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GREEN CHARTA

I. Preamble and propose of the Charta

Launched in 2004, the EURAXESS (ERA -MORE) network aims to provide personalized assistance to mobile researchers from inside and outside Europe. The main of the network is to support greater mobility across Europe and attracting world -class talent from the rest of the world. At this time the EURAXESS network counts about 200 mobility centres and numerous local contact points in 32 different countries. Even if the network has made important steps in the professionalizing of its services, still a lot of things are to be done due to:

- increase of mobility in the next years,
- increase of the complexity of services needed from the network,
- disparities between experience of the centres (especially to the ones from the
- new member states)

Considering this challenges ***the strategic objective of Discover Europe project was to straighten the EURAXESS network by stimulating the cooperation between the European Mobility Centres.*** The target countries for the Discover Europe Project were Romania and Bulgaria that were the lost countries to join the European Union in 2 007. France and Poland have been selected to train and share experience with the two newcomers. The Green Charta of cooperation between Ro – Bg – Fr – Pl is based on the principles included in the European Charter for Researchers.

The Green Charta of cooperation between Ro – Bg – Fr – Pl summarise the experience that the four countries have gained during the implementation of the project and aims:

- to set up the guiding line for a optimum cooperation between the Mobility offices in the four countries in orde r to offer the best services to their customers.
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- develop recommendations for strengthening the cooperation between the four countries in order to improve the services that the partners offer to there customers
- to be a long time working instrument for the four offices.
- to become model to be future developed also by others EURAXESS members.

2. Lessons Learned

Even if in the initial version of the project the consortium consisted in two countries to be trained (Romania and Bulgaria) and two countries to b e the trainers (France and Poland), we actually realised during the implementation of the project that all the four countries learned from

each other experience. Thus this chapter of the Charta is summarising the experience that each country had during the implementation of the project.

2.1 Lesson learned – Romania experience

- Scientific portfolio and visibility of a country are prerequisites for scientific mobility towards that country – we should unite our efforts (structures involved in managing scientific environment in RO) and pending on our capacities, to better promote our national scientific potential.
- In order to reach a certain standard of services (EURAXESS Service Centre), centres from less developed countries (e.g. Romania, Bulgaria) should actually learn and take examples from their more experienced colleagues (see the fortunate situation of CIUP and the struggling of KPK to keep up standards – these were both good examples for less experienced RO and BG)
- Financing is crucial for sustaining such services – the good intentions are useless without human and material endowments.
- Once the demands -offer mechanism is settled, performance is a just request for financing such a network <http://www.icmpp.ro/discovereurope>
- RO and BG centres need to actually observe and experience daily activities of a experienced service centre – on site training is more instructive than any guidebook.
- Reconfigure the activities of the national service centres so as to extend their services for the outgoing researchers also, which would be an important publicity mean at NATIONAL level

2.2 Lesson learned – Bulgaria experience

- The importance for creating a common database of researchers and other entities/institutions approaching the mobility centre: Identify correctly the main target groups; Create a profile of the target group and identify correctly the issues of a key interest; Facilitate the process of dissemination of useful, updated information regarding important legal, tax, etc. issues; Send reminders about specific and important to the particular country administrative issues (Ex. Deadline for sending a tax report); Send leaflet on regular bases; Provide administrative, cultural and other information;
- Enable the socialization and networking among foreign researchers, working in the country or enable their smooth entry into the social life of the new country they moved to work in (Ex. Organisation of social events like concerts, parties, excursions, sight - seeing tours, etc.); Enable the transition to working in a multi - cultural environment;
- Identify the key scientific fields of interest to incoming and outgoing researchers.
- The importance of collecting, systematising and analysing different statistical information: Way, in which, the mobility centre was approached (e -mail; phone; ‘visit at the office’; pro motion events); Number of e -mails (phone calls, visits to the site, etc.); Number of enquires handled successfully; Obstacles in handling some enquiries – looking for the reasons – ‘why?’; Information about the most common questions asked; Most common obstacles in routine work; Process time of handling an enquiry.
- Establishing a long -lasting cooperation with strategic partners (Government Institutions, Universities, Research Institutions, Embassies and Cultural Institutes): Introduce the Mobility Centre and its activity to some key institutions as Foreign Affairs Office, Research Institutes, Universities, Tax Office, Social Insurance Administration, etc.; Emigration Office (in order to facilitate the process of providing work -permits to foreign researchers and their families, as well as establish contacts that will enable the outgoing

researchers facing similar problems); Municipality; Cooperate with local Embassies and Cultural Offices of different countries; Banks and Insurance Offices; Kindergartens and Schools, etc.

