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Structuring the European Research Area Human Resources and Mobility Marie Curie Actions

INFORMATION PACKAGE

WORK PROGRAMME

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HUMAN RESOURCES AND MOBILITY

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0. GENERAL INTRODUCTION

1. General

Following the adoption of the specific programme for research, technological development and demonstration; "structuring the European Research Area" and the rules of participation and dissemination, the Commission has adopted, with the assistance of the programme committee, this work programme which sets out in greater detail the objectives and technological priorities and the timetable for implementation of the specific programme, in particular for the first year of operation.

2. Scope of Work Programme

The scope of this work programme corresponds to that defined in the specific programme. The calls for proposals planned within this work programme are those foreseen to close in 2003 along with, in many cases, an indication of those calls intended to close in 2004. Annex A gives an overview of these calls. Some topics in the specific programme have been left until a later stage and these will be addressed in future revisions of the work programme.

3. Cross Cutting Issues

There are several issues that are important to all parts of the work programme. These are addressed here and, as appropriate, elaborated in the various parts.

- a) This work programme places special emphasis on the needs of small and medium-sized enterprises (SMEs) and on encouraging their participation.
- b) Proposers based in Associated States may take part in this programme on the same footing and with the same rights and obligations as those based in Member States. In addition, this work programme underlines the importance of involving associated candidate countries in the Community's research policy and in the European Research Area. Specific support actions will also be implemented to stimulate, encourage and facilitate the participation of organisations from the candidate countries in the activities of this work programme. These will comprise information, awareness and training activities, promotion of candidate country competencies, support to researchers from these countries to participate in conferences and to prepare proposals, establishment and reinforcement of networks or centres of excellence between Member States and candidate countries, and between centres of excellence of candidate countries and within candidate countries, evaluation of RTD systems and policies in a particular field, the screening of research establishments active in a particular field, and prospective studies aimed at defining research policies and organisation of research systems in a particular field.
- c) International co-operation represents an important dimension of the Sixth Framework Programme. As a contribution to a European Research Area open to the world, it will be implemented in the Sixth Framework Programme through four major routes:

- The opening of “Focusing and Integrating Community Research” to third country organisations with substantial funding,
- Specific measures in support of international co-operation,
- International activities under the heading of Human Resources, and
- Participation and funding for third country entities under the other headings (Research and Innovation, Research Infrastructures, Science and Society).

The first two are implemented through the specific programme “Integrating and strengthening the European Research Area”. The third, and the fourth, as part of the specific programme “Structuring the European Research Area”, are covered by the present work programme.

- *International activities under the heading of Human Resources*

Marie Curie actions will be opened to third country researchers under all the Host driven schemes (Marie Curie Research training networks, Marie Curie Early stage host fellowship, Marie Curie Conferences and training courses and the excellence promotion schemes). Experienced researchers can apply for a Marie Curie International Incoming fellowship scheme, and organisations in third country can host European researchers under the Marie Curie International outgoing fellowship scheme. The stay in Europe of a third country researchers in case of developing countries and emerging and transition economies can be complemented, if requested, by a re-integration grant in the country of origin.

- *Participation and funding for third country entities under the other headings (Research and Innovation, Research Infrastructures, Science and Society)*

International co-operation with third country¹ partners and international organisations will be actively fostered on all topics which will benefit from such co-operation. Furthermore, third country entities and international organisations can benefit from Community financial contribution. To this end, topics for international co-operation will be specified, where appropriate, in calls. This applies particularly to those third countries with whom co-operation agreements have been concluded.

- d) Research activities carried out under this work programme must respect fundamental ethical principles. More information on the review procedure that is foreseen is given in the guidelines given in the “Guidelines on Proposal Evaluation Procedures” (*address/hyperlink to be inserted*). Annex B to this work programme also details the issues to be covered in any ethical review.
- e) This work programme attempts, where possible, to reinforce and increase the place and role of women in science and research both from the perspective of equal opportunities and gender relevance of the topics covered.
- f) Whilst a series of specific measures are set out in section 4 to create a better connection between the work of scientific endeavour and society at large, other parts

¹ There is currently no co-operation with Afghanistan, Iraq, Iran, Libya, Myanmar, or North Korea. This situation is subject to review, in line with the Community's external policies. Please check on Cordis for updates.

of this work programme should also lead to actions that engage actors beyond the research community and the public at large, spread awareness and knowledge, explore the wider societal implications of research work, and create synergies with education at all levels.

- g) In the context of the regular report to be submitted to the European Parliament and the Council, the Commission will report in detail on progress in implementing the specific programme, and, in particular, progress towards achieving its objectives and meeting its priorities.

4. Submitting a Proposal

Proposals should be submitted under the terms of a call for proposals². In order to submit a proposal, a proposer should consult the following:

- This work programme,
- The relevant call for proposals as it is published in the *Official Journal of the European Communities*, and
- The relevant Guide for Proposers.

These and a number of other useful texts, including the rules for participation and details on the contracts, are available on Cordis (as referred to above).

5. Evaluation Criteria and Related Issues

The “Guidelines on Proposal Evaluation Procedures” describes the basic procedures to be followed by all programmes under the Sixth Framework Programme of the European Community.

The set of common criteria applicable to this work programme is given in Annex B. Any specific or complementary criteria are clearly stated in the relevant part of this work programme. Evaluation thresholds for each set of common criteria are given in Annex B and apply unless otherwise clearly stated.

All proposals before they are selected for funding and which deal with ethical issues and any proposal for which ethical concerns have been identified during the scientific evaluation may be reviewed by a separate ethical review panel. The “Guidelines on Proposal Evaluation Procedures” gives more details on the evaluation procedure as a whole as well as details of the ethical review procedure.

Furthermore, the work programmes, and consequently their calls for proposals, may specify and restrict the participation of legal entities in an indirect action according to their activity and type, according to the instrument deployed and to take into account specific objectives of the Framework Programme.

² Proposals for specific support actions, which do not fall within the scope of a call for proposals, may be submitted to the Commission only when it is provided for in this work programme.

Calls for proposals may involve a two-stage evaluation procedure. When such a procedure is employed, this is stated clearly in the call for proposals. More information on this process is given in the “Guidelines on Proposal Evaluation Procedures”.

6. Specific Support Actions

Support activities are more limited in scope than the accompanying measures of the previous Framework Programmes. These projects aim to **contribute actively** to the implementation of activities of the work programme, the analysis and dissemination of results or the preparation of future activities, with a view to enabling the Community to achieve or define its RTD strategic objectives. Therefore, a significant emphasis has been placed on Support Actions:

- to promote and facilitate the dissemination, transfer, exploitation, assessment and/or broad take-up of past and present programme results (over and above the standard diffusion and exploitation activities of individual projects);
- to contribute to strategic objectives, notably regarding the European research area (e.g. pilot initiatives on benchmarking, mapping, networking, etc.);
- to prepare future community RTD activities, (e.g. via prospective studies, exploratory measures, pilot actions etc.);
- to sustain the mechanism for a European approach to research infrastructures.

as opposed to awareness and information exchange activities, e.g. annual Workshops and Conferences, that would take place anyway without Commission support. The latter activities will not be welcome if they do not **serve** the programme’s strategic objectives, (in the sense of the European Research Area, improved co-ordination, public awareness, preparation of future Community initiatives, etc.).

I. STRUCTURING COMMUNITY RESEARCH

2. Human Resources and Mobility

2.2. General objectives and principles

The overall strategic objective of the Human Resources and Mobility activity, within the *Specific Programme for research, technological development and demonstration: "structuring the European Research Area" (2002-2006)*³, is to provide broad support for the development of abundant and dynamic world-class human resources in the European research system, taking into account the inherent international dimension of research.

The mobility of researchers is promoted with a view to the successful creation of the European Research Area. This involves a coherent set of actions, largely based on the financing of structured mobility schemes for researchers. These are essentially geared at the development and transfer of research competencies, the consolidation and widening of researchers' career prospects, and the promotion of excellence in European research.

Within this frame, particular attention has been paid to:

- the participation of women within all actions, and appropriate measures to promote a more equitable balance between men and women in research. In this context the Commission and the host organisations will endeavour to reach the objective of at least 40 % selection of women.
- the personal circumstances relating to mobility, particularly with respect to the family, career development and languages.
- the development of research activity in the less-favoured regions of the EU and Associated Candidate Countries, and to the need for increased and more effective co-operation between research disciplines and between academia and industry, including SMEs.

