

## **2. National Survey**

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### 2.1 Findings

#### Overview

- Looking at the situation of international researcher mobility from a broad perspective, European countries have notably undertaken extensive and comprehensive initiatives to promote international researcher mobility under a variety of EU programmes, including, for example, ERASMUS and the Marie Curie Actions.
- On the other hand, fast growing economies such as China and Thailand are continuing with advanced and characteristic efforts to promote the return and reintegration of overseas researchers.

#### Promotion Strategies

- Current efforts by countries can be roughly classified into the following four categories:
  - (1) Support for incoming and outgoing researchers;
  - (2) Support for the return and reintegration, and networking of overseas researchers;
  - (3) Promotion and international publicity and marketing of higher education and R&D;  
and
  - (4) Support for initiatives that focus on immigration.

Following are some examples focusing on the characteristics of each category.

#### ***Supporting Incoming and Outgoing Researchers***

- Multiple countries have been actively pursuing programmes to support incoming and outgoing international researchers. Of particular note is a marked increase in recent years in the number of invitation programmes for top overseas researchers with proven track records. This appears to be an international trend as countries in Europe, as well as Canada, Japan, China and South Africa are now involved in such projects. Such growing emphasis on this type of programme on a global basis indicates that international competition for talented and highly skilled researchers will become more intense.
- Other programmes that target incoming mainly younger researchers, post-doctoral fellows for example, are also being implemented on a bilateral basis. While such

programmes are not covered by this study, it was found that some countries like Norway are taking a more strategic approach in regard to such programmes, offering them only to researchers from fast-growing economies. Other countries like France, Germany, Japan, the United States and Australia generally open such programmes to all overseas individuals regardless of nationality.

- Although these types of programmes are mostly designed for individual researchers based on their own records of research, Norway employs a different approach as exemplified by its Personal Visiting Researcher Programme in which grants are awarded to researchers who become involved in, and will likely make a contribution to, research projects launched by the relevant receiving institutions. The rationale behind this approach is an expectation of better results from such research projects and more effective use of grants through the recruitment of top researchers with specifically skills sets required for undertaking superior-level projects.
- In regard to programmes to support outgoing researchers, most countries gear such programmes toward younger researchers at the postdoctoral level or equivalent. The number of these programmes, which are mostly offered by “major powers” such as France, Germany, and Japan, is slightly smaller than that of the above mentioned more recent type of programmes to receive overseas researchers which have been actively developed by many countries and burgeoning in recent years. This proximity in number could be explained by the fact that the systematic basis of sending researchers overseas has been well developed under bilateral and regional (e.g. EU) programmes, thus reducing, to a considerable extent, the necessity to further develop open-type programmes on a national level.
- Some recently developed programmes to support outgoing researchers involve initiatives to strengthen institution-supported funds for institutional efforts to support excellent researchers going abroad. Illustrative examples include: Japan’s JSPS International Training Programme (ITP) which started from 2007; the United States’ NSF Partnerships for International Research and Education (PIRE) launched in 2005; and Initial Training Networks under the 7th Framework Programme of the EU which starts from 2007. These programmes cover a wide range of younger researchers at the start of their career, including both PhD students and post-doctoral fellows, and are intended to provide individuals with opportunities to undergo training at overseas partner institutions. Although the programmes are chiefly designed to support fixed-term mobility of outgoing researchers, they are noteworthy for their potential effect to stimulate competition among universities in building an attractive educational environment in education and research, thus influencing the mobility of younger researchers.

### ***Supporting the Return and Reintegration, and Networking of Overseas Researchers***

- There have been a growing number of so-called “reverse brain drain” policies and initiatives enacted to support the return of overseas professionals. Along with the increased mobility of individuals, an increasing number of advanced and semi-advanced countries have been taking measures to support the return of overseas researchers in recent years. These policies and initiatives include Australia’s “Backing Australia’s Ability” programme which is being developed on a national level as well as the EU’s International Reintegration Grants (IRG) and European Reintegration Grants (ERG), both of which are being developed at a regional level under the Marie Curie Actions. Such drives, however, are especially pronounced in Asian countries which have been suffering from more notable cases of “brain drain.” In addition to South Korea, which has been actively making efforts to cope with this issue, China and Thailand have developed programmes to encourage and support returning researchers by covering the costs of creating a research environment that the researchers can return to.
- The efforts of China and Thailand have extended beyond initiatives for the return and reintegration of overseas researchers to cover short-stay visitor programmes in which researchers from the relevant country who have been resident abroad could return home temporarily to deliver single isolated lectures and/or closely packed series of lectures and thereby transfer knowledge so as to create a network for the further development of the relevant country and its research and development activities.
- The drive to network overseas researchers is also growing in Europe, though to a lesser extent than in China and Thailand. For example, Austria and Germany are undertaking initiatives to promote networking of their own researchers in active service in North America, while other policies focus on encouraging communication (“brainpower austria” and “GAIN” programmes). Austria’s initiatives include programmes to support the return and reintegration of overseas researchers by supporting traveling expenses required to attend job interviews for overseas researchers who wish to return home as well as foreign researchers who wish to come to Austria. In addition to “reverse brain drain” policies, efforts to “network compatriot researchers overseas” are growing.

