooperation with South-East Europe is based on four, needs driven pillars like:

13. Joint Call for European research projects
14. Accompanying Measures
15. Young Scientist Programme
16. Innovation Programme

It is the aim of the SEE-ERA.NET WP6 to define and kick off activities in the frame of these four pillars. Therefore, the SEE-ERA.NET is currently in the process of assessing the needs and the added value of a Young Scientist (YS) or Young Researcher (YR) Programme amongst the SEE-ERA.NET partner countries. The programme shall have a SEE regional focus and enhance mobility in the SEE region.

A first step is the following short survey. The outcomes of the survey will provide the discussion basis for elaboration of the programme concept at the next Working Group meeting, which is planned for Sept 1st 2008 in Belgrade.

With this questionnaire, especially Western Balkan Countries are invited to give a comment and clarify their needs. Please answer yes/no to the questions by ticking the appropriate box and provide more detailed explanation, if required. Thank you for your support!

| | |
|---|---|
| **First Name** | **Miroslav** |
| **Surname** | **Trajanovic *** |
| **Institution** | **Ministry of Science and Technological Development** |
| **Country** | **Serbia** |

***Member of the Programme Committee for People**

| **A) General Issues** | | |
|---|---|---|
| **1.** From the perspective of your country: do you see a **need for a specific SEE-ERA.NET Young Scientists/Young Researchers programme**, which shall fund mobility? | Y√ | N |
| **2. Outward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from your country to a SEE-ERA.NET partner country (especially on regional SEE level)? | Y√ | N |
| **3. Inward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from a SEE-ERA.NET country to your country? | Y√ | N |
| **4.** Should there be any **return mechanism/incentive** (to be funded?) for the paternal institution of the grant holders**,** after their time abroad? | Y√ | N |
| **If you answered NO to one of the questions above, please explain briefly your reasons.** | | |
| | | |

| **B) Programme Set Up** | | |
|---|---|---|
| **1. Individual Grants:** Shall the YS/YR Programme fund individual grants, to be | Y√ | N |

| | | |
|---|---|---|
| allocated to a single researcher for his/her mobility? | | |
| **2. Network Grants:** A network grant would be allocated to a consortium of research organizations of at least three different countries. Among this consortium mobility of individual researchers will be funded. Shall the YS/YR Programme fund such network grants? | Y√ | N |
| **3. Duration:** for which time period shall mobility be supported?<br><br>Up to 3 months<br>Up to 6 months<br>Up to 1 year<br>Up to 2 years | Y<br><br>☐<br>☒<br>☐<br>☐ | N |
| **4. YS/YR definition:**<br><br>Would you recommend an age limitation (limit?) ? | Y | N√ |
| Or should an academic grade (graduation or doctorate degree) and the **extent of research experience (in years)** be the defining factor for eligibility? | Y | N√ |
| **5. Additional features:** besides mobility support for individual scientists/researchers, shall there be other measures supported by the programme (e.g. summer schools, mentoring schemes etc.) | Y√ | N |
| If Yes: On individual level? | Y | N√ |
| Or programme level (e.g. accompanying measures)? | Y√ | N |
| How many young scientists/researchers from your country would you estimate could participate in the programme? | 100 | |

| **C) Financial Information** | | |
|---|---|---|
| **1. *Funding for individual mobility:*** *Which of the following net monthly rates would be appropriate for a reasonable funding of a researcher moving to your country?*<br><br>*Up to € 250*<br>*Up to € 500*<br>*Up to € 750*<br>*Up to € 1000*<br>*Up to € 1250*<br>*Up to € 1500*<br>*Up to € 1750*<br>*Up to € 2000*<br>*Up to € 2250*<br>*Up to € 2500* | <br><br>☐<br>☐<br>☐<br>☐<br>☒<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐ | |

| D) Comment | |
|---|---|
| Add any **comment or proposal** on the programme, which you deem necessary from your point of view. | |
| | |

**Thank you for your support and for taking the time to answer this questionnaire!**

## Needs Survey for SEE-ERA.NET Young Scientists/Young Researchers Programme

The SEE-ERA.NET Regional Programme for Cooperation with South-East Europe is based on four, needs driven pillars like:

1. Joint Call for European research projects
2. Accompanying Measures
3. Young Scientist Programme
4. Innovation Programme

It is the aim of the SEE-ERA.NET WP6 to define and kick off activities in the frame of these four pillars. Therefore, the SEE-ERA.NET is currently in the process of assessing the needs and the added value of a Young Scientist (YS) or Young Researcher (YR) Programme amongst the SEE-ERA.NET partner countries. The programme shall have a SEE regional focus and enhance mobility in the SEE region.

