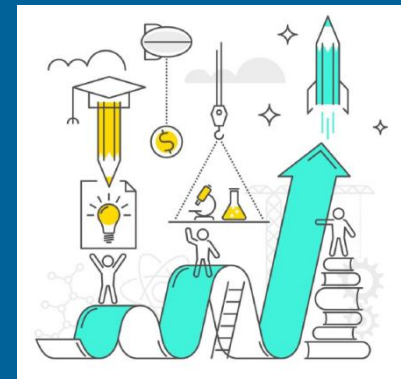




**TIP WORKSHOP “STIMULATING
KNOWLEDGE TRANSFER: CHALLENGES
AND POLICY RESPONSES”**



**PANEL 3: INTERNATIONAL
AND INTERSECTORAL
MOBILITY OF HUMAN
RESOURCES**

Lisbon, 7 November 2017



Main questions of the panel 3

- International mobility
 - How to attract, retain and support the evolution of the best human resources and young researchers so that they best contribute to the country development?
 - How can this be done in a context of limited public budgets and limited private sector recruitment of highly qualified human resources?
- Intersectoral mobility
 - How can trained human resources be used more effectively to support competitive science-based industries?
 - Is creating more opportunities for spin-offs created by PhDs and researchers an option?
 - What about the role of intermediary institutions that serve as conduits of knowledge sharing between industry and science?



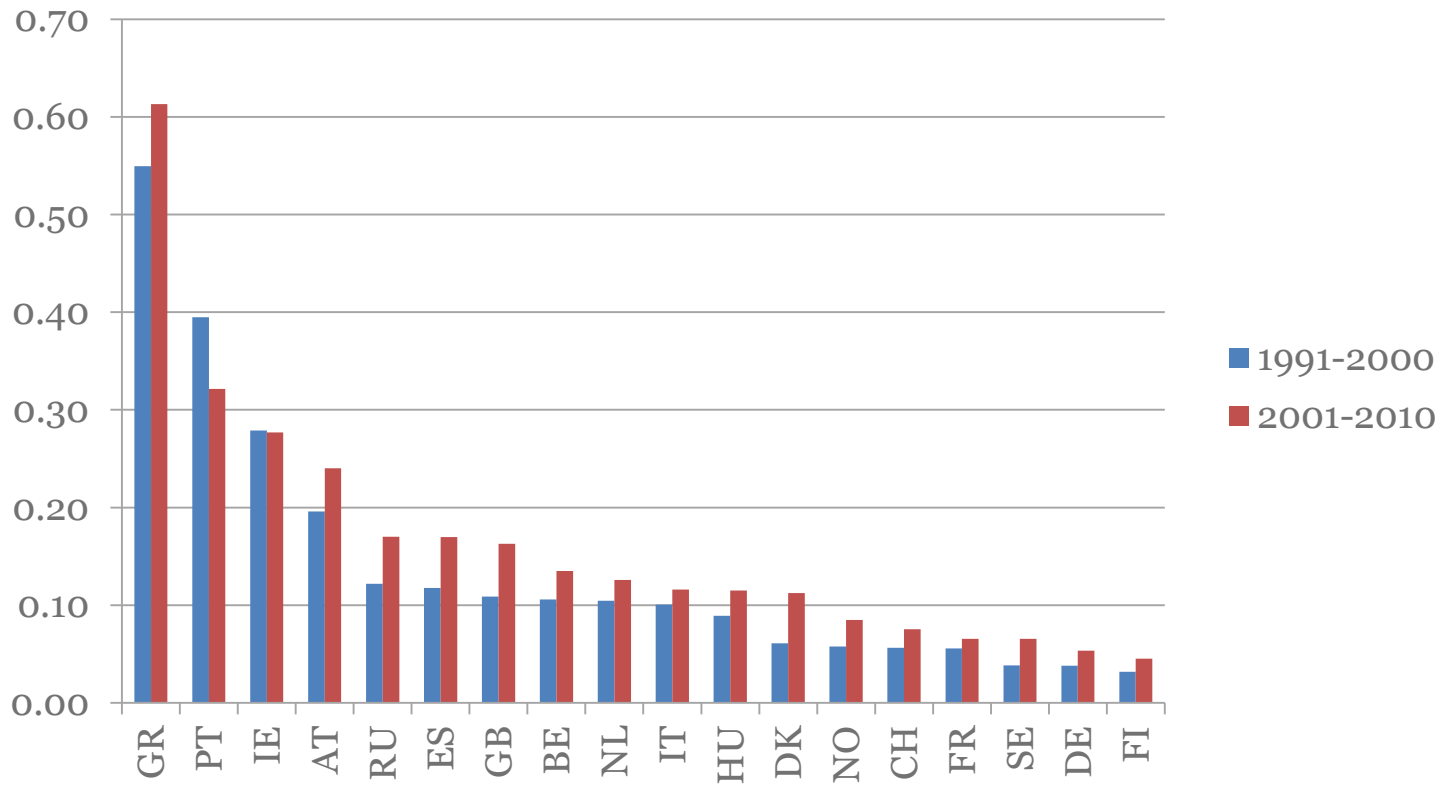
International mobility

- Different mobility flows
 - Attraction of (good) foreign students and researchers
 - Retention of good Portuguese students
 - Promotion of Portuguese scientists' 'return'
- What is at stake?
 - Accessing distinct competencies and mindsets
 - Raising scientific excellence and HE attainment
 - Fighting the demographic trends
- Main barriers
 - Low wages
 - Limited professional prospects for highly qualified staff
 - Scientific environment
- Main assets
 - Good quality of research
 - The country and the people...