### ***Promotion and International Publicity and Marketing of Higher Education and R&D***

- Another marked recent trend is the growing number of national initiatives to promote international publicity and marketing of higher education and R&D. This has stimulated national organisations for academic exchange such as Britain’s British Council, France’s CNRS, Germany’s DAAD and DFG, South Korea’s KOSEF, the Netherlands’ Nuffic, NSF in the United States and JSPS and JST in Japan. These organisations re-emphasize traditional approaches to publicity and marketing while

actively promoting international publicity and marketing through overseas offices. For example, Nuffic held “The European Higher Education Fair” in Asian countries under a joint initiative with the British Council, while DAAD has joined with EduFrance to promote education and R&D in Europe throughout the globe while at the same time working to strengthen and fine tune its publicity and marketing strategy for certain countries.

- In Germany, the Federal Ministry of Education and Research in collaboration with various stakeholders is carrying out the “Hi! Potential” campaign, a joint initiative for international promotion of study, research and training in Germany. The country’s prime minister has also served as a face of the campaign which demonstrates the emphasis being placed on higher education and R&D.
- Enhancement of national level awareness-raising activities to boost research environments also serves as a measure to attract overseas researchers.

#### ***Initiatives that Focus on Immigration***

- One of the most popular initiatives relating to the issuance of visas and residence and work permits is the move to give preferential treatment to professional human resources with specialized expertise under immigration control schemes. These include: (i) formation and expansion of a special framework for human resources with specialized expertise; and (ii) introduction of a point system in which the adequacy of issuing a residence permit to an overseas researcher is determined on the basis of scores calculated and registered based on the researcher’s educational background and qualifications. Examples of the move under the above (i) include the formation of the framework for “intellectual immigrants” by the Netherlands and the expansion of the framework of HI-B visas by the United States. Moves that fall under the above (ii) may be characterized by the way in which they are more conducive to heightened objectivity and transparency in the visa process and/or the approval of other relevant permits rather than relying solely on the policies of (i). The latter strategy has mainly been carried out in Commonwealth countries such as the United Kingdom, Canada and New Zealand, while Germany is now in the process of introducing such a system. In France where preferential treatment is given to talented and skilled overseas human resources under the Immigration Reform and Control Act, the immigration control system forestalls a brain drain by requiring immigrants from developing countries either to obtain approval of the country from which they come from or by granting limited residence permits. In recent years, such initiatives have become more focused on giving special consideration to talented and skilled human resources in the context of tightened requirements for receiving immigrants under the immigration policies of many Western countries.

- Another initiative that has become popular in recent years is the move for a country to give preferential treatment in issuing a residence permit to students from overseas who have graduated from its own higher education institutions. France, Germany and Scotland allow such overseas students to stay in the relevant country for a fixed period of time to give them sufficient time to find a job. Singapore requires scholarship students from ASEAN countries who have been educated in its higher education institutions to work in the country for a period of two years, the observance of which results in automatic authorisation to stay in the country on a permanent basis.
- In recent years, many Western countries have revealed a policy of receiving immigrants in a more visible manner by developing and/or improving preferential treatment for talented and skilled human resources while strengthening the requirements for receiving immigrants under the scope of immigration control.
- While there may be no direct implications on immigration control policy, Denmark and Sweden give tax incentives to overseas researchers received by the relevant country by allowing them tax exemptions or reductions on a temporary basis.

#### ***Others***

- Other noteworthy recent developments include a shift to multiple funding sources and internationalisation of funding, as exemplified by the Internationally Coordinated Initiatives (ICIs) undertaken by Australia. This programme is intended to co-fund with foreign funding institutions joint international research projects undertaken by Australian higher education and research institutions and their overseas counterparts. A similar sort of programme is undertaken by the U.S.-based NSF and the EU, presenting a prospect for future growth.
- Another noteworthy recent development is a Singapore government-led project in which a research town known as *Biopolis* that houses many institutes of higher learning and research institutes was developed. Through this initiative, Singapore is attracting overseas universities and research institutes as well as overseas enterprises to further develop the research town into a hub of research in the Asian region.
- It is expected that these initiatives will influence international researcher mobility by generating opportunities of international research cooperation and exchange and further promoting such activities.
- As stated above, we have obtained an overview of current efforts by countries to promote international researchers mobility. In analyzing the efforts, however, there is an undeniable development that involves regional initiatives to improve international researcher mobility. Typical examples of these initiatives include ERASMUS, as an

education and exchange programme undertaken by the EU, Marie Curie Actions under the scheme of the 6th and 7th Framework Programmes of the EU, as referred to above, and NordForsk as undertaken by the Nordic Council. The Marie Curie Actions focus mainly on the mobility of individuals and offers programmes to specifically promote international researcher mobility. This comprehensive programme covers long- and short-term support for outgoing and incoming researchers as well as support for the return and reintegration of researchers and the settlement of overseas researchers and has had a significant influence on policies and initiatives adopted and taken by various countries.

