### Deliverable Title

**D3.12 Workshop on barriers for the incoming and outgoing mobility from/to EECA resulting in “Recommendations on how to increase the brain circulation between EU and EECA”**

### Deliverable Lead:

HSE

### Related Work package:

WP3 Strengthening the participation of EECA in FP7

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Abstract
The goals of the deliverable are to increase participation of the EECA countries in the FP7 Specific Programme “People” with particular emphasis on fostering the outward mobility from EU to leading EECA S&T institutions; to organise of a workshop on barriers for the incoming and outgoing mobility from/to EECA in Moscow resulting in recommendations on inward and outward mobility issues between EU and EECA addressed to political stakeholders in EECA and EU.

International Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries took place on 12 October 2009 at State University – Higher School of Economics, Moscow, Russia. The Workshop has been organised jointly by State University – Higher School of Economics (Russia) and Academy of Finland. The main objective of the workshop was to highlight barriers hampering mobility of researchers between EU and EECA countries and work out concrete recommendations to overcome barriers in the two-ways mobility of researchers between EU MS, AC and EECA countries including implementation actions.

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EXECUTIVE SUMMARY

The goals of the deliverable are to increase participation of the Eastern European and Central Asian (EECA) countries in the 7th Framework Programme (FP7) Specific Sub-Programme “People” with particular emphasis on fostering the outward mobility from European Union (EU) to leading EECA S&T institutions; to organise a workshop on barriers for the incoming and outgoing mobility from/to EECA in Moscow resulting in recommendations on inward and outward mobility issues between EU and EECA addressed to political stakeholders in EECA and EU.

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The deliverable has been achieved within the work package 3 (WP3) “Strengthening the participation of EECA in FP7”, task “Increased participation of EECA in the “People”, “Ideas” and “Capacities” programmes of FP7”. The presented deliverable as a part of the WP3 activities contributes to the main objective focused on strengthening EU-EECA S&T cooperation and increasing participation of the EECA countries in FP7.

ABBREVIATIONS AND DEFINITIONS

<p>| AC | Associated to FP7 Country - a state which is party to an international agreement with the European Community, under the terms or on the basis of which it makes a financial contribution to all or part of an EU framework programme for research and technological development (Albania, Bosnia Herzegovina, Croatia, Former Yugoslav Republic of Macedonia, Iceland, Israel, Liechtenstein, Montenegro, Norway, Serbia, Switzerland, Turkey) |
| BSEC | Black Sea Economic Cooperation |
| CIS | Commonwealth of Independent States |
| CNRS | National Research Center of France |
| COST | European Cooperation in Science and Technology |
| CREST | Scientific and Technical Research Committee - an advisory body whose function is to assist the European Commission |
| DAAD | German Academic Exchange Service |
| DFG | German Research Foundation |
| EC | The European Commission |
| EECA | Eastern European and Central Asian Countries (Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, the Russian Federation, Turkmenistan, Tajikistan, Ukraine and Uzbekistan) |
| ERA | The European Research Area |
| ERA-MORE | The pan-European Network of Mobility Centres |</p>
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<tr>
<th>Acronym</th>
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<td>EU</td>
<td>European Union</td>
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<td>EU MS</td>
<td>The European Union Member States</td>
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<td>EURAXESS</td>
<td>Researchers’ Mobility Portal</td>
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<td>FP6</td>
<td>The Six Framework Programme of the European Community for research, technological development and demonstration activities (2002-2006)</td>
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<td>FP7</td>
<td>The Seventh Framework Programme of the European Community for research, technological development and demonstration activities (2007-2013)</td>
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<td>HR</td>
<td>Human Resources</td>
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<td>HSE</td>
<td>University – Higher School of Economics (Russia)</td>
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<td>IAPP</td>
<td>Industry – Academia Pathways and Partnerships</td>
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<td>ICSU</td>
<td>International Council for Science</td>
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<td>IIF</td>
<td>International Incoming Fellowships</td>
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<td>IncoNet EECA</td>
<td>FP7 project “S&amp;T International Cooperation Network for Eastern European and Central Asian Countries” funded by the European Commission</td>
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<td>incrEAST</td>
<td>EU-EECA Portal on Science and Technology Cooperation</td>
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<td>InExCB-Kz</td>
<td>Independent Expert Consulting Board to Promote Scientific Research Activity in Kazakhstan</td>
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<td>INTAS</td>
<td>International Association for the promotion of co-operation with scientists from the New Independent States of the former Soviet Union</td>
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<td>IOF</td>
<td>International Outgoing Fellowships</td>
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<td>IPR</td>
<td>Intellectual Property Rights</td>
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<td>IRSES</td>
<td>International Research Staff Exchange Scheme</td>
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<td>ISTC</td>
<td>International Science and Technology Center</td>
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<td>ITN</td>
<td>Initial Training Networks</td>
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<td>NATO</td>
<td>The North Atlantic Treaty Organization</td>
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<td>NCP</td>
<td>National Contact Points</td>
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<td>PeopleNetwork</td>
<td>FP7 project “Transnational co-operation among National Contact Points for Marie Curie Actions”</td>
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<td>R&amp;D</td>
<td>Research and Development</td>
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<td>RFBR</td>
<td>Russian Foundation for Basic Research</td>
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<td>S&amp;T</td>
<td>Science and Technology</td>
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<td>SME</td>
<td>Small and Medium Enterprise</td>
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<td>STCU</td>
<td>Science and Technology Center in Ukraine</td>
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<td>TEMPUS</td>
<td>The programme to support modernisation of higher education in EU neighbours</td>
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<tr>
<td>Third country</td>
<td>A State that is neither a Member State nor an Associated Country</td>
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1 INTRODUCTION

Mobility of researchers is one of the most important instruments for the transfer of scientific knowledge, promotion of internationalisation of science and education, integration of universities and research structures of partnering countries into international research and education area.

However, the practical realisation of mobility is very complicated and multidisciplinary. Mobility comprises the exchange of intellectual progress, science, culture, resources, research and education technologies that is connected with a variety of problems rooted in different levels of social, political and economic development of countries, different levels of their international integration, different legal frameworks, and information and communication capacities.

The 7th Framework Programme provides increased opportunities for collaboration with third countries and in particular with the EECA countries. Such collaboration can be developed and supported financially through three different forms:

- Through joint projects of research teams from EECA and EU MS, AC on topics of mutual EU – EECA interest. Such topics, called Specific International Cooperation Activities (SICA) addressing the strengths and needs of the EECA countries.
- Through the participation of research teams from EECA in the ‘core’ activities of FP7, i.e. in the consortia set up in EU MS (+AC) to address the FP7 research priorities.
- Through the participation in the “People” programme, which provides financial support for “mobile” researchers (from early stage–researchers to experienced ones) and hosting institutions allowing researchers to increase their experience and skills by working in other countries, to acquire further experience by collaborating with industry, and facilitating their re-integration when they come back in their country of origin.

EECA countries are very active participants and partners of EU MS and AC countries within FP7 “People” mobility actions. At the same time disproportion is observed between the scheme when EECA researchers are recruited by the EU MS research organisations and the scheme when EU MS researchers can be hosted by research organisations in EECA. The practice showed that research in EECA is not attractive for EU MS’ researchers. A number of problems in S&T systems and barriers for harmonised researchers exchange in both directions EECA – EU and vice versa exists.

The present report submits barriers to international mobility of researchers between EU MS, AC and EECA countries that have been highlighted at the “International Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries” in Moscow, and recommendations to overcome them and improve the “brain circulation” in the two-ways mobility of researchers between EU MS, AC and EECA.

2 METHODOLOGY AND ACTIVITIES

International Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries took place on 12 October 2009 at State University – Higher School of Economics, Moscow, Russia. The Workshop has been organised jointly by State University – Higher School of Economics (Russia) and Academy of Finland. The goal of the workshop was to highlight barriers hampering mobility of researchers between EU and EECA countries and work out concrete recommendations to
overcome barriers in the two-ways mobility of researchers between EU MS, AC and EECA
countries including implementation actions.

Invitation and information letters has been developed by the Workshop organisers and
disseminated among about 150 potential participants from research community and policy
stakeholders in EU MS/AC and EECA countries. The invitation and information letters are in
the Annex 1.

Information letter besides the general information about the Workshop described also
objectives and expected outcomes of the workshop:

- To highlight the need of an optimum frame for brain circulation in both directions (East-
  West and West-East);
- To recall the present reality of academic exchange (public and private sector);
- To address the challenges of research mobility;
- To identify good practice in terms of support mechanisms at all levels (national/EU-
  community);
- To develop concrete recommendations to overcome researcher mobility barriers to be
  addressed to policy makers and decision makers in major science organisations and
  exchange institutions.

68 participants - representatives of the European Commission, ministries, academies,
foundations, universities, international and research organisations and programmes dealing
with researcher mobility, National Contact Points from EU and EECA countries took part in
the Workshop. The list of participants is in the Annex 2.

Mr. Sergey Ivanets, Director of Department for Strategy and Perspective Projects in
Education and Science of the Ministry of Education and Science of the Russian Federation,
Mr. Richard Burger, Science & Technology Counsellor of the Delegation of the European
Commission to Russia and Dr. Alexander Sokolov, Deputy Director of Institute for
Statistical Studies and Economics of Knowledge of State University – Higher School of
Economics addressed their welcoming speeches the Workshop audience.

The Workshop programme comprised three parts each of them has been completed by
summarizing and overall discussion:

Session I: EU MS and AC: State-of-the-Art, Results, Barriers and Prospects of Mobility
Programmes in the Context of Co-operation with Third Countries

Representatives of the major mobility programmes and foundations from EU MS (Erasmus
Mundus, ISTC, DAAD, DFG, Humboldt Foundation, Academy of Finland, Polish Academy of
Sciences, National Hellenic Research Foundation) presented mobility schemes, their
experience, lessons learnt, barriers and recommendations to enhance mobility with EECA
countries.

Session II: EECA Countries: Policy Strategies and Instruments for Brain Circulation.
Experience and Proposals from Scientific Community for Shaping the Frame of Brain
Circulation

Representatives of ministries, academies, foundations, universities, research organizations
from Armenia, Belarus, Kazakhstan, Moldova, Russia and Uzbekistan dealing directly with
mobility of researchers shared their experience with the audience and highlighted barriers
hampering arrangement of mobility of researchers between EU and EECA countries.

Session III: Recommendations to Overcome Barriers in the Two-Ways Mobility of
Researchers between EU MS, AC and EECA Countries Including Concrete
Implementation Actions

Recommendations to overcome barriers in the two-ways mobility of researchers were
collected during the Workshop presentations and discussions. The recommendations have
been presented at the concluding part of the Workshop. It was decided to formulate a general document comprising all recommendations, disseminate it among the Workshop participants and partner organizations of IncoNet EECA project for comments and approval. It has been proposed by the Workshop participants to address the final document “Recommendations to Overcome Barriers in the Two-Ways Mobility of Researchers between EU MS, AC and EECA Countries” to the relevant ministries, agencies and governmental bodies responsible for the policy making and implementation in mobility of researchers sphere in EU and EECA countries.

The Workshop programme is in the Annex 3.

2.1 The Workshop Programme, Presentations and Discussion

The Workshop programme consists of three main sessions.

Session I. EU MS and AC: State-of-the-Art, Results, Barriers and Prospects of Mobility Programmes in the Context of Co-operation with Third Countries

Mr. Richard Burger, Science & Technology Counsellor, Delegation of the European Commission to Russia acted as a moderator of the session I.

Mr. Richard Burger made a presentation “Scientific mobility EU-Russia: Recent developments”. He said that The European Research Area (ERA) defined six dimensions for realization (EC “Green Paper on the European Research Area: New Perspectives”, April 2007):

1. Realizing a single labour market for researchers
2. Developing world-class research infrastructures
3. Strengthening research institutions
4. Sharing knowledge
5. Optimising research programmes and priorities
6. Opening to the world through international cooperation in S&T.

The barriers to movement of scientists are the same as barriers to movement of people generally among which are: language, school for children, job for spouse, portability of social security & pension packages, reintegration in country of origin. EU developed the special instruments and undertook internal measures to overcome barriers within the EU including establishing of European Research Council and virtual facility EURAXESS. As for researchers’ mobility in external dimension it is obviously from practice that scientific mobility should be short-term vs. long-term and in both directions EU <=> Russia. The EU provided Member States national schemes for the recruitment of highly qualified migrants, the European “researchers’ visa” package adopted in 2004 facilitates entry of third country researchers to Europe, EU “Blue Card” Directive of 2009 allows high-skilled non-EU citizens to work and live in any country within the EU. A directive on long-term admission and a recommendation (not relevant any more) on the admission of third-country nationals to carry out scientific research in the EU were proposed in March 2004 by the Commission and adopted in September - October 2005. Under the second recommendation covering short-term visas < 3 months the Member States are encouraged to facilitate the rapid issuing of short-term visas (and multiple entry visas), adopt a harmonised approach on the supporting documents for research visa applications and reinforce their consular co-operation on these issues. The Council Directive 2004/114/EC set up of a fast track admission procedure for researchers based on a “hosting agreement” (research project, possession by the researcher of the necessary scientific skills & financial resources), fixes the right to work without an “economic needs test” to be carried out, accelerates admission procedure, smoothes mobility within most Member States, equals treatment with nationals in a number of areas, for example social security or working conditions.
Among the instruments to facilitate scientific EU-Russia mobility Mr. Burger listed the following EU ones: EU MS bilateral programmes; FP7 “People”, “Cooperation”, “Ideas” programmes; Erasmus Mundus, and the Russian: Federal Targeted Programme “Scientific & Education Research Personnel (Human Resources) for an Innovative Russia” for 2009-2013 (e.g. measures to reintegrate Russian “scientific Diaspora” abroad); National Research Universities – international outlook.

To meet the Workshop goals on making recommendations on how to overcome the mobility barriers Mr. Burger proposed to discuss and find answers on the following questions:

- Are there barriers to scientific mobility EU-Russia?
- If so, are they different from barriers to general mobility?
- If so, what are these barriers to EU-Russia scientific mobility?
- And how could they be addressed?
- Are there aspects which, on the contrary, foster & encourage scientific mobility EU-Russia?
- And how could they be used & strengthened?

Mr. Nicola Scaramuzzo, officer of Social Affairs and Civil Society EU-Russia Cooperation Programme at the Delegation of the European Commission to Russia presented “EU funded PhD Academic Mobility Programmes. Barriers Hampering Mobility”.

For the period of 2009-2013 Erasmus Mundus programme includes the main two directions for co-operation:

1. Individual mobility (Action 1):
   - Master degree programmes
   - PhD degree programmes
   - Academic staff teaching and research mobility grants
2. Organised mobility (Action 2): Bachelor, Specialists, Masters, PhD, post PhD, Academic Staff.

Mr. Scaramuzzo described the application procedure and size of financial support for Erasmus Mundus programme and gave some successful examples of co-operation. An Analytical report on a special target Survey among students in higher education institutions in the EU Member States, Croatia, Iceland, Norway and Turkey (2009) has been announced (http://ec.europa.eu/public_opinion/flash/fl_260_en.pdf). The survey results showed that 42% respondents in the examined target countries “planned to study abroad” or “have already studied abroad” or “applied, but was not selected” and 52% - “Planned to but then gave up” or “never planned to study abroad”. Among the obstacles to the ambition of studying abroad were highlighted (in decreasing order):

- Lack of funds;
- Language barriers;
- Lack or difficulty to obtain recognition for study period spent abroad;
- Lack of information on the opportunities to study abroad;
- The different quality of education abroad;
- The professors/teachers in my university do not encourage mobility.

