

Terms used in this work programme

Researchers addressed under the 'People' Specific Programme are of at least postgraduate or equivalent level and are classified on the basis of professional experience (see definitions below).

***Definitions used throughout this work programme** (Italics in the text imply these definitions)*

Early-stage researchers shall at the time of recruitment (ITN) or secondment (IAPP, IRSES) by the host organisation, be in the first four years (full-time equivalent research experience) of their research careers and have not yet been awarded a doctoral degree.

Experienced researchers shall, at the time of the relevant deadline for submission of proposals (IEF, IIF, IOF, CIG) or recruitment (ITN, IAPP, COFUND)/secondment (IAPP, IRSES) by the host organisation, be in possession of a doctoral degree or have at least four years of full-time equivalent research experience. In ITN, experienced researchers shall also, at the time of recruitment by the host organisation, have less than five years of full-time equivalent research experience.

Full-time equivalent research experience is measured from the date when a researcher obtained the degree which would formally entitle him or her to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the researcher is recruited or seconded, irrespective of whether or not a doctorate is or was ever envisaged.

Mobility: at the time of the relevant deadline for submission of proposals, or recruitment by the host organisation, depending on the action, researchers shall not have resided or carried out their main activity (work, studies, etc) in the country of their host organisation for more than 12 months in the 3 years immediately prior to the reference date. Compulsory national service and/or short stays such as holidays are not taken into account. As far as international European interest organisations or international organisations are concerned, this rule does not apply to the hosting of eligible researchers. However the appointed researcher shall not have spent more than 12 months in the 3 years immediately prior to the reference deadline for submission of proposals or recruitment by the host organisation, depending on the action, in the same appointing organisation.

In the 'career restart' panel in IEF, researchers shall not have resided or carried out their main activity in the country of their host organisation for more than 3 years in the 5 years immediately prior to the relevant deadline for submission of proposals.

Research organisations are defined in the FP7 Rules for Participation⁵ as a "legal entity established as a non-profit organisation which carries out research or technological development as one of its main objectives".

Other third countries are countries which are neither EU Member States nor third countries associated to FP7 (associated countries⁶).

Implementation principles

The Marie Curie Actions are open to all domains of research and technological development addressed under the Treaty on the Functioning of the European Union. Research fields are chosen freely by the applicants in a 'bottom-up' manner. Projects that can be covered by the Euratom Treaty are excluded from funding.

⁵ Regulation of the European Parliament and of the Council laying down the rules for the participation of undertakings, research centres and universities in actions under the Seventh Framework Programme and for the dissemination of research results (2007-2013) [Regulation (EC) No 1906/2006 of 18.12.2006, OJ L 391 of 30.12.2006, p.1] – hereafter 'FP7 Rules for Participation'.

⁶ For a list of FP7 associated countries, see ftp://ftp.cordis.europa.eu/pub/fp7/docs/third_country_agreements_en.pdf

II CONTENT OF CALLS IN 2013

Activity 1: Initial Training of Researchers

1.1 MARIE CURIE ACTION: INITIAL TRAINING NETWORKS (ITN)

Call Reference FP7-PEOPLE-2013-ITN

1.1.1 Introduction and objective of the action

This action aims to improve career perspectives of *early-stage researchers* in both public and private sectors, thereby making research careers more attractive to young people. This will be achieved through a trans-national networking mechanism, aimed at structuring the existing high-quality initial research training capacity throughout Member States and associated countries. Direct or indirect involvement of organisations from different sectors, including (lead-) participation by private enterprises in appropriate fields, is considered essential in the action. In particular, the action aims to add to the employability of the recruited researchers through exposure to both academia and enterprise, thus extending the traditional academic research training setting and eliminating cultural and other barriers to mobility.

For the purposes of this action, the *private sector* is understood to comprise organisations gaining the majority of their revenue through competitive means with exposure to commercial markets.

