

REPUBLIC OF CROATIA
MINISTRY OF SCIENCE, EDUCATION AND SPORTS

Action Plan for the Mobility of Researchers
2011 - 2012

Zagreb, December 2010

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I. Introduction

1. The Strategic Framework for the Development of the Action Plan for the Mobility of Researchers

The Action Plan for the Mobility of Researchers 2009 – 2010 was conducive to a number of measures aimed at removing obstacles to and promoting researchers' mobility as a central factor of science and research development, and consequently of economic recovery. Upon the expiration of this document, the Ministry of Science, Education and Sports (MSES) undertook to develop the Action Plan for the Mobility of Researchers 2011 – 2012, which was to grow out of the preceding action plan, and to rely on the EC Communication Better Careers and More Mobility: a European Partnership for Researchers (COM (2008) 317) and the EC Communication Europe 2020 Flagship initiative: Innovation Union (COM (2010) 546).

The development of the Action Plan for the Mobility of Researchers 2011 – 2012 was included in the Economic Recovery Programme of the Government of the Republic of Croatia – April 2010. One of the measures included in this document was the promotion of international mobility on all levels of education and science and the improvement of outreach venues for international education and science programmes implemented by the MSES. The measures of the Economic Recovery Programme of the Government of the Republic of Croatia in the area of the mobility of researchers are as follows:

- adoption of the Action Plan for the Mobility of Researchers 2011 – 2012
- continual development of the EURAXESS Service Centre for the promotion of the mobility of researchers and scientists
- ensuring the sustainability of the EURAXESS Service Centre after the existing model of funding by the European Commission has expired.

In January 2010 the Republic of Croatia presented the Pre-Accession Economic Programme 2010 – 2012, and the Programme of the Government of the Republic of Croatia for the Assumption and Implementation of the *Acquis Communautaire*. Both programmes call for the Action Plan for The Mobility of Researchers to lay out measures for the elimination of obstacles to mobility and to foster inter-sectoral and transnational mobility.

Action Plan for the Mobility of Researchers 2011 – 2012:

- incorporates the existing umbrella strategic documents of the Republic of Croatia, including the Strategic Development Framework 2007 – 2013 and the Government's Programmes Strategy 2010 – 2012, as well as all other strategic and developmental documents and the objectives and priorities that they put forward;
- acknowledges obstacles in the transnational and inter-sectoral mobility of researchers;
- proposes measures for removing these obstacles and fostering the mobility of researchers;
- accentuates the role of the mobility of researchers in the development of R&D and economic recovery.

2. The Mobility of Researchers in the European Research Area

The Action Plan for the Mobility of Researchers 2011 – 2012 envisages continued implementation of the activities set out in the Action Plan for the Mobility of Researchers 2009 – 2010 and it is based on the EU initiatives Innovation Union and European Partnership for Researchers (EPR).

One of the priorities set forth in the EU's growth strategy Europe 2020 is, the so-called smart development – economic development based on knowledge and innovation. In reaching this goal it is of the utmost importance to stimulate excellence, reinforce cooperation between academia and industry¹, streamline the education system towards creativity, innovation and entrepreneurship and create a knowledge-transfer policy in cooperation with the state.

The Europe 2020 strategy is centred on initiatives whose aim is to foster growth in each of the priority areas. In 2010 the initiative Innovation Union was introduced. It sets up an overarching strategic approach to strengthening European innovation system as well as its competitive advantages. The following steps are deemed necessary in achieving those objectives: forging closer links between European national R&D systems; strengthening the European Research Area (ERA); fostering cooperation between research organisations and the business sector to bolster innovation in R&D sector; and removing hurdles in commercializing ideas, primarily by meeting the needs of entrepreneurs. Implementation of this strategy is expected to yield remarkable results: if the target of designating 3% of GDP for R&D is met, it is estimated that 3.7 million jobs will be created and GDP will increase by €800m per year by 2025.

The idea behind the European Partnership for Europe (EPR) is improving career prospects of researchers in Europe, encouraging young people to embark on research careers, retaining talented European researchers and attracting researchers from other parts of the world. The EPR also facilitates mobility between countries and between industry and academia (transnational and inter-sectoral mobility).

The EPR was proposed by the Commission in May 2008 in the Communication Better careers and more mobility: A European Partnership for Researchers and endorsed by Council Conclusions in September 2009. Further impetus was provided by the Report of Ministers Gago (Portugal) and Biltgen (Luxembourg) endorsed by the Council in March 2009.

Improving career prospects and mobility in research enhances the diffusion of knowledge (fifth Freedom) throughout Europe, balances demand and supply for researchers at European level, helps to create centres of excellence and improves the skills of researchers in Europe. The EPR is one of the five ERA initiatives to help create the European Research Area.

The EPR aims to accelerate progress in four key areas:

- open recruitment and the portability of grants;
- meeting the social security and supplementary pension needs of mobile researcher;
- providing attractive employment and working conditions;
- enhancing the training, skills and experience of researcher.

The EPR is being implemented by the Member States and Associated Countries. The EPR is promoted and monitored by the ERA Steering Group on Human Resources and Mobility which gathers representatives of all EU Member States and associated countries as well as the European

¹ The term “academia” as used in this document refers to universities, public research organisations, and other publicly-funded bodies carrying out R&D work. The term “industry” refers to the business sector, i.e. private enterprises, SMEs, etc.

Commission. Within the EPR implementation, participating countries are developing national action plans and discussing possible EU-level actions with the European Commission, such as the Pan-European Pension Fund for Researchers.

EURAXESS - Researchers in Motion² - is a pan-European initiative launched by the European Commission as an implementation tool for EPR principles and it has been supported by 37 ERA members. EURAXESS provides access to information and jobs in the research sectors of all the associated countries and assistance to mobile researchers and research organisations seeking out professionals. This is one of the key initiatives within the EU's efforts to remove obstacles to free movement of knowledge in Europe and to give impetus to the international mobility of researchers, students, scientists and lecturers.

3. The Mobility of Researchers in the Republic of Croatia

Over the past three years a number of measures have been implemented in the area of the mobility of researchers in the ERA.

Preparatory activities for Croatia's joining the European Network of Mobility Centres (ERA-MORE) were completed in 2007, giving way to the establishment of a national centre which serves as a hub of all science and research institutions involved in incoming or outgoing mobility. The Act on the Agency for Mobility and EU Programmes (Official Gazette "Narodne novine" No.107/07) stipulates that the newly-founded Agency be the central national mobility contact point within the ERA-MORE Bridge-Head Organisation, later renamed EURAXESS. The National Coordinator for the Mobility of Researchers was appointed from academia ranks, and charged with participating in the activities of the ERA Steering Group on Human Resources and Mobility (SGHRM).

The participation of foreign scientists in research programmes in Croatia was simplified in 2008 with the adoption of the Ordinance on Determining the Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research (Official Gazette "Narodne novine", No. 42/08). By October 2010, 29 requests from visiting researchers had been approved pursuant to this Ordinance. The following institutions had in the same period demonstrated the highest level of researcher mobility as expressed by the number of foreign researchers they admitted: Ruđer Bošković Institute (7), Faculty of Science, University of Zagreb (7), Mediterranean Institute for Life Science (3), Institute of Croatian Language and Linguistics (3), Institute of Ethnology and Folklore Research (3), Croatian Forest Research Institute (2), School of Medicine, University of Rijeka (2), University of Zagreb (1), University of Zadar (1), and University of Rijeka (1). This Ordinance also facilitated the implementation of the Seventh Framework Programme for Research and Technological Development (FP7) and the implementation of projects of other organisations, including the MSES, the National Foundation for Science, Higher Education and Technological Development of the Republic of Croatia (NZZ), and the European Molecular Biology Organization (EMBO).

² The EURAXESS web portal brings together four EU initiatives sharing a common objective – turning Europe into an excellence centre for research careers: *Jobs, Services, Rights* and *Links*.

* **EURAXESS Jobs:** Offers up-to-date information on available jobs in research organisations throughout Europe and on accommodation financing options.

* **EURAXESS Services:** Offers assistance to researchers and their families when moving to a different country by providing information regarding visas, work permits, accommodation, legal issues, social security, health care, taxes etc.

* **EURAXESS Rights:** Provides all key information regarding the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

* **EURAXESS Links:** Social networking tool for all European researchers working outside Europe.

Croatian researchers have been mobile for a long time, have been recruited by prominent research organisations across as well as outside of Europe, and have been bringing back to Croatia the knowledge and experience they have gained abroad. The MSES facilitates bilateral research projects through bilateral programmes, allocating funds to foster the mobility of researchers. Mobility of researchers is also encouraged through Croatia's participation in multilateral programmes, such as the Central European Exchange Program for University Studies (CEEPUS), the Central European Initiative (CEI) or NATO's scientific project, as well as through Croatia's membership in international science organisations, such as the European Organization for Nuclear Research (CERN) and the European Molecular Biology Laboratory (EMBO/EMBL). Outgoing mobility has since 2000 been stepped up through TEMPUS projects. Since 2002 Croatian researchers have had the support of the National Foundation for Science, Higher Education and Technological Development of the Republic of Croatia (NZZ). In 2007 the Unity through Knowledge Fund (UKF) was set up. As for ongoing EU programmes, Croatian researchers have since 2008 had access to Basileus and Erasmus Mundus.

