Vision

More and more adequately skilled researchers will be needed in the EU by 2010 in order to fulfil Lisbon’s and Barcelona’s targets

700,000 additional researchers are deemed necessary
Commission's Objective*

Strengthening Human Resources in the 7th Framework Programme by increasing the budget
Attracting the best researchers to Europe
Attracting the young to science

Support Working document by P.E. Locatelli

*(COM(2004) 353 final)
Today’s Situation

HRM funded mainly through the Marie Curie actions in FP6 (limited budget)
Fewer native-born young researchers mainly in the most developed EU regions
Brain drain
How Did We Get Here?

Lack of public recognition-research culture
Lack of incentives- career development plan
Insufficient funding
Restrictions on the number of consecutive contracts
Insecurity associated with short-term contracts
Mobility obstacles
Insurance – family planning problems - life of nomad
### EXAMPLE: FP6 2003-2004

**MC - Research Training Networks (MC-RTN)**

**April 2003 - November 2003**

<table>
<thead>
<tr>
<th></th>
<th>Total EU/AC</th>
<th>Greek participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eligible proposals</td>
<td>326 (644)</td>
<td>95 partners (174 partners)</td>
</tr>
<tr>
<td>Funded proposals</td>
<td>53 (541 p)</td>
<td>11 partners (14 partners)</td>
</tr>
<tr>
<td>Success %</td>
<td>16 %</td>
<td>11.5 %</td>
</tr>
<tr>
<td>Indicative budget</td>
<td>115 ? Euro</td>
<td>115 MEuro</td>
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</tbody>
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*Philomela Komninou, Associate Professor, Department of Physics, Aristotle University of Thessaloniki, 54124 Thessaloniki, Greece*
Abundance of well trained researchers needs abundance of research opportunities

**General measures**

- Significant increase of the HRM funding in 7th FP
- Encourage Higher/Secondary education links
- Foster EU-Masters and EuroPhd’s
- Establishment of long-term carriers thus making the prospect of such employment attractive
- Promotion of intersectorial mobility from academia/research centres to high/medium/low-tech SMEs through transnational collaborative research for training-transfer of knowledge-development-innovation
- Encourage mobility in international cooperation activities
Heterogeneities within EU-25
Specific measures

Support the development of less developed EU regions through “centres of excellence” and “centres of innovation”