International mobility

Emigration rates of inventors: diaspora / (diaspora + residents)

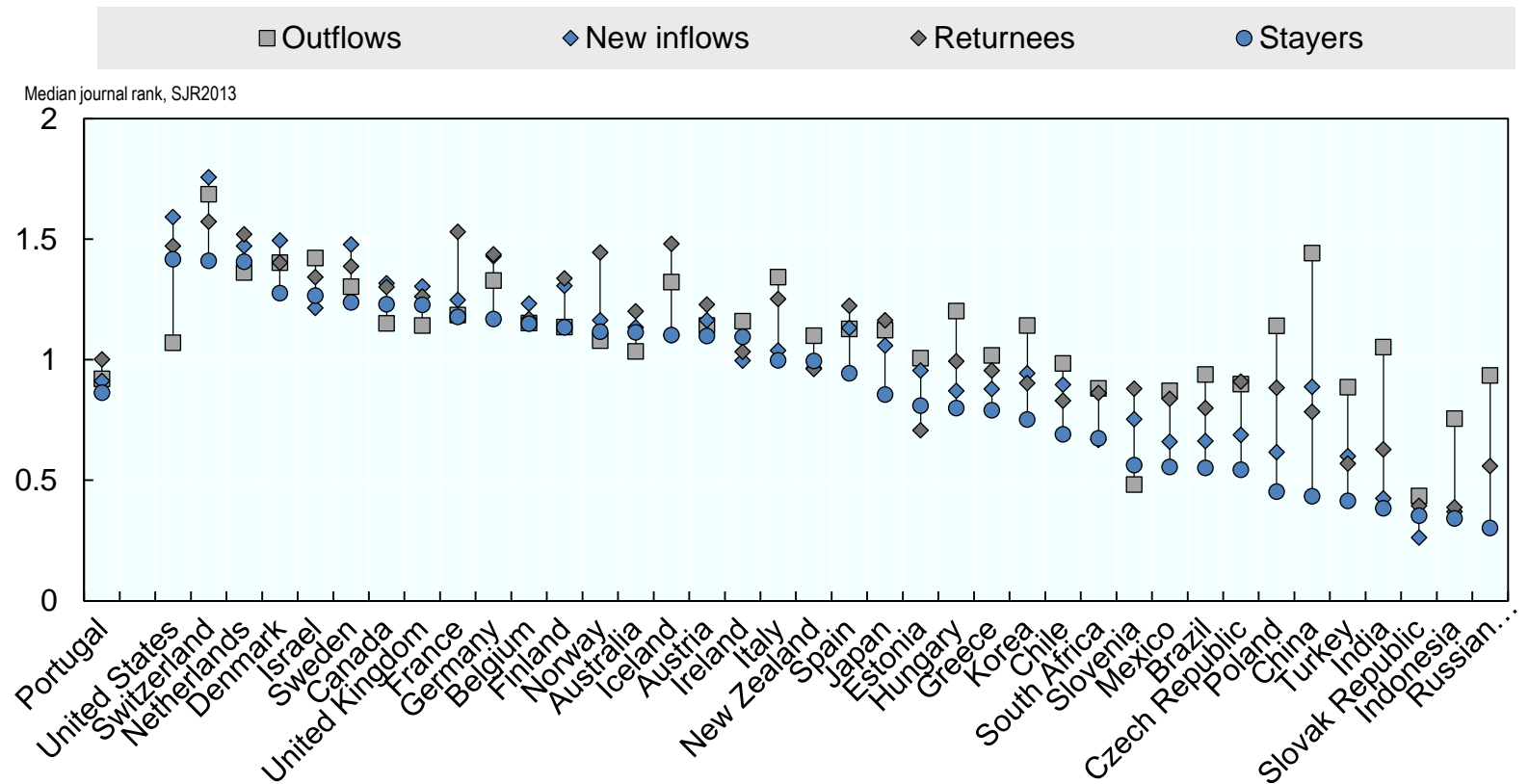


Source: WIPO database on migration of inventors, described in Miguelez, Ernest, and Fink, Carsten, (2013) "Measuring the international mobility of inventors: a new database" WIPO Economic Research Working Paper No - calculation by Catalina Martinez, CSIC