With a view to further reinforcing the human potential for European research, this activity also aims to attract the best and most promising researchers from third countries, promote the training of European researchers abroad and stimulate the return of European scientists established outside Europe.

All actions of the *Specific Programme: Structuring the European Research Area* under Human Resources and Mobility are designated Marie Curie actions.

The presentation of the different instruments is given in conformity with the order given in the Council Decision for the Specific Programme and is as follows:

- Marie Curie Host-driven actions

³ Council Decision of 30 September 2002 adopting a specific programme for research, technological development and demonstration: 'structuring the European Research Area' (2002–2006) (2002/835/EC) downloadable from <http://www.cordis.lu/fp6/specificprogrammes/>

These actions are aimed at supporting research networks, research organisations and enterprises (including in particular SMEs), in the provision of structured global schemes for the transnational training and mobility of researchers, and the development and transfer of competencies in research including those relating to research management and research ethics. The actions concerned are intended to have a strong structuring effect on the European research system, in particular by encouraging junior researchers to pursue a research career.

- Marie Curie Individual-driven actions

These actions concern the support to individual researchers, in response to their particular needs with a view to complement individual competencies in particular in terms of multidisciplinary and research management, in the process of reaching a position of professional maturity and independence. These actions also address the linkages between European and third countries' researchers.

- Marie Curie Excellence Promotion and Recognition

These actions focus on the promotion and recognition of excellence in European research, thereby increasing its visibility and attractiveness. They aim at promoting European research teams, especially in new and/or emerging areas of research, and at highlighting personal achievements of European researchers, with a view to supporting their further development and international recognition, while also promoting the diffusion of their work for the benefit of the scientific community.

- Marie Curie Return and Reintegration Mechanisms

Marie Curie Return and Reintegration Grants are directed at researchers from the EU and Associated Countries who have just completed a Marie Curie fellowship of at least two years. A similar mechanism applies to European researchers who have carried out research outside Europe for at least 5 years, with or without having benefited from a Marie Curie action, and who wish to return to Europe.

- Co-operation with Member States and Associated Countries

The Human Resources and Mobility activity will seek to co-finance initiatives, which foster co-operation and create synergies with and within programmes at national and regional level where these coincide with the specific objectives of the schemes outlined above. Such co-operation will be established on the basis of relevant Community criteria, with a view to creating genuine access to these initiatives for all EU and Associated Country researchers, playing a complementary role regarding programmes at national and regional level, notably by opening up access to these programmes for non-national researchers, as well as promoting cross-boarder training of researchers, and by promoting the adoption of mutually-recognised research training standards.

Initiatives will be undertaken to reinforce co-operation with Member States and Associated Countries in the provision of 'proximity support' to researchers, which is a key element of any mobility scheme for researchers moving within or returning to Europe. In particular, this could be undertaken through the support to the networking

of existing and new structures, at national or regional level, with the aim of providing practical assistance to foreign researchers in matters (legal, administrative, familial or cultural) relating to their mobility.

This work programme will be subject to periodic revisions, namely to further develop some of the objectives, and more particularly the co-operation with Member States and Associated States, to plan the activities for 2005-2006 and to possibly adjust certain implementation mechanisms, notably new ones, on the basis of the first results as well as, if necessary, to review the correction coefficients.

2.3. Technical content and implementation of Specific Actions

2.3.1. - Host-driven actions

This line of action is implemented by the following:

- *Marie Curie Research Training Networks*
- *Marie Curie Host Fellowships for Early Stage Research Training*
- *Marie Curie Host Fellowships for the Transfer of Knowledge*
- *Marie Curie Conferences and Training Courses*

2.3.1.1. - Marie Curie Research Training Networks

Specific objectives of the action

These [Networks] provide the means for research teams of recognised international stature to link up, in the context of a well-defined collaborative research project, in order to formulate and implement a structured training programme for researchers in a particular field of research. Networks will provide a cohesive, but flexible framework for the training and professional development of researchers, especially in the early stages of their research career. Networks also aim to achieve a critical mass of qualified researchers, especially in areas that are highly-specialised and/or fragmented; and to contribute to overcoming institutional and disciplinary boundaries, notably through the promotion of multidisciplinary research. They will also provide a straightforward and effective means to involve the less-favoured regions of the EU and Associated Candidate Countries in internationally recognised European research co-operation.

Implementation

Participants

Participants in this action are selected by the Commission and are those organisations, who are members of a network which recruit researchers or directly contribute to the research and training project.

The network will be composed of at least three participants (e.g. universities, research centres, companies, SMEs) *established in at least three Member or Associated States*

from which two must be Member or Associated Candidate Countries. It is expected, however, that a network will consist of a larger number of organisations.

Projects

The size of the project and of the network will depend on the nature and scope of the research and training activities undertaken by the network, as well as considerations regarding management and effective interaction amongst participants.

The joint research project provided by the network should serve to provide a platform for training, for the transfer of knowledge and for the career development of those researchers involved in its activities. The researchers should therefore be fully integrated into the research by involving them, for example, in exchanges between teams, network meetings, collaborative research or the dissemination of results. In this context, the participating teams will also need to develop a structured programme for training (e.g. courses, seminars, training in research management and exploitation of research results, to the benefit of all researchers recruited by the network), and for mentoring of the appointed researchers (e.g. supervision, following up the careers of those researchers trained in the activity).

Priority will be given, in this context, to training in a multidisciplinary and/or intersectorial context which, at least, allows the appointed researchers to become acquainted with the different disciplines and different actors within the topic of research covered by the project.

Partners will be given significant autonomy and flexibility in the detailed operation of the networks.

The maximum duration of a project will normally be four years from the date of commencement given in the contract.

As an indication, the budget of an individual project would be expected to range between €800.000 and a few million Euro, depending on the number of participants, the anticipated number of trainees accommodated at each network node, the nature and scope of the training activities, etc.

Eligible Researchers⁴

This action will be directed at early stage researchers, for the purpose of initial training (including within the frame of doctoral studies) while more experienced researchers will be eligible with respect to the needs of transfer of knowledge in the project. Researchers with more than 10 years of research experience (full-time equivalent), counting from the time the degree/diploma was obtained and giving access to embark on a doctorate⁵ in the country where it was awarded, will not be eligible for selection.

⁴ The definitions applicable to eligible researchers are given in point 2.5.3.

⁵ The degree must entitle the holder to embark on doctoral studies, without having to acquire any further qualifications.

Each researcher will establish, together with his/her personal supervisor, a *Personal Career Development Plan* comprising his/her training needs and scientific objectives and later on report upon the success with which these objectives were met. In this way the researchers will be encouraged to play an active role in shaping their own training programme and professional development.

The training opportunities for researchers within the coherent training and mobility scheme provided by the project may range from 3 months to 3 years.

In the case of a researcher being seconded to another participant for a period of more than 30 % of the total period of recruitment, he/she will have to be recruited by this other participant.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution, rates: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2. Major imbalances among the teams (excluding the coordinating entity), or in terms of the funds allocated to one particular country, would have to be justified in the proposal. Normally, no more than 40% of the funding awarded should be allocated to the teams of one country.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of the action (in terms of training)

As an indication, for each 100 M € spent this action should allow:

- the creation of about **60 Marie Curie Research Training Networks**;
- foster co-operation between about **600 research teams**;
- facilitate the mobility of about **1200 researchers**;
- provide about **1750 person-years** of training for researchers;
- Overall it is anticipated that the expected number of researchers profiting directly from this action through training or networking will be at least 2000.

Taking into account the participation of researchers from outside the network at meetings and network-wide training events, this figure is expected to rise to over 5000.

2.3.1.2. - Marie Curie Host Fellowships for Early Stage Research Training

Specific objectives of the action

These [Fellowships] will be targeted at higher education and research institutions, training centres and enterprises, with a view to reinforcing their training capability. The scheme will be directed at researchers in the early stages of their professional career. It will focus on the acquisition of specific scientific and technological competencies in research, as well as of complementary skills.

In order to answer to this objective, this action aims at:

- Supporting the development of the offer of structured training (typically within the framework of doctoral studies and including general modules of structured training and/or experimental research work) for researchers at the beginning of their careers from Member States, Associated States and third countries to be trained by European organisations within higher education, research and training centres, enterprises including SMEs, with a focus on acquisition of specific scientific and technological competencies in research as well as complementary skills (e.g. in management, ethics, communication, etc);
- Stimulating the training and hosting of researchers at the beginning of their career from other Member States, Associated States or third countries within the organisations concerned and thereby encouraging these researchers to pursue a research career.