For Russia the barriers for study abroad were listed by Mr. Scaramuzzo in the following order:

1. Lack of or insufficient information;
2. Lack of or insufficient funding;
3. Language barrier (particularly for students of so-called technical universities at regional level);
4. The professor(s) in my university or my university do not encourage mobility;
5. Lack or difficult to obtain recognition of study period spent abroad (in particular when considering “organized mobility”, not an issue for “individual mobility”).
Mr. Scaramuzzo concluded his speech by the recommendations for the different groups of stakeholders:

**Universities:**
- Increasing international cooperation (participation at international conferences or joint projects; development of curricula leading to joint degree programmes);
- Establishing offices for academic mobility with the corresponding infrastructure;
- Promoting more and more knowledge of foreign languages, also through modules and disciplines taught in a foreign language;
- Providing opportunities for academic mobility – competitive advantage.

**Students:**
- Understanding that strong academic background counts;
- Understanding of the importance of acquiring good knowledge of foreign languages;
- Acquiring information about opportunities for academic mobility already during the first years at universities.

**EC Delegation:**
- Disseminating information about funding opportunities both for university cooperation (Tempus and Erasmus Mundus Partnership) and academic mobility (Erasmus Mundus individual mobility and Erasmus Mundus Partnership);
- Promoting studies and researches to assess benefits deriving from university cooperation and academic mobility as well as to discuss problems and barriers hampering university cooperation and academic mobility;
- Developing a data base of double degree programmes (a study will commence next year).

Mr. **Hendrik Visser**, Scientific Programme Manager of International Science and Technology Center (ISTC) introduced ISTC - an intergovernmental organization focused on responsible management of sensitive (dual use) knowledge and technology through international, cooperative science and technology projects, providing:
- Research grants for civilian projects engaging experts with “sensitive” knowledge;
- Funds for projects solving problems of global/regional dimensions;
- Very convenient framework for partner (funded) projects.

ISTC is also a technology matchmaker between Russian/CIS R&D institutes and western companies and a tool to integrate Russian/CIS scientists into the international research community through supporting mobility (short term mobility). Mobility is realized through workshops and scientific seminars; mobility program i.e. travel grants; partner promotion program and EU expert support.

The most of ISTC mobility programs target senior experts for short term visits while other target junior researchers and students. ISTC fully supports experts in logistic and technicalities related to mobility (visa, accommodation, interpretation etc.)

Important recommendations from the experts of ISTC are related with visa and access issues:
- Agree as soon as possible on visa-free mobility between EU and Russia, at least at first stage for scientific exchange. If this is difficult to fulfil than making of a fast track for researchers, internet based application may be the first useful step. It is necessary to make Russian research institutions more open - do not demand access applications long time before the visit, do it on the "spot" - if really necessary. In communication: i) work on closing language barriers - more European language studies in Russia, more Russian in Europe; ii) shorten a process of Russia's association with the EU Framework Programme. If difficult - make simpler participation of Russian teams in FP on shared cost principles.

Mr. **Gregor Berghorn**, Head of DAAD Moscow Office in his presentation “**Bureaucracy vs Globalisation**” highlighted that organization of bilateral mobility to Germany is the main
goal of DAAD as Academic Exchange Service and National Agency for EU-Mobility Programmes.

Among **barriers hampering mobility** of researchers Mr. Berghorn underlined:

1. **Language**
   English as the lingua franca in international research is o.k. with the younger, but still a big problem with older researchers (both in EU and EECA!)

2. **Visa**
   Invitational procedures are still awkward, but it’s got going. Yet a constant threat of state interference remains (both in EU and EECA).

3. **Economic circumstances**
   Mainly young EECA researchers find difficulties in going abroad. Fear of loss of the second job.

4. **Reintegration**
   Not guaranteed in any case after a long stay away!

5. **Brain drain**
   Universities, Academies of Science, officials are not amused of losing qualified staff, but cannot pay better salaries to keep them at home.

6. **Lack of information**
   EECA researchers do not always publish in international journals, EU researchers do not read non-English – provincial university press. Internet helps, but gives no frame information. For EU researchers: “Look and Go East” – still quite unusual.

7. **New psychology in some EECA-countries**
   New patriotism is building up new subtle forms of distance to foreigners. Bureaucracy enhances administrative distrust (registration, personal checks, universities need formal permissions to employ foreign lecturers etc.) Mobility within the country is becoming less easy than it used to be.

8. **Changing standards**
   Concerns mainly Central Asia/Caucasus, but more and more the whole of EECA, too.
   - Most dangerous development;
   - Lack of a complete post-soviet-generation;
   - Lack of young researchers in many fields;
   - Loss of contact with the international scientific community;
   - Loss of the soviet-time inherited links to the research centres in Ukraine and Russia
   - Change in the view of Science as the “road to the future”?
   - Are there any concepts of re-organising the whole system of Education and Research in EECA?

**Recommendations** have been formulated accordingly:

- Basic prerequisite: work with and not against the system. EECA states must be involved in the discussion of academic exchange.
- The EECA states themselves have to be convinced of the inevitable reorganisation of education and research.
- Improvement of the social/economic circumstances of the academic staff in EECA
- More information for all sides involved – new information platform.
- EU research institutions should be more responsive to EECA problems, such as they are to African countries!
- In consular contexts (visa etc.) researchers should be classified as a group of their own.

**Mr. Jörn Achterberg**, Director of Moscow Office of DFG introduced **“Funding Instruments of the German Research Foundation to Enhance the Mobility of Researchers”**. To promote international co-operation DFG set up the special funding, fellowship, training and other instruments.

Researchers can apply for international funding like travel costs, exchange of researchers in all DFG-Funding Programmes as well.
Among the challenges to enhance the mobility of researchers Mr. Achterberg listed:

**Finding partners:**
- lack of information and initial contacts;
- no access to international networks and platforms;
- fear of brain drain;
- language skills of target country.

**Applications:**
- low level of English;
- motivation: high bureaucracy but low success rates and little funding;
- lack of experience of proposal writing and project management skills.

**Cultural differences:**
- differences in standard of living and working, e.g. infrastructure, everyday life;
- Germany-Russia: strong hierarchy <> decision making; long term plans <> short term decisions; straightforward <> diplomatic terms;

**Incompatibility of funding, legal and social welfare systems:**
- visa requirements, custom duties and taxes on shipping of materials and equipment; social insurance, pension funds for scientists working abroad;
- funding schemes: different evaluation criteria, different review process, deadlines, bottom up, competition;
- project and finance management: accounting, contracts, IPR.

Mr. Per Brodersen, Programme Director Fellowships, Division Europe of Humboldt Foundation delivered the contribution “Supporting academic excellence worldwide: Mobility and the experiences of the Humboldt Foundation”. Humboldt Foundation Programmes propose research fellowships and research awards for highly qualified scientists and scholars from all countries and disciplines.

From Mr. Brodersen’s point of view challenges and recommendations can be shaped as follows:

- In order to provide internationally mobile junior researchers with a fast means of orienting themselves in a new science system an information and advice portal should be set up where they can find out how to get further information and take advantage of personal counselling.
- There is an urgent need for suitable accommodation for internationally mobile researchers who come to a new country for a restricted period of time. Investment programmes for “International Meeting Centres for Scientists and Scholars” should be introduced on a large scale.
- Academic employers must be put in a position to offer organisational and financial support for removal and relocation which is already the norm in other countries, especially when top-rank academic personnel are appointed.
- Child-care facilities for internationally mobile researchers at universities and non-university research establishments must be expanded quickly and extensively. International appointments e. g. in Germany still often fail because there is a lack of child-care facilities.
- Careers advice and support for (marital) partners seeking employment as well as so-called dual career advice or support for academic couples are required to attract internationally mobile researchers. Examples from abroad indicate that this does not necessarily mean concrete job offers (which are often difficult to find), rather, intelligent counselling can satisfy many people’s needs.
- Wherever possible, visa and other requirements for internationally mobile researchers should be reduced to a minimum.

Ms. Suvipäivikki Mikola, Science Adviser, Academy of Finland in her address “International cooperation with third countries” emphasised that international cooperation is crucial to achieving the goal of higher-quality infrastructures and research environments.
International co-operation contributes to improvement of quality of research, growing of national science and recognition, increasing opportunities for research collaboration, step up of researcher’s mobility, promotion attractiveness and competitiveness of research environments, strengthening of funding cooperation. Academy of Finland supports international cooperation in all its funding instruments under which researcher mobility is considering as a part of a consistent research career path, mobility plan is included in the applications.

In the report “Mobility flow – experiences of the New Member States” Ms. Anna Wisniewska, Vice-Director NCP Poland, Institute of Fundamental Technological Research, Academy of Poland on the base of statistical examples of EU New Member States participation in Marie Curie Intra European Fellowships showed the main principles and demands in changing mobility pattern:
- long and complex process;
- different issues are connected to one another;
- recognition of the research sector;
- visibility of the country;
- internal legislation (entry conditions, work permits);
- international agreements (social security benefits);
- international research contacts;
- various players and stakeholders;
- divided responsibility;
- common understanding of the importance of transnational mobility in both directions, and the most important is:
- coherent national strategy for mobility.

The concrete measures that could be undertaken Ms. Wisniewska shared among three groups of main stakeholders: 1) national researchers and research institutions; 2) National Contact Points; 3) national authorities.

What could be done?

**By national researchers and research institution:**
- thinking about opportunities for further development instead of sources of additional funds;
- understanding the objectives and rules of programmes/actions;
- using the existing opportunities: Marie Curie IRSES;
- inviting foreigners for conferences and workshops;
- creating offices helping researchers in administrative and legislation issues;
- taking part in the international events for:
  - development of new contacts;
  - presentation of own research quality and potential.

**By National Contact Points:**
- promote widely the existing opportunities:
  - taking into account different needs of target groups;
  - presenting opportunities from their viewpoints;
- take part or coordinate the international projects:
  - practical knowledge on writing proposal and implementation of projects;
- help in various matters related to the preparation and implementation of the mobility projects, national and European legislation related to mobility;
- propose to the EC a joint project for Mobility Contact Point from EECA similar to PEOPLENetwork project under PEOPLE programme;
- take advantage of PEOPLENetwork deliverables.

**By national authorities:**
- analyse and remove obstacles in national legislation:
entry conditions: visa formalities, work permit;
• residence permit and registration of stay;
• keep contact with own researchers staying abroad;
• ask your own researchers about their preferences in choosing a foreign host country;
• analyse the main beneficiary countries;
• promote country and research and training opportunities via the main Mobility European Portal http://ec.europa.eu/euraxess/

One or another choice for living and work in research or another field of activities depends on job quality, opportunities for career development and living conditions. „Brains are like hearts – they go where they are appreciated.” - Robert McNamara, US Secretary of Defense.

**Ms. Argyroula Sigala**, National Hellenic Research Foundation focused her speech on “**Lifting barriers in the two-ways mobility of researchers between EU MS, AC and EECA countries**”.

Ms. Sigala highlighted that human resources and mobility are at the heart of the EU policy and strategy since the beginning of the 2000 era. The Lisbon strategy, the Barcelona goals and the Commissioner Busquin’s concept of a European Research Area (ERA) have dictated a series of policy actions and measures both at EU Commission’s and member states’ level.

There are undertaking the following measures responding to and supporting policy decisions in mobility sphere: the Human Resources and Mobility Steering Group and the Competitiveness Council of the EU are functioning; the special institutional and financial tools are developed and used for implementation by the Member States; Member States prepare National Implementation Reports and report to CREST.

With researchers as key players, not only for the advancement of knowledge but also for the achievement of economic growth through innovation, the concept of their mobility in its triple form of geographical, intersectoral and interdisciplinary mobility has become the heart of the matter.

The relevant EU institutional tools have been developed: The Green Paper “European Research Area: New Perspectives” (3.1 “Realizing a single labour market for researchers” (4/4/2007)); The Commission's Communication on better careers and more mobility: A European Partnership for Researchers (23/5/2008). The European Charter for Researchers is a set of general principles and requirements which specifies the roles and responsibilities of researchers, employers/funders.

Europe must retain, repatriate and circulate its research potential across the boarders, the sectors (industrial/ academic) and the disciplines. In so doing, excellence both at individual and institutional level is of course a priority but a series of measures, facilitating the mobility of researchers, is also of high importance.

Ms. Sigala presented the relative EU measures (institutional and financial) as they have been transposed, implemented or being taken advantage of by Greece and the National Hellenic Research Foundation in particular. A list of mobility obstacles with an emphasis on the legal obstacles has been presented together with concrete actions that have been taken at governmental and institutional level. Among the main obstacles have been mentioned: legal obstacles (entry, stay, recruitment, work, taxation, pension and health rights, etc.); recognition of titles; housing; language; living conditions for spouses, family.

The recognition of researcher as a professional is a key factor for development of national politics and practical tools relating to upgrading of scientific work such recognition should begin from the very beginning of the researcher's career and extend towards all stages and professional categories, independently of classification at national level. The importance of interministerial cooperation has been highlighted and the need for the establishment of a
coordinating body or unit has been stressed. The role of the Greek EURAXESS Services network has been analyzed and the importance of genuine mapping has been mentioned.

Brain circulation calls for a total mobilization of research workforce across Europe at large. In this respect, learning from each other’s experience in a bottom up way is equally worthy to the drafting of policies that are implemented through top down actions. The cultural dimension of mobility has to be realized, has to be taken care of and to be promoted with a concrete action plan adjusted to national conditions and needs. Most actions are routed in the Charter & Code (C&C), which is the institutional side of the partnership process. The MS direct their efforts at national level in 4 key areas: recruitment, social security & supplementary pension rights, working conditions (provision of better job opportunities and more rewarding careers for researchers), training. A Human Resources Strategy for Researchers (HRSR) articulated in five steps:

1. An internal analysis by the research institution to compare institutional practices against the C&C principles, which should involve all key institutional players;
2. The publication of a "Human Resources Strategy for Researchers incorporating the Charter & Code ";
3. The acknowledgement of the HR Strategy by the European Commission;
4. A self-assessment based implementation;
5. An external evaluation every 4 years.

HRST Policy and Strategy in Greece focuses on:

- Highly skilled researchers (Greek Universities and public Research Centres);
- Attracting talents from abroad, enhancing geographical mobility of researchers;
- Enhancing employment of highly skilled personnel in the business enterprise sector, enhancing inter-sectoral mobility of researchers, improving the skills of the business personnel;
- Support of entrepreneurship of researchers;
- Mobilization of social groups not fully integrated in the RTD system (women, immigrants, repatriates).

As a good Greek example of interministerial and related bodies’ cooperation has been mentioned the leading role of the Ministry of Development with an active consultation process with the stakeholders triggered by the General Secretariat for Research and Development (GSRT) and effective collaboration with the Conference of Directors of Research Centres under the umbrella of the GSRT and Conference of Rectors of Greek Universities, making recommendation on the C&C and operation of the Mixed National Committee on Research and Education, using of the communication channels of the Ministry of Education and Religious Affairs/ EU Directorate. To gain valuable information regarding the realistic chances of the implementation of the principles laid down in the C&C the special survey has been conducted in Greece. The survey addressed 52 research institutes under the umbrella of the GSRT. Presidents, directors of the institutes, researchers, personnel departments answered the questionnaire. An overall estimation of the answers showed that there is a general tendency to agree with all the principles laid down in the C&C (with only a very few exemptions). Almost all of the participants find the C&C as “a good attempt” and a well thought document addressing most of the aspects related to the researchers’ professional life and expectations.

Farther the speaker stressed the importance of stimulation of transferable skills programmes in the light of the recession and possible increase of unemployment and the necessity of creation of a new culture that foresees adoption of a common Human Resources and Mobility Strategy by the signatory research centres.

As the main recommendations encouraging mobility of researchers the following activities have been specified:
• Setting of national priorities to create an attractive, competitive and sustainable area for researchers from all around the world;
• Carrying out of an internal analysis of mobility trends and flows (mapping);
• Providing of a mobility policy framework;
• Setting up of an authorized coordinating body to deal with mobility issues at interministerial level;
• Joining to the EURAXESS Services Network;
• Studying of other countries experience (exchange of good practices, benchmarking etc);
• Formulation of a bill of rights for the researchers;
• Development of modern HR policies and strategies;
• Taking into consideration of the CREST report on internalization of R&D

Ms. Marianna Gkritzala, EURAXESS Services’ Centre, National Hellenic Research Foundation reported on “EU Policy measures for the mobility of Researchers: The Greek example of implementation”.