- Also noteworthy is a funding programme undertaken by the European Research Council (ERC) that will be newly established under the 7th research framework of the EU. This programme is likely to influence researcher mobility on a regional level as it will bring top-level researchers that play an active role in Europe in to competition for grants as it does not have any limits in regard to the nationality of candidates.
- On a regional level, there is a growing trend to follow Europe, which is taking the lead in researcher exchange, in the Asia-Pacific region, as exemplified by the University Mobility in Asia and the Pacific (UMAP) programme to promote the mobility of persons in terms of higher education exchange. As the Asia-Pacific counterpart of the ERASUMS programme, UMAP, though currently focused on the exchange of students, particularly at the undergraduate level, is set to expand to cover researcher exchange, thus retaining the potential to become a tool to enhance international researcher mobility. Another new drive geared toward reducing institutional barriers to international researcher mobility is also being observed, as exemplified by Japan's proposal at a recent APEC meeting to expand the APEC Business Travel Card scheme, which eliminates the necessity for businesspeople to obtain a visa for short-term business visit in the region, to cover researchers.
- On an institutional level, there are a variety of initiatives that are likely to improve international researcher mobility. A noteworthy example is the Strategic Fund for Establishing International Headquarters in Universities programme being undertaken by the Japan Society for the Promotion of Science with the support of the Ministry of Education, Culture, Sports, Science and Technology. This initiative is characterized by the fact that the national government supports an internationalisation activity on an institutional level in non English-speaking countries that is inherently faced with linguistic barriers in its effort to become more internationalized.
- As indicated by the history of development of institutions in Europe, the multi-layered co-existence of initiatives on a regional level, on a national level, and on an institutional level has generated synergistic effects in encouraging further efforts by countries throughout the world.

## 2.2 Provisional Data (National Survey)

Country / Area	Name of policy measure/programme	Description of policy/programme (eg aim, why it was implemented, target audience, when it was implemented, duration, resource allocated etc...)	Name of the Ministry/agency responsible for the policy/programme	Description of eligibility criteria (e.g. age, gender, nationality, country of origin etc...)	Resources committed to programme/grant (eg. annual budget)	Description of the outcomes (number awarded per annum)	Please provide further information or links if available
Australia	Skills-based migration scheme	Contents: Migration scheme (both temporary and permanent) which gives advantages to highly skilled - strong focuses on skills of applicants and the needs of the labour market since 1996) Aims: to take measures against shortage of labour					
Australia	Backing Australia's Ability	Contents: National initiative for innovation Aim: 1) to pursue excellence in research, science and technology 2) to attract top researchers to Australia	Australian Government		\$8.3 billion from 2001-02 to 2010-11		<a href="http://backing.us.innovation.gov.au/">http://backing.us.innovation.gov.au/</a>
Australia	<u>Linkage International scheme</u>	Aims: 1) to build collaborations among researchers, research teams and research centres of excellence in Australia and overseas. 2) to generate opportunities for researchers to participate in leading-edge international research networks and strengthen their international research experience; 3) to build Australian research capability by enhancing existing and developing new collaborations among researchers; 4) to develop innovative modes of international collaboration 5) to foster participation in global innovation networks Contents: to encourage and support networks and collaborations between researchers, research teams and research centre of excellence in Australia and overseas, through the following programmes: Linkage International Awards, ARC International Fellowships, and Internationally Coordinated Initiatives.	Australian Research Council (ARC)				
Austria	Linkage International scheme: Linkage International Awards	Contents: to provide funds for Austria-based researchers to participate in joint research projects with overseas researchers, establishing new collaborations and strengthening ongoing collaborations that build links among researchers, research teams and/or centres of excellence in Australia and overseas.	Australian Research Council (ARC)	1) Australia-based researchers 2) participating in projects with overseas researchers			
Austria	Linkage International scheme: ARC International Fellowships	Contents: to provide salary and associated funding to outstanding research fellows to work in eligible Australian or overseas organisations	Australian Research Council (ARC)	1) Outstanding postdoctoral, research and senior research fellows 2) to be able to work in Australian or overseas organisation for periods of up to 12 months.			
Austria	Linkage International scheme: Internationally Coordinated Initiatives (ICIs)	Contents: to fund collaborative research proposals in targeted areas of research as defined for each specific initiatives, in collaboration with overseas funding agencies. Duration: up to 5 years	Australian Research Council (ARC)	Selection criteria 1) the parties who are to be involved in and associated with the project(40%) 2) the aims and approach (25%) 3) significance and innovation of the collaborative research and anticipated outcomes (25%) 4) national benefit (10%)	613,600 AUD (from FY2006-07 to FY2008-09)	4 (out of 25) for the term of FY2006-07 - FY2008-09	<a href="http://www.arc.gov.au/ncgp/lx/LX07_selection_SSC.htm">http://www.arc.gov.au/ncgp/lx/LX07_selection_SSC.htm</a>
Austria	<u>brainpower austria</u>	Aim: 1) to present career perspectives in the field of research & development in Austria 2) to establish ties between researchers abroad and the Austrian scientific community 3) to give information about innovation in Austria Target: 1) Scientists and experts abroad interested in a career in Austria, 2) Austrians working abroad to get connected to the scientific community at home 3) Employers in Austria (as information providers), and people in Austria (as service recipients) Year: 2003 Background: 1) to solve problems that many Austrian scientists living abroad had lost touch with colleagues back home 2) to attract foreign researchers	Federal Ministry of Transport, Innovation and Technology	All nationalities			<a href="http://www.brainpower-austria.at/">http://www.brainpower-austria.at/</a>
Austria	brainpower Austria: Online job listings	Contents: 1) Online database of job vacancies in R&D in Austria 2) Giving personal advice to all R&D Target: 1) Researchers who are interested in a career in Austria 2) Companies and institutions	Federal Ministry of Transport, Innovation and Technology	1) All R&D professionals world wide who are interested in career opportunities in Austria 2) all Austrian recruiters who are looking for researchers and experts with an international background. 3) only available to users who made use of its service to find a job in Austria.			