This action also encourages mechanisms to improve co-ordination and mutual recognition between the participating organisations and, at an international level, the quality of this initial training.

Implementation

Project and Participants

The participants in this *Marie Curie* action are the organisations, selected by the Commission. The selected organisations recruit the researchers.

Projects may be submitted either:

- by a single host or by several inter-related groups in one country working together on a common research or training theme or
- by multi-partner hosts such as those involved in formal collaboration in the organisation of international doctoral studies (e.g. Euro-PhDs). Participants must be at least 3 hosts in 3 different Member States, or Associated States, of which two must be from Member States or Associated Candidate Countries. Training must be open to researchers from outside the partners. The quality of the training provided by each participating partner must be mutually recognised by all partners and, where possible, the same will be expected with the awarded degrees.

Projects

The participants must present a structured plan of development of their training offer (tutoring, courses, supervision, common training between the participants, exchange of eligible researchers or other personnel, monitoring of the career development of the trained researchers, etc), which will be evaluated as an essential component of the submitted proposal and the object of continuous evaluation throughout the duration of the project.

The maximum duration of a project will normally be four years from the date of commencement specified in the contract.

Eligible researchers⁶

Within this action only early stage researchers can be recruited. The opportunities for training will be for periods between 3 months and three years within a coherent training and mobility project.

Each researcher will establish, together with his/her personal supervisor, a Personal Career Development Plan comprising his/her training needs and scientific objectives and later on report upon the success with which these objectives were met. In this way the researchers will be encouraged to play an active role in shaping their own training programme and professional development.

In the context of multi-partner groups, it is expected that researchers hosted for more than one year will stay with more than one partner during the training period. In the case of a researcher being seconded to another participant for a period of more than 30 % of the total period of recruitment, he/she will have to be recruited by this other participant.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution, rates: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2. Normally, for Multi-partner European Hosts, no more than 40% of the funding awarded should be allocated to the teams of one country.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of activity

For each 100M € this action should allow:

- Conclusion of 75 contracts that could involve up to 150 host organisations;
- Provision of 1500 **person-years** of research training.

⁶ The definitions applicable to eligible researchers are given in point 2.5.3.

The size of the projects will vary between 300,000 and 2,000,000 €. As an objective, 15 % of the overall budget of this action is to be directed towards the participation of industrial/commercial companies.

2.3.1.3. - Marie Curie Host Fellowships for the Transfer of Knowledge

Specific objectives of the action

These [Fellowships] will be directed at European organisations (universities, research centres, enterprises, etc.) in need of developing new areas of competence, as well as at furthering the development of research capabilities in the less-favoured regions of the EU and in the Associated Candidate Countries. Knowledge transfer fellowships will allow experienced researchers to be hosted at such organisations for the transfer of knowledge, research competencies and technology.

Implementation

This action will be implemented through:

- the reinforcement of the research potential of host entities, with priority to entities situated in Less Favoured Regions of the Member States and in the Associated Candidate Countries, in need of new areas of competence (**Marie Curie Development Scheme**);
- the creation and development of real strategic and durable partnerships between the academic world and the world of enterprises, in particular SMEs, aiming at the establishment of lasting collaborations of mutual interest (**Marie Curie Industry-Academia Strategic Partnership Scheme**).

Marie Curie Development Scheme

Project and participants

This action aims to support projects presented by a legal entity in need of developing new knowledge, with priority to those situated either in less favoured regions of the Member States or in the Associated Candidate Countries, in order to:

- host experienced researchers, recruited following an international publication of vacancies, for a period up to 2 years, and, optionally,
- send experienced researchers from among their own staff members to one or more distinct and independent bodies in another Member State, Associated States or third country (in this last case, only in exceptional circumstances, which must be duly justified) for the acquisition of new knowledge to be transferred and developed by them on their return to their home organisation.

In the second case, the project will thus include obligatorily both an initial phase of new knowledge acquisition (up to 1 year) in the legal entity which is the partner hosting the researcher and a second phase of effective transfer and development of this knowledge in

the organisation of origin of the researcher (of the same duration as the initial phase). The organisations, which will provide this training, will be pre-determined, and designated in the submitted proposal to the Commission, and will be taken into account at the time of the evaluation of the projects.

Community financing

In the first case, the Community financing will cover the whole transfer of knowledge phase by the hosted researchers. In the second case, the Community financing will cover both the phase of acquisition of new knowledge and the phase of transfer and further development of knowledge in the organisation of origin of the researcher. As the effective transfer of knowledge is a global activity, the organisation of origin will have to secure by contract the commitment of its researcher(s) to return for at least one year in order to further develop the acquired knowledge there or, otherwise, refund the payments already received under this action.

Eligible researchers⁷

This action is addressed to experienced researchers. The relative proportion of researchers in either direction should be balanced with respect to the objective described in the proposal (typically no more than 50 % of the person-months should be used for outgoing experienced staff members).

The support, granted to the eligible researchers, will be for periods of between two months to 2 years and is part of an overall coherent plan. For researchers sent out to transfer knowledge back home, the minimum period for each phase (of equal duration) is from 2 months up to one year.

In the context of this action, staff members to be eligible must have been active in the same organisation continuously for at least the last three years. Staff members of the host sent out to gain or transfer knowledge must return to their organisation of origin after the mobility period to transfer the knowledge home.

Marie Curie Industry-Academia Strategic Partnership Scheme

Project and participants

This scheme will aim to support projects for the creation and development of strategic partnerships between the academic world and the world of enterprise that will be presented jointly by Universities/Research Centres and companies from at least 2 different Member or Associated States⁸. These projects aim to allow them to: mutually exchange experienced researchers; develop their knowledge by the integration of researchers in a different work environment; or to acquire new knowledge and benefit from this when the researchers return to their organisation of origin. Such strategic research partnership projects can be co-ordinated either by the industrial or academic partner and can involve one or more partners from the other sector.

⁷ The definitions applicable to eligible researchers are given in point 2.5.3.

⁸ If there are two participants, at least one must be from a Member State or an Associated Candidate Country ; if there are three or more, at least 3 hosts in 3 different Member States, or Associated States, of which two must be from Member States or Associated Candidate Countries.

For this purpose the partnerships will allow these entities to accommodate experienced researchers from the staff members⁹ of the other partner(s) and thus benefit from their experience and knowledge.

Within this scheme, the industrial partners must be organisations operating on a commercial basis, i.e. commercial companies gaining the majority of their revenue through competitive means with exposure to commercial markets, and will include incubators, start-ups and spin-offs, venture capital companies, etc. Within the scheme, preference will be given to projects that aim at fostering new, inter-sectorial, lasting research collaborations beyond the term of the proposed contract, or strengthening existing collaborations.

Community financing

The Community financing will cover the secondment of the researchers to the other partner(s) for a period of up to a maximum of 2 years.

Being a global activity of effective transfer of knowledge, the legal entity of origin will have to secure by contract the commitment of its researcher(s) to return for at least one year in order to further develop the acquired knowledge there or, otherwise, to refund the amount already received under this action.

Eligible researchers¹⁰

The support, granted to the eligible researchers, will be for periods of between two months to 2 years and is part of an overall coherent plan. For researchers sent out to transfer knowledge back home, the minimum period for each phase (of equal duration) is from 2 months up to one year.

In the context of this action, to be eligible staff members must have been active in the same sector continuously for at least the last 3 years.

Common conditions of both schemes

Project and participants

For both schemes, host organisations must have the potential either to give or to absorb the transferred knowledge and must be able to manage the transfer of knowledge. They must be able to demonstrate that this transfer will significantly increase their research quality and overall RTD capabilities and, in the case of the Industry-Academia exchange scheme, contribute to the enhancement of inter-sectorial research collaboration. Furthermore, applicant hosts must demonstrate the availability of appropriate researchers willing to transfer the requested knowledge as well as the existence at the host organisation of a critical mass of researchers to whom the particular knowledge transfer can be made.

⁹ Non-scientific staff members involved in research activities can be assimilated as being experienced researchers and are eligible for this action.

¹⁰ The definitions applicable to eligible researchers are given in point 2.5.3.

For this purpose, the proposal should contain an overall plan that demonstrates the needs for new knowledge and the strategy of transferring and exploiting the acquired knowledge.

The maximum duration of a project will normally be four years from the date of commencement given in the contract.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution, rates: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of activity

For each 100 M €, this action should allow:

- conclusion of 200 contracts, involving 350 host organisations
- provision of funding for approximately 1400 **person-years**

As an indication, the size of the projects will vary between 100 000€ and 1 000 000€. The Community financing will be able to cover up to 4 years.