Ms. Gkritzala chronologically listed the EU policy measures for promoting Researchers’ mobility and examples of institutional and financial tools for its supporting.

A multidimensional and informative EC tool EURAXESS covering 4 main areas (EURAXESS jobs - info on career opportunities across Europe; EURAXESS rights - info on the rights, roles and responsibilities of researchers, employers, funders; EURAXESS links - networking tool for researchers, based in US and Japan, about research in Europe; EURAXESS services) has been presented. EURAXESS services are a network of more than 200 mobility centres located in 35 European countries. The basic aim of such services is to offer up-to-date information, as well as customised assistance on all matters related to the professional and daily life of researchers. Assistance for researchers is realized on the questions of salaries and taxation, social security, pension rights and healthcare, visas, work permits, accommodation, day care and schooling, language courses, recognition of diplomas, etc. The EURAXESS network and portal is of great importance as a genuine tool which ensures the communication (though its members) between European countries and EC in research policy related issues, as a think tank tool for the national governments and the visit card of Europe for information about job and funding opportunities in the EU as well as for personalized assistance to researchers and their families.

Greece undertook a number of measures to adjust and adopt in use the EU initiatives related to mobility of researchers. The scientific visa package (1 directive and 2 recommendations) – the new immigration law of 2005 were fully transposed into the Greek legal system in 2008. A certain number of Greek organizations have signed up the Recommendation on the Charter for Code of Researchers and the Code of Conduct for their recruitment. The public consultation on the Green Paper “European Research Area - New perspectives” precisely item 3.1 “Realising a single labour market for researchers” were held in 2007. The national action plan sent to the EC outlining the priorities of Greece in relation to the objectives of Communication “Better Careers and More Mobility: A European Partnership for Researchers”. Greek EURAXESS Services Network presents a catalyst for the implementation of the above institutional tools and functions as a network favoring interministerial cooperation (horizontal activities). The Network was created in 2003 as a part of the European EURAXESS Services Network. The Greek Network comprises 11 members (Universities and Research Centres) following a geographical distribution pattern. There is Mobility National Contact Points (NCP) Network (6 members) created in 2006 by the General Secretariat for Research and Technology – Ministry of Development that are also members of the EURAXESS Services Network. In Greek case two networks are integrated in one stop-shop which provides personalized services to researchers so as to facilitate them during their mobility experience (EURAXESS services) and advices on financial support.
opportunities to researchers to start on and strengthen their research career perspectives through mobility (NCPs services).

At the concluding part of the report Ms. Gkritzala summarized the essential states and developments:

- Mobility of researchers is a key element for the establishment of the European Research Area;
- Mobility helps researchers diversify their skills, develop and improve their career perspectives;
- The Commission has developed a wide range of institutional and funding tools for the promotion of researchers’ mobility:
  - PEOPLE Specific Programme;
  - EURAXESS Services Network;
  - The European Charter for Researchers and The Code of Conduct for the Recruitment of Researchers (Charter & Code);
  - Communication on “Better Careers and More Mobility: A European Partnership for Researchers”;
  - Scientific Visa package.

Ms. Georgia Ritou, International Relations, National Hellenic Research Foundation made presentation of FP7 PeopleNetwork Project “Transnational co-operation among National Contact Points for Marie Curie Actions”.

The overall strategic objective of the 'People' Programme is to make Europe more attractive for the best researchers, and thus to support the further development and consolidation of the European Research Area.

National Contact Points (NCPs) play a crucial role in the Framework Programme as providers of information and assistance to public and private research, higher education and business organizations, to researchers and managers all around Europe. NCPs inform and raise awareness about the funding opportunities of the Framework Programme, advise and assist potential applicants in the preparation, submission and follow-up of grant applications, and offer support during the execution of projects – especially with respect to the management and administrative aspects of projects. One of the great strengths of the NCP system is its national orientation and ability to provide support to applicants in their own native language, and to avail itself of the collective knowledge of the whole NCP Network. The European Commission perceives the NCP Network as an important instrument for gathering feedback on possible challenges in the implementation of the Framework Programme.

NCP Network is an important instrument for gathering feedback on possible problems and difficulties in the implementation of the “People” Specific Programme. The PeopleNetwork project aims at the development and implementation of a coordination mechanism for stimulating closer cooperation among NCPs and facilitates the improvement of the overall quality of NCP services across Europe in the area of mobility. The project objectives are:

- To create a unified and knowledgeable network of NCPs for People Programme under FP7;
- To identify and promote best practices;
- To enhance the service quality of all People NCPs through:
  - Networking and training activities;
  - Mentoring;
  - Exchange of good practices;
- To establish a better relationship with stakeholders and the European Commission;
- To strengthen the industrial participation in the People Programme.

The workshop programme has been proceeded with session II: EECA Countries: Policy Strategies and Instruments for Brain Circulation. Experience and Proposals from
**Scientific Community for Shaping the Frame of Brain Circulation** moderated by **Ms. Suvipäivikki Mikola**, Science Adviser, Academy of Finland.

**Ms. Anahit Khachikyan**, International S&T Programs Department, EU FP7 People NCP, National Academy of Sciences of Armenia described “**R&D structure and mobility supporting mechanisms in Armenia**”.

R&D was the core sectors of economy of Armenia in the past. At present R&D is a combination of features of centrally organized administrative system and new elements. Progress in integrated science and technology is modest.

National Academy of Sciences of Armenia (NAS RA) remains the main R&D performer in the country. The Academy comprises around 40 research institutes, centers and other support facilities. The main divisions in NAS RA are: Mathematical and Technical Sciences, Physics and Astrophysics, Natural Sciences, Chemistry and Earth Sciences, Armenology and Social Sciences. NAS RA is a member to a number of international organisations such as:

- International Council for Science (ICSU)
- Interacademy Panel on International Issues
- International Association of Academies of Sciences
- Council of Academies of Sciences of BSEC Countries.

NAS RA International S&T Programmes Department hosts FP National Contact Points for SiS, SMEs and Legal & Financial Issues as well as People.

Among the main **obstacles** to develop international mobility of researchers in Armenia the reporter has highlighted the following ones:

- Lack of financial support;
- Brain Drain;
- Lack of information;
- Bad language/computer skills;
- Outdated infrastructure;
- Visa.

In order to overcome the listed obstacles the reporter proposed a variety of measures that should be undertaken both at national and European level:

- Implementation of adequate programmes to facilitate researchers’ mobility:
  - Launch of national programmes;
  - Launch of international bilateral and/or multilateral cooperation agreements;
- Creation of adequate working conditions for foreign researchers:
  - Creation of adequately equipped Centers of Excellence;
  - Providing researchers with adequate salary on their return;
- Allocation of additional financial resources:
  - Establishment of independent foundations;
- Involvement of Diaspora:
  - Creation of favourable conditions for direction of the potential of large Armenian Diaspora to support researchers’ mobility and establishment of links and closer cooperation with research institutions abroad;
- Visa issues:
  - Facilitation of visa issuing process.

On the other hand a positive development has been showed as an example concluded in 2009 agreement on scientific cooperation between Ministry of Education and Science, State Committee on Science and CNRS. The agreement foresees exchange of researchers, performance of joint research programmes, organisation of seminars/conferences.

**Mr. Mikhail Artiukhin**, Head of Centre Researchers’ Mobility Studies, Institute of Sociology of the National Academy of Sciences of Belarus brought to the attention of...
Mr. Artiukhin listed and characterised the main stages of the state policy on international mobility of research staff in Belarus for the period of 1991-2009. It was mentioned that as distinct from Russia, Ukraine, Moldova and countries of Transcaucasia, Belarus even after gaining independence is rather isolated from other the world. Hopefully entering of Belarus into the Eastern Partnership will speed up integration of Belarus to European Research Area.

Data on missions abroad of Belarusian researchers have been presented with distribution by the missions’ purposes and fields of research.

From the Belarus experience the barriers hampering international mobility can be referred to 3 main groups: 1) administrative; 2) information and communication; 3) structural and functional.

The barriers classification and recommendations to their overcoming is listed in the table 1.

**Table 1 – Classification of barriers hampering mobility and recommendations to their overcoming**

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<th>Barriers</th>
<th>Recommendations</th>
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<tr>
<td>International Mobility, neither in itself nor as one of the instruments of international S&amp;T cooperation is not covered by the <strong>state S&amp;T policy</strong>.</td>
<td>The benefits of international mobility for national R&amp;D area should be understood by policymakers and included in national S&amp;T policy, as far as the necessity to support and coordinate it. This should be followed up by development of the <strong>legal basis for researchers’ international mobility</strong>. Assistance from the EC might be useful. For example, a working group on mobility could be created within the EU-EECA stakeholders’ platform set up in Athens, June 2009 for analyzing the EU MS/AS and EECA experience in developing international mobility, looking for best practices and examples, and also developing periodic analytical reports for the S&amp;T policy makes in EECA. Mobility NCPs might be involved also. It’s necessary to create conditions for speeding up Belarus inclusion in Bologna Process. Favourable <strong>visa regime</strong> for the participants of the international cooperation in S&amp;T is of utmost importance for intensifying in- and outward mobility. Changes in the <strong>national labour legislation</strong> are needed to allow researchers to stay abroad for temporary scientific activities, fellowships, trainings, etc. up to 2 years without a break in their contract with the host organization in Belarus and risks for their carrier in the home institution.</td>
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<tr>
<td>As a result of competition between the countries for highly qualified staff, the minimizing of a brain drain has become the key point of the state policy and the way to secure the national security. Consequences: • Lack of the state budget support to international mobility of researchers; • Lack of effective mechanisms (schemes) to carry out mobility, including staff exchange.</td>
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<tr>
<td>Slow integration in <strong>Bologna Process</strong>.</td>
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<td>Problems with getting <strong>visa and permission to work</strong>.</td>
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<td>Contact form of hiring research personnel doesn’t allow a researcher to move abroad for long term without breaking a domestic contract. Therefore when back, a researcher: • has no guarantee that he will continue to work in the same R&amp;D organization he worked before the travel; • has no guarantee he’ll find a job in the other place – his knowledge may be simply non-applicable in the country;</td>
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- needs psychological adaptation. Moreover, a work abroad isn’t included in the seniority.

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<th><strong>Information and communication</strong></th>
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<tr>
<td>Potential partners in EU MS and AS have <strong>not enough information about R&amp;D potential</strong> of Belarus research organizations and universities.</td>
<td>The <strong>special measures for promotion of the key Belarusian R&amp;D players</strong>, unique research infrastructure and scientific niches are needed. National S&amp;T portal which is under construction at the moment under the State Committee for Science and Technology of Belarus can fill in this gap, as far as “incrEAST” portal supported by IncoNet EECA project. Based on the results of the analysis of the EC MS policy on stimulating inward mobility, a <strong>policy basis for creating favourable conditions for inward mobility</strong> could be developed. The regular <strong>informing and awareness raising</strong> of Belarusian scientific community about the current opportunities of international mobility presented by EU programs and member states on the bi-lateral level is needed. It’s necessary to improve mechanisms of <strong>re-integration of Belarusian researchers working abroad</strong>: - grants for re-integration, - development of a web-portal “Belarusian Scientific Diaspora”</td>
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<tr>
<td>Belarusian researchers have <strong>not enough information about the current opportunities</strong> for international mobility.</td>
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<tr>
<td>Lack of regular relations and cooperation with Belarusian <strong>scientific Diaspora</strong> in EU.</td>
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<td><strong>Language barrier</strong></td>
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<tr>
<td>Lack of the <strong>international communication culture</strong>.</td>
<td>An urgent task is to raise requirements to <strong>foreign languages skills</strong> (English, but not only) given in the universities and PhD programs. It seems reasonable to include a course on <strong>international communication culture in PhD programs</strong> in Belarus.</td>
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<th><strong>Structural and functional</strong></th>
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<td><strong>Lack of national programs for support of the international mobility</strong> of researchers. In Belarus, they prefer to co-finance joint R&amp;D projects but not to support any specific mobility schemes.</td>
<td><strong>National schemes</strong> for support of international mobility, including that for the young researchers are of utmost importance today.</td>
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<tr>
<td><strong>Weak using of the existing EU instruments</strong> which support international mobility of researchers, including young researchers.</td>
<td>Better <strong>promotion of the opportunities in international mobility</strong> in the FP7 (ITNs, IRSES, IIFs, IOFs, IAPPs) and COST are needed. Also, it seems reasonable to develop the <strong>national scheme complementary to IRSES</strong> in order to support the national teams which are the members of successful IRSES</td>
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Lack of infrastructure of effective informational, consulting, methodical and service support for outward and inward international mobility. Consortia though are not funded by the EC.

Strategic goal is to create a national mobility center with the regional sections and integrate it to ERA-MORE centers network. As the urgent step, the support to the activities of the FP7 National Contact Point in Mobility has to be provided on the national level.

It was stressed that all the proposed measures can be effective only if they are based on the complex measures to support and development of national R&D and innovation sphere.

The Kazakh representatives Ms. Altynshash Jaxybayeva, Deputy Director, InExCB-Kz; Ms. Gulnur Bolyspayeva, President, The Keleshek Kazakhstan Public Foundation and Mr. Bolat Menshik, Vice-chairman, JSC “Science Fund” contributed to the workshop programme with the presentation of “Barriers Hampering Brain Circulation and Recommendations on Shaping Enabling Environment: Case of Kazakhstan”.

Independent Expert Consulting Board was created in 2002 to promote scientific research activities in Kazakhstan and enhance involvement of Kazakhstani research community into the EU Framework programs on RTD. InExCB-Kz is a hosting organization of FP7 NCP in Kazakhstan and consists of 5 departments: Social Sciences, Food and Agriculture, Space, Information and Nanotechnologies, Life Sciences and Ecosystems, and Health Research. It participates in a number of the EU FP projects.

Among the essential barriers hampering mobility of researchers were listed the following:

- Language barriers;
- Cultural issues: differences in mentality, work ethics;
- Financial issues: peculiarities of budget allocation, underfinanced R&D activities, different payment rates;
- Bureaucracy (both internal and external);
- Lack of public outreach/governmental support;
- Complicated custom clearance procedure;
- Local vs. international standards;
- Intellectual Property Rights issues: difficulties in obtaining international patent (standard issues), different understanding of scientific newness.

The measures of signing of the international / bilateral agreements on scientific and technical cooperation, simplification of visa regime in EU for third country scientists - creation of scientific visas; introduction of travel grants can contribute to solving of the problems related to international mobility of researchers.

Mr. Sergiu Porcescu, Head of the Department of European Integration and International Cooperation, Academy of Sciences of Moldova presented Republic of Moldova’s experience concerning the scientific mobility, starting with some generalities of the mobility process: usually in the mobility process are involved well prepared scientists with good international links; mobility means visibility, experience, new abilities acquired in a new environment, recognition of scientific results; it makes possible for scientists who return to their homeland to continue benefiting from the advantages of these networks at a distance.

The EECA countries should tackle the problem of one way mobility. Among the initiatives undertaken in Moldova for promoting the scientific mobility could be mentioned: assistance in visa issuing, short term mobility programs, developing the mobility compound in the bilateral grant programs etc. We have launched a special initiative on Fostering the Cooperation within the Scientific Diaspora as a mean towards turning Brain Drain into Brain Gain. Obviously, a successful involvement of scientific Diaspora with the country of origin requires that the conditions that caused the brain drain are being corrected to a certain extent.
Should be avoided situation when some scientists return in their country of origin only to renew their deception upon their chances of realization. Mobility is instrument for successful cooperation. Countries should invest into science and investments will be returned profitably. If scientist has a chance to realize a scientific potential in domestic country he will not go another country. The main researcher’s motivation to treatise is feasibility to self-realization but not just money.

Some relevant proposals for fostering mobility and diminish barriers could be: increasing the international visibility of EECA research groups and institutions, assuring the reintegration of returned scientists on case by case approach, mitigate the causes that stimulated in the past the brain drain process, promote the participation in the international/European projects that will offer possibilities to procure equipment, increase the earnings and will serve as a platform for a closer interaction with foreign partners.