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Austria	brainpower austria: Interview Grants	Contents: Grants for travel expenses who come from abroad to Austria for job interviews. Resource allocated: 80% of travel expenses (the actual and cheapest cost of the journey to Austria) Target: Research and development professionals from abroad	Federal Ministry of Transport, Innovation and Technology	1) R&D professionals from abroad (All nationalities incl. Austrian) 2) job interviews must be for permanent positions or for 12 months minimum positions			
Austria	brainpower austria: Travel Grants	Contents: To provide travel grants to selected participants in brainpower austria events or Austrian Science Talks in US. Target: 1) keynote speakers at brainpower austria events 2) participants in the Austrian Science Talks in US.	Federal Ministry of Transport, Innovation and Technology	Only to the registered user of brainaustria, and one of the followings 1) Scientists living and working abroad who: - presents their own paper - chair a session - hold a keynote at conference or scientific meeting in Austria 2) Selected (and invited) Austrian R&D professionals living and working abroad to participate in brain power austria events in Austria as keynote speakers 3) Participants in the Austrian Science Talks in the US			
Austria	brainpower austria: Web conference tool	Aims: 1) to find and link up with researchers or stakeholders in your field or in your region 2) to use state of the art web conferencing and collaboration software Contents: free service to promote networking Target: scientists, researchers, stakeholders in the field of innovation, and employers	Federal Ministry of Transport, Innovation and Technology				
Austria	Austrian Science Talks	Contents Information events designed for researchers and experts in North America Frequency: Once or twice a year	Federal Ministry for Transport, Innovation & Technology and Austrian Research Centre	Researcher in North America			
Canada	Canada Research Chair Programme	Contents: 1) a permanent programme to establish 2000 research professorship in universities by 2008 2) chair holders are expected to advance the frontiers of knowledge in their fields, through their own research, teaching and coordinating the work of other researchers 3) two categories: Tier 1 and Tier 2 Chairs Aims: 1) to attract and retain some of the world's most accomplished and promising minds 2) to strengthen research excellence in Canada and increase Canada's research capacity by attracting and retaining the best researchers 3) to improve the training of highly qualified personnel through research 4) to improve universities' capacity to generate and apply new knowledge 5) to promote the best possible use of research resources through strategic institutional planning, and through collaboration among institutions and between sectors. Duration: [Tier 1]: tenable for 7years and renewable [Tier 2]: tenable for 5 years and renewable once Resource allocated: [Tier 1] \$200,000 annually for 7 years (to university) [Tier 2] \$100,000 annually for 5 years (to university) [Both] Chair holders are also eligible for infrastructure support Year: 2000	Government of Canada Programme Secretariat	[Tier 1 Chairs] 1) full professors or associate professors who are expected to be promoted to the full professor level within one or two years of the nomination. (or equivalent level) 2) outstanding researchers acknowledged by their peers as world leaders in their fields [Tier 2 Chairs] 1) exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field 2) assistant or associate professors, or equivalent levels 3) Universities must justify nominating to a Tier 2 Chair a professor or a researcher who is more than ten years from the highest degree at the time of nomination. [both] All nationalities All country of residence	\$300 million/year	Total number of Chairs is 1,755 Tier 1: 800 Tier 2: 955).  From outside of Canada: 547(31%) expatriates:244 international: 303 USA: 345	<a href="http://www.chairs.gc.ca/">http://www.chairs.gc.ca/</a>