II. The Present State of Affairs

1. The Report on the Implementation of the Action Plan for the Mobility of Researchers 2009 – 2010

Drafting of the Action Plan for the Mobility of Researchers began in 2009 pursuant to the EU Mobility Action Plan, the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. A Committee for the Mobility of Researchers was appointed and assigned with this task. It comprised representatives of the MSES, the Agency for Mobility and EU Programmes (AMEUP), the Croatian Institute of Technology (HIT), the Business-Innovation Centre of Croatia (BICRO) and the Young Scientists Network (MLAZ). Removing obstacles to the mobility of researchers and fostering transnational and inter-sectoral mobility were set as the central objectives of the Action Plan.

Since the first Action Plan for the Mobility of Researchers was adopted, four meetings of the Committee for the Mobility of Researchers have been held, as have a series of meetings with experts from government institutions instrumental to the implementation of the plan. Through the efforts of the members of the Commission and an excellent inter-institutional cooperation, many measures and actions have been carried out, some of which are:

- increased transparency in the recruitment of scientists in Croatian science organisations as a result of encouraging science organisations to announce R&D vacancies on the EC EURAXESS portal. By October 2010, 46 institutions had signed up to this service and had by that date announced a total of 113 vacancies.
- the Ordinance on the Registry of Researchers has been amended to exclude Croatian citizenship as a requirement for inclusion in the Registry of Researchers, allowing foreigners to be employed on research jobs and to be project managers, thus creating favourable mobility conditions.
- brochures have been printed and published online, offering practical information to foreign and domestic mobile researchers. An elaborate handbook has also been compiled for administrative staff at Croatian research organisations, providing them with detailed descriptions of administrative procedures and requirements for hosting foreign researchers.
- Consultations with the Croatian Institute for Health Insurance were held and an agreement was reached that no new health insurance agreements will be concluded, as Croatia is expected to soon join the EU and thereby assume *acquis communautaire*.

- All the institutions included in Croatia's education system signed the Declaration of Commitment to the Principles of "The European Charter for Researchers" and "The Code of Conduct for the Recruitment of Researchers". These two documents – the Charter and the Code – are the cornerstone of EU policy on making research career more appealing, a key policy within its strategy to stimulate economic growth and employment. The Charter and the Code guarantee researchers equitable rights and obligations irrespective of where in Europe they are working. This is conducive to overcoming the problem of fragmentation in research careers in Europe on the local, regional, national and sectoral levels, and should unleash Europe's research potential. By October 2010, 32 institutions included in Croatia's education system had signed the Declaration of Commitment to the Principles of the Charter and the Code, and 14 have conducted internal analysis on its implementation. With respect to Charter and Code principles' implementation, a positive example has been set by the University of Rijeka, which was the first research organisation to complete the implementation procedure under the auspices of the Provost, prof. Snježana Prijić-Samaržija and earned the acknowledgement of the European Commission and the excellence status „HR Excellence in Research“.
- The Ordinance on Conditions for Issuing License for Scientific Activity, Conditions for Re-Accreditation of Scientific Organisations and Content of Licence (Official Gazette "Narodne Novine", No. 83/10) has introduced the extent of cooperation with industry as a criterion in the evaluation of research organisations.

2. The Report on the Activities of the EURAXESS Service Centre at the Agency for Mobility and EU Programmes

In 2008 Croatia became involved in the activities of the European Network of Mobility Centres in the European Research Area (ERA-MORE), which changed its name into EURAXESS the same year. The implementation of the FP7 project Croatian Researcher's Mobility Network (HR-MOB) aimed at setting up the central national contact point within the Agency for Mobility and EU Programmes, was launched in June 2008. The funds for the project have been sourced from the FP7 project and the state budget. Project tasks have also entailed carrying out preparatory activities for setting up the EURAXESS portal. The process of establishing a national network for the mobility of researchers has been set into motion as well. This network is to include universities and major R&D institutions that meet the requirements prescribed by the European Commission. The same year the database of contact points with the institutions in the system of science of Croatia was updated. The advisory committee of the EURAXESS programme was appointed in 2009, comprising representatives of the MSES, The Ministry of the Interior and the Universities of Split, Zadar, Dubrovnik, Zagreb, Rijeka and Osijek.

The development of the Croatian Researcher's Mobility Network has continued. EURAXESS Local Contact Points are listed in the table below:

Institution	EURAXESS Local Contact Point
University of Osijek	Klaudija Kulešević
University of Rijeka	Iva Tijan
University of Zagreb	Hrvoje Mataković
University of Zadar	Darko Frleta
University of Split	Snježana Lisičić
University of Dubrovnik	Ivan Jelčić

Ruđer Bošković Institute	Ana Weber
MedILS	Jelena Ružić

Simultaneously with the implementation of the HR-MOB project, steps have been taken to raise awareness of the mobility of researchers. In 2009 a ceremonial announcement of the EURAXESS programme was organised. Numerous representatives of Croatia's research organisations and the European Commission attended the event. Furthermore, four electronic newsletters have been drawn up to familiarize the professional and general public with the importance of the mobility of researchers.

A series of info days and workshops for researchers and administrative staff have been held to disseminate information on the mobility of researchers. These events included research organisations in Zagreb, Rijeka, Zadar, Split, and Osijek. Aiming to raise awareness of the importance of researchers' mobility in the business sector, presentations on developments in the mobility of researchers have been made for SMEs, in collaboration with the Croatian Institute for Technology and the Croatian Chamber of Economy.

The *Mobility Handbook*, a booklet published in 2009, has been regularly updated and made available on the EURAXESS website. It gives a detailed description of administrative procedures and other information relevant to foreign researchers seeking employment in Croatia. The Handbook has served as the basic reference in workshops on mobility organised by the EURAXESS Service Centre staff for the representatives of all Croatian universities. It is also used to train administrative staff at research organisations.

A Foreign Researchers' Guide to Croatia was first published in 2009, and the second, expanded edition came out in March and is available in electronic format on the EURAXESS portal. The Guide was distributed to all members of the Croatian Researcher's Mobility Network. On 100 pages it lays down relevant information divided into four chapters: Living in Croatia, Working in Croatia, Research in Croatia, About us.

In February 2009, the website www.euraxess.hr was launched and soon linked with the central EC's EURAXESS portal. The number of visits to the website has been outstanding. This website offers European researchers information on Croatia's research community.

In 2010 most of the activities planned in the Action Plan for the Mobility of Researchers 2009 – 2010 were carried out and the drafting of the Action Plan for the Mobility of Researchers 2011 – 2012 was initiated.

The EURAXESS Service Centre within the Agency for Mobility and EU Programmes sends reports to the European Commission regarding statistical data on queries by researchers and their employers. Since its foundation, the office has provided assistance to numerous Croatian and foreign researchers and research organisations regarding incoming or outgoing mobility. The assistance involves advice in the area of labour law, the Aliens Act, the Act on Scientific Activity and Higher Education, and other miscellaneous issues. In a two year period, a total of 424 queries were processed. In the first half of 2010 alone, 118 queries from 65 researchers were processed.

In the first half of 2010, 60% of EURAXESS Service Centre users were foreign researchers and 40% were Croatian. The largest number of queries concerned temporary stay requirements and procedures and health insurance. EURAXESS Service Centre staff responded to 83% of queries, whereas local contact points at Croatian institutes and universities processed the remaining queries.

FP7 HR-MOB project has now entered in its final year of implementation, and has been positively evaluated in the European Commissions periodical implementation report.

III. Goals

The goals of the Action Plan for the Mobility of Researchers 2011 – 2012 are:

- to remove obstacles to the mobility of researchers; and
- to foster transnational and inter-sectoral mobility.

IV. Objectives and Measures

To actively and systematically move towards the realisation of these stated goals, this Action Plan sets forth six objectives: 1. The recruitment of foreigners to researcher and researcher-teacher positions; 2. The creation of better working conditions for researchers; 3. Streamlining the provision of temporary residence permits for the purpose of scientific research; 4. Further development of infrastructure for the mobility of researchers; 5. Fostering the inter-sectoral mobility of researchers; 6. The development of researcher competences. These objectives focus on facilitating incoming mobility, improving working conditions for Croatian and foreign researchers, preparing Croatian researchers for transnational and inter-sectoral mobility and facilitating inter-sectoral cooperation and mobility in Croatia.

1. The Recruitment of Foreigners to Researcher and Researcher-Teacher Positions

The Ordinance on the Registry of Researchers (Official Gazette “Narodne novine”, No. 82/10) did away with Croatian citizenship as a requirement for entry into the Registry of Researchers, opening researching positions to foreign scientists. On several occasions, the MSES has recommended that research organisations announce job vacancies on the central European Commission’s website for EURAXESS, making those vacancies available to foreign researchers.