A first step is the following short survey. The outcomes of the survey will provide the discussion basis for elaboration of the programme concept at the next Working Group meeting, which is planned for Sept 1st 2008 in Belgrade.

With this questionnaire, especially Western Balkan Countries are invited to give a comment and clarify their needs. Please answer yes/no to the questions by ticking the appropriate box and provide more detailed explanation, if required. Thank you for your support!

| | |
|---|---|
| **First Name** | **SLOBODANKA** |
| **Surname** | **KOPRIVICA** |
| **Institution** | **MINISTRY OF EDUCATION AND SCIENCE** |
| **Country** | **MONTENEGRO** |

| A) General Issues | | |
|---|---|---|
| **1.** From the perspective of your country: do you see a **need for a specific SEE-ERA.NET Young Scientists/Young Researchers programme**, which shall fund mobility? | **Y** | N |
| **2. Outward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from your country to a SEE-ERA.NET partner country (especially on regional SEE level)? | **Y** | N |
| **3. Inward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from a SEE-ERA.NET country to your country? | **Y** | N |
| **4.** Should there be any **return mechanism/incentive** (to be funded?) for the paternal institution of the grant holders**,** after their time abroad? | Y | **N** |
| **If you answered NO to one of the questions above, please explain briefly your reasons.** | | |
| We see this programme more as an opportunity for short-term mobility, and the return should be provided through a contract between the beneficiary and his/her paternal institution. Apart from that, this scheme would require much more funds from SEE-ERA.NET. | | |

| B) Programme Set Up | | |
|---|---|---|
| **1. Individual Grants:** Shall the YS/YR Programme fund individual grants, to be allocated to a single researcher for his/her mobility? | **Y** | N |
| **2. Network Grants:** A network grant would be allocated to a consortium of research organizations of at least three different countries. Among this consortium mobility of individual researchers will be funded. Shall the YS/YR Programme fund such network grants? | Y | **N** |
| **3. Duration:** for which time period shall mobility be supported?<br>Up to 3 months<br>Up to 6 months<br>Up to 1 year<br>Up to 2 years | Y<br>☒<br>☐<br>☐<br>☐ | N |
| **4. YS/YR definition:**<br>Would you recommend an age limitation (limit?) ? | Y | **N** |
| Or should an academic grade (graduation or doctorate degree) and the **extent of research experience (in years)** be the defining factor for eligibility? | **Y** | N |
| **5. Additional features:** besides mobility support for individual scientists/researchers, shall there be other measures supported by the programme (e.g. summer schools, mentoring schemes etc.) | **Y** | N |
| If Yes: On individual level? | **Y** | N |
| Or programme level (e.g. accompanying measures)? | Y | N |

| | |
|---|---|
| How many young scientists/researchers from your country would you estimate could participate in the programme? | **10 PER YEAR** |

| **C) Financial Information** | | |
|---|---|---|
| **1. *Funding for individual mobility:*** *Which of the following net monthly rates would be appropriate for a reasonable funding of a researcher moving to your country?*<br><br>*Up to € 250*<br>*Up to € 500*<br>*Up to € 750*<br>*Up to € 1000*<br>*Up to € 1250*<br>*Up to € 1500*<br>*Up to € 1750*<br>*Up to € 2000*<br>*Up to € 2250*<br>*Up to € 2500* | ☐<br>☐<br>☐<br>☐<br>☐<br>☒<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐ | |

| **D) Comment** | |
|---|---|
| Add any **comment or proposal** on the programme, which you deem necessary from your point of view. | |
| **THE PROGRAMME COULD BE USED AS AN OPPORTUNITY TO BUILD UP A DATA-BASE OF POTENTIAL MENTORS FROM SEE-ERA.NET COUNTRIES, E.G. THROUGH PUBLISHING A CALL** | |