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Canada	Point system (for Skilled Worker)	Contents: 1) an assessment tool for skilled workers who apply for Canadian visa. 2) system gives advantages to highly educated. 3) points are determined by six factors: education, language proficiency (English and/or French), work experience, age, arranged employment in Canada, adaptability (ex. previous work or study in Canada, arranged employment, relative in Canada and partner's education)	Immigration	Skilled workers: All nationalities No restriction of age, gender, etc., but some age groups have advantages (get high point)			<a href="http://www.cic.gc.ca/english/immigrate/index.html">http://www.cic.gc.ca/english/immigrate/index.html</a> <a href="http://www.immigrate.net/law/en/VisasLaws/PointSystem.asp">http://www.immigrate.net/law/en/VisasLaws/PointSystem.asp</a>
Denmark	Niels Bohr Visiting Professorship	Contents: 1) Visiting professorship programme for foreign researchers 2) Visiting professors conduct research with Danish scientists and give lectures at Danish universities or research institutes. Aims: to advance the internationalisation of Danish vatic research: include strengthening established Danish research groups of high international standing by adding expertise of high scientific quality from abroad. Duration: 1-5 years	Danish National Research Foundation	The visiting professor must be recognized as belonging to the elite in his/her field, and affiliated with a foreign research institution.	DKK 15-20 million		<a href="http://www.dg.dk/Image.aspx?id=41">http://www.dg.dk/Image.aspx?id=41</a>
Denmark	Danish National Research Foundation Professor (DNRF Professors)	Aims: to strengthen the competitiveness of Danish basic research by employing international top scientists Contents: To invite internationally recognized top level scientists to Danish universities (DNRF professors are required to conduct a research project at the Danish universities in collaboration with one or more relevant research groups at the Danish universities.) Expenses covered: 1) Professor's salary for (up to) 5 years: professor post is tenured, then host university is responsible for his/her salary after 5 years 2) Younger scientists' salary (DNRF professors are allowed to employ 1-2 young scientist from abroad) 3) TAP salaries 4) running costs 5) overhead	Danish National Research Foundation	1) No restriction of age, gender, nationality, etc 2) must be recognized as belonging to the international elite in his/her field and must occupy a leading position at a foreign research institution at the time of application. 3) Capacity of host university (provide the necessary resources, including offices, laboratories, equipment etc.) 4) The number of application to submit from each university is only 1-2 application(s) each	DKK 2-4 millions		<a href="http://www.dg.dk/Image.aspx?id=157">http://www.dg.dk/Image.aspx?id=157</a>
Denmark	Favourable taxation rules for researchers	Contents: Especially favourable taxation rule for foreign researchers working in Denmark Contents: "25% tax scheme": the tax amount for researchers is considerably smaller. It is also possible to obtain deductions for dual households if family remains in home country. Duration: First 3 years		Foreign researchers working in Denmark			<a href="http://www.worlkindenmark.dk/researchers">http://www.worlkindenmark.dk/researchers</a>
Finland	FIDIPro (Finland Distinguished Professor Programme)	Contents: Funding programme for visiting top researchers in science and technology. Duration: 2-5 years Year: 2007 (planned in 2006)	Academy of Finland and Tekes	No restriction of age, gender, nationality (Finnish professors abroad are also targeted), but project-based	17.5 million euros : Academy: 10.6 million euro Tekes: 6.9 million euro	24 professors (12 universities or research institute): Academy: 16 project Tekes: 8	<a href="http://www.fidipro.fi/">http://www.fidipro.fi/</a>
France	Emploi Scientifique en France	Contents: To inform job opportunities in French higher education institutions and government research centres and grant opportunities. Target: PhD holders	Association Bernard Gregory with the support of the Deputy Ministry of Higher Education and Research	PhD holders			<a href="http://www.emploi-scientifique.info/">http://www.emploi-scientifique.info/</a>
France	Establishment of New research professor posts	Description: To establish 700 new research professor posts during 1997-2001 Aim: To attract postdoctorals abroad				New posts: 700	
France	To launch a project to attract young researchers	Aim: to attract young researchers from newly industrialized countries Year: 1999		Newly industrialized country such as Brazil, China, Mexico, and South Africa		200/year	