In this respect, additional steps must be taken with a view toward removing all obstacles to the mobility of researchers and the appointment of foreigners to permanent researcher positions.

1.1. Change regulations regarding the recruitment of foreigners to researcher and researcher-teacher positions

1.1.1. Amend regulations so as to consistently grant foreigners the right to be listed in the Registry of Researchers

Amending the Ordinance on the Registry of Researchers (Official Gazette “Narodne novine”, No. 72/04 and 82/10) by deleting from it Article 6, which lists the Croatian citizenship as a requirement for entry into the Registry of Researchers, was insufficient; the text of the Ordinance needs to be further amended to grant foreigners equitable terms under which to pursue research in Croatia. The disputable provision is that of Article 9, which requires evidence of Croatian citizenship to be enclosed along with the application for the entry into the Registry of Researchers. This must be amended so as to eliminate the unequal treatment of foreign researchers.

1.1.2. Increase the transparency of research organisations' policies and procedures regarding conditions of employment

So as to comply with the principle of transparency in the recruitment of researchers, research organisations' internal policies and procedures on recruitment must be made public, preferably on the respective organisations' websites, in both the Croatian and English languages. Article 41 Paragraph 2 of the Act on Scientific Activity and Higher Education (Official Gazette "Narodne novine", No. 123/03, 105/04, 174/04, 02/07, Decision of the Constitutional Court of the Republic of Croatia 46/07) entitles research organisations to define additional requirements for the recruitment of researchers. It is therefore essential to grant foreigners access to all of the information on recruitment requirements.

1.1.3. Amend statutory requirements regarding recruitment for researcher and researcher-teacher positions so as to ensure the equitable treatment of foreigners

Notwithstanding the independence of research organisations in prescribing requirements for recruitment for researcher positions, special consideration shall be given to eliminating Croatian citizenship requirement in the researcher recruitment process from relevant laws and subordinate legislation.

1.1.4. Uphold the implementation of the Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The MSES shall support the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in the research organisations that are signatories to those documents, particularly the implementation of their recruitment and non-discrimination clauses.

1.1.5. Grant foreigners access to information on research organisations

In the process of advertising research positions on the EURAXESS Croatia portal, it has been observed that some Croatian science and higher education institutions do not have a website in English, which presents a hindrance to foreign researchers who are potential candidates for those vacancies, as well as to potential foreign partners on research projects, in their efforts to access relevant information. The MSES shall encourage Croatian research organisations to publish information on their websites in the English language. This will step up transparency and help Croatia feature more prominently in the international science community.

1.2. Advertise on the European Commission's EURAXESS portal

The MSES has on several occasions recommended that research organisations advertise research positions on the central EURAXESS portal and most of them have quickly adopted the practice of international advertising.

1.2.1. Make the advertisement of research vacancies on the EURAXESS portal a legal requirement

To step up the transparency and quality of the recruitment and selection processes, advertising researcher and researcher-teacher positions on the central European Commission's portal for EURAXESS must be made mandatory by law. This will help integrate the Croatian science system more closely into the European science system, levelling the playing field and allowing foreign researchers to compete for researcher jobs on an equal footing with the Croatian ones.

1.3. Harmonize the terminology of Croatian legal regulations with the *acquis* of the EU

With respect to the Ordinance on Determining the Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research (Official Gazette "Narodne novine", No. 42/08),

in the part regulating researcher's mobility on the basis of a hosting agreement, the term "scientist" must be replaced by the term "researcher". The Ordinance will thus become aligned with the Council Directive 2005/71/EZ of 12 October 2005, providing a broad definition of researchers, which encompasses scientists, junior teacher-researchers and other researchers.

The word "researcher" must be defined broadly to pertain to any professional engaged in the conception or creation of new knowledge, products, processes, methods and systems, and in the management of the projects concerned.

1.4. Eliminate obstacles to the employment of foreign researchers

Since foreigners can respond to job advertisements and calls for proposals published on the EURAXESS central portal, all of the obstacles in the process of employment must also be done away with. Since the Aliens Act (Official Gazette "Narodne novine", No. 79/07, 36/09) regulates the employment requirements for foreigners in Croatia, consultations with the Ministry of the Interior must be launched with a view toward seeking out the best solution for regulating the process of employment.

1.4.1. Hold consultations with the Ministry of the Economy, Labour and Entrepreneurship and the Ministry of the Interior regarding the employment of foreign researchers in Croatia

According to the Aliens Act, foreigners can only work in Croatia if they have been issued either a work permit or an operating licence, unless otherwise provided by the Act. It is therefore necessary to launch a consultation process with the Ministry of the Economy, Labour and Entrepreneurship and the Ministry of the Interior with a view toward removing any obstacles to the appointment or recruitment of foreigners to researcher or researcher-teacher positions. All the steps of the employment procedure need to be checked for obstacles: advertisement of the vacancy; the selection procedure; the employment agreement; and the process of obtaining a work permit.

1.4.2. Hold consultations with the Ministry of the Interior regarding the abolishment of work permit quotas for R&D positions

Consultations with the Ministry of the Interior must be launched with a view toward lifting limitations on the employment of successful foreign candidates on R&D jobs. The goal of the consultations will be the amendment of Article 119 of the Aliens Act so as to allow the employment of foreigners on research, researcher-teacher and other R&D jobs on the basis of work permits that will be exempt from the annual work permit quota system.

This would ensure that every successful foreign candidate in the selection process for a R&D position can be employed in that position, providing that he or she meets the work permit requirements.

The said proposal is in line with the Economic Recovery Programme of the Government of the Republic of Croatia, which puts forward the measure of increasing the quota for foreign scientist seeking to permanently move to Croatia.

1.4.3. Hold consultations with the Ministry of the Interior regarding the rewording of Article 139b of the Aliens Act

Article 139b of the Aliens Act explicitly provides the categories of foreign scientists exempt from the work permit or operating licence requirement. In the implementation of Paragraph 1 Item 1 of the aforementioned article, several issues regarding the definition of the purpose of scientists' stay in Croatia have come up. More specifically, the question arose as to what may constitute proof that the purpose of the stay is scientific or professional development and what is the practical difference between the two, as well as to how to prove that a certain research project is relevant for Croatia.

Consultations with the Ministry of the Interior must be launched to eliminate the restrictiveness of the aforementioned provisions with respect to the admission of foreign professors and researchers.

1.5. Remove the remaining obstacles to the recognition of foreign qualifications

Regarding the process of the recruitment of researchers to positions in research organisations, it has been proposed that research organisations be authorised to recognise foreign qualifications. This would help overcome problems related to the fact that application periods are generally too short for foreign scientist to initiate and complete the process of having foreign educational qualifications recognised (in accordance with the Act on the Recognition of Foreign Qualifications, Official Gazette "Narodne novine", No. 158/03, 198/03, and 138/06). This puts researchers with foreign qualifications at disadvantage as compared to candidates who acquired their qualifications in Croatia.

1.5.1. Include representatives of ENIC/NARIC in addressing the issue of foreign qualification recognition

To level the playing field for researchers with foreign qualifications which have not been recognized in Croatia, the Office of the Agency for Science and Higher Education in charge of ENIC/NARIC must become involved in addressing this issue. The consultations with the national ENIC/NARIC Office will be aimed at seeking out ways to allow foreign researchers to apply and to be selected for a job in Croatia, and in particular, at finding ways to speed up the qualification recognition process so it may be completed simultaneously with the process of obtaining the work permit, or with the coming into effect of the employment agreement at the latest.

1.5.2. Provide research organisations the opinion of ENIC/NARIC on the recognition of foreign educational qualifications

The ENIC/NARIC Office of the Agency for Science and Higher Education has, at the urging of the Agency for Mobility and EU Programmes (AMEUP), and regarding the possibility for research organisations to independently recognize foreign qualifications of researchers, made the following statement: "Pursuant to the Act on Scientific Activity and Higher Education, research organisations are entitled to, in their policies and procedures, regulate the recruitment and selection processes for researcher, associate and professional jobs and to define job requirements in the advertisements or calls for proposals."

With regard to the question about the possibility of allowing the initiation of the foreign qualifications recognition process only after the employment contract has been concluded, research organisations must be informed of the quoted opinion of the Agency for Science and Higher Education.

2. The Creation of Better Working Conditions for Researchers

A prerequisite for bolstering mobility in the R&D sector is the continual enhancement of working conditions for researchers. This objective was also set by the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, within these documents' commitments to make R&D careers more appealing. In this area the following activities are proposed:

2.1. Facilitate the portability of granted funds and the mobility of junior researchers between projects

Within the overarching goal of enhancing research careers and stimulating researchers' mobility, the portability of grants must be allowed, and, provided it has been approved by the respective project's

implementing authority and relevant organisations, junior researchers³ must be allowed to move from one project to another and from one organisation to another.