The report of Mr. Alexander Sharov, Head of the Department for International Relations, Russian Foundation for Basic Research was focused on how the Foundation resolves the issue of ensuring mobility. The Foundation provides financial resources for mobility. It assists researchers but not organizations by awarding grants on competitive base. EU area is a key area and priority of RFBR activities. The Foundation’s resources dedicated for international cooperation are allocated for implementation of joint projects with EU counterparts. Two types of grants for research mobility are available: for all age of scholars and young researchers. There are grants for Russian researchers to attend EU scientific conferences. Another form is to support international scientific events in Russia and provide support for foreign experts to attend such events. Grant programme in the framework of international agreements is to support of joint scientific events in Russia and abroad, grant is allocated to Russian organizers to conduct the event. Such grant programmes are implemented on an annual basis within the bilateral agreements. The main barrier for mobility support is lack of financial resources. The Foundation is looking for reviewing the forms of bilateral cooperation in favor of multilateral projects when several partners are able to integrate their financial resources and jointly contribute to project. RFBR has an experience in such partnership and 28 international research laboratories are involved already into cooperation under financial support of RFBR, CNRS and DFG. We suppose to continue the multilateral collaboration with G8 countries. If the initiative to be launched we will have about 100 researchers from Russia and EU consolidated in the project. It is important under direct negotiations to define criteria for awarding the grants to applicants. That can resolve the problem of participation of researchers from remote Russian regions in international scientific events. For such researchers the grant should include the expenses for traveling across Russia with the purpose of visa applying since only in a few cities in Russia the EU MS Consulates are functioning. Some times such costs are even higher then travel to EU city. Every year about 3000 – 4000 Russian researchers go to EU to participate in scientific events with the support of the Foundation. Other instruments and projects including that are launched under FP7 can be used more broadly for international mobility.

Mr. Askarali Daminov, professor of Tashkent Institute of Textile and Light Industry, Uzbekistan reported that from 1991 the country made great efforts on cardinal reforms in education. Education became the priority field of the state policy. There were put into force laws “On Education” and “On National Programme for Training of Human Resources”. As a result a system of LLL has been launched.

S&T collaboration with EU is implemented under framework of Agreement on Partnership and Cooperation signed between Republic of Uzbekistan and the EU MS. The cooperation instruments includes: joint programmes and projects; international events (conferences, workshops, etc.); trainings with participation of researchers and experts from Uzbekistan and the EU. Uzbek researchers implemented projects under INTAS, FP5-FP7. The calls for proposals were held on joint projects in the fields of processing of foodstuffs, environmental problems of Central Asia region and the Aral Sea basin.
In order to enhance S&T mobility dynamically the reporter proposed:

- To continue the existing successful forms of cooperation increasing and enlarging recent trends, that allows to involve the more number of specialists into joint activities;
- To undertake measures on overcoming of a language barrier;
- To improve education and training of PhD and Postdoc students, to enlarge the scientific thematic of the specialists training;
- To involve more EECA number of universities to education programmes under “Roszarubezhcenter” (Russian Centre for International Scientific and Cultural Cooperation of the Ministry of Foreign Affairs of the Russian Federation).

During the discussion it was highlighted the strong necessity to attract attention of policy makers responsible for development of the relevant policy and instruments for realization of international mobility of researchers to the problems considered at the conference. The joint efforts should be undertaking by policy makers, scientific communities and researchers to overcome the barriers hampering the mobility of researchers.

3 RECOMMENDATIONS ON HOW TO INCREASE THE BRAIN CIRCULATION BETWEEN THE EU AND EECA

3.1 Introduction

The present recommendations are one of the results of the IncoNet EECA project implemented under the Seventh Framework Programme of the EC, Capacities, International Cooperation programme. The project’s aim is to strengthen the scientific and technological (S&T) cooperation between the EU Member States (MS) and Associated Countries (AC) and the Eastern European and Central Asian (EECA) countries. At the operational level the project includes a variety of activities aiming at: an enhanced participation of researchers from EECA countries in FP7. The 7th Framework Programme provides increased opportunities for collaboration with third countries and in particular with the EECA countries. Such collaboration can be developed and supported financially through different forms including participation in the “People” programme, which provides among other possibilities incoming and outgoing fellowships to researchers from EECA and EU MS, AC respectively. In this regard the project tasks are: to increase participation of the EECA countries in the FP7 Specific Programme “People” with particular emphasis on fostering the outward mobility from EU to leading EECA S&T institutions; to organise of a workshop on barriers for the incoming and outgoing mobility from/to EECA in Moscow resulting in recommendations on inward and outward mobility issues between EU and EECA addressed to political stakeholders in EECA and EU.

International Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries took place on 12 October 2009 at State University – Higher School of Economics, Moscow, Russia. The Workshop has been organised jointly by State University – Higher School of Economics (Russia) and Academy of Finland. The main objective of the workshop was to highlight barriers hampering mobility of researchers between EU and EECA countries and work out concrete recommendations to

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1 EECA countries: Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, the Russian Federation, Turkmenistan, Tajikistan, Ukraine and Uzbekistan
overcome barriers in the two-ways mobility of researchers between EU MS, AC and EECA countries including implementation actions.

The present recommendations are compiled in consequence of speeches and discussions took place in the framework of the workshop carried out in Moscow.

3.2 The state-of-the-art Overview

3.2.1 The European Union

Human resources and mobility are at the heart of the EU policy and strategy since the beginning of the 2000 ERA. The Lisbon strategy, the Barcelona goals and the concept of a European Research Area (ERA) have dictated a series of policy actions and measures both at EU Commission’s and Member States’ level.

There are undertaking the following measures responding to and supporting policy decisions in mobility sphere: the Human Resources and Mobility Steering Group and the Competitiveness Council of the EU are functioning; the special institutional and financial tools are developed and used for implementation by the Member States; Member States prepare National Implementation Reports and report to CREST.

With researchers as key players, not only for the advancement of knowledge but also for the achievement of economic growth through innovation, the concept of their mobility in its triple form of geographical, intersectoral and interdisciplinary mobility has become the heart of the matter.

The relevant EU institutional tools have been developed: The Green Paper “European Research Area: New Perspectives” (3.1 “Realizing a single labour market for researchers” (4/4/2007)); The Commission’s Communication on better careers and more mobility: A European Partnership for Researchers (23/5/2008). The European Charter for Researchers is a set of general principles and requirements which specifies the roles and responsibilities of researchers, employers/funders.

Europe must retain, repatriate and circulate its research potential across the boarders, the sectors (industrial/ academic) and the disciplines. In so doing, excellence both at individual and institutional level is a priority but a series of measures, facilitating the mobility of researchers, is also of high importance.

3.2.2 Eastern European and Central Asian countries

The countries of Eastern Europe and Central Asia are of utmost importance for the political, economic and social development of the European Union. As neighbourhood region, as growing markets for European products and services and as a huge resource in various respects, their political and social stability and their economic growth will contribute to prosperity and welfare in Europe.

Considered a key asset for achieving the Lisbon goal of the EU to become the worldwide leading knowledge based economy, the further development of the European Research Area is a major policy objective. In this sphere, countries of Eastern Europe and Central Asia have particular potentials both in terms of the strong academic community and of worldwide leading S&T institutes in a variety of scientific disciplines. In order to make optimum use of

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2 Ms. Argyroula Sigala, “Lifting barriers in the two-ways mobility of researchers between EU MS, AC and EECA countries” presentation at the Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries, 12 October 2009, Moscow
each others academic strengths, to share respective resources and to prepare the ground for a joint transfer of academic results to national, regional and worldwide markets there is a strong bilateral interest in enhancing the S&T cooperation.

Within recent years all countries of EECA region suffered significant downsizing of R&D intensity and reduction of R&D personnel including as result of “brain drain” abroad and other sectors of economy specifically business, and ageing.

EECA countries are at different stages in terms of S&T reforming, recognition of the role of researchers as a crucial importance for development and economic growth. In general there are a limited number of political decisions and instruments to support international mobility of researchers as it is in the EU. There is no long-term strategy and structured system in the sphere of mobility of researchers in EECA. Typically the international mobility in EECA is realised through bilateral agreements between research organisations including ones belongs to academics of sciences and universities of EECA country and EU MS or AC, between research foundations (e.g. Russian Foundation of Basic Research and DFG, CNRS); bilateral and national programmes of the EU MS (DAAD, DFG, Helmholtz and Humboldt foundations, French Embassy, Academy of Finland, etc.); international programmes: EU – FP7 People; COST; ISTC; STCU; Erasmus Mundus; TEMPUS; NATO; in former times – INTAS. Mobility is also a part of some international research projects implemented in collaboration with EU partners. EECA researches travel abroad mainly with the purposes of participation in conferences, carrying out of joint research projects, education and training, scientific work in foreign organisations, delivering of lectures and consulting. Nevertheless EECA countries undertakes measures to support human resources in R&D sector, some of adopted programmes involve actions towards “brain circulation” instead of “brain drain”, for instance, in Belarus: “The State Program of Demography Safety for 2006-2010”, including the Sub-program “Optimization of Migration Processes”, Action plan on re-integration and attracting prospective researchers and experts to Belarus (2009); in Moldova: special initiative on Fostering the Cooperation within the Scientific Diaspora; in Russia: Federal Targeted Programme «Scientific and Scientific-Pedagogical Human Resources for Innovating Russia in 2009-2013».

A number of EU mobility programmes is open for participation of EECA countries. Some of EU and MS programmes which were presented at the Workshop on 12 October in Moscow are listed below.

3.2.3 Participation of EECA researchers in international mobility actions

3.2.3.1 Specific Programme “People” of the 7th Framework Programme

The actions under the “People” Programme focus on mobility of researchers towards development of their scientific experience and career. The Programme is open to all domains of scientific and technological research and contains schemes for international mobility with third countries which are neither EU Member States (MS) nor Associated to FP7 Countries (AC).

Co-operation with third countries is implemented through the following actions:

- Initial training of researchers to improve mostly young researchers: support of competitively selected networks of organisations from different MS/AC countries engaged in research training. The networks are built on a joint research training programme, responding to well identified training needs in defined scientific areas, with appropriate reference to interdisciplinary fields.
- Industry-academia pathways and partnerships stimulate intersectoral mobility and increase knowledge sharing through joint research partnerships in longer term co-operation
programmes between organisations from academia and industry, in particular SMEs from MS/AC. The partner organisations from MS/AC can recruit and/or host eligible researchers from third countries.

• International Incoming Fellowships (IIF) is open to experienced researchers from third countries. It provides financial support to individual research projects presented by the incoming experienced researchers in liaison with a legal entity ('host organisation') in a MS/AC, as well as possibly a 'return host organisation' if the researcher's country or origin is an International Cooperation Partner Country.

• International Staff Exchange Scheme (IRSES) is staff exchanges and networking activities between European research organisations and organisations from third countries.

• International Outgoing Fellowships for Career Development (IOF) offer financial support for advanced training and trans-national mobility, for individual projects presented by experienced researchers from MS/AC in a host organisation from third country.

Table 2. Participation of EECA countries in FP7 “People” by country (2007-2009)³

<table>
<thead>
<tr>
<th>Number of/Country</th>
<th>AM</th>
<th>AZ</th>
<th>BY</th>
<th>GE</th>
<th>KZ</th>
<th>KG</th>
<th>MD</th>
<th>RU</th>
<th>TJ</th>
<th>TM</th>
<th>UA</th>
<th>UZ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project applicants</td>
<td>15</td>
<td>7</td>
<td>15</td>
<td>12</td>
<td>1</td>
<td>0</td>
<td>10</td>
<td>157</td>
<td>0</td>
<td>0</td>
<td>83</td>
<td>6</td>
</tr>
<tr>
<td>Successful projects</td>
<td>5</td>
<td>1</td>
<td>5</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>51</td>
<td>0</td>
<td>0</td>
<td>34</td>
<td>0</td>
</tr>
</tbody>
</table>

Results of the previous 6th Framework Programme and calls of the first years of the 7th Framework Programme show that the most applicable scheme among EECA (Eastern European and Central Asian) countries is the IIF scheme whereas for USA and Canada is OIF and almost no OIF projects were with the EECA countries.

Diagram 1: FP6 Marie Curie Actions: International Incoming Fellowships by funded nationality⁴

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³ Reports on IncoNet EECA project deliverable 5.7 Annual monitoring report on EECA participation in FP7
⁴ Presentation of Mr. Richard Burger made at the Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries. 12 October 2009, Moscow
3.2.3.2 Erasmus Mundus

Erasmus Mundus (2009-2013) is a cooperation and mobile programme in the field of higher education that aims to enhance the quality of European higher education and to promote dialogue and understanding between people and cultures through cooperation with Third Countries. In addition, it contributes to the development of human resources and the international cooperation capacity of Higher education institutions in Third Countries by increasing mobility between the European Union and these countries. For the period of 2009-2013 Erasmus Mundus programme includes the main two directions for co-operation:

1. Individual mobility (Action 1):
   - Master degree programmes
   - PhD degree programmes
   - Academic staff teaching and research mobility grants

2. Organised mobility (Action 2): BA, Specialists, MA, PhD, post PhD, Academic Staff.

Table 3. Erasmus Mundus scholars by nationality 2009/2010

<table>
<thead>
<tr>
<th>Country</th>
<th>Main List</th>
<th>Reserve List</th>
<th>Non-selected List</th>
<th>Total applications</th>
<th>Rate 100% - all countries totally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Armenia</td>
<td>1</td>
<td>1</td>
<td>5</td>
<td>7</td>
<td>0,66%</td>
</tr>
<tr>
<td>Azerbaijan</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>3</td>
<td>0,28%</td>
</tr>
<tr>
<td>Belarus</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>4</td>
<td>0,38%</td>
</tr>
<tr>
<td>Georgia</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>5</td>
<td>0,47%</td>
</tr>
<tr>
<td>Kazakhstan</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>0,19%</td>
</tr>
<tr>
<td>Kyrgyzstan</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0,09%</td>
</tr>
</tbody>
</table>

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5 Presentation of Mr. Richard Burger made at the Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries. 12 October 2009, Moscow

### TEMPUS

Tempus is the European Union’s programme which supports the modernisation of higher education in the Partner Countries of Eastern Europe, Central Asia, the Western Balkans and the Mediterranean region, mainly through university cooperation projects. Individuals such as students, academic staff and university administrators can participate in the framework of a project on limited and short term mobility, but only if it achieves the project's objectives.

TEMPUS IV (2007-2013) is composed of 3 different actions:

**Action 1: Joint Projects:**

*Limited and short term mobility of students, academic staff and university administrators may be possible as part of a Tempus project*, but only as long as it contributes to achievement of the project's objective(s).

**Action 2: Structural Measures:**

Structural Measures include studies and research, conferences and seminars, training courses, policy advice and dissemination of information.

Limited and short term mobility of students, academic staff and university administrators may be possible, as part of a Tempus project, but only as long as it contributes to the achievement of the project's objective(s).

**Action 3: Accompanying Measures**

The diagram on overall statistics on proposals received and selected shows participation of EECA countries in Tempus IV 1st Call for proposals in 2008.

<table>
<thead>
<tr>
<th>Country</th>
<th>Main List</th>
<th>Reserve List</th>
<th>Non-selected List</th>
<th>Total applications</th>
<th>Rate 100% - all countries totally</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moldova</td>
<td>1</td>
<td>0</td>
<td>3</td>
<td>4</td>
<td>0,38%</td>
</tr>
<tr>
<td>Russian Federation</td>
<td>21</td>
<td>18</td>
<td>30</td>
<td>69</td>
<td>6,55%</td>
</tr>
<tr>
<td>Tajikistan</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>0,09%</td>
</tr>
<tr>
<td>Turkmenistan</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0,09%</td>
</tr>
<tr>
<td>Ukraine</td>
<td>8</td>
<td>3</td>
<td>13</td>
<td>24</td>
<td>2,28%</td>
</tr>
<tr>
<td>Uzbekistan</td>
<td>2</td>
<td>0</td>
<td>3</td>
<td>5</td>
<td>0,47%</td>
</tr>
</tbody>
</table>

3.2.3.3 TEMPUS

Tempus is the European Union’s programme which supports the modernisation of higher education in the Partner Countries of Eastern Europe, Central Asia, the Western Balkans and the Mediterranean region, mainly through university cooperation projects. Individuals such as students, academic staff and university administrators can participate in the framework of a project on limited and short term mobility, but only if it achieves the project's objectives.