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France	Attractivité scientifique de la France	Aim: to promote science and technology in France					<a href="http://www.recherche.gouv.fr/discours/2004/attractivite.htm">http://www.recherche.gouv.fr/discours/2004/attractivite.htm</a>
France	New Immigration law	Aims: New Immigration Law aims at 1) Recruiting skilled workers 2) facilitating foreign students' stay as well as tightening the rules on family reunification and limiting access to residence and citizenship					
France	New Immigration law: Recruited Skilled Worker	Contents: to grant "skills and talents" visas to foreigners possess skill sets of interest to French employers in the designated area Duration: Visa is valid for 3 years		1) workers with needed skills or qualification; and <For qualified immigrants from a developing country only> 2) the sending country has signed a "co-development" agreement with France; or 3) the immigrants in question agree to return to their country of origin within six years			
France	New Immigration law: Facilitating foreign students' stay	Contents: 1) to require foreign students to receive approval to study in France from their country of origin 2) to give foreign students seeking to stay on in France after they complete their studies (master degree or higher in principle) greater opportunities to look for and take up work in France Duration: VISA is valid for 6 years, and it is renewable.					
Germany	GAIN (German Academic International Network)	Contents: an interdisciplinary contact and information forum for German scientists and scholars (especially in North America) Aims: 1) to establish new ties and to intensify current ones between German scientists and scholars in North America and universities and research institutions in Germany interested in this kind of talent 2) to improve and further the communication between scientists in Germany and North America, thereby strengthening the cooperation between universities and research institutes on both sides of the Atlantic in the long run 3) to ease the professional and personal reintegration process for scientists planning to return to Germany, making sure that the skills and knowledge acquired will be utilized in the best possible way, through the information and guidance 4) to inform new trends and developments at German universities and research institutions for the purpose of promoting Germany as an attractive place to work, research and study	Alexander von Humboldt Foundation (AvH), German Academic Exchange Service (DAAD), German Research Foundation (DFG)	German scholars and researchers in North America			<a href="http://www.gain-network.org/">http://www.gain-network.org/</a>
Germany	IT Green Card	Contents: To issue working permit to the IT specialists with streamlined process Duration: 2000-2004 Aim: To recruit foreign IT specialists to satisfy the shortage of workers in that fields. Leaves: 5 years		University graduates in IT or IT specialists who earn more than 100,000mark/year			<a href="http://www.arbeitsagentur.de/n_124484/zentraler-Content/A04-Vermittlung/A042-Vermittlung/Allgemein/IT-Spezialisten-Green-Card.html">http://www.arbeitsagentur.de/n_124484/zentraler-Content/A04-Vermittlung/A042-Vermittlung/Allgemein/IT-Spezialisten-Green-Card.html</a>
Germany	Sofja Kovalevskaya Award	Contents: Award for outstanding young scientists and scholars from abroad Aim: to give award winners an opportunity to concentrate on high-level, innovative research work of their own choice in Germany, virtually without administrative constraints, and thus to promote the internationalisation of research in Germany Duration: 4 years Resource allocated: Research grant: up to 1.2 million EUR	The Federal Ministry for Education and Research and Alexander von Humboldt Foundation (AvH)	1) All nationalities 2) All disciplines 3) Age: under 35c 4) have completed their doctorates with distinction and published work in prestigious international journals or publishing houses 5) Applications from qualified female researchers are particularly welcomed			<a href="http://www.humboldt-foundation.de/en/programme/reise/kova.htm">http://www.humboldt-foundation.de/en/programme/reise/kova.htm</a>

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Germany	New Immigration law	Major changes related to 1) to permit graduates of German Universities to remain in the country while looking for a job for up to one year after graduation. 2) to introduce new category of immigration for "highly skilled employees" such as scientists and highly specialized scientific personnel. 3) the introduction of "points-based immigration scheme". The evaluation criteria for the points system will be: qualifications, age, German language skills etc. Year: 2002		"Highly skilled employees" 1) have a job offer 2) Annual salaries is at least two times the level at which the maximum contribution for health insurance is required (79,200 euros)			
Germany	HiI-Potentials campaign	Contents: 1) International Marketing for the Promotion of Study, Research and Training in Germany, which is targeted 2) Joint initiative	the Federal Ministry of Education and Research				<a href="http://www.hi-potentials.de/downloads/presentation/Multi_engl_.pdf">http://www.hi-potentials.de/downloads/presentation/Multi_engl_.pdf</a>
Germany	Humboldt-Forschungs-Stipendien	Contents: * to invite young researchers abroad to Germany, and provide opportunities to carry out a research at a host institution in Germany Duration: 6-12 months Resource allocated: research fellowship, travel allowance, language course, family allowance, conference allowance (2,100-3,000 euro/month)	Alexander von Humboldt Foundation (AvH)	1) Outstanding scholars under 40 years old 2) PhD holders 3) All disciplines 4) All nationalities		469/year (2005)	<a href="http://www.humboldt-foundation.de/en/programme/stip_aus/stip.htm">http://www.humboldt-foundation.de/en/programme/stip_aus/stip.htm</a>
Germany	Georg Forster Forschungs-Stipendium	Contents: Georg Forster Research Fellowship is a scheme to provide grants for the outstanding scholars who come from emerging or developing countries to carry out a project of development policy relevance in Germany Target: Young outstanding scholars from emerging or developing countries Duration: 6-12 months Resource allocated: Research fellowship, travel allowance, language course, family allowance, conference allowance, AvH hallmarks: extensive follow-up contact programme, integration into the worldwide, cross-disciplinary network of the Humboldt Foundation	Alexander von Humboldt Foundation (AvH)	1) All disciplines 2) PhD holders 3) emerging or developing countries 4) Age: up to 45 years old			
Germany	Research Stays and Re-invitations	Contents: To provide a grant to carry out a research or study project at a German university or non-university research institute Target: Foreign university teachers, academics, scientists, former holders of DAAD one-year scholarships Duration: 1-3 month Resource allocated: * 1840-1990 euro/month (depending on academic status) * travel allowance for certain countries	German Academic Exchange Service (DAAD)	1) All nationalities 2) All fields			
Germany	Feodor Lynen Research Fellowships	Contents: To provide a grant to carry out a research visit at the scientific host institution abroad of a guest researcher who was supported by the Humboldt Foundation in earlier years Target: Out standing scholars up to 38 years of age who hold a doctorate Resource allocated: Research fellowship, travel allowance, family allowance, bridging assistance for the return to Germany AvH hallmarks: extensive follow-up contact programme, integration into the worldwide, cross-disciplinary network of the Humboldt Foundation Duration: 6 months to 4 years	Alexander von Humboldt Foundation (AvH)	1) All nationalities, 2) All disciplines 3) Outstanding scholars 4) Age: under 38 5) PhD holders			<a href="http://www.humboldt-foundation.de/en/programme/stip_deu/fif.htm">http://www.humboldt-foundation.de/en/programme/stip_deu/fif.htm</a>