2.2. Recognize the mobility experience of returnee researchers and other mobile researchers

When it comes to monthly payments of researchers, returnee researchers are at disadvantage, as the mobility experience accumulated abroad is not recognised in the calculation of the payment and they are denied the 0.5 percentage point increase on the salary granted for each year of working experience in Croatia. Experienced foreign researchers who want to pursue their scientific careers in Croatia are facing the same problem. Steps must be taken to ensure that the mobility experience is treated just as is the work experience gained in Croatia, as reflected in the experience-based pay increase. As has already been done in some other sectors (e.g. healthcare), this clause must be inserted in the Collective Agreement for Science and Higher Education.

2.3. Increase the availability of information on legal regulations and procedures relevant for visiting foreign researchers

In the implementation of different procedures related to the admission of foreign researchers, it has been observed that competent bodies frequently fail to publish and update relevant detailed information. Additionally, the published information is in most cases available only in the Croatian language, making it difficult for foreigners to receive quick and accurate information. Several activities are proposed in connection to this challenge:

2.3.1. Hold consultations with the Croatian Institute for Health Insurance and the Croatian Pension Insurance Institute regarding the need to publish information relevant for foreign researchers in the English language

Foreign researchers have no access to official information on the Croatian health and pension insurance systems and the respective procedures and regulations applicable to foreign citizens, as that information is only available in Croatian. Consultations must be launched with the Croatian Institute for Health Insurance and the Croatian Pension Insurance Institute regarding the need to publish information relevant for foreigners in the English language.

2.3.2. Hold consultations with the Ministry of Foreign Affairs and European Integration to improve the flow of information to diplomatic and consular offices regarding the hosting of foreign researchers

Consultations with the Ministry of Foreign Affairs and European Integration must be launched in order to improve the flow of information on hosting foreign researchers to consular offices. Since the staff in diplomatic and consular offices works directly with interested foreign researchers, it is of the utmost importance that they are well-informed about the legal tools that those researchers have at their disposal if they want to live and work in Croatia.

In an effort to provide better information to foreign researchers, who usually seek information initially on the websites of Croatia's diplomatic missions and consular offices, the Ministry of Foreign Affairs and European Integration must be consulted with a view toward publishing all key information on the websites of these offices in both Croatian and English.

2.4. Stimulate the professional development of early-stage researchers

Early-stage researchers should be encouraged to further develop their careers through the implementation of the flexibility principle. The flexibility principle provides researchers with various pathways to the same qualification and guarantees horizontal and vertical mobility conducive to lifelong learning. In connection to this, early-stage researchers must be allowed to spend up to two

³ The term "junior researcher" (Croatian *znanstveni novak*) as used throughout this document refers to a doctoral student employed, as a rule, for the first time after graduation. This term is also sometimes translated as "research novice" or "researcher trainee".

years in a different organisation, country or sector, without having their employment contracts with their home science organisations terminated.

2.4.1. Promote the value of mobility experience

International researchers' mobility must be positively evaluated in the process of recruitment and promotion of researchers. Research organisations must be encouraged to implement the provisions of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers concerning the value of mobility.

2.5. Step up the flexibility of administrative procedures for end-of-career researchers

It is necessary to increase the flexibility of the administrative procedures for researchers at late stages of their careers (over the age of 60). Flexibility must be ensured in terms of allowing end-of-career researchers short-term visits to other R&D organisations and industries, in Croatia and abroad, without having their employment contracts with their home organisations terminated.

In connection to this, consultations must be launched with the Croatian Academy of Science and Arts with a view toward seeking out concrete solutions.

2.6. Uphold the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

The EURAXESS Service Centre within the Agency for Mobility and EU Programmes and the Directorate for Science of the Ministry of Science, Education and Sports will support research organisations in the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. These two documents constitute the backbone of the EU policy on increasing the appeal of research careers, which in turn makes up a vital part of its strategy for the stimulation of economic growth and employment.

2.6.1. Cooperate with research organisations in the implementation of action plans

The EURAXESS Service Centre within the Agency for Mobility and EU Programmes and the Directorate for Science of the Ministry of Science, Education and Sports shall offer advice and other kinds of assistance to research organisations in the development of human resources strategies and the drawing up of action plans, in an effort to ensure a high-quality implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

In preliminary internal analyses of the level of adherence to the principles of the Charter and the Code of Conduct, assistance will be provided in the form of available English translations of relevant Croatian legal regulations, a guidebook for translation of legal terms into English as well as best practice examples of internal analysis.

2.6.2. Raise awareness among science institutions of the benefits of the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

In an effort to raise awareness of the principles and the methods of the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, the EURAXESS Service Centre within the Agency for Mobility and EU Programmes and the Directorate for Science of the Ministry of Science, Education and Sports shall organise a workshop for the research organisations who have acceded to these documents.

The purpose of these activities is the exchange of experience at all the stages of the implementation of the Charter and the Code of Conduct (conducting internal analyses, drawing up strategies and

action plans) and dissemination of recent information relevant for the implementation of these documents.

2.6.3. Recommend that the National Foundation for Science, Higher Education and Technological Development and the Croatian Academy for Science and Arts accede to the Charter and the Code of Conduct

All relevant organisations from the system of science must be informed about the possibility to accede to the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. This applies above all to the National Foundation for Science, Higher Education and Technological Development and the Croatian Academy for Science and Arts.

2.6.4. Promote public awareness of the European Commission's "HR Excellence in Research" award

In collaboration with the organisations that have been involved in the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, the EURAXESS Service Centre within the Agency for Mobility and EU Programmes and the Ministry of Science, Education and Sports will continue to promote the EC's "HR Excellence in Research" award and its logo, and raise awareness of its significance among researchers.

2.7. Regulate the health insurance status of foreign researchers

In the context of hosting foreign researchers, health insurance for these researchers must be provided. Some obstacles have been observed in the area of foreign researchers' health insurance regulation. The following activities are proposed with a view toward removing these obstacles:

2.7.1. Make possible on the basis of a hosting agreement the registration of foreign researchers with the Croatian Institute for Health Insurance

Since foreign researchers who are granted a temporary stay in Croatia for the purpose of carrying out research currently have no way of obtaining health insurance pursuant to a hosting agreement, consultations must be initiated with the Croatian Institute for Health Insurance and the Ministry of Health and Social Security with the goal to amend the Act on Health Care of Aliens (Official Gazette "Narodne novine", No. 114/97). The amendments to this Act must introduce the availability of health insurance based on a hosting agreement so as to eliminate the need for signing an employment agreement in addition to a hosting agreement.

2.7.2. Address the provision of health insurance in the hosting agreement

The Ordinance on Determining the Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research (Official Gazette "Narodne novine", No. 42/08) must be amended by inserting a provision stipulating that the hosting agreement will define the basis for health insurance coverage of a foreign researcher and define who will pay contributions for the researcher. In accordance with applicable regulation, the employer is obliged to pay the contributions for a researcher receiving a salary, and the institution granting a stipend, pays contributions for the researcher receiving a stipend, unless the stipend agreement specifies that the researcher receiving a stipend pays the cost of his or her health insurance. Since the Ordinance in force prescribes health insurance as a prerequisite for entering into a hosting agreement, the amendments must be made to allow for the health insurance requirement to be met after the hosting agreement has been executed, but no later than the moment when the researcher starts carrying out the research pursuant to his or her temporary residence permit for the purpose of scientific research.

3. Streamlining the provision of temporary residence permits for the purpose of scientific research

The Ordinance on Determining Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research created conditions for the admission of foreign scientists who seek to carry out scientific research in Croatia. With a view toward further harmonizing the Ordinance with Council Directive 2005/71/EZ, additional steps must be taken. They are listed and explained below.

3.1. Introduce the accreditation of research organisations

The Ordinance in force mandates the admission of foreign researchers on a case-to-case basis, i.e. organisations in the R&D sector may only admit a specific foreign researcher on a specific research project. This is not aligned with the relevant EU regulations, which mandate the accreditation of research organisations.

In addition to case-by-case admission of foreign researchers, it is necessary to introduce into the Ordinance the procedure for 5-year accreditation of a research organisation, which would allow that organisation to admit an unlimited number of foreign researchers in that period, without obtaining individual approvals.

3.2. Simplify the accreditation procedure

To streamline the accreditation procedure, the suggestion that accreditation be issued based on the research organisation's licence and short-term evaluation of planned admissions in the period of accreditation must be considered.

3.3. Mandate publication of the list of accredited organisations and their admission procedures for foreign researchers

The list of research organisations accredited for the admission of foreign researchers must be published on the website of the Ministry of Science, Education and Sports and regularly updated.

It is proposed that the information on the procedure for the admission of foreign researchers be published on websites of the Ministry of Science, Education and Sports, The Ministry of the Interior, The Ministry of Foreign Affairs and European Integration, the Agency for Mobility and EU Programmes (the EURAXESS Croatia portal) and all organisations accredited for the admission of foreign researchers, both in Croatian and English.

3.4. Allow foreigners to apply for temporary residence permits in police administration offices and police stations in Croatia

As derogation from the provision requiring that foreigners apply for their first temporary residence permit in diplomatic missions and consular offices of the Republic of Croatia, foreign researchers must be allowed to apply for temporary residence permits in police administrations and stations upon their arrival in Croatia.