As an objective, 66% of the total funding possibilities for this action will be for the *Marie Curie Development Scheme* and 34 % for the *Marie Curie Industry-Academia Strategic Partnership Scheme*; a minimum of 70% of the budget of the *Marie Curie Development Scheme* should be directed towards projects transferring knowledge to Community Less-Favoured Regions and Associated Candidate Countries, and at least 30% of the budget of the *Marie Curie Industry-Academia Strategic Partnership Scheme* should be directed towards the participation of SMEs in this action.

2.3.1.4. - Marie Curie Conferences and Training Courses

Specific objectives of the action

These [Conferences and Training Courses] will enable junior researchers to benefit from the experience of leading researchers. Support will be given to specific training activities (including virtual ones) that highlight particular European achievements and interests.

Implementation

This action comprises two categories of measures:

- Support for the organisation of coherent series of high-level conferences and/or training courses with a specific training value, lasting from a few days to a few weeks, presented as a single proposal by one or more organisers and covering one or more particular subjects, as well as funding of the attendance of eligible researchers in these events.
- Funding of the participation of eligible researchers in large conferences.

In all cases, the specific events should highlight particular European achievements or, as the case may be, research topics in which Europe has a strong interest, and where the event contributes to its uptake in Europe. This means that the subjects to be discussed or taught should be those where recent advances achieved in the Member States, or Associated States are worth being passed on to researchers in the early stages of their career, or those where recent advances achieved elsewhere, in topics of interest to Europe, need to be passed on to researchers from the Member States and Associated States. In both cases, the foreseen composition of the audience and the identity of the speakers will be a factor in determining the Community added value.

Marie Curie Series of events

Participants

The participants in this action shall be organisations, selected by the Commission, which organise the events and/or host the researchers to be trained.

One series of events may be organised by a single entity, which thus assumes the entire responsibility, or by several entities (local organisers), each of which would be responsible to the co-ordinator both for the financial part and the technical execution of the event(s), which they manage.

Projects

A series of events may combine conference-style events, with more practical events (schools or practical training courses) as described below. In order to be eligible, a project should include at least 4 events. There is no upper limit in the number of events per project. The events within a proposed series should together make a coherent training plan. Where they cover several themes, their grouping together should be justified from a scientific and/or training point of view or from an organisational point of view.

Events taking place less than six months after the corresponding deadline for the reception of proposals mentioned in the call shall be ineligible. Events in a series may have venues in different locations. All events in a series should be organised within a period of 4 years.

Types of events:

- **Marie Curie Conferences:** High-level scientific/technological meetings with a focused theme at the cutting edge of research bringing together researchers with a different level of experience, typically lasting a few days.
- **Marie Curie Training Courses:** Schools or practical training courses organised in universities, research organisations, scientific centres or industrial facilities etc and providing advanced training for eligible researchers, typically lasting from one to a few weeks. The courses are to be organised around specific scientific or technological themes, and/or address research management, ethics, communication and related subjects of value for the career development of researchers. They must have a defined syllabus. Appropriately qualified experts should provide the training. Practical courses would involve substantial hands-on laboratory or field experience for the participants.

Each event should have duration of a maximum of 4 weeks, and will normally take place in Member States, Associated States. Other event venues may be exceptionally allowed if suitably justified with respect to the objectives.

The number of attendees (with or without Community support) in each event will typically not exceed 150.

Eligible researchers¹¹

This action will primarily be directed at early stage researchers. More experienced researchers will also be able to benefit from this action where the possibilities offered in the contract are not used for early stage researchers. Researchers with more than 10 years of research experience (full-time equivalent), counting from the time the degree/diploma was obtained and giving access to embark on a doctorate in the country where it was awarded, will not be eligible for support, except in the case of researchers who are nationals of Member States, or Associated States active outside these states at the time of an event: these researchers shall be eligible, so that they may establish or strengthen links with the European research community (contact building effect for the transfer of knowledge).

An international balance between the participants shall be guaranteed; no more than 30% of the total number of those attending each event within a series should be nationals of the same Member State or Associated State, or third countries *collectively*.

Marie Curie Large Conferences

Participants

The participants in this action shall be organisations, selected by the Commission, which organise the events.

¹¹ The definitions applicable to eligible researchers are given in point 2.5.3.

Project

Projects must involve a single international scientific/technological conference, of world-class level in its research area, bringing together typically more than 150 attendees, organised independently of whether Community support will be available or not.

Only events with truly outstanding career development value should be supported (opportunity for the eligible researchers to participate actively in the conference). Conferences should normally take place in Member States, or Associated States. Other conference venues may be exceptionally allowed if suitably justified with respect to the objectives.

Conferences taking place less than six months after the corresponding deadline for the reception of proposals mentioned in the call shall be ineligible.

Eligible researchers¹²

This action will primarily be directed at early stage researchers. More experienced researchers will also be able to benefit from this action where the possibilities offered in the contract are not used for early stage researchers. Researchers with more than 10 years of research experience (full-time equivalent), counting from the time the degree/diploma was obtained and giving access to embark on a doctorate in the country where it was awarded, will not be eligible for support.

In the case of an event venue outside Member States, or Associated States, only nationals of Member States or Associated States shall be eligible for support.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution, rates: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of the action

As an indication, this action should permit, per 1M€ for series of events, the organisation of up to 20 events involving 1,500 attendees, of which 750 will receive support for attendance; and per 1M€ for large conferences, the attendance of up to 1,400 persons to 20 such conferences involving 8,000 attendees in total.

As an indication, the project size for series of events will vary between 250k€ and 1 M€; for large conferences (single conference per project) a typical project size will be 50k€.

¹² The definitions applicable to eligible researchers are given in point 2.5.3.

2.3.2. - Individual-driven actions

This line of action is implemented by the following:

- *Marie Curie Intra-European Fellowships*
- *Marie Curie Outgoing International Fellowships*
- *Marie Curie Incoming International Fellowships*

2.3.2.1. - Marie Curie Intra-European Fellowships

Specific objectives of the action

These [Fellowships] will allow the most promising researchers from EU and Associated countries to undertake training through research in the European organisations most appropriate to their individual needs. The topic will be freely chosen by the researcher in collaboration with the host, with a view to completing or diversifying his/her expertise.

More particularly, this action is aimed at experienced researchers from Member States, or Associated States to respond to their individual needs for complementary training (advanced training, multi-disciplinary fields, research management, etc) or to permit them to resume their career. It will permit the best and most promising experienced researchers to undertake transnational mobility in the European organisations most appropriate to their individual needs so as to give them the necessary boost to become independent researchers in their areas of interest.

Implementation

Project and participants

This action provides financial support for complementary training and mobility, for a period of 12 to 24 months, for individual projects presented by experienced researchers in liaison with a host organisation from a Member State, or Associated State.

The research topic will be freely chosen by the researcher in collaboration with the host, with a view to complete and/or diversify his/her expertise.

Eligible researchers¹³

This action is addressed to the most promising experienced researchers from Member States, or Associated States.

Each researcher will establish, together with his/her personal supervisor, a **Personal Career Development Plan** comprising his/her training needs and scientific objectives and later on report upon the success to which these objectives were met. In this way the researchers will be encouraged to play an active role in shaping their own training programme and professional development.

Community contribution, rates and applicable evaluation criteria

¹³ The definitions applicable to eligible researchers are given in point 2.5.3.

Evaluation criteria: see Annex Mob-B.

Community contribution, rates: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of activity

For each 100 M €, this action should allow:

- Conclusion of 750 contracts, involving 750 host organisations
- Selection of 1400 **person-years**

The size of the projects will vary between 60 000 and 180 000 €.

2.3.2.2. - Marie Curie Outgoing International Fellowships

Specific objectives of the action

These [fellowships] will be awarded to researchers from EU and Associated Countries to work in established third country research centres, thereby widening their international experience in research. This scheme will require the submission of a coherent individual training programme, involving a first phase abroad, followed by a mandatory second phase in Europe.

This action, open towards the rest of the world, aims to respond to the needs for reinforcing the international dimension of the career of European researchers by giving them the opportunity to be trained in a world level third country research organisation, and then to apply the experience gained in an organisation in a Member State or Associated States.