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Germany	Project-linked Exchange of Academics and Scientists	Contents: To promote scientific cooperation within the scope of a concrete, joint research project Duration: Up to 3 years for the whole project Resource Allocated: Travel and subsistence allowances paid by the respective sending side		Academics, scientists, graduates, doctoral students, Diplom students from Germany and a respective partner country with which an appropriate agreement has been signed			<a href="http://www.daa.d.de/deutschland/en/index.html">http://www.daa.d.de/deutschland/en/index.html</a>
Germany	Preparatory Trips, Cooperation Visits, Bilateral Symposia	Contents: Grant for preparation and support of bilateral research projects Resource allocated: International travel costs paid by an institution in the respective home country, subsistence costs paid by the DFG (matching funds) Duration: Preparatory trips up to 3 weeks, cooperation visits up to 3 months	German Research Foundation (Deutsche Forschungsgemeinschaft: DFG)	Scientists and academics planning or carrying out concrete research project with colleagues in Germany			<a href="http://www.dfg.de/en/international_context/koop_allg/bilateral_proj.html">http://www.dfg.de/en/international_context/koop_allg/bilateral_proj.html</a>
Germany	Mercator Visiting Professorships	Contents: To invite highly qualified researchers to promote and strengthen research and research oriented teaching at German universities. (Specific support for internationalisation measures) Duration: 3-12 months Resource allocated: DFG pays a monthly salary and subsidiary allowances		Highly qualified researchers from abroad			<a href="http://www.dfg.de/en/research_funding/scientific_contracts/mercator/index.html">http://www.dfg.de/en/research_funding/scientific_contracts/mercator/index.html</a>
Germany	Humboldt Research Awards	Contents: To honour life-time achievements, combined with an invitation to carry out a research project in Germany Resource allocated: One-off financial award AvH hallmarks: extensive follow-up contact programme, integration into the worldwide, cross-disciplinary network of the Humboldt Foundation	Alexander von Humboldt Foundation (AvH)	1) Outstanding, internationally recognized scholars 2) No age limit			<a href="http://www.humboldt-foundation.de/en/programme/preise/index.htm">http://www.humboldt-foundation.de/en/programme/preise/index.htm</a>
Germany	International Research Training Groups (IRTG)	Contents: joint doctoral training programmes between German universities and universities abroad. The research and study programmes are jointly developed and supervised. Doctoral students in the programme complete a six-month research stay at the respective partner institution. Aims: 1) to provide funding for international research training 2) to promote the internationalisation of science and research in Germany Resource allocated (Funding covers): 1) Doctoral and postdoctoral fellowships 2) Travel allowance 3) Funding for short- and long-term exchanges 4) joint workshops and seminars 5) Consumables, equipment 6) Sabbaticals for participating university teachers	German Research Foundation (Deutsche Forschungsgemeinschaft: DFG)	1) faculty members working at German universities and their counterparts abroad jointly apply 2) joint programme needs to prove the excellence of the individual research site as well as the benefits gained from the integration of complementary expertise 3) each group must have viable size of 5-10 researchers 4) foreign partners are expected to acquire funding from national sources for complementary financing 5) cooperation agreements are possible with any country		41 groups in 2004 <a href="http://www.dfg.de/en/research_funding/coordinated_programmes/research_training_groups/index.html">http://www.dfg.de/en/research_funding/coordinated_programmes/research_training_groups/index.html</a>	
Italy	"Brain Re-entry" Programme	Contents: to reverse brain drain through short-term academic hiring, choosing instead to pay for permanent positions Year: 2002 (was suspended already)				More than 460 researchers & professors have participated	
Japan	Postdoctoral Fellowships for Foreign Researchers	Contents: Fellowship granted to young foreign researcher (post-doc level) who intend to study/research at universities or research institutes in Japan. Aims: 1) to assist promising, highly qualified, young foreign researchers who hold a doctoral degree 2) to provide opportunities for such researchers to pursue collaborative research under their leadership of a host researcher in a Japanese university or research institute, thereby allowing them to advance their own research while promoting scientific advancement in Japan and the counterpart countries through close collaboration in scientific activities. Duration: 2 years (12-24 months) Resource allocated: 382,000 Yen/month/person	Japan Society for the Promotion of Science (JSPS)	1) All Disciplines 2) Be a citizen of a country that has diplomatic relations with Japan 3) Hold a doctorate degree when the Fellowship goes into effect, which must have been received within six years prior 4) Have a research plan with his/her Japanese host		Number of awarded: 1,704 persons (in FY2005)	<a href="http://www.jsps.go.jp/english/e-fellow/postdoctoral.html#long">http://www.jsps.go.jp/english/e-fellow/postdoctoral.html#long</a>