**Thank you for your support and for taking the time to answer this questionnaire!**

## Needs Survey for SEE-ERA.NET Young Scientists/Young Researchers Programme

The SEE-ERA.NET Regional Programme for Cooperation with South-East Europe is based on four, needs driven pillars like:

17. Joint Call for European research projects
18. Accompanying Measures
19. Young Scientist Programme
20. Innovation Programme

It is the aim of the SEE-ERA.NET WP6 to define and kick off activities in the frame of these four pillars. Therefore, the SEE-ERA.NET is currently in the process of assessing the needs and the added value of a Young Scientist (YS) or Young Researcher (YR) Programme amongst the SEE-ERA.NET partner countries. The programme shall have a SEE regional focus and enhance mobility in the SEE region.

A first step is the following short survey. The outcomes of the survey will provide the discussion basis for elaboration of the programme concept at the next Working Group meeting, which is planned for Sept 1st 2008 in Belgrade.

With this questionnaire, especially Western Balkan Countries are invited to give a comment and clarify their needs. Please answer yes/no to the questions by ticking the appropriate box and provide more detailed explanation, if required. Thank you for your support!

| | |
|---|---|
| **First Name** | **Jordan** |
| **Surname** | **Sikoski** |
| **Institution** | **Ministry of Education and Science of the Republic of Macedonia** |
| **Country** | **R. Macedonia** |

| **A) General Issues** | | |
|---|---|---|
| **1.** From the perspective of your country: do you see a **need for a specific SEE-ERA.NET Young Scientists/Young Researchers programme**, which shall fund mobility? | Y | N |
| **2. Outward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from your country to a SEE-ERA.NET partner country (especially on regional SEE level)? | Y | N |
| **3. Inward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from a SEE-ERA.NET country to your country? | Y | N |
| **4.** Should there be any **return mechanism/incentive** (to be funded?) for the paternal institution of the grant holders**,** after their time abroad? | Y | N |
| **If you answered NO to one of the questions above, please explain briefly your reasons.** | | |
| | | |

| **B) Programme Set Up** | | |
|---|---|---|
| **1. Individual Grants:** Shall the YS/YR Programme fund individual grants, to be allocated to a single researcher for his/her mobility? | Y | N |

| | | |
|---|---|---|
| **2. Network Grants:** A network grant would be allocated to a consortium of research organizations of at least three different countries. Among this consortium mobility of individual researchers will be funded. Shall the YS/YR Programme fund such network grants? | **Y** | N |
| **3. Duration:** for which time period shall mobility be supported?<br><br>Up to 3 months<br>Up to 6 months<br>Up to 1 year<br>Up to 2 years | Y<br><br>☐<br>☐<br>☐<br>X | N |
| **4. YS/YR definition:**<br><br>Would you recommend an age limitation (limit?) ? (EU standard) | Y | N |
| Or should an academic grade (graduation or doctorate degree) and the **extent of research experience (in years)** be the defining factor for eligibility? | Y | N |
| **5. Additional features:** besides mobility support for individual scientists/researchers, shall there be other measures supported by the programme (e.g. summer schools, mentoring schemes etc.) | Y | N |
| If Yes: On individual level? | Y | N |
| Or programme level (e.g. accompanying measures)? | Y | N |
| How many young scientists/researchers from your country would you estimate could participate in the programme? | Up to 6 on yearly base | |

| **C) Financial Information** | | |
|---|---|---|
| **1*. Funding for individual mobility:*** *Which of the following net monthly rates would be appropriate for a reasonable funding of a researcher moving to your country?*<br><br>*Up to € 250*<br>*Up to € 500*<br>*Up to € 750*<br>*Up to € 1000*<br>*Up to € 1250*<br>*Up to € 1500*<br>*Up to € 1750*<br>*Up to € 2000*<br>*Up to € 2250*<br>*Up to € 2500* | <br><br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>☐<br>X<br>☐<br>☐<br>☐<br>☐ | |

| D) Comment | |
|---|---|
| Add any **comment or proposal** on the programme, which you deem necessary from your point of view. | |
| **So far we do no have any additional comments , we would wait for the presentation of the draft Concept in September.** | |