- Organisation of work and administration of a mobility centre: Each officer at the mobility centre should be able to handle an initial enquiry; In case of specialized expertise needed he/she should be able to direct the person to an expert in the specific field; Provide accommodation and administrative advice and services tailored to the specific needs and available funding of the researcher; Provide information about different grants and funding of research; Organisation and management of language courses; Search for job opportunities and occupation for the researchers' spouse; 80% of time is dedicated to answering to different enquires regarding accommodation; taxes; legal issues; visas and work permit; medical service; language courses; job opportunities; kindergartens and schools, etc.
- Social Events and Networking possibilities among foreign researchers
- The importance of finding appropriated funding resources for the offices
- Promotion of the services provided by the Mobility Centres
- The importance of twinning activities are very useful tool and staff exchange/between ESCs from different countries/ can be a practical tool for international collaboration and strengthening the cooperation newcomers benefit through the project cooperation

2.3 Lesson learned – French experience

- The importance of collecting, systematising and analysing different statistical information: e-mail; phone; 'visit at the office'; promotion events ; Number of enquires handled successfully; Obstacles in handling some enquiries – looking for the reasons; Information about the most common questions asked; Most common obstacles in routine work; Process time of handling an enquiry.
- The importance of finding appropriated funding resources for the offices
- Enable the socialization and networking among foreign researchers, working in the country or enable their smooth entry into the social life of the new country they moved to work in

2.4 Lesson learned – Poland experience

- The position and types of activities carried out by the Bridgehead Organisations and each centre vary significantly from one country to another. There are many reasons of this situation but two of them seem to be the most important ones, namely: (1) the recognition of a centre usefulness by the national (appropriate ministry) and local authorities (university, research centre, etc.); (2) number of incoming fellows staying for longer time in a particular country.
- An indispensable factor for a correctly functioning of any domestic EURAXESS network is to provide a minimum national funds for networking activities, at least. Some of the problems Bulgarian and Romanian networks faced with is lack of this kind of support. The situation is different in Poland and France due to available funds for daily activities of the se both centres and, in case of Poland also national network.
- A growth or sufficient number of incoming fellows is a necessary factor for improvement the visibility and increasing the importance of centre's work inside of each country. Sometimes helping own researchers to go abroad is perceived as supporting a brain drain process. However, the situation can be changed by an appropriate political strategy at the national level through a wide promotion of the country research potential, creation of

national fellowship programmes for foreign researchers or participation in international projects, which is outside of a

- capability of the EURAXESS .
- The international recognition of the country research potential affects the activities carried out by the centres. Countries with a low tradition and experiences in attracting foreigners, (PL, BG, RO) help mainly their own outgoing scientists whereas centres located in a country being a popular destination (FR) put a minimum or none effort on this issue. What's more, that situation gives them more time and possibilities to create even more friendly and attractive environment for foreigners.
- In order to prove an importance of the EURAXESS work at different level, a coherent approach should be taken for collection of the statistical data.
- Bridgehead organisations should be in close contact with the national, regional and local authorities in order to provide them with their knowledge of different issues related to cross -border mobility of researchers.

3. Agreement for further co-operation of project members

Based on the lesson learned during the project and on the principles of the European Charter for Researchers all five partners have decided the main guiding lines for there future cooperation within EURAXESS network so to be able to provide best services to their customers:

- Direct contacts should be kept among project partners in order to exchange a new ideas or receive help in case of emergency or any other need.
- Continued best practices exchange between the four countries FR/PL /RO/BG
- (Virtual)Tutoring scheme FR/PL to RO/BG with a view to increase the complexity of the services offered by the RO and BG centres
- Communication protocol between the four partners on several topics (either bilateral or multilateral, topics to be established and agreed by all)
- Exchange of printed promotional materials – made available for public
- The partners could be invited for participation in events (e.g. about funding opportunities) organised for national research society in order to present and promote the country potential and kind help offered by EURAXESS centres.
- Whenever possible, FR and PL partners could participate as speakers to the EURAXESS events organized in RO and BG
- Regular annual meetings for benchmarking, promoting mobility among researchers, sharing best practices, and transfer of knowledge
- to use good relationship between project partners for future SEE calls
- to establish regular mutual trainings/exchange good practice including partners from other related projects
- A one-month (or other duration) advertisement of the partners research could be hosted at the website of the participating institutions. Proposed name: Discover Romanian/French/Bulgarian Research.

4. Recommendation for strengthening the co -operation of EURAXESS network

4.1 General organisation aspects:

- Organisation of best practice exchange schemes, with a special component for less experienced service centers – trainings (theory and practice) at more developed service centers (training visits)
- Organisation of twining schemes – most efficient for upgrading the less experienced and less favorite centers. The twining visit for different level EURAXESS centers might be organized in order to gain a new knowledge, ideas and approach to our daily work as well as to propose a new solution for authorities. It's also an excellent tool for better knowing each other, which is vital for future EURAXESS existence and professionalization of our services.
- to continue the development of the on-line tools needed for improve the cooperation between the EURAXESS Centers

4.2 EC to inform actively each National Ministries about the policy of EU.

(i.e. the importance of development of research; the need for mobility; make it clear that EC is interested in research development; face-to-face contact with ministry in each country; EC should request presence of EURAXESS bridgehead and some NCP;)

4.3 EC active support at a national level.

- Have 100% dedicated full-time EURAXESS staff in each mobility centre
- Financial funding for national activity for support of incoming researchers
- To create a strong link between Marie Curie Actions and EURAXESS, i.e.
- The MC action should inform incoming researchers about EURAXESS and should inform researchers about the services they could provide them during their stay.