TEMPUS IV (2007-2013) is composed of 3 different actions:

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**Action 3: Accompanying Measures**

The diagram on overall statistics on proposals received and selected shows participation of EECA countries in Tempus IV 1st Call for proposals in 2008.
3.2.3.4 International Science and Technology Centre (ISTC)

ISTC is an intergovernmental organization focused on providing weapons experts in the CIS the opportunity to redirect their talents to peaceful activities; contribution to the solution of national and international science and technology problems; reinforce the transition to market economies; support basic and applied research; promote integration of CIS scientists into global scientific community.

ISTC is also a technology matchmaker between Russian/CIS R&D institutes and Western companies and a tool to integrate Russian/CIS scientists into the international research community through supporting mobility (short term mobility). Mobility is realized through workshops and scientific seminars; mobility program i.e. travel grants; partner promotion program and EU expert support. For the period of 15 years ISTC funded more than 2 650 science and technology projects; over 70 000 scientists/experts working with ISTC projects and benefiting from other ISTC programs obtained 830 M$ support; thousands of scientists benefited from mobility programs; hundreds of conferences, seminars, workshops and working meetings supported by ISTC. Every year ISTC supports bidirectional flow of experts between RF and EU; funds about 35 – 50 travels/mission to EU for ~ 150 000 €; allocates travel grants for participation in the European/International workshop, seminars and conferences; in EU ISTC funds promotional events, matchmaking meetings, technical visits for 400 Mio$/year. Under EU expert support program ISTC funds about 100 Mio$/year for European experts visits to Russian institutes (most frequently in the frame of on-going ISTC project collaboration, maximum stay up to 3 weeks) as well as ISTC sponsors for EU-Russia think tank on global issues.

ISTC’s Science Workshops and Seminars Program, together with parallel Supplementary Budget focused workshops, assist the integration of former Soviet Union WMD experts into the international S&T community and engenders sustainable cooperation both during the lifetime of an ISTC project and beyond. Canada, the European Union, the United States, and

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Japan continued to fund these activities and in 2008, ISTC supported or organized 26 such events in Russia and other ISTC member states of the CIS and Georgia, and a further 32 events in Canada, the European Union, Japan, Republic of Korea and the United States.8

<table>
<thead>
<tr>
<th>Year</th>
<th>Total allocated funds (Mio$)</th>
<th>Total number of events</th>
<th>Total participants</th>
<th>Rus/CIS participants</th>
<th>Foreign participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>770</td>
<td>32</td>
<td>4635</td>
<td>3175</td>
<td>1160</td>
</tr>
<tr>
<td>2006</td>
<td>1085</td>
<td>41</td>
<td>5435</td>
<td>4075</td>
<td>1360</td>
</tr>
<tr>
<td>2007</td>
<td>680</td>
<td>30</td>
<td>4300</td>
<td>3225</td>
<td>1075</td>
</tr>
<tr>
<td>2008</td>
<td>344</td>
<td>21</td>
<td>3760</td>
<td>~2600</td>
<td>~1100</td>
</tr>
<tr>
<td>2009</td>
<td>300</td>
<td>25</td>
<td>5500</td>
<td>~3500</td>
<td>~2000</td>
</tr>
</tbody>
</table>

3.2.3.5 German Academic Exchange Service (DAAD)

DAAD is also National Agency for EU-Mobility Programmes. The DAAD has: 63 Regional Offices and Information Centres (IC) all over the world; an annual budget of around 356 Mio€; 475 DAAD Lecturers; 55,000 DAAD scholarship holders; around 600 professors on 90 selection committees. The diagram of Regional distribution of DAAD grantees in 2008 shows the essential share dedicated to Eastern and Central European and CIS countries.

![Diagram 4: Distribution of DAAD grantees in 2008](image)

Main feature for all DAAD-Programs is support of personal exchange, not of science itself. Programs in general concern German and EECA researchers/grant holders. The Programs contain:

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8 ISTC Annual Report 2008, page 36
9 Presentation of Mr. Hendrik Visser made at the Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries. 12 October 2009, Moscow
• Scholarships for direct exchange of academic staff (i.e. students – professors – administration);
• Academic exchange through universities;
• Support of German language;
• Support of Research and Teaching;
• Matching Fund and Governmental programs;
• Programs for Alumni;
• Marketing for German Universities;

Academic exchange through universities is presented by:

• 140 University partnerships with EECA, among them 78 - with Russia;
• 16 Joint Study courses (in German language) in EECA, among them 10 - with Russia;
• 7 Double Degree Courses in EECA, among them 5 with Russia.

In financial cooperation with or on demand of EECA-Partners DAAD supports the following activities: “Michail Lomonosov” in engineering sciences and “Immanuil Kant” in humanities in cooperation with Ministry of Education and Science of the RF for Ph.D, young teachers; “Nikolaj Lobachevskij” in all subjects in cooperation with Republic of Tatarstan for MA-Courses; for BA/MA-studies (full-time) in cooperation with Republic of Chechnya; DAAD/OSF Program for Graduates Ph.D, Faculty Level; Bolaschak-Program with the Government of Kazakhstan; Program with the Government of Kirgizstan; Program with the Government of Azerbajdzhan and with SOCCAR, Baku; Aga Khan-Program for Ph.D with Kazakhstan, Kirgizstan, Tadzhikistan.

3.2.3.6 German Research Foundation (DFG)

The DFG promotes research in all fields of science and the humanities. Scientific and academic excellence, the advancement of young researchers, interdisciplinarity and internationality are key elements of the DFG’s work.

To promote international co-operation DFG set up the following special instruments:

• Funding for the Initiation and Enhancement of Bilateral Cooperation;
• Postdoctoral Fellowships;
• Joint Calls with Partner Organisations;
• International Research Training Groups;
• International Scientific Events;
• Mercator Programme - Visiting Professorships.

Researchers can apply for international funding like travel costs, exchange of researchers in all DFG-Funding Programmes as well.

DFG supports research stays and bilateral events held in Germany and in the partner country. With the aim of promoting young graduates in research DFG finances research training groups (up to 9 years) that comprises: grants and fellowships for doctoral researchers and postdocs; research students; consumables and travel costs for scholars; travel costs for professors (International Research Training Groups); workshops and excursions; funds for visiting researchers; funds for soft skill-courses; coordination. German-Russian International Research Training Groups are established with Russia: Universities of Giessen and Marburg – Lomonosov Moscow State University, and TU Munich – Lomonosov Moscow State
University. 60 International Research Training Groups have been established over the world. The partners distribution by country (10/09) is presented on the diagram.

**Diagram 5: The partners distribution by country (10/09)**

3.2.3.7 Humboldt Foundation

Humboldt Foundation Programmes propose *research fellowships* and research awards for highly qualified scientists and scholars from all countries and disciplines. The main principles for the support are:

- academic excellence;
- individual sponsorship for people, not projects;
- no quotas for countries or subjects;
- free choice of academic host/collaboration partner in Germany;
- worldwide excellence network of Humboldtians.

The budget in 2008 was approx. 68.1 MioEuro, more than 98% of which is publicly financed by the Federation. The budget sources are composed of Federal Foreign Office, Federal Ministry for Economic Cooperation and Development, Federal Ministry of Education and Research. The Foundation Programmes support research fellowships for postdoctoral researchers (completed their doctorate fewer than 4 years ago) and for experienced researchers (completed their doctorate fewer than 12 years ago).

The Humboldt Network includes 23,000 scientists and scholars from all disciplines in more than 130 countries in the world (41 Nobel Prize winners). The Humboldt Foundation functions as an advising centre for international mobility that hosts EURAXESS web-tool www.euraxess.de, National Contact Point Mobility, Welcome Centres and International Advisory Board. Germany’s role in the EU-wide network of EURAXESS Service Centres (EURAXESS) is to facilitate cross-border, research-related mobility via information and personal counselling for internationally mobile researchers about funding programmes, job offers, immigration and residence, taxation.

3.2.3.8 Academy of Finland

Academy of Finland supports international cooperation in all its funding instruments under which *researcher mobility* is considering as a part of a consistent research career path, mobility plan is included in the applications. Finnish researcher can invite foreign researchers to his/her group of can travel abroad to conduct research with Academy funding. For this purpose a bottom-up approach is used: researchers find each other themselves. Academy
provides travel grants (agreement with Russian Academy of Sciences) and funds for inviting researchers to Finland. 100 Russian researchers are hosted by Finland per year, 50 person months, a little less from Finland to Russia (about 30 person months).

Joint funding programme of the Academy and Tekes for recruiting non-Finnish or expatriate Finnish top researchers to Finland is functioning at present. The programme objectives are: to strengthen Finnish scientific and technological know-how; to bring a more international element to the Finnish research system; to generate added value for the national innovation system; to support research-driven profiling of universities and research institutes.

The presented by EU organisations data show that successful participation of EECA researchers in mobility schemes proposed by EU and some of MS is not very high excepting Russia and Ukraine. In general EECA researchers get grants to come to EU countries for education, professional development and scientific work. The mobility schemes in the direction of EU researchers coming to EECA countries are used much rare.

3.3. EECA Countries: Policy Initiatives and Instruments to Support Brain Circulation¹⁰

3.3.1 Republic of Armenia

R&D was the core sectors of economy of Armenia in the past Soviet time. In the early years of transition, the Armenian government, in condition of drastic economic crises, ethnic conflicts in the region, and social transformations, was not eager and in no position to formulate and enforce adequate S&T policy. During those years the RTD sector has been existing or better say “surviving” in the country by itself with very weak links and hardly any contribution to development of national economy.

Nowadays a pressing challenge for Armenia is the reformation of its S&T and innovation system in accordance with the requirements of the market economy and needs of economic development. R&D is a combination of features of centrally organized administrative system and new elements. Progress in integrated science and technology is modest for the Republic.¹¹ National Academy of Sciences of Armenia (NAS RA) remains the main R&D performer in the country. The Academy comprises around 40 research institutes, centres and other support facilities. The main divisions in NAS RA are: Mathematical and Technical Sciences, Physics and Astrophysics, Natural Sciences, Chemistry and Earth Sciences, Armenology and Social Sciences. Integration into international scientific and technological system is one of the priorities of Armenia stated in the Law on Scientific and Technological Activity. Certain steps have been undertaken towards enhancing international S&T cooperation. NAS RA joined the International Council for Science (ICSU). NAS RA is also a member of the Inter Academy Panel on International Issues, International Association of Academies of Sciences, and Council of Academies of Sciences of BSEC Countries. NAS RA has cooperation agreements with the Academies of Sciences of the Russian Federation, Belarus, Ukraine, Turkmenistan, Georgia, Hungary, China and Memorandum of Understanding with Indian National Science Academy. NAS RA International S&T Programmes Department hosts 7FP National Contact Points for SiS, SMEs and Legal & Financial Issues as well as People.

¹⁰ This chapter contains information on countries of EECA region represented at the Workshop on Barriers Hampering Mobility of Researchers between European Union and Eastern European and Central Asian Countries.12 October 2009, Moscow

¹¹ incrEAST portal: information on national research policies, structures, programmes and organisations in Armenia http://www.increast.eu/en/143.php
To improve the policy-making and better coordination in the field of S&T the State Committee on Science (SCS) of the Ministry for Education and Science of the Republic Armenia (RA) was created in 2007. The main task of SCS is to carry out integrated S&T policy in the country. The Committee is responsible for development and implementation of research programmes in the country through three main financing mechanisms: thematic (project based) financing, basic financing and special purpose projects.

In order to promote young researchers SCS supports summer schools, participation in international conferences and organization of specialized courses, participation in grant programmes (25% participants should under 35 years old).

Agreement on cooperation between SCS and CNRS has been signed. Another agreement on cooperation with CNR (Italy) is under preparing process.

Being among leading universities of Armenia Yerevan State University, State Engineering University of Armenia, and Yerevan State Medical University maintain wide international cooperation within cooperation agreements in the field of education and research with various universities and research centers of more than 30 countries of the world, including Russia, Great Britain, France, Italy, Germany, Greece, Spain, Sweden, Japan, China, USA, and others.

On the intergovernment level during 1991-2005 S&T and/or cultural cooperation agreements were signed with around 20 EECA and EU-member states, including France, Greece, Romania, Slovakia, Bulgaria, Cyprus, UK, Russia, Ukraine, Belarus, Georgia, Kyrgyzstan, and Tajikistan.

In 1999, Armenia and European Union signed the Partnership and Cooperation Agreement, which serves as legal basis for development of cooperation including in the field of S&T. New prospects for closer EU-Armenia cooperation were opened after inclusion of Armenia in the European New Neighbourhood Policy (ENP) Initiative and further development of the ENP Action Plan aiming at contributing to sustainable economic development of the country.

### 3.3.2 Republic of Belarus

The main stages of the state policy on international mobility of research staff in Belarus for the period of 1991-2009 include:

1991: Creation of Belarusian Republican Fund for Fundamental Research
1995: Agreement on cooperation between the Government of Belarus and INTAS
1999: Creation of the Center of Researchers’ Mobility Studies in the National Academy of Sciences of Belarus
2001: The State Migration Program for 2001-2006, including the section “Intellectual Migration”
2004: Creation of FP6 National Information Point
2006: The State Program of Demography Safety for 2006-2010, including the Sub-program “Optimization of Migration Processes”
2006: The High Technology Park
2007: Creation FP7 National Contact Point for Mobility within the national network of FP7 contact points
2009: Action plan on re-integration and attracting prospective researchers and experts to Belarus

As distinct from Russia, Ukraine, Moldova and countries of Transcaucasia, Belarus even after gaining independence is rather isolated from the other world. Hopefully entering of Belarus...
into the Eastern Partnership will speed up integration of Belarus to European Research Area. Science in Belarus is in status of “survival” instead of “development”.

All categories of Belarusian researchers (doctors, candidates of sciences and those without scientific degrees) travel abroad with the purposes of participation in conferences (66,5%), carrying out of joint research projects (27,8%), education and training (3,6%), scientific work in foreign organisations (1,8%), delivering of lectures and consulting (0,3%). The stay period of Belarusian researchers abroad varies from 2 weeks to 1 year. At that stay period up to 3 months is the most applicable (99,4% of overall trips per year), 6 months – 1 year period – 0,2% and > 1 year – 0,1%. The most mobile are researchers in the field of engineering and natural sciences then in humanities and after follow agricultural and medical sciences. Belarusian researchers travel abroad by reasons of initiative of foreign research organisations, invitation of foreign partner, contracts with foreign research organisations, upon decisions of superior agency (ministry), staff exchange. Belarusian researchers travel to 80 countries: the most often to Russia further follow Ukraine, Germany, Poland and China. In FP7 Belarusian research teams actively participate in ICT, then in Health, SSH, NMP and FAB priorities. In People programme 4 IRSES projects have got the financial contribution of the EC. 5 applications have been submitted for IIF, but without success.

3.3.3 Republic of Kazakhstan

On 20.06.2007 the Government has adapted new State Program on Science Development in Kazakhstan for 2007-2012. The aim of Program is to achieve the competitive and balanced system of science provided high level of knowledge relevant for sustainable social economy development of the country. Main goals of the research system included into the Program are as the following:

- Modernization of the RTD management system;
- Modernization of the RTD infrastructure;
- Training of high qualified science and engineering staff and encouraging them to research activity;
- Increasing funding of scientific-research and experimental-design activity, including different tools to involve private investments;
- Modernization of legal normative base of scientific technology activity;
- Forming of information environment favorable for the science development.