3.4.1. Enable foreigners to apply for the first temporary residence for the purpose of scientific research in a police administration office or a police station in Croatia

In order to harmonize Article 11 of the Ordinance on Determining Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research with Article 48 of the Aliens Act, the Ordinance must allow for the application for the first temporary residence for the purpose of scientific research to be submitted at a competent diplomatic mission or consular office of the Republic of Croatia or at a local police administration office or police station in the town of the future temporary residence.

3.4.2. Hold consultations aimed at allowing foreign researchers as defined in Article 139b, and their families, to apply for the first temporary residence for the purpose of scientific research in a police administration office or a police station in Croatia

The possibility of applying for the first temporary residence in police administration offices or police stations must also be defined with respect to the categories of foreign researchers as provided in Article 139b, Paragraph 1, Items 1 and 2 of the Aliens Act, and their family members. The aforementioned categories include: professors, native speakers of foreign languages, language professors and other visiting professors, researchers on scientific and professional development programmes, researchers-representatives of international organisations and researchers aspiring to participate in projects significant for Croatia, administrative staff, experts, teachers and lecturers from foreign cultural, educational and science institutions visiting Croatia within a programme of cultural and educational cooperation, as well as the administrative staff, experts, teachers and lecturers from foreign cultural, educational and science institutions which have offices/branches in Croatia, if they come from the home institution.

Consultations with the Ministry of the Interior shall be launched with a view toward amending Article 48 of the Aliens Act.

3.4.3. Hold consultations to consider the possibility of issuing visas allowing the regulation of residence status upon arrival in Croatia

Consultations must be launched with the Ministry of the Interior with a view toward allowing foreign researchers from countries to which visa requirements apply to submit temporary residence permit applications in police administration offices or police stations in Croatia. The consultations will also determine if the proposed scheme (obtaining the visa at a diplomatic-consular office and obtaining the temporary residence permit only after entering Croatia) is faster and more efficient, bearing in mind the obstacle related to having documents translated into Croatian in countries where there are no court interpreters for the Croatian language.

3.4.4. Hold consultations to reconsider the requirement that foreigners seeking temporary residence submit certified translations of documents

Experience has shown that the requirement for submitting translated documents when applying for temporary residence permit poses a problem for citizens of countries in which there are no court interpreters for the Croatian language. We propose that consultations be launched with the Ministry of the Interior with a view toward removing this obstacle.

4. Further Development of Infrastructure for the Mobility of Researchers

In the economic recovery programme that the Croatian Government adopted in April 2010, one of the proposed measures was further development of the EURAXESS Service Centre. Ensuring the sustainability of the EURAXESS Service Centre within the Agency for Mobility and EU Programmes is of vital importance for the implementation of this Action Plan and the realisation of all of its objectives.

4.1. Further development of the EURAXESS Service Centre

In 2011 and 2012 the EURAXESS Service Centre within the Agency for Mobility and EU Programmes will continue to actively partake in the implementation of this Action Plan as well as in carrying out the following activities:

- The staff of this office will continue to provide advice to mobile researchers and their families in the process of moving into or out of Croatia, in particular with respect to visa requirements, work permits, accommodation, legal issues, social insurance, health care, tax etc. They will also continue to submit a statistical report on their activities to the Research Directorate-General of the European Commission, as required by the European Commission.
- To improve its service, the staff will forge close cooperation with the relevant state administration bodies.
- A newly supplemented edition of *A Foreign Researchers' Guide to Croatia* will be published annually and it will include information on all of the applicable administrative procedures related to the residence and work in Croatia. The *Guide* will also provide general information about Croatia and its R&D infrastructure.
- The web portal EURAXESS Croatia will be regularly updated, all of the amendments to legal regulations in the area of researchers' mobility will be published, and changes will be made in consultations with the European Commission and other EURAXESS member countries.
- The *Mobility Handbook* will be regularly updated and made available on the EURAXESS Croatia website.
- Workshops and training activities on the mobility of researchers will be organised, aimed at developing the competences of the administrative and research staff of Croatian research organisations, thus further reinforcing the infrastructure for the mobility of researchers. A special focus will be placed on the training of the staff of the EURAXESS Service Centre and the Local Contact Points.
- A promotional campaign will be carried out in 2011 and 2012, targeting junior researchers, researchers and the administrative staff of research organisations, civil servants, the business sector, and senior university students. Within the campaign, EURAXESS staff will attend a number of fairs, meetings, and info days in the area of researchers' mobility. Newsletters will be distributed every four months, offering information on recent developments in Croatian and EU policies on researchers and human resources. The business sector will also be informed about the news in this area and about the activities and services of the EURAXESS office. To ensure the high quality of information provided to potential EURAXESS beneficiaries, the database of contact information for research organisations will be regularly updated. Fliers and posters will be printed, targeting senior university students and informing them of the Jobs tool of the EURAXESS Programme (database of R&D jobs in the European Research Area).
- To improve the implementation of the programme, the EURAXESS office staff will also conduct a promotional campaign developed by the European Commission and other EURAXESS member countries conducive to the goal of making Europe a more attractive place to carry out research.
- EURAXESS staff will partake in EURAXESS meetings, conferences and workshops organised by the European Commission and the EURAXESS TOP Project, and actively work towards the transposition and implementation of the European Commission's initiatives in the area of researchers' mobility. To improve the implementation of these initiatives, they will hold regular meetings with:
 - The representative of Croatia in the SGHRM group,
 - The members of the Committee for the Mobility of Researchers,
 - Local Contact Points and the members of the FP7 PEOPLE Programme Committee.
- Projects on the transnational and inter-sectoral mobility of researchers will be completed and reports on these projects will be submitted to the European Commission.

4.2. Ensure the sustainability of the EURAXESS Service Centre after the expiry of the existing model of funding

- 4.2.1. The funding of the network for the mobility of researchers and the EURAXESS Service Centre will continue as the funding of the network of research managers (administrative staff in charge of R&D issues) appointed at Croatian universities within the Seventh Framework Programme for Research and Technological Development (FP7).
- 4.2.2. In the context of the implementation of the Government's Programme of Economic Recovery and its commitment to ensure the sustainability of the EURAXESS Service Centre, as of 2012 on, HRK 1m is to be earmarked annually for that purpose in the budget.
- 4.2.3. The existing model of funding for the EURAXESS Service Centre expires in June 2011. It is therefore necessary to plan for the funding of the Centre until the end of this year and continue with this model in the next year. Since the Agency for Mobility and EU Programmes is the implementing authority for the majority of the measures of this Action Plan, it is of the utmost importance to ensure the sustainability of the EURAXESS Service Centre within the Agency for Mobility and EU Programmes.
- 4.2.4. Co-financing of the network for the mobility of researchers is necessary to enable Local Contact Points to participate in workshops organised by the EURAXESS Service Centre within the Agency for Mobility and EU Programmes.

4.3. Further incorporate the conclusions of the Steering Group for Human Resources and Mobility into the Croatian mobility policy

An appointed Croatian representative will follow the activities of the Steering Group for Human Resources and Mobility (SGHRM) and attend its meetings. The representative will present to the Committee for the Mobility of Researchers the main conclusions reached at those meetings. Steps will be taken to align the Croatian policy on the mobility of researchers with the SGHRM's guidelines, taking into consideration optimum implementation in the Croatian context.

4.4. Step up researchers' mobility by intensifying participation in the FP7 PEOPLE Programme

The European Commission Progress Report 2010 on Croatia mentions a low success rate of the FP7 People Programme, especially its Marie Curie Actions. Communication with the Local Contact Points and members of the FP7 PEOPLE Programme Committee will be intensified with a view toward providing better information to researchers regarding mobility funding models and possibilities. The EURAXESS Service Centre helpdesk will take on an additional role as a helpdesk for the FP7 PEOPLE Local Contact Point.

5. Encourage Inter-Sectoral Mobility of Researchers

The transfer of know-how and technology from academia to industry is the foundation of the development of modern economies and the cornerstone of the key initiative of the Europe 2020 Strategy – Innovation Union. Closer cooperation and increased mobility between academia and industry will accelerate Croatia's economic development and give impetus to innovation in R&D, resulting in a wider range of Croatian products and services. The importance of inter-sectoral mobility has been recognised in a number of Croatia's strategic documents, some of which are the Economic Recovery Programme of the Government of the Republic of Croatia, the Pre-Accession

Economic Programme 2010 – 2012 and the strategic documents on the use of EU structural instruments. In 2009, the Council for the National Innovation System took major steps in strengthening the National Innovation System with a view toward encouraging the transfer of knowledge between academia and industry.

The Pre-Accession Economic Programme 2010 – 2012 emphasises a continual focus on lifelong learning for entrepreneurship. Also, this document predicts the continued development of excellence centres. The idea is to help improve the utilisation of existing research equipment by both the research community and the business sector, stimulate excellence in research, and extend cooperation between industry and academia. Special focus is to be placed on strengthening ties with the European Research Area.