International mobility

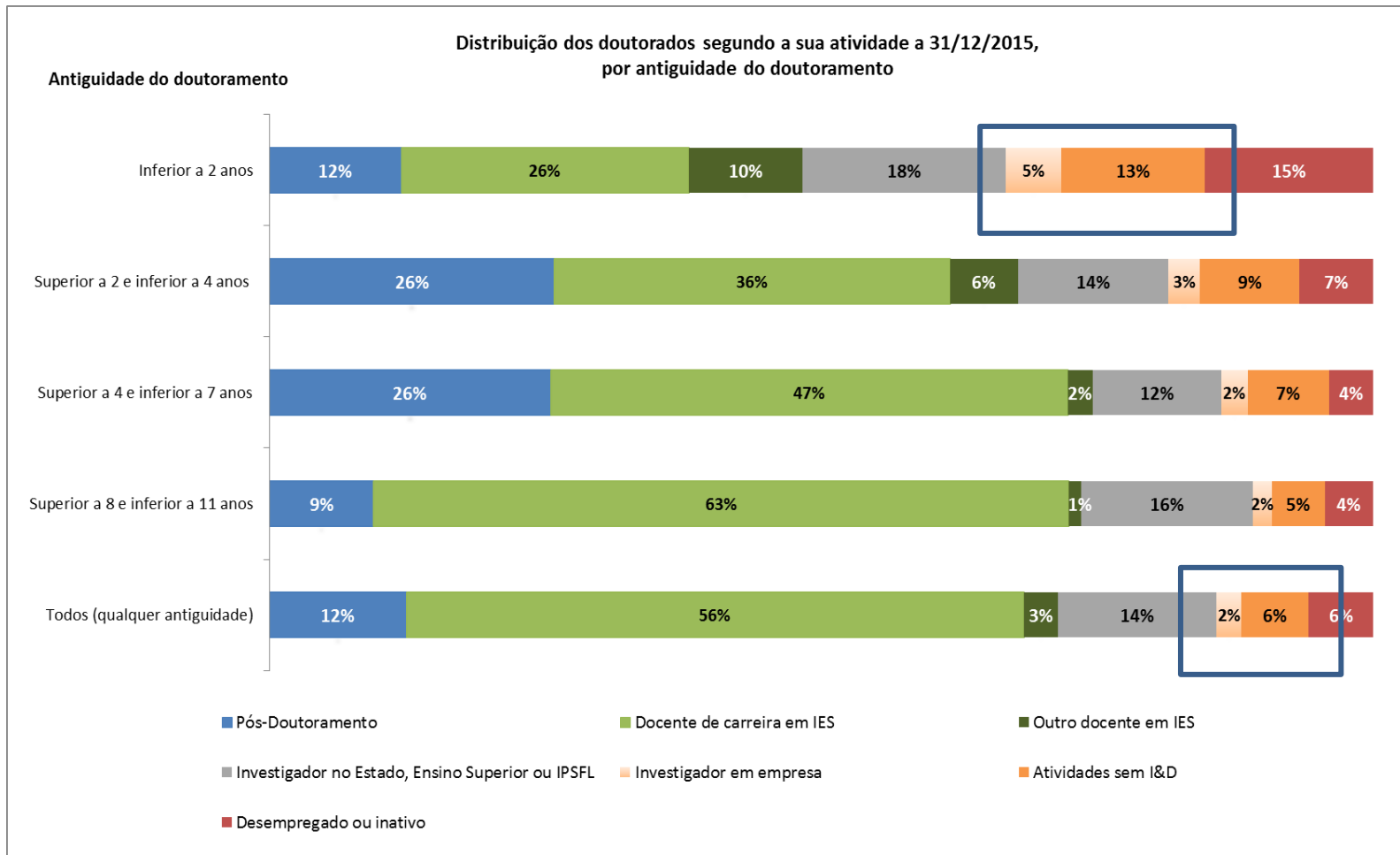
Impact of scientific authors by type of mobility, Median Scimago Journal Rank (SJR) scores for 2013





Intersectoral mobility

Occupations of Portuguese doctorate holders after their graduation



Source:
CDH 2015



Other types of HR mobility

- Intra-national mobility
 - On way mobility, from the interior to the coastal areas
 - Unbalanced distribution of knowledge intensive activities in the interior of the country
- Intra-sectoral mobility in public research
 - Low academic mobility, high level of academic inbreeding
 - Scarcity of new positions
 - Non dynamic career system
 - Insufficient rejuvenation of the academic system



The panel

- **Luisa Castro**, Directorate-General for Statistics on Education and Science (DGEEC), Portugal
- **Sarah Parks**, Senior Analyst, RAND Europe
- **Pedro Teixeira**, Director, Centre for Research on Higher Education Policies, Portugal
- **Ana Correia**, European Commission - DG Research and Innovation
- **Rodrigo Maia**, Chief technology officer, Altran Portugal
- **Dirk Meissner**, Deputy Head and Professor, Research Laboratory for Science and Technology Studies, National Research University - Higher School of Economics, Russian Federation