Among the effects expected from realization of the research policy there are the following affecting researchers:

- involving into active scientific research work not less than 10% of students of the high schools as assistants to researchers and teachers;
- creation of conditions for promising students to research activity;
- creation of system of material stimulation and encouragement;
- additions and changes in normative legal documents regulating training and attestation of scientific staff
- transition to train of scientific and scientific and pedagogical staff in accordance to master and doctoral programs;
- increasing number of students in PhD and doctoral programs;
- increasing of trainings for scientists of the republic in advanced countries abroad up to 20%;
- increasing and strengthening of scientific infrastructure, improvement of research staff; providing domestic RTD system with high skilled scientific personnel.

International cooperation in research, science and technology are regulated by legislation system of Kazakhstan. The cooperation is being realized on the basis of international agreements and contracts. There are more than 140 agreements and contracts with different countries for research cooperation. It is necessary to note that any international grant
agreements in Kazakhstan are free from any local taxes and duties, excepting, of course, individual incomes.

In the group of the EU MS countries Kazakhstan traditionally has close cooperation with Germany, still 0.9% of population of Kazakhstan are Germans. There are number of bilateral agreements and activities of GTZ, BBZ, DAAD. In 1999 Kazakhstan and Germany together have opened in Almaty Kazakh-German University.

Since its independency Kazakhstan has established close cooperation with the United Kingdom, especially in the field of RTD, about 45% of projects funded under the EU FP traditionally with participation of the UK coordinators.

Kazakhstan has bilateral agreements on cooperation in the field of culture, education and science with Bulgaria, Spain, Greece, France, Turkey, and Poland. All of these agreements foresee joint research, exchange of students and teachers, joint participation at the EU programs such as TACIS/TEMPUS and FP, creation of equal conditions for students and tutors, and many other things included into the agreements.  

3.3.4 Republic of Moldova

Since 1990s the Moldovan science has passed through a period of degradation. This led to the exodus of scientists abroad and ruination of the scientific and technical patrimony. The scientific potential was reduced by more than three times from 20 to 6 thousands researchers. The number of doctors-habilitat and doctors of science has decreased by one and a half time. The prestige of research and innovation activity was extremely low, wits connection with the educational system was only formal, the forms of science organization remained unchanged and conservative, and the legislative framework had a rather regressive than stimulating character. However, the intellectual level of Moldovan scientists and researchers has remained rather high.

The reform in science began in 2004. The Code on Science and Innovation was ratified by Parliament on the Initiative of President of the Republic of Moldova on July 15, 2004. This code regulates legal relations related to the elaboration and implementation of the state policy in the field of science and innovations, activity in the field of scientific researches, innovations and transfer of technologies, scientific-technological information, accreditation of organizations in the field of science and innovations, attestation of scientific and scientific-pedagogical personnel of highest qualification, protection of intellectual property, legal status of entities in the field of science and innovations. The financing of the sphere of science and innovation from the state budget has increased considerably and that has created real premises for the renovation of technical-material and experimental basis, re-equipment of the laboratories with contemporary scientific devices, revival and mobilization of innovation and technological transfer activities, improvement of work conditions and remuneration of scientific researchers, whose average salary increased more than 1,5-2 times.

Scientific cooperation between the European Union and Republic of Moldova, between 2005 – 2008, was stipulated in the EU/Moldova Action Plan in the Chapter 2.6 Transport, energy, telecommunications, environment, and research, development and innovation under “Research, development and innovation”. The immediate result of EU-RM collaborative relations is expressed in the participation of Moldovan scientific community in the

12 incrEAST portal: information on national research policies, structures, programmes and organisations in Kazakhstan http://www.increast.eu/en/143.php
Framework Programmes in the area of research. Academy of Sciences of Moldova has
concluded Agreement on scientific cooperation with Academies of Sciences from the
following EU-member states and associated countries: Poland, Hungary, Bulgaria, Romania,
Montenegro, Turkey, Austria and the Czech Republic. In March 2008 was signed a
Memorandum of Intentions on scientific and technological cooperation between the Academy
of Sciences of Moldova and the German Federal Ministry of Education and Research.
Academy of Sciences of Moldova and Romanian National Authority for Scientific Research
signed the Programme on bilateral cooperation in the field of scientific research, technological
development and innovation, in the framework of which will be financially supported the
following collaborative initiatives: projects, scientific seminars and summer schools.
Cooperative activities are also carried out in the framework of the following organizations:
Organization of the Black Sea Economic Cooperation (BSEC); NATO Science for Peace and
Security Committee; All European Academies (ALLEA); Central European Initiative (CEI);
International Union of Academies (UAI-IUA); the International Council for Science (ICSU);
Central and Eastern European Networking Association (CEENet); International Atomic
Energy Agency (IAEA); European Cooperation in the field of Scientific and Technical
Research (COST); Scientific Co-operation between Eastern Europe and Switzerland
(SCOPES); UNESCO, etc.

As an example of existing instruments for international mobility the Moldovan Travel
Fellowship Programs (MTFP) can be mentioned. MTFP provides opportunities for young
scientists and engineers to initiate partnership relations and conduct high-level research in the
US. After returning to Moldova they are eligible to apply for Follow-on Awards to continue
their newly established collaboration with US partners. MTFP has awarded 38 projects at a
total amount of $480 000. In 2008 was announced a joint call MRDA-ASM to support young
scientists research at the Moldovan Institutions. 8 projects at a total amount of 60 000 USD (7
500 USD / per project) 2/3 – MRDA and 1/3 – ASM were supported.

Another example is collaboration between U.S. Civilian Research & Development
Foundation (CRDF) and Moldovan Research and Development Association (MRDA) which
jointly support integration of Moldovan researchers into the international scientific
community through the following schemes:

- Under the International Scientific Conference Support Program (ISCS) seven
  international scientific conferences in chemistry, physics, ecology, agriculture, and
  mathematics at a total of $30,000 were supported;
- European Travel Grants Program (ETGP) facilitates Moldovan scientists and engineers’
  participation in international scientific events in Europe by providing awards up to
  $2,500. Up to present, sixteen scientists, including ten young researchers, participated at
  conferences and workshops with either an oral or poster presentations;
- Priority Research Disciplines Support (PRDS) Program provides grants for Moldovan
  scientists and engineers to travel to scientific conferences, symposia and forums held in
  Europe and the United States. This program is open to researchers working in the
  following priority disciplines: Medicine and pharmaceutics; Ecological chemistry;
  Environmental risk assessment; Renewable energy; Nanotechnology, material science and
  new production technologies; Ecological agriculture.

Among the initiatives recently undertaken in Moldova for promoting the scientific mobility
could be mentioned: assistance in visa issuing, short term mobility programs, developing the
mobility compound in the bilateral grant programs etc. A special initiative on Fostering the
Cooperation within the Scientific Diaspora as a mean towards turning Brain Drain into Brain
Gain has been launched.

3.3.5 The Russian Federation
During the transitional period, R&D sector experienced severe troubles: low level of financial support from the state budget and industry, decreasing salaries for scientists and engineers and *de facto* stagnation of R&D activity.

The cross-country comparison shows that absolute figures of S&T human potential bring Russia to the fourth place in the World, right after China, Japan and the US. Russia also ranks among the leaders by certain relative indicators like scientific publications. But for important comparative indicators such as citations or patents, Russia is obviously not at the forefront. Despite the considerable scope of human potential, its dynamics show an overall decrease of R&D personnel, because of internal migration within Russia to other sectors of the economy and because of migration abroad.

**Instruments to support mobility of researchers:**
The President of the Russian Federation Dmitry Medvedev in his article *Forward Russia!* (10/09/2009) specified: “[…]*Foreign companies and research organisations will be offered the most favourable conditions for establishing research and design centres in Russia. We will hire the best scientists and engineers from around the world […]”

EU-Russia legal framework for scientific mobility comprises:
- Bilateral agreements of individual EU MS with Russia
- EU-Russia S&T Cooperation Agreement (1999)
- Article 4 (a) (“Cooperation may be pursued in Research, Technological Development & Demonstration activities, including basic research, in the following areas: […] training & mobility of scientists […]”)
- EU-Russia Visa Facilitation Agreement (2007):
  - eases short-term visa procedures for certain categories of persons incl. students, researchers, conference participants;
  - does not apply to UK, IRL and DK - Joint Declarations - also on ICL and NOR. Protocol on MSs that joined in 2004;
  - for all matters not covered by the agreement - national/Community law continues to apply;
  - conditions of entry continue to apply.

EU-Russia dialogue on scientific mobility takes place through meetings, discussions at the expert & institutional levels and activities of the Russian FP7 Mobility NCP.

Research was historically performed at research institutes of the Russian Academy of Sciences (RAS), sectoral (industrial) scientific institutions and at universities. The new “Federal law on integration of science and education” (2007) aims at boosting S&T and innovation activities in higher education institutions and establishing of close linkages between higher education and research institutions. One of the recent achievements here is the new statute of *National Research Universities* (NRU) assigned to leading Universities on the basis of a call for tenders. 27 leading universities were awarded status of NRU in 2009-2010. Funding of up to RUB 1.8 billion (€ 41 million) is provided for each selected university over the time period 2009-2013 with the aim to strengthen the research capacities of selected universities. Invitation of leading scholars abroad for transfer of knowledge, teaching and collaborative research is one of the main directions of the action plan of NRUs with dedicated financial support to this purpose.

A programme to establish top level university centres has been introduced with the *Federal Universities* (FU) programme. Two university centres, the Siberian and Southern Federal Universities have been created in Krasnoyarsk and Rostov-on-Don, with the support of this programme. Over the period 2007-2009, financial resources of close to € 390 million were invested into the two institutions from the state budget, which should be substantially increased by co-funding from regional and business sources. The ambition is to upgrade the performance of selected universities to allow them to reach a position within the top 100 universities worldwide by 2015-2020. Other 5 FUs were created in 2010 namely the North
(Arctic) in Arkhangelsk, the Volga Riva region in Kazan, Ural in Ekaterinburg and Far Eastern in Vladivostok and North Eastern in Yakutsk. Creating conditions for academic mobility of students, teachers and researchers, enhancement of international cooperation with universities of Europe, Asia and US, achievement of international recognition of realized educational programmes and integration of university into the worldwide education and research areas are envisaged within the FU’s directions of growth.

Federal Targeted Programmes (FTP), have been put in place over the past years in Russia as financing tools for specific policy fields and for supporting urgent reforms. Several FTPs are specifically designed for support of R&D. An important programme, which is relevant for the human resources in the field of research is the FTP “Scientific and Scientific-Pedagogical Human Resources for Innovative Russia”. It is running within the period of 2009-2013 and invest an approximate amount of €2.3 billion out of the state budget in efforts to attract and retain talented people, especially the young, in science, education and high-tech. The programme is designed to tackle the problem of the Russian ageing scientific personnel. More than 50% of funds shall be invested in research projects, which need to involve a certain quantity of young scientists and students or which are performed by young scientists. Another important part of the programme budget is intended to upgrade housing infrastructure for students and scientists. For international cooperation the following measures are supported:

- Invitation of Russian researchers resident abroad to chair research projects in Russia;
- Organisation of international scientific conferences and schools with engaging of leading foreign scientists;
- Organisation of international competition for Russian young talented researchers.

In the course of a working visit to Israel in November 2009, the Minister of Education and Science of the Russian Federation Mr. Andrei Fursenko declared: "We are now rather actively developing programmes, which would attract those our compatriots who has turned to be successful abroad for joint work. It does not mean that they must get back, but we should cooperate more actively. We have programmes in which there are grants so that people who successfully work here would spend some time in Russia, by conducting joint researches and, what is not less important, engaging teaching activity in our universities, and, perhaps, even in our schools". The FTP will fund 110 foreign researchers for their research activity in Russia. Funding is supposed to be for professors, heads of departments of research organizations. 2 million RUB per year will be provided to researchers according to results of competitive calls and half of this sum may be used for salary. For this moment 380 claims for funding were obtained from abroad. From 2010 new call for proposals will be launched to attract leading researchers from abroad (not only compatriots) to Russian universities that meets the tasks of innovative development of Russia.

The new initiative has been applied for evaluation of proposals under the FTP "Scientific and Scientific-Pedagogical Human Resources for Innovative Russia" - foreign independent experts have been invited for evaluation process.

All-Russian Open Call for Fellowships of the President of the Russian Federation for students and postgraduate students is launched annually.

In line with signed international agreements the Federal Agency for Education seconds students, postgraduate students, teachers and researchers of Russian universities abroad.

Russian Foundation for Research in Humanities (RFH) and Foundation for Assistance to Small Innovative Enterprises support mobility of Russian researchers within their target areas of responsibility. From 1994-2008, RFH funded 29061 scientific projects, among which 1949 projects on the organization of scientific conferences, seminars, etc.; 1035 projects on mobility; 1922 projects on participation of Russian scholars in scientific actions abroad.

The Russian Foundation for Basic Research (RFBR) provides support to cover expenses related to the implementation of research projects, organization of workshops, publication
costs, and travel expenses. In its activity the Foundation adheres to bottom-up principle and allows scientists great latitude in choosing research subjects and methods. The Foundation provides financial resources for mobility. It assists researchers but not organizations by awarding grants on competitive base. EU area is a key area and priority of RFBR activities. 40% of the Foundation’s resources dedicated for international cooperation are allocated for implementation of joint projects with EU counterparts. Two types of grants for research mobility are available: for all age of scholars and young researchers. There are grants for Russian researchers to attend EU scientific conferences. This year 1500 grants were allocated for Russian researchers and 700 grants for young researchers to attend the EU events. Approximately every third application is a grant recipient between the amount of 1000 USD - 1000 Euro for travel and accommodation abroad. Another form is to support international scientific events in Russia and provide support for foreign experts to attend such events. 200 of such events were supported in 2009. Grant programme in the framework of international agreements is to support of joint scientific events in Russia and abroad, grant is allocated to Russian organizers to conduct the event. Such grant programmes are implemented on an annual basis within the bilateral agreements. This year 400 research projects related to EU countries were supported. Every year about 3000 – 4000 Russian researchers go to EU to participate in scientific events with the support of the Foundation.

3.3.6 Republic of Uzbekistan

The system of R&D management, accepted in Uzbekistan is based on State support of fundamental & applied researches by awarding grants for relevant projects through their pre-review selection.

Research complex of Uzbekistan includes 361 institutions in academic, high educational, medical, agricultural spheres (202 research institutes, 62 universities, 65 design organizations, 32 scientific & production associations and experimental enterprises.

33,600 persons are engaged in the R&D sphere of Uzbekistan, including 2,400 Doctorates of Sciences (second, highest scientific degree equivalent of Prof.), 8600 Candidates of Sciences (first, lowest scientific degree equivalent of PhD) and 2200 PhD students.

From 1991 the country made great efforts on cardinal reforms in education. Education became the priority field of the state policy. There were put into force laws “On Education” and “On National Programme for Training of Human Resources”. As a result a system of LLL has been launched consists of 7 kinds of education, two-stage university education (4 years bachelor and 2 years master) is put into force. More than 50% of the state budget and 10% of GDP of Uzbekistan is spent for education. International university and branches of foreign universities of Russia, UK and Italy are functioning in Uzbekistan. The specially launched foundation financially supports secondments of Uzbek young researchers abroad and engaging of foreign leading researchers and teachers to Uzbekistan. Many partner organizations from 10 EU MS collaborate with Uzbek universities and research organizations under grants of the foundation. Since 1994 under TEMPUS programme have been realized in education:

- 38 joint projects (JEP);
- 122 individual mobility grants (IMG);
- 13 structural and complementary measures (SCM).