The Economic Recovery Programme of the Government of the Republic of Croatia included several activities for fostering inter-sectoral cooperation and mobility, all of which were to be implemented by the end of 2010. These activities entailed an evaluation of some of the instances of applied research and cooperation between the business sector and the research career development system, encouraging the involvement of researchers from the private sector in the teaching and research programmes provided by public research and educational organisations and the co-financing of postgraduate study programmes focusing on entrepreneurial competences. The realisation of these activities has been taken into account in the drafting of the proposal of the Science Act and in the amendments to the subordinate legislation, as well as in the drafting of the analysis of successfulness of junior researchers, the development of the National Framework Curriculum (adopted in July 2010) and the Strategy on Entrepreneurial Learning 2010 – 2014.

As of 2011 the Republic of Croatia has fully acceded to the Lifelong Learning Programme. The purpose of this programme is to create an advanced knowledge-based society, build foundations for sustainable development, and create more high-quality jobs and better social cohesion in the European Union. The programme underscores the collaboration among educational organisations across Europe and the mobility of all agents of the education process, and simultaneously prepares them for successful participation on the European labour market. One of the Programme's priorities in evaluating project proposals is the entrepreneurial element.

Furthermore, the Republic of Croatia has since 2000 taken part in EUREKA Programme – a Europe-wide network for market-oriented industrial R&D. EUREKA's primary goal is to encourage companies to invest in R&D activities, thus building their innovation capacity.

With a view toward promoting inter-sectoral mobility, the following measures have been envisaged:

5.1. Stimulate wider dissemination of research results

In order to make research results more widely available, especially those of publicly-funded research, the Committee for the Mobility of Researchers will follow the Innovation Union's recommendation regarding the promotion of wider dissemination of research results. The rationale is that the availability of these results will give additional stimulus to the business sector to invest in R&D and innovation.

5.2. Facilitate access to financial instruments

The use of the available financial instruments for the promotion of inter-sectoral mobility, especially innovation-oriented mobility, must be supported. An example of best practice in this sense is the Business-Innovation Centre of Croatia (BICRO) and its IRCRO Programme. Additionally, these financial instruments must be aligned with the Innovation Union's priorities and European research and innovation programmes.

5.3. Invest in the development of mentor capacities for early-stage researchers

In accordance with the Action Plan to Encourage Investment into Science and Research, it is necessary to invest in the mentor capacities for early-stage researchers. Also, financial instruments must be designed to encourage the selection of dissertations which are applicable in industry.

5.4. Uphold the implementation of current and future EU initiatives aimed at the removal of obstacles to inter-sectoral mobility

Actively support the implementation of ongoing and future EU initiatives, schemes, and instruments designed to remove obstacles to inter-sectoral mobility (social security, pension structures etc.) by raising awareness of the issue. Particular support must be given to joint projects of industry and academia in one of the areas of the European Innovation Partnership, which include energy, security, transport, climate change, health care and ageing, environmentally-friendly production processes and land farming. The strategic document of the Innovation Union proposes that funds be allocated for the procurement of innovative products or services before they are launched on the market. Also, the activities of the Enterprise Europe Network (EEN) in Croatia must be upheld.

6. The Development of Researcher Competences

For researchers to be successful in both the academic and the industrial setting, their competences must surpass the expertise in their respective research field and outstanding communication, management skills, and the ability to work in a multicultural environment have been increasingly valuable skills for researchers.

Research⁴ carried out by the EMBO in 2008 showed that the acquisition of some complementary skills would boost researcher competitiveness in both the academic and the industrial setting. The results of the research suggest that late-stage researchers consider managerial, administrative and communications skills to be top complementary skills in the research sector, and that early-stage researchers should receive more extensive education in the fields of research ethics, communications (especially presentation skills), and time management.

Similar research⁵ was conducted by the American Meteorological Society (AMS). In this research communications skills featured most prominently among researcher skills, followed by writing skills, presentational skills and technical writing skills.

The European Commission has taken note of the significance of these skills and has incorporated guidelines for their development into the Innovation Union, the European Partnership for Researchers, the European Charter for Researchers, and the Code of Conduct for the Recruitment of Researchers. The two latter documents state that researchers at all career stages should strive to develop professionally by improving and renewing their skills and competences, not only in formal education, but in supplementary education programmes, seminars, workshops, conferences and via e-learning.

The document entitled Key Competences for Lifelong Learning - a European Framework is an integral part of the European Parliament and Council Recommendation of 18 December 2006 on key

⁴ *Transferable skills for life scientists*, A report produced by the EMBO Science & Society Programme for the European Molecular Biology Conference, 2008

⁵ David M.Schultz: *Eloquent Science: A Practical Guide to Becoming a Better Writer, Speaker, & Atmospheric Scientist*. The University of Chicago Press, 2009

competences for lifelong learning, laying down the knowledge, the skills and the attitudes necessary for lifelong learning. The listed competences have been incorporated into Croatia's education policy through their integration into the National Framework Curriculum and the Croatian Qualifications Framework.

In order to involve the business sector in the development of curricula and doctoral study programmes, the establishment of Knowledge Alliances has been announced within the Innovation Union initiative. Knowledge Alliances will spur collaboration between business sectors and education sectors on the development of curricula. The goal is to include contents and skills that are needed in industry in the curricula.

The European Partnership for Researchers has called attention to the need for researchers to possess all the skills required for assuming different roles in modern economies and knowledge-based societies. Companies are increasingly oriented toward open innovation and rely on collaboration with other companies and research organisations for the development of ideas and product enhancement. Furthermore, science has been gradually moving towards multidisciplinary and interdisciplinary research, competitive financing, international cooperation and focus on turning research results into successful innovations.

Most researchers in Croatia are still undergoing traditional education programmes, which frequently provide insufficient knowledge in some important areas, such as intellectual property management, research project funding, and setting up spin-offs. Researchers employed in SMEs are often required to manage projects, company communications and intellectual property. Additionally, late-stage researchers sometimes can not keep up with cutting-edge technologies and methods and do not have sufficient support in the development of their skills as they climb the career ladder and assume management positions in their respective organisations.

Both the European Commission and the Republic of Croatia have been promoting closer collaboration between academia and industry, as evidenced in the respective strategic documents, such as the Strategy for Entrepreneurial Learning, adopted in June 2010, and the respective financial mechanisms. Also, the selection processes of programmes aimed at strengthening links between academia, industry and knowledge-based innovation, place increasing emphasis on the assessment of the commercial potential of a given project in the evaluation process.

Good practice examples include the Ministry of Administration of the Republic of Croatia and its Centre for Professional Development and Training of Civil Servants, whose main task is the development of human resources through the permanent education and training of civil servants.

With a view toward building human recourse capacities in the science sector in Croatia, increasing inter-sectoral and transnational mobility and maximising the absorption of funds allocated for this type of cooperation, professional development and training programmes must be created with the goal of sharpening researcher competences in the following areas:

- Management skills and entrepreneurship
 - Academic entrepreneurship
 - Project proposal development
 - Time management
 - Drawing up investment and feasibility studies
 - Research project management
 - Cooperation with industry
 - Human resources management

- Research laboratory management
- Team work, networking
- Commercialization of innovation
- General business skills (development of a business plan, basic market analysis, strategic thinking, SWOT analysis)

Research skills

- Writing scientific papers
- Research ethics
- Intellectual property
- Technology and knowledge transfer

Presentation and communication skills in research

Administrative skills

Since researchers and scientists are the main knowledge generators and key agents of knowledge transfer, great effort must be made on the national level to put into place a system of permanent development of research skills and lifelong learning. These efforts will enrich research careers and smoothen researchers' mobility between institutions, sectors and countries.

Considering the importance of these efforts, the following measures are proposed:

6.1. Assess the present state of affairs

It is necessary to determine which organisations in Croatia offer this type of education to researchers, and to make this information public on the EURAXESS portal.

6.2. Develop a national researcher competences and skills programme

One of the recommendations of the European Partnership for Researchers is the implementation of the National Skills Agenda. The objective is a reinforcement of human resources capacities in R&D by developing the skills required for a full-fledged participation in a knowledge-based society and economy. An example of good practice in this area is the UK, which adopted the Joint Skill Statement⁶ as early as in 2001. This document presents a joint statement on the skills that researchers who have been funded by the Research Councils should develop during their doctoral studies. The statement comprises seven topics: Research Skills and Techniques, Research Environment, Research Management, Personal Effectiveness, Communication Skills, Networking and Teamworking, and Career Management. To support the development of research career, the organisation VITAE was founded in the UK. Its ambition is to establish itself as the leading organisation in the area of the support of professional development and training for researchers. In 2009 alone, VITAE organised seminars for about 600 researchers. VITAE's report on the implementation of the programme called The Impact of Researcher Training and Development: Two Years On clearly indicates that the investment the UK has made into this segment of education has proven very beneficial. This is evidenced in the growth of the number of spin-offs as well as in the body of commercial research, the shorter duration and more effective use of time spent on doctoral studies, the improved employability of researchers, the improved quality of research, and the better absorption of funds (stipends and grants).