Implementation

Project and participants

This action consists of financial support to individual mobility and complementary training projects presented by experienced researchers in liaison with host organisations in the Member States or Associated States. The contracts will be concluded with the return host organisations of the Member States or the Associated States for a total duration of up to 3 years. It is mandatory for the project to include a coherent training programme of up to 3 years including an initial training phase of minimum one to 2 years in a distinct legal entity in a third country (“partner organisation”) and a re/integration phase (i.e. typically half the duration of the first phase) within the contracting organisation (“return host organisation”) in the Member States or Associated States. The re/integration phase will normally commence directly after the termination of the initial training phase.

The research topic will be freely chosen by the researcher in collaboration with the return host organisation, with a view to completing and/or diversifying his/her expertise.

Each researcher will establish, together with his/her personal supervisor in the return host organisation, a *Personal Career Development Plan* comprising his/her training needs and scientific objectives and later on report upon the success to which these objectives were met. In this way the researchers will be encouraged to play an active role in shaping their own training programme and professional development.

As this action concerns an overall and coherent training and mobility action, the return host organisation will need to commit itself contractually vis-à-vis the Commission to ensure the commitment of their researcher to carrying out the reintegration phase within the organisation concerned, so as to capitalise effectively on the knowledge and experience gained, failing which they will need to reimburse the amount received for this action.

Eligible researchers¹⁴

The researchers shall be selected by the Commission on the basis of a proposal submitted in liaison with a return host organisation in a Member State or an Associated State. The researchers will be in a situation of secondment during the initial phase of training in the partner organisation in the third country.

Third country researchers are not eligible for this action, including those treated as being from Member States or Associated States because of their presence for more than 4 years during the previous 5 years in the territory of a Member State or Associated State.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution, rates: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of the action

Indicatively, for each 10 M €, this action should allow:

- the conclusion of **50** contracts, implying **50** host organisations;
- the selection of **110** person-years.

Indicatively, the size of the projects will vary between 120 000 € and 240 000 €.

¹⁴ The definitions applicable to eligible researchers are given in point 2.5.3.

2.3.2.3. - Marie Curie Incoming International Fellowships

Specific objectives of the action

These [Fellowships] will aim at attracting top-class researchers from third countries to work and undertake research training in Europe, with the view to developing mutually-beneficial research co-operation between Europe and third countries. In the case of emerging and transition economies and developing countries, the scheme may include provision to assist fellows to return to their country of origin.

This action will reinforce the scientific excellence of the Member States and the Associated States thanks to the application of the knowledge thus transferred during this period of mobility and will also constitute a springboard for the future development of relations between the Member States or Associated States and the third countries.

Implementation

Project and participants

This action aims to respond to the needs for individual training and mobility of world class third country researchers, thus reinforcing the international dimension and attractiveness of Europe, by giving them the opportunity to come to a research organisation of a Member State or an Associated State.

It consists of financial support to individual mobility and complementary training projects presented by world class researchers in liaison with a legal entity (“host organisation”) in the Member States or Associated States, as well as possibly another one (“reintegration host organisation”) in the researcher’s country of origin in the case of developing countries and emerging and transition economies.

In the case of developing countries and emerging and transition economies, the projects may include a phase of reintegration in the country of origin, within the framework of an overall and coherent project elaborated with a view to the development of a mutual interest between the Member States/Associated States and the third countries concerned.

The research topic will be freely chosen by the researcher in collaboration with the host organisation, with a view to completing and/or diversifying his/her expertise.

Each researcher will establish, together with his/her personal supervisor, a *Personal Career Development Plan* comprising his/her training needs and scientific objectives and later on report upon the success to which these objectives were met. In this way the researchers will be encouraged to play an active role in shaping their own training programme and professional development.

Incoming phase

The contracts will be concluded with the host organisations of the Member States or the Associated States for a total duration of between one and two years.

Possible reintegration/return phase

The possible return phase, of typically half the duration of the incoming phase, aims at the application, in their country of origin, of the experience gained during their period of international mobility by the researchers from developing countries and emerging or transition economies benefiting from a *Marie Curie* Incoming International Fellowship. It also aims to encourage these researchers to plan their period of international mobility within the framework of a coherent professional project and thus promote the likelihood of developing a research career and building up the research capacity of the country of origin.

In this case, the proposal will comprise on submission a description of a possible return/reintegration phase in an identified reintegration host organisation.

The return phase will normally commence directly after the termination of the outgoing phase; in well justified cases (e.g. family reasons such as children's education; period needed to move to the reintegration host; period required to terminate on-going research work, etc) the starting date can be postponed for up to a maximum of 6 months.

A contract is issued with the reintegration host organisation, which will commit itself to assure an effective and lasting reintegration (attested by all adequate legal means) of the researcher for at least a period of 2 years. The grant is to be used as a contribution to the scientific costs relating to the researcher's project at the return host.

Eligible researchers¹⁵

The researchers shall be selected by the Commission on the basis of a proposal submitted in liaison with a host organisation in a Member State or Associated State.

Third country researchers are eligible for this action, except those treated as being from Member States or Associated States because of their presence for more than 4 years during the previous 5 years in the territory of a Member State or Associated State .

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution, rates: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of the action

Indicatively, for each 10 m €, this action should allow:

- the conclusion of 70 contracts implying 70 host organisations
- the selection of **130** person-years.

Indicatively, the size of the projects will vary between **72 000 €** and **185 000 €** .

¹⁵ The definitions applicable to eligible researchers are given in point 2.5.3.

2.3.3. - Excellence promotion and recognition

This line of action is implemented by the following:

- *Marie Curie Excellence Grants*
- *Marie Curie Excellence Awards*
- *Marie Curie Chairs*

2.3.3.1. - Marie Curie Excellence Grants

Specific objectives of the action

These [Grants] aim at providing support for the creation and development of European research teams which are considered to have the potential to reach a high level of excellence, more particularly for leading edge or interdisciplinary research activities.

These teams will be built up around a researcher who has early in her/his career the potential to reach a high level of excellence so as to enable her/him to attain more rapidly independence in research.

This action will also contribute to counteracting brain drain, especially by encouraging world-class researchers who are currently active in third countries to resume their careers and bring to bear their potential for excellence in Europe.

Synergies will be sought with host organisations and comparable initiatives of the Member States, Associated States and organisations at European level, in order to achieve a greater prospect of career continuity.

Implementation

Project and participants

The project shall be proposed jointly by the researcher, who will be the team leader, and the host organisation in which the project will be developed. The host organisation from a Member State, or an Associated State, which will be the contractor and which shall provide all the administrative and infrastructural support necessary to ensure that the team leader can carry out the project most effectively.

To this end, a special agreement will be concluded between the team leader and the contracting organisation to regulate their relations. This agreement shall be transmitted to the European Commission. It shall guarantee the necessary autonomy to the team leader to carry out the project in question. The European Commission may authorise, in duly motivated and exceptional circumstances, a change of contractor on the request of the team leader if necessary to ensure further development of the project.

The research should be on a subject of interest for a majority of European countries, or on a subject in which European research could gain competitiveness and reach a leading position on the world stage. In this context, the research topic will be freely chosen by the researcher in collaboration with the host, with a view to complete and/or diversify his/her

expertise; clear preference will be given to leading edge or multidisciplinary research activities.

Composition of excellence teams

The target group is researchers who are capable and ready to set up their own research team or to extend their recently created team, with a European dimension. The target group includes researchers returning from outside the Member States and the Associated States.

Whether the team is still to be composed or recently established, the transnational character of the activity and of the team as a whole should be proven by the career profile of the team leader (in terms of mobility and international co-operation experience) as well as by the envisaged balanced composition of the team (including the leader). Moreover, the work programme and the division of tasks among team members should present sufficient guarantees that a significant contribution to the objective of reaching a high level of excellence within Europe will be made.

The team, consisting of a designated team leader and further team members, should conduct their research project in one of the Member States, or Associated States.

The team leader shall be a researcher who has, early in her/his career, shown the potential to reach a high level of autonomy and excellence and the potential capabilities to create or develop an excellence team. The team leader may be a national of any country. **Proposals will not be eligible for financial support if, at the time of the relevant deadline for submission of proposals, the prospective team leader has already been working for more than a year in the same organisation where the team is proposed to be located; nor can the team consist of a majority of members who have worked previously in the same organisation.**

The team leader shall be the scientific co-ordinator of the project. He/she shall be free to choose his/her team members, on condition of respecting the transnational character of the project as indicated above. Some members of the team may be identified only after the start of the project. The team leader will be required to publish vacancies in international professional publications.

Researchers selected by the team leader can be of any nationality. There is no upper limit to the number of team members, nor to their level of experience.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2.