Under High Education Ministry there are 87 universities and research institutes, having highest research potential (approx. 74% of PhDs and Doctors of Science are working in this system). One more strength of the High educational research infrastructure – it is located not only in the Capital city – Tashkent, but also in provinces: universities of Samarkand, Bukhara, Khoresm, Fergana and Termez have strong research teams and well equipped Labs, which successfully participate not only in domestic research programs, but also in programs & calls of such international organizations as INTAS, FP7, CRDF, STCU, Science Program of NATO, etc. S&T collaboration with EU is implemented under framework of Agreement on
Partnership and Cooperation signed between Republic of Uzbekistan and the EU MS. The cooperation instruments includes: joint programmes and projects; international events (conferences, workshops, etc.); trainings with participation of researchers and experts from Uzbekistan and the EU. The calls for proposals were held on joint projects in the fields of processing of foodstuffs, environmental problems of Central Asia region and the Aral Sea basin.

3.4. Recommendations to Overcome Barriers in the Two-Ways Mobility of Researchers between EU MS, AC and EECA Countries Including Concrete Implementation Actions

Recommendations to overcome barriers in the two-ways mobility of researchers were collected during the Workshop presentations and discussions. The recommendations have been presented at the concluding part of the Workshop.

Nowadays the considered EECA countries are at transitional period of realizing the role of the science just started to develop strategy and political instruments to support the science. The low financial support of science does not allow to invest into secondment of their researchers abroad and hosting of EU researchers.

During the discussion it was highlighted the strong necessity to attract attention of policy makers responsible for the development of the relevant policy and instruments for realization of international mobility of researchers, to the problems considered at the Workshop. The joint efforts should be undertaking by policy makers, scientific communities and individual researchers to overcome the barriers hampering the mobility.

3.4.1 Barriers

The workshop highlighted some of the typical problems that affect the international mobility with EECA and gave recommendations on how to solve them.

Political and economical spheres of interstate cooperation have impact on collaboration in science and mobility of researchers.

The barriers to movement of scientists are the same as barriers to movement of people generally among which are: language, school for children, job for spouse, portability of social security & pension packages, reintegration in country of origin. EU developed the special instruments and undertook internal measures to overcome barriers within the EU including establishing of European Research Council and virtual facility EURAXESS. As for researchers’ mobility in external dimension it is obviously from practice that scientific mobility should be short-term vs. long-term and in both directions EU <=> EECA.

Differentiating between incoming (i.e. from EECA to the MS, AC) and outgoing (MS, AC to EECA) mobility, the most frequent challenges are a lack of R&D infrastructure, attractiveness of research institutions, low salaries among researchers, and need for better national funding. Incoming mobility is particularly affected by a low awareness of the importance of international mobility among researchers, low encouraging of mobility by domestic university/research organisations, difficulty in obtaining of recognition of study period spent abroad. Outgoing mobility is influenced by language problems, recognition of qualifications, legal and administrative regulations, social insecurity, and the fact that vacancies tend only to be posted locally.

Considering the growing role of mobility of researchers in strengthening the international S&T cooperation, EU MS, AC and EECA countries have been facing different problems and obstacles hindering the successful exchange of scientists.

The mobility barriers may be classified by the following groups:
Administrative and Legislative barriers

There are differences in national legislations and administrative regulations which make the implementation of trans-national activities more difficult. International mobility neither in itself nor as one of the instruments of international S&T cooperation is not covered by the state S&T policy in the most of EECA countries.

Consequences:
- Lack of concepts of re-organising the whole system of education and research in EECA;
- Lack of national programmes and effective mechanisms (schemes) to support the international mobility of researchers;
- Lack of system-based coordinating measures and resources;
- Lack of awareness of national stakeholders on the importance of a coordinated approach towards scientific staff exchange with other countries;
- High bureaucracy; different competition rules and deadlines; different evaluation criteria, review and reporting process;
- Incompatibility of funding schemes, legal and social welfare systems;
- Visa requirements and invitational procedures are still awkward, but they are got going. New psychology of patriotism in some EECA-countries is building up new subtle forms of distance to foreigners. Bureaucracy in migration rules enhances administrative distrust (registration, personal checks, universities need formal permissions to employ foreign lecturers etc.);
- Custom duties and taxes on shipping of materials and equipment complicate scientific work and as consequence influence on attractiveness of one or another country for research;
- Unsettled social insurance, pension funds for scientists working abroad.

Information barriers

- Lack of information and initial contacts between EU MS, AC and EECA reserarchers;
- Potential partners in EU MS and AC have not enough information about R&D potential of EECA research organizations and universities. EECA researchers do not always publish in international journals. At the same time EU researchers do not read non-English – provincial university press. Internet helps, but gives no frame information. For EU researchers: “Look and Go East” – still is quite unusual;
- At the same time EECA researchers have not enough information about the current opportunities for international mobility;
- Lack of the international communication culture;
- The access to international networks and platforms is not easy for EECA researchers;
- Lack of regular relations and cooperation with scientific diasporas of EECA countries in EU;
- Loss of contact with the international scientific community;
- Loss of the soviet-time inherited links to the research centres in EECA countries.

Cultural barriers

English as the lingua franca in international research is appropriate to the younger, but still a big problem with older researchers both in EU and EECA. Not only researchers of EECA countries are poorly skilled in EU languages, but also Europeans should increase their language skills of target host countries.

Differences in standard of living and working, e.g. infrastructure, everyday life hinder easy migration of people.
Factors based on competition between MS/AC or specific geographical, linguistic and cultural ties which rather fit to unilateral than coordinated bi- or multilateral interactions.

Among **Financial barriers** lack of national state budget to support international mobility of researchers, changing standards and incompatibility of different funding schemes have been stressed. Difficulties are also occurred in finance management and accounting of international research projects and grand contracts including mobility.

**Organisational barriers**

Universities, academies of sciences, officials are not satisfied of losing qualified staff, but cannot pay better salaries to keep them at home. Mainly young EECA researchers find difficulties in going abroad fearing of loss of the primary employment that not guaranteed in any case after a long stay away. Contact of employment in EECA doesn’t allow a researcher to move abroad for long term without breaking a domestic contract. Therefore when a researcher is back, he has no guarantee of employment neither in the same research organization he worked before nor in any other domestic organisations relevant to his skills – his knowledge may be simply non-applicable in the country. On return researcher needs psychological adaptation. Moreover a work abroad may not be included in the seniority as it is for instance in Belarus.

Among other barriers lack of young researchers in many scientific fields and experience of proposal writing and project management skills exist.

### 3.4.2 Recommendations

The high qualified human potential is acknowledged as one of the crucial factors for competitive economy growth in a knowledge-base society. The international mobility of researchers is not only a key to the career development but also vital to the sharing and transfer of ideas, knowledge and skills between countries and sectors.

From a policy perspective, present and future global challenges require cooperation of individuals, whose joint efforts are directed to find scenarios to deal with them. Internationalisation of S&T aims at close networking between institutions and individuals in order to exchange knowledge and skills, gain academic experience for career development, share resources and infrastructures and facilitate open innovation processes. This process is accelerated by growing trans-disciplinary research, which requires the collaboration of the best brains across various scientific fields.

From an economic perspective the international market of academic workforces puts pressure on public and private institutions to recruit experts on global scale in an open competition. This leads to the negative effect of brain drain, when mobility becomes the first step into permanent emigration.

**Countries should invest into science and investments will be returned profitably.** One or another choice for living and work in research or another field of activities depends on job quality, opportunities for career development and living conditions. If scientist has a chance to realize a scientific potential in domestic country he will not go to another country for long. The main researcher’s motivation to treatise is feasibility to self-realization but not just money.

Mobility is instrument for successful cooperation between EU MS, AC and EECA countries. **Each country should aim at benefiting from the process of “brain circulation”** through creating optimum environment for incoming and outgoing mobility. The stimulation of international mobility of researchers should be one of the priorities of S&T collaboration.

The mobility of researchers between EU MS, AC and EECA countries is not a question which can be solved by the researchers themselves. It requires the **cooperation of the systems**.
Corrective measures should be undertaken also by policy makers, in order not to lose in the long run. Therefore the state administration has to be involved as well. All stakeholders and participants of mobility process (policy makers, institutions, researchers, etc.) shall have to work with, not against or without the systems. EECA states must be involved in the discussion of academic exchange. **Interministerial cooperation and a coordinating body of the “brain circulation” should be established.**

Many barriers are rooted in a system that has never undergone considerable reforms over the last years. The EECA states themselves have to be convinced of the inevitable **reorganisation of education and research.** The status or researcher, the financial funding of research, the situation with young researchers need to be reshaped. **The recognition of researcher as a professional** is a key factor for development of national politics and practical tools relating to upgrading of scientific work. Such recognition should start from the very beginning of the researcher's career and extend towards all stages and professional categories, independently of classification at national level. The social and economic circumstances of the academic staff are to be adapted to the standard which has become common in other branches of the society. Academic staff needs fair salaries, according to their status and their relevance for the state.

Important recommendations are related with visa and access issues: it is necessary to agree as soon as possible on **visa-free mobility between EU and EECA**, at least at first stage for scientific exchange. If this is difficult to fulfil than making of a fast track for researchers, internet based application may be the first useful step.

Taking into account lack of financial support and research infrastructure, inappropriate to the European standard living conditions, existing bureaucratic visa and migration rules, taxation, and difficulty with reintegration in EECA, **the short-term international mobility up to 3 months is considered by EECA countries as the most advantageous** at least until the situation will be improved.

The very important issue directly related to the mobility of researcher is **social security benefits.** The current European policy (May, 2008 -Communication: “Better Careers and more mobility: a European Partnership for Researchers”) encourages the Member States to include rules easing international mobility of researchers when concluding bilateral and multilateral social security agreements with third countries. The obtaining this kind of benefits by researchers after completion their stays in EECA countries would be a great added value in increasing the mobility in both directions.

The main part of recommendations regarding development of instruments to support mobility of researchers made at the Workshop concerned EECA countries. At the same time it was recommended by the EU representatives for EU research institutions to be more open and more responsive to EECA problems.

The recommendations to enhance mobility of researchers between EU, AC and EECA countries can be divided on two main levels:

**At policy level:**
- Recognition of mobility as an added value for researchers career and institutions;
- Setting of national priorities to create an attractive, competitive and sustainable area for researchers from all around the world;
- Development of instruments to improve visibility of Russia’s S&T capacities to host EU researchers;
- Providing policy framework for mobility;
- Fostering of defining institutional frames and instruments as a support to mobility;
- Setting up of an authorized coordinating body to deal with mobility issues at interministerial level;
- Carrying out of an internal analysis of mobility trends and flows (mapping);
- Studying of other countries experience (exchange of good practices, benchmarking etc);
- Taking into consideration of the CREST report on internalization of R&D;
- Recognition of importance of researchers mobility for international cooperation;
- Creation of optimum environment for incoming and outgoing mobility making beneficial process of brain circulation;
- Simplifications of regulations and practice of obtaining a scientific visa;
- Analysis and removal of obstacles in national legislation: entry conditions (residence permit, registration of stay, work permit);
- Policy dialogue, including identification of fields of specific mutual interest to enhance mobility, financial tools and strategic directions. Initiation of Joint Working Groups on Mobility;
- Enhancing joint participation through bilateral instruments and co-financial schemes. For instance in case of EECA countries development of the national schemes complementary to FP7 Marie Curie International Research Staff Exchange Scheme (IRSES) could be appropriate tools to support the national teams which are the members of successful IRSES consortia funded by the FP7;
- Recognition of diplomas and scientific degrees;
- Development of joint evaluation criteria, deadlines, monitoring and assessment process;
- Openness of S&T infrastructures as an instrument for mobility;
- Keeping contacts with own researchers staying abroad;
- State support for researchers reintegration: relevant employment and salary; social insurance, pension funds for scientists working abroad;
- Decision making about custom duties and taxes on shipping of materials and equipment, IPR.

At practical level:
- Studying, analysis and exploitation of examples of particular good cooperation practice;
- Information and awareness raising about scientific potential of the countries;
- Enlargement of publications in international scientific editions;
- Raise of attractiveness and openness of S&T institutions;
- Enhancement of mobility of EU researchers to leading EECA S&T institutions;
- Set-up of information and advise portal;
- Creating offices helping and advising for researchers;
- Development of FP7 National Contact Points (NCP) system and NCPs networking between EU MS, AC and third countries, NCP’s staff training and enlargement a range of the offered services;
- Raising of experience of proposal writing and project management skills in EECA;
- Monitoring and assessment of researchers’ participation in mobility programmes.

For national researchers and research institutions it is recommended to make more efforts on using the existing opportunities of international mobility, e.g. the FP7 “People” Marie Curie International Research Staff Exchange Scheme, on understanding the objectives and rules of programmes/actions creating offices helping researchers in administrative and legislation issues, to use any chance to take part in the international events and invite foreigners for conferences and workshops.

In information, advice and communication sphere mutual information flows should be considerably improved to enable researchers to learn more on each other, their institutions and countries. The means of information dissemination about funding opportunities both for university cooperation, academic mobility and individual mobility should be upgraded.
Wide promotion of the existing opportunities among research society: information days, workshops, media, web-sites is recommended but from two different viewpoints which take into account different needs of target groups and distinct rules of fellowships programmes or actions dedicated to:

- individual researchers (benefits for career development)
- research institutions (benefits for own human resources development).

The focused information is better understood and it contains more specific and coherent data to a particular group. There are several positive results: greater understanding and interest, better proposals, less mistakes.

In order to provide internationally mobile junior researchers with a fast instruments of orienting themselves in a new science system an information and advice portal should be installed where they can find out how to get further information and take advantage of personal counselling. Careers advice and support for (marital) partners seeking employment as well as so-called dual career advice or support for academic couples are required to attract internationally mobile researchers. Examples from abroad indicate that this does not necessarily mean concrete job offers (which are often difficult to find), rather, intelligent counselling can satisfy many people’s needs. The cultural dimension of mobility has to be realized, has to be taken care of and promoted with a concrete action plan adjusted to national conditions and needs.

Promotion of more knowledge of foreign languages, also through modules and disciplines taught in a foreign language in universities is necessary.

With the aim of presentation of own research potential and development of new contacts participation in international conferences and joint projects is very adventitious. Learning from each other’s experience in a bottom up way is equally worthy to the drafting of policies that are implemented through top down actions.

In respect of increasing visibility of research potential of EECA countries the web portal incrEAST (http://www.increast.eu) designed under FP7 IncoNet EECA project (“S&T International Cooperation Network for Eastern European and Central Asian Countries”) offers effective means for getting information on research in the concerned countries including key research institutions. The portal provides detailed and up-to-date information about the political development of research and technology in the target countries, information about collaborative projects, programmes and partner organisations, as well as potential host institutions in EECA countries for EU researchers and contact information for local experts.

Creation of national mobility centres in EECA countries and their active involvement in the EURAXESS network of European mobility centres would be desirable.

An interlinked information flow between the EU MS, AC and EECA could be facilitated through creating the national web pages on the multidimensional EU web tool EURAXESS. EURAXESS portal covers 4 main areas: Jobs - information on career opportunities across Europe; Rights - information on the rights, roles and responsibilities of researchers, employers, funders; Links - networking tool for researchers, based in US and Japan, about research in Europe; EURAXESS Services - a network of more than 200 mobility centres located in 35 European countries. The basic aim of such services is to offer up-to-date information, as well as customised assistance on all matters related to the professional and daily life of researchers. Assistance for researchers is realized on the questions of salaries and taxation, social security, pension rights and healthcare, visas, work permits, accommodation, day care and schooling, language courses, recognition of diplomas, etc. The EURAXESS network and portal is of great importance as a genuine tool which ensures the communication (though its members) between European countries and EC in research policy related issues, as a think tank tool for the national governments and the visit card of Europe for information
about job and funding opportunities in the EU as well as for personalized assistance to researchers and their families.

