

## **A European employment market for researchers: challenges and opportunities**

**Date:** 2004-08-28

**Time:** 9:30-11:00

**Venue:** Folkets Hus, 2nd floor, room 204

### **Synopsis:**

This session of the MCFA Careers Workshop will look at various aspects related to the idea of a European employment market for researchers. What do national recruitment policies look like across Europe? Does the emerging open European labour market offer equal chances for all? Is there a need for more transparency, and if so, how can it be achieved? What opportunities does the "new Europe" of 25 present for European researchers? Will it contribute to an intra-European brain drain? Our three speakers will present their ideas regarding these and similar questions. The presentations will be followed by a discussion with the audience, with special contributions from our two discussants.

### **Coordinators:**

Magda Lola  
Marie Curie Fellowship Association  
Brussels, Belgium  
Coordinator of the Science Policy Committee  
email: mlola@mariecurie.org

Dagmar M. Meyer  
Marie Curie Fellowship Association  
Brussels, Belgium  
Chairperson  
email: dmeyer@mariecurie.org

### **Speakers:**

Sigi Gruber (Policy Officer, European Commission, DG RTD, Directorate D, Unit "Policy and Strategy")  
*"Some achievements and new instruments"*

Jerzy Langer (Institute of Physics, Polish Academy of Sciences, and EUROSCIENCE)  
*"Researchers in the enlarging European Union - EU 15, EU 25 and beyond: everybody gains?"*

Tom Casey (Director of CIRCA Group Europe Ltd., Ireland)  
*"Researchers with attitude"*

### **Discussants:**

Sami Mahroum (Department of Technology Policy, Systems Research GmbH, Austrian Research Centres)

Alexandra Oltean (University Politehnica of Bucharest/CERN Geneva)

### **Rapporteur:**

Dagmar M. Meyer (Marie Curie Fellowship Association, Bruxelles)

## ABOUT THE SPEAKERS, DISCUSSANTS AND COORDINATORS

### SIGI GRUBER

European Commission, DG Research,  
Directorate D: "Human Resources, Mobility and Marie Curie Activities",  
Unit "Strategy and Policy"

Ms Sigi Gruber works for the Directorate General Research of the European Commission in Brussels. Her position includes major responsibilities in strategy and policy development for human resources in R&D including the general coordination of the follow-up initiatives proposed in the Commission Communication : *Researchers in the ERA: one profession, multiple careers*. She is also responsible for the overall coordination of the Researcher's Mobility Portal (<http://europa.eu.int/eracareers>).

Sigi Gruber has previously held various other high-level positions. She was the Secretary General of the European Association for the Education of Adults and Lifelong Learning from January 2000 – July 2001. Before that she had strategic management responsibilities for implementing the Leonardo da Vinci Programme at the European Commission, Directorate General Education and Culture, formerly know as DG XXII, and she contributed to the successful implementation of the LINGUA Programme from 1990 - 1995.

### JERZY LANGER

Polish Academy of Sciences

Prof. Jerzy Langer is a physicist, specialising in condensed matter (mainly semiconductor physics). Born 1947, PhD 1972 - Warsaw University. He is author of about 170 research papers, over 70 plenary and keynote talks at major international physics conferences. Member of Program and Advisory Committees of major international conferences in physics (50+ times). Presented well over 100 lectures and seminars in research institutions worldwide.

Works, since 1978, at the Institute of Physics, Polish Academy of Sciences. Recipient of Maria Sklodowska-Curie prize - the highest Polish award in physics and chemistry. Graduated 12 PhD students. Since 1999, adviser to the President of Polish Academy of Science. Post-doc. at Stanford University, visiting professor at Linz University -Austria and UMIST - Manchester, UK. Is elected Fellow (1987) of American Physical Society for his seminal contributions to physics of defects and recombination phenomena in semiconductors.

Member of EURAB, ISTAG and the JRC Board of Governors. Author of numerous papers and lectures on science and science policy, including major input to the concept of the ERC (Member of ESF-HLWG for the concept of ERC and Member of EU-HLWG on maximising the wider benefits of competitive basic research at European level). Founding member and Honorary Vice-President of EUROSCIENCE.