The action will be implemented by supporting competitively selected networks of organisations from different countries engaged in research training. The networks will be built on a joint research training programme, responding to well identified training needs in defined scientific or technological areas, with appropriate references to interdisciplinary and newly emerging supra-disciplinary fields.

1.1.2. Technical content/scope

Partnership: a distinction is made between partners in a network, based on their level of participation.

- Participants (level 1):

Participants are organisations (e.g. universities, public or private non-commercial research centres, large enterprises, SMEs, non-profit or charitable organisations, etc.) that are full partners of a network. They contribute directly to the implementation of the joint training programme of the network by recruiting, employing (where applicable) and supervising eligible researchers, by providing training in research and in transferable skills, as well as secondment opportunities. Full network partners are signatories to the grant agreement, receive funding and take complete responsibility for executing the proposed training programme.

- Associated partners (level 2):

Associated partners do not recruit any researchers, but provide training in research and transferable skills, as well as secondment opportunities. Associate partnership is open to both public and private sector organisations located in any country. Associated partners are not signatories to the grant agreement. However, each associated partner shall include an up to date letter of commitment in the proposal to ensure their real and active participation in the network.

All partners (level 1 and level 2) participate in dedicated network activities as well as in the supervisory board.

Private sector (including SMEs): In order to ensure that researchers are trained in a suitably intersectoral environment to fully acquire the skills necessary for them to participate in a range of roles in the modern knowledge economy, the active involvement of the private sector in the research training programme is considered essential. This involvement is foreseen either at level 1 or at level 2. In all cases, the degree of involvement and commitment of the private sector will be assessed by the expert evaluators under each of the evaluation criteria.

Type of networks:

- ***Multi-partner ITNs***

ITNs are typically set up as Multi-partner ITNs, with at least three participants (level 1) established in at least three different Member States or associated countries. Above this minimum, the participation of [*other third countries*](#) and of international organisations is possible under the conditions provided by the FP7 Rules for Participation. Participation of the private sector at level 1 is highly encouraged. Associated partners (level 2) can also complement the training programme.

On top of these Multi-partner ITNs, two other implementation modes are also possible as described below:

- ***European Industrial Doctorates (EID)***

They are composed of 2 participants at level 1, one academic institution and one participant from the private sector, established in two different Member States or associated countries.

The academic participant can be:

- an institution entitled to deliver doctoral degrees and recognised as such by the relevant authorities of the country concerned. In this case a research centre can be associated (level 2) to it for the purpose of the training.

or

- a research centre (level 1) associated with a university (level 2) that will deliver the degree.

Any additional associated partners (level 2) can also complement the training programme.

Each researcher shall:

- be enrolled in a doctoral programme of the academic participant
- be employed by either both participants at level 1, or employed by one of them and seconded to the other for the share of the time foreseen under this action.
- spend at least 50% of his/her time in the private sector
- be jointly supervised by at least two supervisors, one from each participant.

In addition the consortium shall draw up a consortium agreement for their cooperation in the programme, which shall at least cover the employment status of the candidate, IPR and the supervision arrangements, including qualifications of supervisors.

Applicants to the European Industrial Doctorates will be evaluated in a separate panel.

- ***Innovative Doctoral Programmes (IDP)***

They are composed of a sole participant established in a Member State or associated country. They are typically universities or research centres offering innovative doctoral programmes ensuring an international, interdisciplinary and intersectoral training. Collaborations with a wider set of associated partners (level 2), including from the private sector, as well as innovative elements of the proposed training addressing the needs of the Innovation Union flagship initiative, will be taken into account during the evaluations.

Training Programme: Participants will apply for support through a joint training programme. These training programmes will address in particular the development and broadening of the research competences of [early-stage researchers](#), especially doctoral candidates.