The optimal approach to realise the opportunities of the FP7 “People” programme is to strengthen and to extend the current systems of National Contact or Information Points (NCP/NIP) in EECA. NCPs play a crucial role in the Framework Programme (FP) as providers of information and assistance to public and private research, higher education and business organizations, to researchers and managers all around Europe. NCPs inform and raise awareness about the funding opportunities of the FP, advise and assist potential applicants in the preparation, submission and follow-up of grant applications, and offer support during the execution of projects – especially with respect to the management and administrative aspects of projects. One of the great strengths of the NCPs system is its national orientation and ability to provide support to applicants in their own native language, and to avail itself of the collective knowledge of the whole NCP Network. Establishing, supporting and further developing NCP systems is in the very own interest of each country and consequently their very own responsibility. However a close networking of the NCP/NIP systems in the EECA with NCPs EU MS and AC is recommended. Involvement of EECA “Mobility” NCPs to implementation of some activities and sharing with them important outcomes of ongoing FP7 PeopleNetwork project “Transnational co-operation among National Contact Points for Marie Curie Actions” would be desirable. Apart from central contact points, additional regional and even institutional contact points at research institutions or universities should be established.

In organisational sphere there is an urgent need for suitable accommodation for internationally mobile researchers who come to a new country for a restricted period of time. Investment programmes for “International Meeting Centres for Scientists and Scholars” should be introduced on a large scale. Academic employers must be put in a position to offer organisational and financial support for removal and relocation which is already the norm in other countries, especially when top-rank academic personnel are appointed.

Child-care facilities for internationally mobile researchers at universities and non-university research establishments must be expanded quickly and extensively. International appointments in many countries still often fail because there is a lack of child-care facilities. Host organisations (research institutions, universities, companies) should provide a range of services for foreign researchers: assistance and support in observance of national migration legislation (visa support, registration at migration office if necessary, prolongation of visa, etc.); assistance in selection of appropriate accommodation for researcher taking into account his/her family statues; assistance in employment for spouse; assistance in selection of kindergarten / school if fellow arrives with his/her children. Existence of special facilities and skills at host institution are at the most of importance among which: modern laboratory and office equipment for research in respect scientific area; English (or other European languages) speaking staff; national language courses (if needed); capacity for administrative and financial management of international projects.

4 CONCLUSION

The report concludes that further work on political and practical levels is needed to boost researchers’ mobility and knowledge exchange between the EECA and EU MS, AC. It highlights that EECA state administration, research institutions and researchers shall undertake systemic measures to improve research and education attractiveness, institutional environment for enhancing of the European researchers’ mobility to EECA countries. Upgrading of research potential, improvement of social conditions and child-care facilities for internationally mobile researchers would contribute significantly to facilitation of “brain circulation”. Harmonization of national legislation, simplifications of regulations and practice of obtaining a scientific visa and work permission are advantageous as reductive bureaucratic
barriers. In information, advice and communication sphere mutual information flows between EU MS, AC and EECA programmes, foundations, consulting units and researchers should be considerably improved by means of existing networking facilities and elaboration of new tools.
5 ANNEXES

Annex 1 Invitation and information letters

Subject: Invitation to a Workshop on Barriers Hampering Mobility of Researchers between EU and EECA Countries
12 October 2009
Moscow, Russia

Dear Madam/Sir,

State University – Higher School of Economics and Academy of Finland are pleased to invite you to take part in an international workshop to discuss barriers hampering mobility of researchers between European Union and Eastern European & Central Asian Countries (EECA) and develop recommendations on their overcoming. The workshop will be held on

Monday, 12 October 2009
from 9.00 am to 7.15 pm
at State University – Higher School of Economics (Room 311),
20, Myasnitskaya Str., Moscow, Russia

The event is organized in the framework of the FP7 IncoNet EECA project “S&T International Cooperation Network for Eastern European and Central Asian Countries” (http://www.inco-eeca.net). The main goal of the IncoNet EECA project is to strengthen the S&T cooperation between the EU Member States and Associated Countries and the EECA countries. It includes also activities aiming at an enhanced participation of researchers from EECA countries in FP7 “Cooperation”, “People”, “Capacities” actions.

The main objective of the workshop is to highlight barriers hampering mobility of researchers between EU and EECA countries and work out concrete recommendations to overcome barriers in the two-ways mobility of researchers between EU MS, AC and EECA countries including implementation actions.

The workshop is targeted for representatives of ministries, academies, foundations, universities, international and research organizations and programmes dealing with researcher mobility, NCPs, the European Commission as well as governmental bodies dealing with visa and social security issues in the EU MS, AC and EECA countries.

We would highly appreciate if you could contribute to the workshop discussions and share with the audience your experience and highlight barriers hampering arrangement of mobility of researchers between EU and EECA countries. Your point of view about the relevant instruments, actions, strategies and proposals for shaping the frame of EU-EECA brain circulation is very welcome at the workshop.

Working languages: English and Russian (simultaneous translation).

Draft programme and information letter are attached.

For registration and additional information please contact: Higher School of Economics, Mr. Alexander Grigoriev, Tel. +7 495 628-31-06, Fax +7 495 625-03-67, Agrigoriev@hse.ru

We are looking forward to welcoming you at the workshop.

Yours sincerely,

Leonid Golberg
First Vice-Rector
State University – Higher School of Economics

Milko Ylikangas
Project Manager
Academy of Finland
 Dann State University – Higher School of Economics and Academy of Finland jointly organise an international workshop to discuss barriers hampering researcher mobility between European Union and Eastern European & Central Asian Countries and develop recommendations on their overcoming.

The event is organized in the framework of the FP7 IncoNet EECA project “S&T International Cooperation Network for Eastern European and Central Asian Countries” (http://www.inco-eeeca.net). The main goal of the IncoNet EECA project is to strengthen the S&T cooperation between the EU member states and associated countries and the Eastern European and Central Asian countries.

The workshop is targeted for representatives of ministries, academics, foundations, universities, international and research organizations and programmes dealing with researcher mobility, NCPs, the European Commission as well as governmental bodies dealing with visas and social security issues in the EU MS, AC and EECA countries.

Background
The high qualified human potential is acknowledged as one of the crucial factors for competitive economy growth in a knowledge-base society. The international mobility of researchers is not only key to the career development but also vital to the sharing and transfer of ideas, knowledge and skills between countries and sectors.

From a policy perspective, present and future global challenges require cooperation of individuals, who join efforts to find scenarios to deal with them. Internationalisation of S&T aims at close networking between institutions and individuals in order to exchange knowledge and skills, gain academic experience for career development, share resources and infrastructures and facilitate open innovation processes. This process is accelerated by growing trans-disciplinary research, which requires the collaboration of the best brains across various scientific fields.

From an economic perspective the international market of academic workforce puts pressure on public and private institutions to recruit experts on global scale in an open competition. This leads to the negative effect of brain drain, when mobility becomes the first step into permanent emigration. Corrective measures should be taken, also by policy makers, in order not to lose in the long run. Each country should aim at benefiting from the process of brain circulation through creating optimum environment for incoming and outgoing mobility.

The stimulation of international researcher mobility is one of the priorities of the European Research Area. The 7th Framework Programme is one of the major tools which adds value to the rich variety of mobility programmes on national level - in particular in EU Member States.

Considering the growing role of mobility of researchers in strengthening the international S&T cooperation, EU MS, AC and EECA countries have been facing different problems and obstacles hindering the successful exchange of scientists.

Objectives and outcomes of the workshop
- To highlight the need of an optimum frame for brain circulation in both directions (East-West and West-East),
- To recall the present reality of academic exchange (public and private sector),
- To address the challenges of research mobility,
- To identify good practice in terms of support mechanisms at all levels (national/EU-community),
- To develop concrete recommendations to overcome researcher mobility barriers to be addressed to policy makers and decision makers in major science organisations and exchange institutions.

Issues for discussion

At policy level:
- Recognition of mobility as an added value for researchers career and institutions
- Recognition of importance of researchers mobility for international cooperation
- Fostering of defining institutional frames and instruments as a support to mobility
- Identification of fields of specific mutual interest to enhance mobility
- Enhancing joint participation through bilateral instruments
- Recognition of diplomas and scientific degrees
- Openness of S&T infrastructures as an instrument for mobility
- Agreements for scientific visa
- State support for researchers reintegration

At practical level:
- Examples of particular good cooperation practice
- Dissemination of information and awareness raising about scientific potential
- Increasing attractiveness and open-up of S&T institutions
- Fostering the outward mobility of EU researchers to leading EECA S&T institutions
- Role of NCPs and their networking, including third countries, NCP’s staff training and enlargement of offered services range
- Monitoring and assessment of the participation in the FP

Programme

The workshop programme consists of three main parts each of them to be completed by summarizing and overall discussion:

I. EU MS and AC: State-of-the-Art, Results, Barriers and Prospects of Mobility Programmes in the Context of Co-operation with Third Countries

Representatives of the major mobility programmes from EU MS and AC (EC DG for Research, Erasmus Mundus, French Ministry of Foreign Affairs, DAAD Office in Moscow, CNRS, Academy of Finland, Polish Academy of Sciences, EU MS/AC Mobility NCPs and others) are invited to present their mobility schemes, experience, lessons learnt and prospects on co-operation with EECA countries.

II. EECA Countries: Policy Strategies and Instruments for Brain Circulation. Experience and Proposals from Scientific Community for Shaping the Frame of Brain Circulation

Representatives of ministries, academies, foundations, universities, research organizations dealing directly with mobility of researchers (e.g. visa issues, recognition of diplomas and scientific degrees, financing, researchers reintegration etc.) are invited to present policy strategies and instruments of EECA countries for brain circulation. Scientists having wide experience in mobility are invited to present their experience, and proposals of scientific community for shaping the frame of brain circulation between EECA countries and EU MS and AC.

III. Recommendations to Overcome Barriers in the Two-Ways Mobility of Researchers between EU MS, AC and EECA Countries Including Concrete Implementation Actions

All participants are invited to think over and include recommendations to overcome barriers in the two-ways mobility of researchers into their presentations and speeches. The workshop participants are kindly requested to send organizers (HSE and AKA) abstract of their recommendations till 28 September 2009. The workshop organizers will elaborate and present for overall discussion a general document comprising all recommendations at the concluding part of the workshop.

Sincerely yours,

Organising committee
### Annex 2 List of participants

<table>
<thead>
<tr>
<th>№</th>
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<th>Organization</th>
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<td>Taradina Larisa</td>
<td>State University - Higher School of Economics</td>
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<td>Zaitsev</td>
<td>Alexander</td>
<td>Institute for Sociology of the National Academy of Sciences of Belarus</td>
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<td>Zakhidova</td>
<td>Mavlyuda</td>
<td>National University of Uzbekistan</td>
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<td>Zhelezov</td>
<td>Boris</td>
<td>State University - Higher School of Economics</td>
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*Recommendations on how to increase the brain circulation between EU and EECA*
Annex 3 The Workshop Programme

WORKSHOP ON BARRIERS HAMPERING MOBILITY OF RESEARCHERS BETWEEN EU AND EECA COUNTRIES
12 OCTOBER 2009
State University – Higher School of Economics
Myasnitckaya str, 70, Room 311
MOSCOW, RUSSIA

PROGRAMME

09:00 Opening
Sergey IVANETS, Director, Department for Strategy and Perspective Projects in Education and Science, Ministry of Education and Science of the Russian Federation
Richard BURGER, Science & Technology Counsellor, Delegation of the European Commission to Russia
Alexander SOKOLOV, Deputy Director, Institute for Statistical Studies and Economics of Knowledge, State University – Higher School of Economics, Russia

I. EU MS and AC: STATE-OF-THE-ART, RESULTS, BARRIERS AND PROSPECTS OF MOBILITY PROGRAMMES IN THE CONTEXT OF CO-OPERATION WITH THIRD COUNTRIES
MODERATOR: Richard BURGER, Science & Technology Counsellor, Delegation of the European Commission to Russia

09:30 Scientific mobility EU-Russia: Recent developments
Richard BURGER, Science & Technology Counsellor, Delegation of the European Commission to Russia

Erasmus Musas PhD and Post PhD Mobility Programmes
Nicola SCARAMUZZO, Delegation of the European Commission to Russia

International Science and Technology Center (ISTC)
Hendrik VISser, Scientific Programme Manager

Bureaucracy vs Globalisation?
Gregor BERGHORN, Head of DAAD Office in Moscow

German Research Foundation (DFG)
Jörgen ACHTERBERG, Director of Moscow Office DFG

Humboldt Foundation
Per BRODERSEN, Programme Director Fellowships, Division Europe

11:30 COFFEE

11:50 International cooperation with third countries
Savipiliivikko MIKOLA, Science Adviser, Academy of Finland

Mobility flow – experiences of the New Member States
Anna WISNIEWSKA, Vice-Director NCP Poland, Institute of Fundamental Technological Research, Polish Academy of Sciences

Lifting barriers in the two-ways mobility of researchers between EU MS, AC and EECA countries
Argyrota SIGALA, Administrative Director
Marianna GKRITZALA and Georgia RITOU, International Relations, National Hellenic Research Foundation

13:30 SUMMARIZING AND DISCUSSION: LESSONS LEARNT, STRENGTHS AND WEAKNESSES.
RECOMMENDATIONS

CONCLUSIONS OF THE SESSION I
Richard BURGER Delegation of the European Commission to Russia

14:00 LUNCH

II. EECA COUNTRIES: POLICY STRATEGIES AND INSTRUMENTS FOR BRAIN CIRCULATION, EXPERIENCE AND PROPOSALS FROM SCIENTIFIC COMMUNITY FOR SHAPING THE FRAME OF BRAIN CIRCULATION
MODERATOR: Suvipiiivikli MIKOLA, Science Adviser, Academy of Finland

15:00 R&D structure and mobility supporting mechanisms in Armenia
Anahit KHACHIKYAN, Leading Expert, International S&T Programs Department, EU FP7 People NCP, National Academy of Sciences of Armenia

The State and Problems of International Mobility of Researchers in Belarus: European Dimension
Mikhail ARTUKHIN, Head of Centre Researchers’ Mobility Studies, Institute of Sociology of the National Academy of Sciences, Belarus

Barriers Hampering Brain Circulation and Recommendations on Shaping Enabling Environment: Case of Kazakhstan
Altyshash JAKYBAVEVA, Deputy Director, InExC-B-Kaz
Gulnur BOLYSPAYEVA, President, The Keleşek Kazakhstan Public Foundation
Ibalt MENSHEIK, Vice-chairman, JSC “Science Fund”

Moldova
Sergiu FORCESCU, Head of the Department of European Integration and International Cooperation, Academy of Sciences of Moldova

Russia
Alexander SHAROV, Head of the Department for International Relations, Russian Foundation for Basic Research

Uzbekistan
Askarali DAMINOV, Professor, Taschkent Institute of Textile and Light Industry, Uzbekistan

17:00 COFFEE

17:30 SUMMARIZING AND DISCUSSION: LESSONS LEARNT, PROPOSALS AND STRATEGIES FOR BRAIN CIRCULATION
CONCLUSIONS OF THE SESSION II
Suvipiiivikli MIKOLA, Science Adviser, Academy of Finland

RECOMMENDATIONS TO OVERCOME BARRIERS IN THE TWO-WAYS MOBILITY OF RESEARCHERS BETWEEN EU MS, AC AND EECA COUNTRIES INCLUDING CONCRETE IMPLEMENTATION ACTIONS
MODERATOR: Anna PIKALOVA, Director of the Centre for International Projects, Institute for Statistical Studies and Economics of Knowledge, FP7 Mobility NCP for Russia, State University – Higher School of Economics

18:00 Summary of recommendations
Anna PIKALOVA, Director of the Centre for International Projects, Institute for Statistical Studies and Economics of Knowledge, FP7 Mobility NCP for Russia, State University – Higher School of Economics

Open Discussion
All participants

18:30 CONCLUSIONS

19:30 WORKING DINNER, ROOM 300

Working languages: English and Russian (simultaneous translation)
Annex 4 Pictures

Mr. Sergey Ivanets, Ministry of Education and Science of the Russian Federation

Mr. Alexander Sokolov, State University – Higher School of Economics (Russia)

Ms. Anahit Khachikyan, National Academy of Sciences of Armenia

Ms. Suvipäivikki Mikola, Academy of Finland

Mr. Richard Burger, Delegation of European Union to Russia

Mr. Alexander Sharov, Russian Foundation for Basic Research