Community funding will normally be granted for a maximum period of four years.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of the action

As an indication, per 10 M€ of budget available, this action could support the creation/further development of 6-12 teams.

Each project is estimated to have a financial size of between 0.8 M€ and 1.6M€.

2.3.3.2. - Marie Curie Excellence Awards

Specific objectives of the action

These [Awards] are scientific prizes to give public recognition to excellence achieved by research workers who have in the past benefited from training and mobility support by the Community.

Implementation

This action is intended to assure public recognition of the degree of excellence achieved by researchers who have benefited from EC mobility support for research training under the 6th Framework Programme or previous framework programmes. The action will give the opportunity to acknowledge periods of mobility and transnational training in the scientific community and to disseminate research results achieved by European researchers.

It is intended to award five prizes per year.

Project and participants

The prize will be awarded to an individual.

The candidates can propose themselves or they can be nominated by others.

The candidates shall be among those who have been awarded a Marie Curie mobility grant under the 6th Framework Programme, or have participated in a mobility or training action of one of the previous Framework Programmes, for a minimum period of 12 months.

The Prize holders will be selected by the Commission following pre-evaluation by panels of experts on thematic disciplines and deliberations by a Marie Curie Grand Jury. This jury will be composed of highly renowned and recognised public personalities of different backgrounds, such as from science, industry, humanities, and politics. The jury members will be appointed on the basis of suggestions by the Member States, or the Associated States as well as international European interest organisations.

The Prize-holders will be expected to participate in public events, which promote and improve the visibility and recognition of the achievements in the context of the European Research Area.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Each prize will be worth 50 000 €.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of the action

A total of 20 prizes will be awarded to successful candidates, five per year.

2.3.3.3. - Marie Curie Chairs

Specific objectives of the action

<p><i>These [Chairs] will be awarded for the purpose of making top-level appointments, in particular to attract world-class researchers and encourage them to resume their careers in Europe. This scheme may be developed in synergy with the host-driven actions.</i></p>

Synergies will be sought with host organisations and comparable initiatives of the Member States, the Associated States and research organisations, in order to achieve a greater prospect of career continuity.

Implementation

Projects and participants

This action supports world-class researchers for a period of research and lecturing at a host institution (e.g. an organisation of higher education) in a Member State, or Associated State.

This action should also attract European researchers of world reputation who are active outside the Member States or Associated States and to encourage them to resume or further develop their careers in Europe.

The project shall be proposed by the candidate in liaison with the host organisation in which the project will be developed. The host organisation, which will be the contractor, shall provide all the administrative and logistical support necessary to ensure that the chair holder can carry out the project most effectively.

To this end, a special agreement will be concluded between the chair holder and the contracting organisation to regulate their relations. This agreement shall be transmitted to the European Commission. It shall guarantee the necessary autonomy to the chair holder to carry out the project in question. The European Commission may authorise, in duly motivated and exceptional circumstances, a change of contractor on the request of the chair holder if necessary to ensure further development of the project.

The participation to this action of organisations that are already hosting researchers under other Marie Curie actions is permitted.

The subject(s) to be taught should be of a leading edge and/or multi-disciplinary nature, and correspond to directions in research, which are relevant for Europe.

Chair Holder

The chair holder shall be a world-class researcher of any nationality, with outstanding past achievements in international collaborative research wishing to carry out a transnational mobility or come back to a Member State, or Associated State.

The **chair holder** will give lectures and teach research courses to students at graduate and/or postgraduate levels, as well as carry out research and supervise research and thesis work, in subjects of relevance to Europe. In addition, the grant holder may be expected to participate in events designed to publicise top level research and to demonstrate the attractiveness of research careers as well as to show the impact of research on society.

The post should be full-time or comprise a minimum of 70% of a full-time position over the course of one academic year, of which at least half should be spent on teaching, supervising research and thesis work.

The **Chairs** can be funded for a period of normally three years but shorter periods (not less than one year) may be accepted.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution: The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of the action

As an indication, per 10 M€ of the budget available this action could support 15-20 new chairs with 40-60 PhD theses being supervised and teaching provided for several thousands of (post-) graduate students.

Community funding will be provided for a maximum of three years. Each project is estimated to have a financial size of between 450k € and 750k €.

2.3.4. - Return and Reintegration Mechanisms

This line of action is implemented by the following :

- *Reintegration mechanism for researchers who have previously benefited from a Marie Curie action (Marie Curie European Reintegration Grants)*
- *Reintegration mechanism for European researchers having left for a third country since more than five years (Marie Curie International Reintegration Grants)*

2.3.4.1. - Marie Curie European Reintegration Grants

Specific objectives of the action

Marie Curie Return and Reintegration Grants will be directed at researchers from the EU and associated countries who have just completed a Marie Curie fellowship of at least two years. The mechanism will assist the professional reintegration of the research worker, the priority being given to reintegration in his or her country or region of origin.

The action also intends to encourage the researchers to place their transnational mobility period within the framework of a coherent professional project and to promote the perspectives of the development of their research career.

Implementation

Project and participants

This action aims at offering the opportunity to researchers of Member States or Associated States, to capitalise on their transnational mobility period after having participated in a *Marie Curie* action with a duration of at least 24 months either under the 6th Framework Programme¹⁶, or under any other training and mobility action of the previous Framework Programmes.

This action consists of a lump sum, in the form of a grant to be used within one year following the term of the *Marie Curie* action. It will be allocated for the benefit of researchers' reintegration, via (re)integration hosts, on the basis of a well-defined project that will not only endorse but also give added value to the benefits gained during the previous period of mobility. The project will be evaluated on its own merits.

The mechanism will assist the professional reintegration of the researcher in an organisation different from the one in which he/she has been carrying out his/her initial fellowship, priority being given to reintegration in his/her country or region of origin¹⁷.

¹⁶ *Marie Curie* actions eligible in this context are: *Marie Curie* Research Training Network; *Marie Curie* Host Fellowships for Early Stage Research Training (EST); *Marie Curie* Host Fellowships for the Transfer of Knowledge (ToK); *Marie Curie* Intra-European Fellowships.

¹⁷ Defined as the country of nationality.

Submitted applications will be evaluated and selected continuously. The proposals can be submitted at the earliest in the last year of the initial training/mobility and at the latest 6 months before the end of it. In the case of rejection of the first proposal, and as an exception to this, proposers will be offered the right to resubmit a proposal for the following evaluation session. The (re)integration grant will normally commence directly after the termination of the original Fellowship; in well justified cases (e.g. family reasons such as children's education; period needed to move to the reintegration host; period required to terminate on-going research work) the starting date can be postponed for up to a maximum of 6 months.

A contract is issued with the (re)integration host in a Member State or Associated State, which will commit itself to assure an effective and lasting reintegration (attested by adequate legal means) of the researcher (for at least a period of 2 years). Evidence that researchers will be integrated on a longer-term basis in the (re)integration host will be positively taken into account during evaluation. The (re)integration host will have to secure with the Commission the commitment by contract of its researcher to stay for at least 2 years in order to carry out the presented reintegration programme.

The grant is to be used as a contribution to the scientific costs relating to the researcher's project at the reintegration host.

Eligible researchers¹⁸

The Commission will select the *Marie-Curie* researchers from Member States or Associated Countries on the basis of proposals jointly submitted with the reintegration host at least 6 months before the end of the training/mobility period. During a transition phase (until 31.12.2003), the beneficiaries of a training and mobility action belonging to the previous Framework Programmes will be allowed to submit a proposal according to the following:

- for beneficiaries of a fellowship completed by 1.01.2003 within 12 months starting from the completion of their training/mobility period;
- for beneficiaries of an on-going fellowship, still running on 1.01.2003, until at the latest the completion of their training/mobility period.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution: The grant will be paid as a lump sum to the (re)integration host. The activities developed by the participants in order to attain the objectives of this action may be funded under the conditions given in the table in Section 2.8.2.

Timetable of implementation

See Annex to Human Resources and Mobility

¹⁸ The definitions applicable to eligible researchers are given in point 2.5.3.

Indicative scope of activity

For each 10 M €, this action will allow:

- Conclusion of 250 contracts, involving 250 (re)integration hosts
- Re-integration of 250 researchers

2.3.4.2. - Marie Curie International Reintegration Grants

Specific objectives of the action

A similar mechanism than the Marie Curie European reintegration grants, but covering a longer period, up to two years, will apply to European researchers who have carried out research outside Europe for at least 5 years, with or without having benefited from a Marie Curie action, and who wish to return to Europe.