Training will be primarily focused on scientific and technological knowledge through research on individual, personalised projects. This will be complemented by substantial training modules addressing key transferable skills common to all fields, e.g. in the field of entrepreneurship, management and financing of research projects and programmes, management of intellectual property rights, other exploitation methods of research results, ethical aspects, communication, standardisation and societal outreach.

Attention will be paid to the quality of the joint research training programme, with provision for qualitative and quantitative supervision and mentoring arrangements as well as career guidance, while ensuring, where relevant, the meaningful exposure of each researcher to other disciplines and sectors through visits, secondments and other training events. The training programme will exploit complementary competences of the participant(s) and associated partners, including from the private sector, and will reflect, where relevant, existing or planned research collaborations among the partners. It will require the mutual recognition of the quality of the training and, if possible, of diplomas and other certificates awarded.

Each programme will have a clearly identified supervisory board co-ordinating network-wide training. The board will be composed of the network participant(s) and associated partners, and may also include any other stakeholders of relevance to the training programme. The board will ensure an adequate balance between scientific and technological training through personalised research projects and transferable skills training, appropriate to the needs of each recruited researcher. Involvement of the private sector in the supervisory board aims to ensure that the skills requirements for the researchers are defined on the basis of a thorough understanding of the sectoral needs of both academia and private sector to enhance the intersectoral employability of the researchers. The supervisory board will also establish active and continuous communication and exchange of best practice among the partners to maximise the benefits of the partnership.

Training events offered within the participant(s) and associated partners (summer schools, specialised training courses, seminars, etc) may also be opened to external researchers. Visiting researchers, originating from either the private or public sectors, can also be invited with a view to complement the network's capacity to transfer new knowledge.

The size of the joint training programme will depend on the nature and scope of the training activities to be undertaken by the participant(s) and associated partners, on the effective interaction among them, as well as on considerations regarding the management.

Each recruited researcher will establish, together with her/his personal supervisor(s), a Personal Career Development Plan. It will comprise his/her training and career needs (including transferable skills and meaningful exposure to the private sector, in particular through well-targeted secondments) as well as the scientific objectives and will later on report upon the success with which these objectives were met. In this way the researchers will be encouraged to play an active role in shaping their own training programme and professional development. Joint supervision of [early-stage researchers](#) is encouraged in Multi-partner ITNs and IDPs and mandatory in EIDs.

All the above elements will be assessed by the expert evaluators during the evaluation procedure.

Eligible researchers: This action supports the initial training of researchers.

The initial training phase is predominantly directed at *early-stage researchers*, and includes inter alia training in the frame of doctoral programmes. Support for *early-stage researchers* will be for periods of 3 to 36 months.

Within **Multi-partner ITNs**, the initial training can also, to a limited extent, be directed to *experienced researchers* as long as they have less than five years of full-time equivalent research experience at the time of recruitment by the host organisation. They are encouraged to be recruited and trained in the private sector, with special attention being given to SMEs, in order to develop their management and entrepreneurial skills (organisation of the planning of secondments, setting-up collaboration with other institutions, coaching of ESRs, etc...). The support for *experienced researchers* will be for periods of 3 to 24 months.

In all cases eligibility will be determined at the time of recruitment.

An individual researcher may not be recruited as an *early-stage researcher* and subsequently as an *experienced researcher* within the same network.

Rules of mobility and nationality applicable to eligible researchers: Researchers can be of any nationality. They shall comply with the rule for *mobility* at the time of recruitment by the host organisation.

European Union Contribution, Rates and Evaluation Criteria: The European Union contribution and rates under this action are based on the Funding Scheme 'Support for training and career development of researchers', set out in Annex 3 of this work programme and shall be associated to:

- the recruitment of researchers to be trained;
- training and networking costs, organisation of joint activities and conferences.

In principle, the maximum duration of the programme to be supported will be four years from the date of commencement specified in the grant agreement.

The overall European Union contribution by grant agreement will be limited to the recruitment of maximum 500 researcher-months for Multi-partner ITN and IDP, and 180 researcher-months for EID.