The seminars focus on the development of relevant R&D skills and the improvement of researcher employability.

⁶[The Joint Skills Statement](#) was adopted by Research Councils and the UK GRAD Programme

6.3. Promote the introduction of supplementary higher-education programmes on entrepreneurship and intellectual property

The MSES will recommend that the aforementioned subjects be offered at higher education organisations as additional education programmes and made available to students at all three levels of higher education, as well as to researchers. By completing such an additional education programme, students and scientists would earn an additional qualification, thus increasing their employability. It is proposed that these programmes be accredited and integrated in the professional development system and that experienced researchers be issued a public document upon completion of such a programme in accordance with the Adult Education Act (Official Gazette "Narodne novine" No. 17/07). The European example of best practice in this area is Estonia, which has boosted the quality and efficiency of doctoral study programmes that focus on entrepreneurial and business modules for non-business students in all three university cycles. An internationally recognised example of best practice is the TEMPUS project Fostering Entrepreneurship in Higher Education (FosEntHE), whose implementing authority is the Faculty of Economics and Business and whose primary objective is to encourage entrepreneurial activities among students.

6.4. Promote the establishment of specialised study programmes

The MSES will uphold the establishment of postgraduate specialist study programmes (e.g. Research Management) that are instrumental in building the business capabilities of researchers. In order to analyse the possibility of sourcing funds within the Instrument for Pre-Accession Assistance (IPA) to support the establishment of these study programmes, the MSES will hold consultations with the accredited unit IPA Human Resource Development.

V. Activities and Recommendations of the Committee for the Mobility of Researchers

All of the members of the Committee for the Mobility of Researchers (hereinafter: the Committee) will convene at least twice a year. At Committee meetings, the MSES and the Agency for Mobility and EU Programmes will deliver reports on completed activities, and the members of the Committee will present their recommendations with respect to future activities. Depending on the topics discussed, non-members may also be invited to Committee meetings. Minutes of the meetings will be regularly distributed to Committee members and other individuals or organisations that the conclusions of the meetings might concern.

To increase efficiency, communication between members of the Committee will for the most part be electronic.

To support the implementation of measures and activities included herein, ad-hoc working groups made up of non-members of the Committee will be formed.

Based on the experience with the implementation hereof, The Committee may pass additional measures for the removal of obstacles to research mobility in an annex hereto.

Funds for the implementation of the measures included herein will be allocated in the State Budget, specifically in the budgets for the MSES and the Agency for Mobility and EU Programmes.

VI. Synergy with the Working Group for Removing Obstacles and Enhancing International Learning Mobility

To uphold the realisation of the strategic goal of fostering transnational incoming and outgoing mobility, especially in higher education, the MSES has formed the Working Group for Removing Obstacles and Enhancing International Learning Mobility.

To avoid overlaps in the tasks and measures of the Working Group for Removing Obstacles and Enhancing International Learning Mobility and the Committee for the Mobility of Researchers, a EURAXESS representative from the Agency for Mobility and EU Programmes has been appointed as a member of both bodies, thus ensuring the exchange of information and results between them.

VII. The Authors of the Action Plan for the Mobility of Researchers 2011 – 2012

This document has been drawn up by the Committee for the Mobility of Researchers of the Ministry of Science, Education and Sports: Neven Duić, the chair, Hrvoje Meštrić, Dalibor Marijanović, Dunja Potočnik, Bojana Grubišin, Suzana Karabaić and Ida Škevin.

The following experts offered assistance in the development of the Action Plan: Ivana Puljiz and Martina Katalin of the MSES; Robert Bijažić, Ana Grdović and Vesna Babaja of the EURAXESS Service Centre.

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13. Strategy of the Development of the Republic of Croatia "Croatia in the 21st Century" – Science ("Narodne novine", No. 108/03)
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15. Action Plan 2007 - 2010 „ Science and Technology Policy of the Republic of Croatia“, 2007.
16. Action Plan to Encourage Investment into Science and Research, 2008.
17. Action Plan for Removing Obstacles and Enhancing International Learning Mobility 2010 - 2012
18. Council directive 2005/71/EC of 12 October 2005 on a specific procedure for admitting third-country nationals for the purposes of scientific research
19. Act on Scientific Activity and Higher Education (“Narodne novine”, No. 123/03, 105/04, 174/04, 2/07 – Decision of the Institutional Court of the Republic of Croatia No. 46/07, 45/09)
20. The Aliens Act (“Narodne novine”, No. 79/07, 36/09)
21. Ordinance on Determining Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research (“Narodne novine”, No. 42/08)
22. Labour Act (“Narodne novine”, No. 149/09)
23. Collective Agreement for Science and Higher Education (“Narodne novine”, No. 93/08)
24. Act on the Recognition of Foreign Qualifications (“Narodne novine”, No. 158/03, 198/03, 138/06)
25. Act on Regulated Professions and the Recognition of Foreign Professional Qualifications (“Narodne novine”, No. 124/09)
26. Ordinance on the Registry of Scientists, (“Narodne novine”, No. 72/04, 82/10)
27. Ordinance on the Content of the Licence and the Requirements for the Issuance of the Licence for Research Activities and Re-Accreditation of Research Organisations (“Narodne novine”, No. 83/10)
28. Ordinance on the Content of Diplomas and Diploma Supplements (“Narodne novine”, No. 77/08)
29. Adult Education Act (“Narodne novine”, No. 17/07)
30. Ordinance on the Benchmarks and Criteria for the Quality Evaluation of Institutions of Higher Education and Study Programmes (“Narodne novine”, No. 09/05)
31. Act on Health Care of Aliens in the Republic of Croatia (“Narodne novine”, No. 114/97)
32. Act on the Agency for Mobility and EU Programmes (“Narodne novine”, No. 107/07)
33. David M.Schultz: Eloquent Science: A Practical Guide to Becoming a Better Writer, Speaker, & Atmospheric Scientist, The University of Chicago Press, 2009.
34. Croatia 2010 PROGRESS REPORT, (COM(2010) 660), European Commission, 2010
35. Recommendation of the European Parliament and Council of 18 December 2006 on the key competences for lifelong learning (2006/962/EC)
36. The impact of researcher training and development: two years on, VITAE, 2010
37. SG HRM WG Jobs - Strategy to boost the publication of job vacancies on EURAXESS Jobs, 2010
38. A foreign researcher's guide to Croatia, EURAXESS, second edition 2010

IX. Tabular overview of the Action Plan

No.	MEASURE	RELEVANT PIECE OF LEGISLATION	ADMINISTRATIVE PROCEDURES AND OTHER ACTIVITIES	IMPLEMENTING AUTHORITY	TIMEFRAME FOR IMPLEMENTATION
1. The Recruitment of Foreigners to Researcher and Researcher-Teacher Positions					
1.1. Regulate requirements for the recruitment of foreigners to researcher and researcher-teacher positions					
1.1.1.	Consistently grant foreigners the right to be listed in the Registry of Researchers	Amending Article 9 of the Ordinance on the Registry of Researchers ("Narodne novine", No. 72/04 and 82/10)		MSES	By the end of the second quarter of 2011
1.1.2.	Increase the transparency of policy manuals of research organisations regulating recruitment conditions, especially with respect to the citizenship requirement	Amend the Act on Scientific Activity and Higher Education ("Narodne novine", No. 123/03, 105/04, 174/04, 02/07, Decision of the Constitutional Court of the Republic of Croatia 46/07, 45/09)		MSES	By the end of the second quarter of 2011
1.1.3.	Amend statutory requirements regarding recruitment of researchers so as to ensure the equitable treatment of foreigners	Amend the Act on Scientific Activity and Higher Education ("Narodne novine", No. 123/03, 105/04, 174/04, 02/07, Decision of the Constitutional Court of the Republic of Croatia 46/07, 45/09)		MSES	By the end of the second quarter of 2011
1.1.4.	Uphold the implementation of the Charter and the Code of Conduct in the recruitment of researchers		Continual support to the implementation	MSES, AMEUP	Continually
1.1.5.	Grant foreigners access to information on		Continual support	MSES	Continually

	research organisations				
1.2. Advertise on the European Commission's EURAXESS portal					
1.2.1.	Make the advertisement of research vacancies on the EURAXESS portal a legal requirement	Amend the Act on Scientific Activity and Higher Education ("Narodne novine", No. 123/03, 105/04, 174/04, 02/07, Decision of the Constitutional Court of the Republic of Croatia 46/07, 45/09)		MSES	By the end of the second quarter of 2011
1.3. Harmonize the terminology of Croatian legal regulations with the <i>acquis</i> of the EU					
1.3.	Harmonize the terminology of Croatian legal regulations with the <i>acquis</i> of the EU	Amend the Ordinance on Determining Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research ("Narodne novine", No. 42/08) and amend the Act on Scientific Activity and Higher Education ("Narodne novine", No. 123/03, 105/04, 174/04, 02/07, Decision of the Constitutional Court of the Republic of Croatia 46/07, 45/09)		MSES	By the end of the second quarter of 2011
1.4. Eliminate obstacles to the employment of foreign researchers					
1.4.1.	Hold consultations with the Ministry of the Economy, Labour and Entrepreneurship and the Ministry of the Interior regarding the employment of foreign researchers in Croatia		Hold consultations with a view toward removing all obstacles	AMEUP	By the end of 2011
1.4.2.	Hold consultations with the Ministry of the Interior regarding the	Hold consultations aimed at amending Article 119 of the		AMEUP	By the end of the second