The objective of this action is to reinforce the attractiveness of Europe by encouraging European researchers who have carried out research outside Europe for at least 5 years, with or without having benefited from a Marie Curie action, to return to a Member State or to an Associated State in order to contribute to European research and transfer the knowledge they have acquired in a third country, by offering them the opportunity to capitalise in Europe on their experience. It is aimed at reversing and cancelling the effects of the European brain drain to third countries. It should also allow the development of lasting co-operation with the scientific and/or industrial milieu of the third country from which they have returned.

Implementation

Project and participants

This action consists of financial support for the professional reintegration projects in the research area in a host organisation in a Member State or Associated State during at least 2 years.

Submitted applications will be evaluated and selected continuously. A contract is issued with the (re)integration host organisation, which will commit itself to assure an effective and lasting reintegration (attested by all possible contractual means) of the researcher for at least a period of three years. Evidence that the researchers will be integrated on this basis on a longer-term basis in the host organisation will be positively taken into account during evaluation.

The host organisation will have to secure with the Commission the commitment by contract of its researcher to return for at least 3 years in order to carry out the presented reintegration programme.

This grant will constitute a strong incentive to capitalise in Europe on the acquired experience, by any type of project in the research area (research activities, training, teaching, transfer of knowledge, commercial exploitation, diffusion, development of co-operation with the scientific and / or industrial milieu of the third country from which they have returned, etc).

Eligible Researchers¹⁹

This action will benefit experienced researchers, from the Member States or Associated States, who have been active in research in a third country since more than 5 years and who will return to a Member State or Associated State.

They should not be resident in the Member States or Associated States (i.e. they should not have spent more than 1 year in the Member States or Associated States during the previous 5 years: short stays, holidays, parental leave, sick-leave or home leave etc. excepted).

They will be selected by the Commission on the basis of a proposal submitted by an eligible researcher in liaison with a host organisation.

Community contribution, rates and applicable evaluation criteria

Evaluation criteria: see Annex Mob-B.

Community contribution : The activities developed by the participants in order to attain the objectives of this action may be funded by the Community under the conditions given in the table in Section 2.8.2.

The financial support may take the form:

- of a grant to be used as a contribution to the scientific costs relating to the researcher's project at the reintegration host. In duly justified cases, the reintegration grant could include funding for the enhancement of the host's equipment required to carry out the research work, or
- of a grant to support complementary activities to those already covered possibly by Community (including financing granted under a different *Marie Curie* action), or other public (international, national, regional,...) financing as long as the principle of forbidding double financing is respected.

The grant will be paid as a lump sum to the host organisation.

Timetable of implementation

See Annex to Human Resources and Mobility

Indicative scope of the action

Indicatively, with **10 M €**, this action should allow :

- the conclusion of **125** contracts, involving **125** host organisations and/or individual researchers
- Re-integration of **125** researchers

¹⁹ The definitions applicable to eligible researchers are given in point 2.5.3.

2.3.5. - Co-operation with Member States and Associated Countries

Different initiatives aim to respond to the objective of reinforcing human resources and of stimulating a culture of mobility among both European and non-European researchers and host organisations in Member States or Associated States, in particular:

- support for co-operation with and between the Member States or Associated Candidate Countries (exchange of information, implementation of synergies, co-operation between those responsible for programmes at national and regional levels, support for the transfer or dissemination of best practice, etc);
- making possible to use informatic tools to assist with the transnational mobility of researchers (Researcher's mobility portal and European network of Mobility Centres, etc);
- improvement of knowledge concerning the characteristics and volumes of the mobility flows of researchers and the conditions of and obstacles to mobility within and outside Europe (studies, conferences, seminars, specialised working groups, using different expertise, etc);
- distribution of information concerning the experiences in career development of researchers and their mobility pathways (elaboration and dissemination of communication tools, etc).

These actions will be implemented by the Commission and be the object, if the case arises, of calls for proposals, calls for tender or subvention of a project or a work programme submitted directly to the Commission.

For the *European Network of Mobility Centres*, a subvention running for a maximum duration of 3 years will be granted to the Ministries of Research (or organisations designated by them) of participating countries, on the basis of the presentation of a work programme for the organisation of mobility centres at national level and including the "bridge-head" to the European level. The financial support of the Commission will be made available for the start-up phase of the network.

2.4. Co-operation with other Research Areas and Programmes

The role of the Human Resources and Mobility activity is to support research training and the development of research competencies. It plays this role in parallel to the activities undertaken in the context of the thematic priorities. This does not preclude other activities within the Framework Programme from incorporating similar elements. The Human Resources and Mobility activity will provide assistance with regard to the adoption of consistent criteria in relation to the evaluation, selection and monitoring of such actions, as well as the promotion of common approaches among the activities, with a view to ensuring coherence and developing possible synergies, and an equitable balance in the participation of men and women.

2.5. General principles for the implementation of the activities

2.5.1 “Bottom-up” approach

The implementation of the activities in the area of Human Resources and Mobility for the Sixth Framework Programme (FP6) is characterised by a « bottom up » approach expressed in the following ways:

- Freedom is given to the proposers as to the choice of field of research for their projects . The *Marie Curie* actions will therefore be open to all fields of research, which contribute to the objectives of the Community as defined in Article 163 of the EC Treaty, for projects chosen freely by the applicants themselves.
- Great initiative is left to the proposers within the objectives of the programme and within general guide-lines (including maximum expenditure) concerning the details permitting a better realisation of the objectives.

In applying this “bottom-up“ approach, there will not be in principle a pre-defined objective in terms of discipline or subject of research for the *Marie Curie* actions, the selection being carried out on the basis of scientific excellence criteria and pertinence of relationship to the objectives of the actions (see criteria in Annex Mob-B). Except for different specifications in the calls for proposals the distribution of the indicative budget of the calls between the research disciplines will be based “a posteriori” on the proportion of eligible proposals.

2.5.2. Participants

- As a general rule, the participants²⁰ of the *Marie Curie* actions are organisations²¹ active in research or research training (universities, national or international research centres or commercial enterprises, etc) implementing *Marie Curie* actions and signing contracts with the Commission.

Conditions specifically applicable to legal entities participating from third countries and international organisations

For Marie Curie Research Training Networks, Marie Curie Host Fellowships for Early Stage Research Training (multi-partners), Marie Curie Conferences and Training Courses, Marie Curie Incoming International Fellowships

Participation of legal entities from third countries and of international organisations is foreseen under the conditions provided by the rules of participation² and by those in the present work programme in the following actions: *Marie Curie* Research Training Networks²², *Marie Curie* Host Fellowships for Early Stage Research Training (multi-

²⁰ In the sense of the definition specified in the Rules of participation

²¹ In the case of Marie Curie Excellence Awards, it may be an individual.

² Decision of the Parliament and Council (<http://www.cordis.lu/fp6/participationrules/>)

²² Right of participation over the minimal number of participants.

partners)²³, the possible reintegration phase of the action - *Marie Curie* Incoming International Fellowships and *Marie Curie* Conferences and Training Courses. In the case of the action “ Large Conferences “, with regard to the activities in Human Resources and Mobility activity and the specific nature of this action as well as the applicable rules of participation, a third country legal entity will be able to be a unique participant. In the case of the action “Series of events” the participation of the third country legal entity will be permitted over the minimal number of participants.

The **financing** of these entities, particularly those of developing countries and those with emerging economies or in transition, is possible if it is essential to attain the objectives of the action.

For other Marie Curie actions

The **participation** and **financing** of third country legal entities and of international organisations is not possible in the case of other types of actions: *Marie Curie* Host Fellowships for Early Stage Research Training (mono-participant), *Marie Curie* Host Fellowships for the Transfer of Knowledge, Individual-driven actions²⁴, Excellence Promotion and Recognition, Return and Reintegration Mechanisms.

Conditions specifically applicable to international European interest organisations

The participation and financing of the international European interest organisations²⁵ are foreseen under the conditions provided by the rules of participation.²

2.5.3. Eligible researchers

Definitions

As a general rule, a researcher is defined as a person active in research, including at a training level, of at least post-graduate or equivalent level.

The two following definitions, applicable to the *Marie Curie* actions, are based on the professional experience of researchers in research and not on their age.

These definitions permit to take fully into account the professional pathways as well as the personal and family situations of those willing to embark on a research career or resume research activities irrespective of age or stage of their career.

Early-stage researchers are defined as researchers in the first 4 years (full-time equivalent) of their research activity, including the period of research training.

The reference period to qualify for an early stage training activity :

²³ Right of participation over the minimal number of participants, only in the case of multi-partner European hosts.