The evaluation, selection and award criteria are set out in Annex 2.

1.1.3. Expected impact of the action

Training programmes under this action are expected to contribute to the structuring of existing high-quality initial research and doctoral training capacity throughout Europe in both public and private sectors. By bringing complementary providers of research training from different countries, sectors and disciplines together, the programmes under this action are expected to enhance industry-academia cooperation in terms of skills development and knowledge-sharing and to deliver better overall quality of initial research and doctoral training in Europe. This will not only help to develop future generations of entrepreneurial researchers more capable of contributing effectively to the knowledge-based economy and society, within and between public and private sectors, but also add to the intersectoral and trans-national employability of these researchers and to the attraction of young people to a research career.

Annex 3 European Union contribution and applicable rates

SUPPORT FOR TRAINING AND CAREER DEVELOPMENT OF RESEARCHERS

The financial contribution of the European Union to the indirect actions takes in general the form of grants covering up to 100% of the budget of the indirect action, comprising, if the case arises, predetermined flat rates according to rates for certain expenses. The European Union contribution is normally calculated on the basis of eligible activities as well as possible specific conditions given in the description of each action and according to the tables given below.

The host organisation shall appoint each eligible researcher under an employment contract except where national regulation would prohibit this possibility. For short stays the host organisation can opt between recruiting him/her under an employment contract or under a fixed amount fellowship.

Table 3.1 gives the yearly reference rates for calculating the monthly living allowances of each eligible researcher. The amounts per year are given in Euros per category of researchers who are recruited under an employment contract. These amounts include the provisions for all compulsory deductions under national applicable legislation.

Table 3.1: Yearly reference rates for monthly living allowances under employment contracts (Correction Coefficient index 100)⁷²

Researchers Categories	EUR/year
Early-stage researchers	38 000
Experienced researchers (< 10 years experience)	58 500
Experienced researchers (>10 years experience)	87 500

When an employment contract cannot be provided, the host organisation shall recruit the researcher under a status equivalent to a fixed-amount fellowship. The rates applicable in these cases, which shall be duly justified, will be 50% of the rates for researchers under an employment contract. The host organisation shall ensure that coverage for at least sickness and maternity benefits in kind, invalidity and accidents at work and occupational diseases is provided to the researcher. This coverage does not necessarily have to be paid from the European Union contribution for the fixed-amount fellowship.

The host organisation receiving European Union funding under Table 3.1 above shall pay to the selected researchers a minimum contribution according to these reference allowances, taking into account all compulsory deductions under national legislation in the context of the project. The host organisation may pay a top-up to the eligible researchers in order to complement this contribution.

Concerning parental leave benefits it has to be noted that the Commission can decide, on request by the researchers and the host organisation, to augment the sum of the European Union contribution for the reimbursement of compulsory and non-recoverable costs under the applicable national law. Such a request, supported by the pertinent documents, has to be submitted with the final reports at the end of the project. Calculated on a monthly basis, the

⁷² Rates for individual countries are obtained by applying to these rates the correction coefficients for cost of living, as referred in Table 3.3.

contribution shall not exceed the difference between the compensation received from the national social insurance regime and the amount of the European Union contribution mentioned in Table 3.1.

In addition to the living allowance, a mobility allowance will be paid for some categories of researchers as specified in Table 3.3, which will take due account of the family situation of the researcher. In this context family is defined as persons linked to the researcher by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the national legislation of the country of the host organisation or of the nationality of the researcher; or (iii) dependent children who are actually being maintained by the researcher. This allowance is a flat rate contribution to cover personal household, relocation and travel expenses.

The various rates resulting from Tables 3.1 to 3.3 are for researchers devoting themselves to their project on a full-time basis (pro-rata for parts of years). In exceptional cases, where researchers, in agreement with the host organisation, and with prior approval by the Research Executive Agency, execute their project on a part-time basis, the rates will apply proportionally without the possibility that the total amounts will exceed those that apply for full-time equivalent periods. The same principle will also apply in case of split of a project into several distinct periods.