	abolishment of work permit quotas for R&D positions	Aliens Act ("Narodne novine", No. 79/07, 36/09)			quarter of 2011
1.4.3.	Hold consultations with the Ministry of the Interior regarding the rewording of Article 139b of the Aliens Act	Hold consultations aimed at amending Article 119 of the Aliens Act ("Narodne novine", No. 79/07, 36/09)		AMEUP, MSES	By the end of 2012
1.5. Remove the remaining obstacles to the recognition of foreign qualifications					
1.5.1.	Include representatives of ENIC/NARIC in addressing the issue of foreign qualification recognition		Hold consultations with the Agency for Science and Higher Education regarding the recognition of foreign qualifications	AMEUP, MSES	By the end of 2011
1.5.2.	Provide research organisations the opinion of the ENIC/NARIC on the recognition of foreign educational qualifications		Deliver the Opinion to the Agency for Science and Higher Education	AMEUP, MSES	By the end of 2011
2. The Creation of Better Working Conditions for Researchers					
2.1.	Facilitate the portability of granted funds and the mobility of junior researchers between projects	Amend the Act on Scientific Activity and Higher Education ("Narodne novine", No. 123/03, 105/04, 174/04, 02/07, Decision of the Constitutional Court of the Republic of Croatia 46/07, 45/09)		MSES	By the end of the second quarter of 2011
2.2.	Recognize the mobility experience of returnee researchers and other mobile researchers	Negotiate amendments to the Collective Agreement for Science and Higher Education ("Narodne novine", No. 93/08)		MSES	By the end of 2011
2.3. Disseminate information on legal regulations and procedures relevant for visiting foreign researchers					
2.3.1.	Hold consultations with the Croatian Institute		Hold consultations	AMEUP	In the second half

	for Health Insurance and the Croatian Pension Insurance Institute regarding the need to publish information relevant for foreigners in the English language		with the Croatian Institute for Health Insurance and the Croatian Pension Insurance Institute		of 2011
2.3.2.	Hold consultations with the Ministry of Foreign Affairs and European Integrations to improve the flow of information to diplomatic and consular offices regarding the hosting of foreign researchers		Hold consultations with the Ministry of Foreign Affairs and European Integrations	AMEUP	In the second half of 2011
2.4. Stimulate the professional development of early-stage researchers					
2.4.1.	Promote the value of mobility experience		Support research organisations in the implementation of the principles of the Charter and the Code of Conduct.	MSES, AMEUP	Continually
2.5.	Step up the flexibility of administrative procedures for late-stage researchers	Amend the Act on Scientific Activity and Higher Education ("Narodne novine", No. 123/03, 105/04, 174/04, 02/07, Decision of the Constitutional Court of the Republic of Croatia 46/07, 45/09)	Hold consultations with the Croatian Academy of Science and Arts	MSES, AMEUP	By the end of the second quarter of 2011
2.6. Uphold the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers					
2.6.1.	Cooperate with research organisations in the implementation of action plans		Offer advice and other kinds of assistance to science organisations in the development of human resources strategies and drawing up action plans	MSES, AMEUP	Continually

2.6.2.	Raise awareness among science institutions of the benefits of the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers		Organise a workshop for research organisation representatives	AMEUP, MSES	By the end of the first quarter of 2011
2.6.3.	Recommend that the National Foundation for Science, Higher Education and Technological Development and the Croatian Academy for Science and Arts accede to the Charter and the Code of Conduct		Informing the National Foundation for Science, Higher Education and Technological Development and the Croatian Academy for Science and Arts	AMEUP	By the end of 2011
2.6.4.	Promote public awareness of the European Commission's "HR Excellence in Research" award		Continually promote the EC acknowledgement "HR Excellence in Research" and its logo	MSES, AMEUP	Continually
2.7. Regulate the health insurance status of foreign researchers					
2.7.1.	Make possible on the basis of a hosting agreement the registration of foreign researchers with the Croatian Institute for Health Insurance	Hold consultations with the Ministry of Health and Social Security with the goal to amend the Act on Health Care of Aliens ("Narodne novine", No. 114/97)		AMEUP	By the end of 2011
2.7.2.	Address the provision of health insurance in the hosting agreement	Amend the Ordinance on Determining the Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research ("Narodne novine", No. 42/08)		MSES	By the end of the second quarter of 2011
3. Streamlining the provision of temporary residence permits for the purpose of scientific research					
3.1.	Introduce accreditation of research	Amend the Ordinance on		MSES	By the end of the

	organisations	Determining the Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research ("Narodne novine", No. 42/08)			second quarter of 2011
3.2.	Simplify the accreditation procedure	Amend the Ordinance on Determining the Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research ("Narodne novine", No. 42/08)		MSES	By the end of the second quarter of 2011
3.3.	Mandate publication of the list of accredited organisations and their procedures for the admission of foreign researchers	Amend the Ordinance on Determining the Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research ("Narodne novine", No. 42/08)		MSES	By the end of the second quarter of 2011
3.4. Allow foreigners to apply for temporary residence permits in police administration offices and police stations in Croatia					
3.4.1.	Enable foreigners to apply for the first temporary residence for the purpose of scientific research in a police administration office or a police station in Croatia	Amend the Ordinance on Determining the Requirements for Granting Temporary Residence to Foreigners for the Purpose of Scientific Research		MSES	By the end of the second quarter of 2011

		("Narodne novine", No. 42/08)			
3.4.2.	Hold consultations aimed at allowing foreign researchers and their families to apply for the first temporary residence for the purpose of scientific research in a police administration office or a police station in Croatia	Consultations with the Ministry of the Interior regarding the amendment of Article 139b of the Aliens Act ("Narodne novine", No. 79/07, 36/09)		AMEUP	By the end of 2012
3.4.3.	Hold consultations to consider the possibility of issuing visas allowing the regulation of residence status upon arrival in Croatia		Consultations with the Ministry of the Interior	AMEUP	By the end of 2012
3.4.4.	Hold consultations to reconsider the requirement that foreigners submit certified translations of documents		Consultations with the Ministry of the Interior	AMEUP	By the end of 2012
4. Further Development of Infrastructure for the Mobility of Researchers					
4.1.	Further development of the EURAXESS Service Centre		Carrying out regular activities of the EURAXESS Service Centre	AMEUP	Continually
4.2. Ensure the sustainability of the EURAXESS Service Centre after the expiry of the existing model of funding					
4.2.1.	Continuation of the funding of the network for the mobility of researchers and the EURAXESS Service Centre as a network of "research managers"		Continue funding	MSES, AMEUP	Continually
4.2.2.	As of 2012 on, HRK 1m should be earmarked annually to ensure the sustainability of the EURAXESS Service Centre		Ensure funding	MSES	By the end of 2012
4.2.3.	Plan for the funding of the Centre until the end of 2011, and continue with the funding in 2012		Plan funding	MSES	In the second half of 2011
4.2.4.	Co-finance the network for the mobility of		Co-finance	MSES	Continually

	researchers				
4.3.	Further incorporate the conclusions of the Steering Group for Human Resources and Mobility into the Croatian mobility policy			MSES	Continually
4.4	Step up researchers' mobility by intensifying participation in the FP7 PEOPLE Programme			MSES, AMEUP	Continually
5. Encourage Inter-Sectoral Mobility of Researchers					
5.1.	Stimulate wider dissemination of research results		Make research results more widely available, especially those of the publicly funded research	MSES	Continually
5.2.	Facilitate access to financial instruments		Disseminate the information on financial instruments for inter-sectoral cooperation	MSES, BICRO	Continually
5.3.	Invest in the development of mentorship programmes for early-stage researchers		Systematically invest in mentor capacities	MSES	Continually
5.4.	Uphold the implementation of current and future EU initiatives aimed at the removal of obstacles to inter-sectoral mobility		Actively support the implementation	MSES	Continually
6. The Development of Researcher Competences					
6.	Propose launching of an initiative for the development of researchers' complementary skills		Launch the initiative	MSES	In the second half of 2011
6.1.	Assess the present state of affairs		Determine which organisations in Croatia offer this type of education to researchers and make this information public on the EURAXESS portal	AMEUP	By the end of the second quarter of 2012
6.3.	Promote the		The MSES will	MSES	By the end

	introduction of supplementary higher-education programmes on entrepreneurship and intellectual property		recommend that these supplementary programmes be offered to students at all three levels of higher education as well as to researchers at higher education organisations		of 2012
6.4.	Promote the establishment of specialised study programmes		The MSES will uphold the establishment of postgraduate specialist study programmes (e.g. Research Management) instrumental in building business capabilities of researchers	MSES	Continually

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