²⁴ Other than the possible reintegration phase of Marie Curie Incoming International Fellowships.

²⁵ In the sense of the definition specified in the Rules of participation

² Decision of the Parliament and Council (<http://www.cordis.lu/fp6/participationrules/>)

- is counted from the diploma giving access to doctoral studies (the degree must entitle the holder to embark on doctoral studies, without having to acquire any further qualifications) in the country in which the diploma was obtained,
- covers the first 4 years of experience in research or the period until a doctoral degree is obtained, whichever is shorter.

Persons who have obtained a doctorate are ineligible for the early stage actions, independently of the time taken to acquire it.

The overall cumulative maximum early stage training through *Marie Curie* Host Fellowships for Early Stage Research Training and *Marie Curie* Training Networks is 4 years (full-time equivalent).

Experienced researchers are defined as researchers having at least 4 years of research experience (full-time equivalent) since gaining a university diploma giving them access to doctoral studies (the degree must entitle the holder to embark on doctoral studies, without having to acquire any further qualifications), in the country in which the degree/diploma was obtained or researchers already in possession of a doctoral degree, independently of the time taken to acquire it.

For host-driven actions, the reference deadline for eligibility is the selection of the eligible researcher by the host organisation in the framework of this action. For individual-driven actions, researchers must comply with this rule at the latest eight months after the relevant deadline for submission of proposals. In all cases, the researcher must have met all the necessary requirements for the conferment of the doctoral degree, as officially certified by the awarding body.

Eligible researchers under these schemes are “third party” beneficiaries of the *Marie Curie* actions. They do not sign a contract with the Commission, but benefit from the *Marie Curie* actions and are therefore in this way beneficiaries of Community funds.

Rules of mobility and conditions of nationality applicable to eligible researchers²⁶

Eligible researchers will be, according to the nature of the action and with respect to the rules of mobility expressed hereafter, nationals of the Member States or the Associated States (1) and/or nationals of third countries (2).

Researchers must be nationals of a State other than that of the host organisation²⁷. At the start of their fellowship/activity, researchers may not have resided or carried out their main activity (work, studies, etc) in the country of their host organisation for more than 12 months in the 3 years immediately prior to the start date. Short stays such as holidays are not taken into account.

²⁶ These rules apply the whole length of the project.

²⁷ These rules are not applicable to the return phase of the “*Marie Curie* Host Fellowships for the Transfer of Knowledge”, “*Marie Curie* Outgoing International Fellowships”, “*Marie Curie* Reintegration and Return Mechanisms”, *Marie Curie* Conferences and Training Courses, nor to the action “*Marie Curie* Grants for Excellence Teams”.

For host-driven actions, the reference deadline for eligibility is the selection of the eligible researcher by the host organisation in the framework of this action. For individual-driven actions, the reference is the relevant deadline for submission of proposals.

These mobility rules do not apply to the hosting of eligible researchers by international European interest organisations or international organisations. Eligible researchers may carry out their project in any eligible international organisation, whatever its location.

In the case of a national holding more than one nationality, he/she will be able to carry out a period of mobility in the country of his /her nationality in which he/she has not resided during the previous 5 years. Short stays such as holidays are not taken into account.

(1) Nationals of the Member States or the Associated States

Researchers from Member States or Associated States can, according to the nature of the action, carry out their transnational mobility in all other Member States and all other Associated States. These researchers will be considered as being eligible to benefit from a training or mobility action, including in their country of origin, if they can provide evidence that they have legally resided and have had their principal activity (work, studies, etc) in a third country for at least four of the last five years immediately prior to the start date.

For host-driven actions, the reference deadline for eligibility is the selection of the eligible researcher by the host organisation in the framework of this action. For individual-driven actions, the reference is the relevant deadline for submission of proposals.

Mobility of researchers from Member States and Associated States to third countries can only be funded by the Community budget in the cases of “*Marie Curie* Outgoing International Fellowships” and *Marie Curie* Conferences and Training Courses, as well as in cases where this funding is deemed to be essential for the action.

For the purpose of the *Marie Curie* actions, non-nationals from Member States or Associated States having legally resided and having had their main activity (work, studies etc) for at least four of the last five years at the start of their fellowship in Member States/Associated States are treated as to nationals of the Member/ State in which they have resided the longest. This rule is not applicable for the action “*Marie Curie* Outgoing International Fellowships”.

(2) Nationals of third countries

Participation and funding of researchers from **third countries** is foreseen in all of the host-driven mobility schemes, in Excellence Promotion and Recognition actions as well as in one of the individual-driven schemes specifically dedicated to these third countries researchers (*Marie Curie* Incoming International Fellowships).

Apart from the case of the possible reintegration phase of the “*Marie Curie* Incoming International Fellowships”, they can not carry out their transnational mobility in third countries.

In the case of host-driven actions, a maximum of 30 %²⁸ of the number of funded researcher-months can be used for third country researchers. This percentage could be exceeded in exceptional cases under the condition that the excess is duly justified as being essential to attain the objectives of the action. For multi-partner contracts, participating organisations must have a common selection policy in order to avoid exceeding this limit.

2.5.4. Conditions applicable to the projects

Submission of proposals

The proposals will be submitted either by one or several host organisations (host-driven actions) or by an individual researcher in liaison with a host organisation (individual fellowships, promotion and recognition of excellence, reintegration mechanisms). In the case of Marie Curie Excellence Awards, submission can be made by a single individual.

Evaluation criteria for the proposals

The submitted proposals will be evaluated on the basis of evaluation criteria given in Annex Mob-B.

Conditions for selection of eligible researchers by hosts within the framework of host-driven actions

Within the framework of host-driven actions, the eligible researchers will be recruited by the host organisations (who are the best qualified to evaluate the quality and potential of the applicants) that have been selected by the Commission. This selection will be carried out on the basis of procedures normally used by them. These procedures must be open to all potential applicants, transparent and must guarantee an impartial and objective treatment of the applicants after the vacant posts have been advertised internationally. The selection procedures may be supported by individual interviews with the potential applicants, examination of letters of motivation, list of most pertinent publications submitted by the applicants (where applicable).

In this context, the criteria for selection of eligible researchers to be applied by the host organisations will comprise in particular: experience in the field of research and/or, in particular for early stage researchers and those concerned with the transfer of knowledge, aptitude of the candidate to carry out his/her individual training/mobility project; potential of excellence, or recognised excellence of the candidate; the impact and benefit of the training to the career of the candidate; scientific quality and in this way its pertinence to his/her individual training/mobility project.

The host organisations must apply a policy of equal opportunities, in particular between men and women, concerning access to training.

These criteria will be mentioned in the contract between the Commission and the host organisation.

²⁸ The percentage is to be applied for each contract except for the action *Marie Curie* Series of events for which it will be applied per event.

Conditions for the execution of the projects

The projects must take place totally, or mainly, in the country of the participating legal entities, with the exception of the actions managed by the international European interest organisations or international organisations as well as in the case of the initial training phase of the action *Marie Curie* Outgoing International Fellowships and the actions *Marie Curie* Large Conferences and training courses.

Eligible Researchers must devote themselves in principle full-time to the project. They will be able, however, to devote themselves part-time if this is duly justified for reasons connected to personal or family circumstances (education of children, child-care, etc). The project may be carried out in several phases, though limited in number. The duration of each phase should have significance for the total project and form a coherent part of it.

In this context, family circumstances of researchers testifying to a partnership agreement (marriage, cohabitation, etc) recognised by applicable national legislation will also be duly taken into account in the implementation of the action (e.g., concerning postponement of the starting date, interruption of stays, etc).

Advertisement

The hosts must indicate in their proposals how they intend, if successfully selected, to widely advertise the fact that they participate in a *Marie Curie* action and receive Community funding.

The opportunities offered by the host organisations participating in the different indirect actions will be the object of publicity on an international level by host organisations using all appropriate methods (press, posters, websites, internet, information at conferences, etc) and will be disseminated through using the CORDIS server as well as other appropriate websites. The advertisement strategy for the vacant posts will be duly appraised in the proposals by the Commission at the time of the evaluation and their effective implementation will be, like the other contractual obligations, verified by the Commission Services at the time of execution of the project.

Monitoring and impact of the projects and the programme

There will be systematic and continuous assessment of the quality of the project during its implementation and at the end of the contract. A follow-up of the participants and eligible researchers after the end of the project will also allow assessment of the impact of the activities, especially in terms of career development of the beneficiaries receiving support in the Human Resources and Mobility actions of the present programme.