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

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

Source: OECD STI Scoreboard 2015
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