**Thank you for your support and for taking the time to answer this questionnaire!**

## Needs Survey for SEE-ERA.NET Young Scientists/Young Researchers Program

The SEE-ERA.NET Regional Programme for Cooperation with South-East Europe is based on four, needs driven pillars like:

21. Joint Call for European research projects
22. Accompanying Measures
23. Young Scientist Programme
24. Innovation Programme

It is the aim of the SEE-ERA.NET WP6 to define and kick off activities for these four pillars. With respect to the 3rd pillar, the SEE-ERA.NET is currently in the process of assessing the needs and added value of a Young Scientist (YS) or Young Researcher (YR) Programme amongst the SEE-ERA.NET partner countries. The programme shall have a SEE regional focus and enhance brain circulation in the SEE region.

A first working step is the following short survey. The outcomes of the survey will provide the discussion basis for the definition of the programme concept in the next Working Group meeting, which is planned for Sept 1st in Belgrade.

Especially Western Balkan Countries are asked to give their opinion and clarify their needs. Please answer yes/no to the questions by ticking the appropriate box. Please provide more detailed explanation, where your comment is asked. Thank you for your help!

| | |
|---|---|
| **First Name** | **Tanja** |
| **Surname** | **Ivanović** |
| **Institution** | **MZOS** |
| **Country** | **Croatia** |

| A) General Issues | | |
|---|---|---|
| **1.** From the perspective of your country: do you see a **need for a specific SEE-ERA.NET** | Y | N |

| | | |
|---|---|---|
| **Young Scientists/Young Researchers program**, which shall fund mobility? | | |
| **2. Outward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from your country to another SEE-ERA.NET country (especially on regional SEE level)? | Y | N |
| **3. Inward mobility:** Do you see a need for stimulating mobility of young scientists/young researchers from a SEE-ERA.NET country to your country? | Y | N |
| **4.** Should there be a **reintegration mechanism/phase** in the sending institution for the grant holders**,** after their mobility experience? | Y | N |
| **If you answered NO to one of the questions above, please explain briefly your reasons.** | | |
| | | |

| **B) Programme Set Up** | | |
|---|---|---|
| **1. Individual Grants:** Shall the YS/YR Program fund individual grants, which will be allocated to a single researcher for his/her mobility? | Y | N |
| **2. Network Grants:** A network grant would be allocated to a consortium of research organizations of at least three different countries. Among this consortium mobility of individual researchers will be funded. Shall the YS/YR Program fund such network grants? | Y | N |
| **3. Duration:** for which time period shall mobility be supported?<br><br>Up to 3 months<br>Up to 6 months<br>Up to 1 year<br>Up to 2 years | Y | N |
| **4. YS/YR definition:**<br><br>Do we need an age limitation? | Y | N |
| Or should the **extent of research experience** be the defining factor? | Y | N |
| **5. Additional features:** besides mobility support for individual researchers, Shall there be other measures supported by the programme (e.g. summer schools, mentoring schemes etc.) | Y | N |
| On individual level? | Y | N |
| Or programme level (e.g. accompanying measures)? | Y | N |

| **C) Financial Information** | | |
|---|---|---|
| **1. *Funding for individual mobility:*** *Which of the following net monthly rates would be appropriate for a reasonable funding of a researcher moving to your country?*<br><br>*Up to € 250*<br>*Up to € 500* | | |

| | | |
|---|---|---|
| *Up to € 750*<br>*Up to € 1000*<br>*Up to € 1250*<br>*Up to € 1500*<br>*Up to € 1750*<br>*Up to € 2000*<br>*Up to € 2250*<br>*Up to € 2500* | | |
| **2. Which organization** in your country could contribute financially to a possible SEE-ERA.NET YS/YR Program? **Which amounts** would you estimate could be made available? | | |
| **Organisation - amount**<br>**……MZOS……**<br>**…….to be discussed……..** | | |

| **D) Comment** | |
|---|---|
| Add any **comment** on the program, which you deem necessary from your point of view. | |

**Thank you for your support and for taking the time to answer this questionnaire!**