Maximum Reimbursement Rates (Coordination and Support Actions)

The upper limits provided for in the Rules for Participation (Article 33) for the European Union financial contribution are summarised in the following table.

	Non-profit public bodies, secondary and higher education establishments, <i>research organisations</i> and SMEs	All other organisations
Coordination and Support Actions	100%	100%

Table 3.2 Correction Coefficients

The 27 EU Member States *

Austria	106.2
Belgium**	100.0
Bulgaria	62.7
Cyprus	83.7
Czech Republic	84.2
Denmark***	134.1

Estonia	75.6
Finland	119.4
France	116.1
Germany	94.8
Greece	94.8
Hungary	79.2

Ireland	109.1
Italy	106.6
Latvia	74.3
Lithuania	72.5
Luxembourg**	100.0
Malta	82.2

Netherlands	104.1
Poland	77.1
Portugal	85.0
Romania	69.5
Slovak Rep.	80.0
Slovenia	89.6

Spain	97.7
Sweden	118.6
UK	134.4

* Based on the Council Regulation (EC) No 1239/2010 of 20 December 2010 (OJ L338 of 22.12.2010, p.2/3) adjusting the correction coefficients applicable to the remuneration of officials of the European Union.

** Belgium and Luxembourg are the basis of the correction coefficient which is therefore always static at 100.0

*** The rate for Denmark also applies for The Faroe Islands.

The non-EU Countries and New Caledonia (French overseas territory)*

<i>Albania</i>	63.1	Canada	94.2	Fiji	64.6	Jordan	98.2	Morocco	78.0	Saudi Arabia	80.7	Togo	86.0
Algeria	77.4	Cape Verde	74.2	FYROM	60.5	Kazakhstan	96.3	Mozambique	70.3	Senegal	90.3	Trinidad & Tobago	91.5
Angola	119.1	Cen African Rep.	101.3	Gabon	104.4	Kenya	83.3	Namibia	86.2	Serbia	67.9	Tunisia	72.0
Argentina	68.5	Chad	111.8	Gambia	85.6	Kosovo	60.9	Nepal	83.26	Sierra Leone	109	Turkey	98.4
Armenia	83.1	Chile	69.3	Gaza Strip	115.7	Kyrgyzstan	79.1	NewCaledonia	113.5	Singapore	120.8	Uganda	70.3
Australia	108.2	China	100.2	Georgia	73.1	Laos	85.0	New Zealand	100.3	Solomon Islands	111.1	Ukraine	78.2
Azerbaijan	111.0	Colombia	94.8	Ghana	73.0	Lebanon	87.7	Nicaragua	63.3	South Africa	67.8	US	101.0
Bangladesh	58.7	Congo	116.7	Guatemala	79.6	Lesotho	68.7	Niger	88.1	South Korea	106.2	Uruguay	94.2
Barbados	121.5	Costa Rica	93.3	Guinea	67.6	Liberia	108.3	Nigeria	99.0	Sri Lanka	81.4	Uzbekistan	56.4
Belarus	70.1	Côte d'Ivoire	96.8	Guinea-Bissau	95.2	Libya	62.4	Norway	140.6	Sudan	88.3	Vanuatu	120
Belize	75.3	Croatia	83.0	Guyana	69.1	Liechtenstein**	109.9	Pakistan	52.1	Surinam	63.0	Venezuela	81.1
Benin	93.0	Cuba	82.5	Haiti	108.2	Madagascar	81.5	Panama	67.5	Swaziland	71.8	Vietnam	57.7
Bolivia	66.1	Dem Rep Congo	147.6	Honduras	82.7	Malawi	89.8	Papua New Guinea		Switzerland	119.6	West Bank	115.7
Bosnia & Herzegovina	74.4	Djibouti	109.7	Hong Kong	109.0	Malaysia	80.3		103.4	Syria	90.3	Yemen	72.6
Botswana	63.2	Dominican Rep.	70.7	Iceland	95.0	Mali	100.2	Paraguay	66.6	Taiwan	89.8	Zambia	79.7
Brazil	112.0	Ecuador	80.6	India	69.1	Mauritania	67.3	Peru	91.7	Tajikistan	70.2		
Burkina Faso	96.7	Egypt	59.4	Indonesia	85.3	Mauritius	80.1	Philippines	78.5	Tanzania	76.6		
Cambodia	85.5	El Salvador	79.9	Israel	109.8	Mexico	78.0	Russia	107.5	Thailand	82.0		
Cameroon	93.3	Eritrea	95.2	Jamaica	107.0	Moldova	64.3	Rwanda	97.4	The Faroes	134.1		
		Ethiopia	90.9	Japan	150.1	Montenegro	65.0	Samoa	92.1	Timor Leste	99.4		