### TOM CASEY

Director of CIRCA Group Europe Ltd., Ireland

Tom Casey is a Director of the CIRCA Group Europe Ltd. since 1989 – a company specialising in research and policy analysis (web at [www.circa.ie](http://www.circa.ie) and e-mail [tom.casey@circa.ie](mailto:tom.casey@circa.ie)). He was educated at Imperial College (Physics), University of Manchester (Science & Technology Policy), and Université de Paris-Dauphine (Economie de la Production). He has worked in the OECD and in Ireland for the National Board for Science & Technology and the National Enterprise Agency. He was an External Lecturer in Technology & Innovation Policy in University College, Dublin from 1985 to 1998.

Among others, Tom Casey has undertaken work on:

- Impact, Evaluation and Monitoring Work for DG Research (Monitoring of Overall Framework Programme and of Human Resources and Mobility Programme and its 5-Year Assessment), DG Energy (Socio-Economic Impact Evaluation of Programme) and DG Information Society (Monitoring of Programme, Review of Commitments).
- The Labour Markets and Careers of Researchers, Scientists and Technologists including 1) Increasing the Attractiveness of Science and Engineering Careers, 2) International Analysis of Career Development of Doctoral and Postdoctoral Researchers, 3) International Mobility of EU Researchers, 4) International Mobility of S&T Staff within MNCs, 4) Undergraduate Student Mobility, 5) Evaluation, Assessment and Monitoring of S&T Human Resources Programmes including Training & Mobility of Researchers Programme, EU/US/Canada Cooperation Programmes, etc.

- The Funding and Commercialisation of R&D in Higher Education in Ireland and abroad.
- National and International Reports on Education and Training.
- Research and Policy Analysis for European Union Research Advisory Board as well as DG Research, DG Education and DG Social Affairs in areas ranging from technological skill requirements to RTD & industrial change.

### **SAMI MAHROUM**

Department of Technology Policy, Systems Research GmbH, Austrian Research Centres

Dr. Sami Mahroum BA (Oslo), MSc. (Amsterdam), PhD (Hamburg) is a Senior Research Associate of *Systems Research GmbH*, part of the Austrian Research Centres (ARCS). His main research activities focus on innovation policy, including human resources for the knowledge economy. He has been especially active in the area of international mobility of highly skilled labour, giving numerous keynote speeches on the subject and publishing widely on it in international peer reviewed journals.

His current research interests are

- managing scientific diaspora for the mutual benefit of the sending and receiving nations, and
- measuring the impact of multicultural knowledge societies on innovation systems.

### **ALEXANDRA DANA OLTEAN**

University Politehnica of Bucharest / CERN Geneva

Alexandra Oltean was born in Brasov, Romania, where she also performed her studies at the Technical University. Already during her University studies she participated in different mobility actions (e.g. to Germany) being part of the "Leonardo da Vinci" exchange program. In March 2002 she came to CERN, Geneva, as a collaborator for a European Project. There she is currently working until the end of this year, with topics of research related to high performance multi-gigabit boards interconnect design and high speed system testing. Since October 2002 she has been a PhD student at the Politehnica University of Bucharest in Romania.

### **MAGDA LOLA**

Marie Curie Fellowship Association, Bruxelles

M.L. graduated with first class honours from the Physics Department of the National University of Athens and obtained a PhD from the University of Oxford, for research on Particle Physics and Cosmology. She worked as a postdoctoral researcher at the University of Heidelberg and CERN' s Theory Division (1993-2000) and subsequently joined CERN' s Human Resources, as a Deputy Group Leader for Recruitment. In November 2004, M.L. will return to Greece as an Associate Professor in the Physics Department of Patras University. She is currently in charge of the Marie Curie Fellowship Association Science Policy Panel, and is particularly interested in equal opportunities, training, career development and benchmarking of framework conditions for research mobility in Europe.

### **DAGMAR M. MEYER**

Marie Curie Fellowship Association, Bruxelles

Dagmar M. Meyer studied mathematics at the Universities of Heidelberg and Cambridge. The work for her doctoral dissertation on a problem in Algebraic Topology was done mostly at the Autonomous University of Barcelona and the Max-Planck Institute for Mathematics in Bonn. After her PhD she spent two and a half years at the University of Paris 13, first with a fellowship from the French Ministry of Foreign Affairs, then with a Community funded Marie Curie fellowship. In 2001 she returned to her native Germany where she currently holds a temporary position as Assistant Professor at the University of Göttingen. Since her time in Paris she has been actively involved in the Marie Curie Fellowship Association, first as one of the French national co-ordinators, then at European level holding various positions within the Administrative Board. She is currently the Chair of the association.

Dagmar is particularly interested in issues related to the career development of young reserchers and how to improve the framework conditions in this respect at a national and European level.