* Based on the Council Regulation (EC) No 964/2011 of 26 September 2011 (OJ L253 of 29.9.2011, p.1). For countries where the correction coefficient is not available, the Commission will decide on a case-by-case basis.

** This correction coefficient is the weighting applicable in third countries as per Articles 12 and 13 of Annex X to the Staff Regulations published in IA N°18-2010 10/03/2010

Countries in bold and italics are associated countries (see list available at ftp://ftp.cordis.europa.eu/pub/fp7/docs/third_country_agreements_en.pdf). For The Faroes, the rates for Denmark apply.

Table 3.3. Structure of the European Union contribution
(These tables do not apply to COFUND, CIG and IRSES. Financial details for these three actions are given in the main text)

Host Driven Actions (ITN and IAPP)	- 1 - Monthly living allowance	- 2 - Monthly mobility allowance	- 3 - Contribution to the training expenses of eligible researchers and research/transfer of knowledge programme expenses	- 4 - Management activities (including audit certification if applicable)	- 5 - Contribution to overheads	- 6 - Other types of eligible expenses / specific conditions
Marie Curie Initial Training Networks and Industry-Academia Partnerships and Pathways	<p>Monthly living allowance: flat rate as specified in Table 3.1.</p> <p>Rate for individual countries is obtained by applying the correction coefficient (as referred to in Table 3.2) to these rates.</p>	<p>Monthly mobility allowance: flat rate allowance to cover expenses linked to the personal household, relocation and travel expenses of the researcher and her/his family in the host country: reference rate of EUR 700 for researchers without a family and EUR 1000 for researchers with a family.</p> <p>Rate for individual countries is obtained by applying the correction coefficient (as referred to in Table 3.2) to these rates.</p>	<p>For multi-partner ITNs and IAPP: Flat rate of EUR 1800 per researcher-month managed by the host organisations to contribute for expenses related to the participation of researchers to training activities; expenses related to research costs; execution of the training/partnership project and contribution to the expenses related to the co-ordination between participants.</p> <p>For EID and IPD: Flat rate of EUR 1200 per researcher-month managed by the host organisation(s) to contribute for expenses related to the participation of eligible researchers to training activities and expenses related to research costs, as well as to contribute to the expenses related to the co-ordination between participants.</p>	Maximum of 10% of the total European Union contribution.	10% of direct costs except for subcontractors and the costs of the resources made available by third parties which are not used in the premises of the beneficiary.	<p>Applicable only to IAPP and for participating SMEs⁷³ only:</p> <p>Small equipment expenses up to a maximum of 10% of the total contribution to the SME participant, if: duly justified for the project, on the basis of real costs and after prior agreement by the REA.</p>

⁷³ According to Commission Recommendation 2003/361/EC of 6 May 2003 concerning the definition of micro, small and medium-sized enterprises.