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Japan	Postdoctoral Fellowships for Research Abroad	Contents: Fellowship granted to young researchers (post-doc level) who universities or public research institutes in Japan. Aims: To provide opportunities for young researchers to experience foreign research environment, fostering their career development as researchers, and promoting the close collaboration in scientific activities. Duration: 2 years Resource allocated: 1) Travel expenses 2) Research Grant: 380-520 million yen/year (Depends on the country of destination)	Japan Society for the Promotion of Science (JSPS)	Eligibility: 1) Fields: All fields 2) Age: under 34 years 3) a) Full-time researchers who works at university or research institute in Japan, or b) those who intend to be full-time researchers at university or research institute in Japan and hold a PhD (or equivalent)		Number of awarded: 148 persons in FY 2005	<a href="http://www.jsps.go.jp/english/e-pd/ab.htm">http://www.jsps.go.jp/english/e-pd/ab.htm</a>
Japan	Invitation Fellowship Programmes for Research in Japan: Short-term	[Short-term] Contents: to allow researchers employed at designated Japanese research institute and laboratories to invite fellow researchers from other countries to Japan to participate in cooperative activities Aims: to promote international cooperation in and mutual understanding through scientific research. Duration: 14 to 60 days Resource allocated: For fellows 1) A round-trip air ticket 2) Per diem of ¥18,000 3) Domestic research travel allowance of ¥150,000 4) Overseas travel accident and sickness insurance coverage For hosts: Host's cooperation allowance of ¥50,000	Japan Society for the Promotion of Science (JSPS)	* must be a researcher with an excellent record of research achievements who, in principle, is employed full-time at an overseas research institution * meets the following requirements: 1) Senior scientists, university professors, and other persons with substantial professional experience 2) Citizen of a country that has diplomatic relations with Japan 3) To be eligible, researchers of Japanese nationality must have lived abroad and been activity engaged in research for over 10 years. *all fields are eligible *The inviting researcher in Japan has to be affiliated with prescribed universities and institutes.		235 person/year	<a href="http://www.jsps.go.jp/english/e-inv/main.htm">http://www.jsps.go.jp/english/e-inv/main.htm</a>
Japan	Invitation Fellowship Programmes for Research in Japan: Long-term	[Long-term] Contents: to allow researchers employed at designated Japanese research institute and laboratories to invite fellow researchers from other countries to Japan to participate in cooperative activities Aims: to promote international cooperation in and mutual understanding through scientific research. Duration: 2 to 10 months Resource allocated: For fellows: 1) A round-trip air ticket 2) A monthly stipend of ¥369,000 3) Domestic research travel allowance of ¥100,000 4) Research expenses of ¥40,000 5) Overseas travel accident and sickness insurance coverage For hosts: Host's cooperation allowance of ¥50,000	Japan Society for the Promotion of Science (JSPS)	* must be a research with an excellent record of research achievements who, in principle, is employed full-time at an overseas research institution * meet the following requirements: 1) Citizen of country that has diplomatic relations with Japan 2) Degree Requirements: a) Hold a doctorate degree for a period of more than six years prior to April 1, 2007; or b) Be a university professor, associate/assistant professor, research associate, and other person who does not hold a doctoral degree (nor will receive one in FY2007) but has substantial professional experience. 3) To be eligible, researchers of Japanese nationality must have lived abroad and been activity engaged in research for over 10 years. *all fields are eligible *The inviting researcher in Japan has to be affiliated with prescribed universities and institutes.		70 person/year	<a href="http://www.jsps.go.jp/english/e-inv/main.htm">http://www.jsps.go.jp/english/e-inv/main.htm</a>
Japan	Strategic Fund for Establishing International Headquarters in Universities Programme	Aims: 1) to develop inter-department organization "International Strategy Headquarters" according to the characteristics of each university 2) to support university-wide organizational, international activities in organic cooperation with various organizations in the university by creating its own international strategy 3) to develop an outstanding model of international development strategy and create a standard for the promotion of autonomous consideration with originality and ingenuity in other universities Duration: 5 years Year: 2005	Ministry of Education, Culture, Sports, Science and Technology, and Japan Society for the Promotion of Science	20 pilot universities	0.5 billion yen /year	20 universities	<a href="http://www.u-kokusen.jp/ind_ex_e.html">http://www.u-kokusen.jp/ind_ex_e.html</a>



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Japan	International Training Programme (ITP)	Contents: joint training programmes for young researchers between Japanese universities and overseas partners such as universities and research institutions. Aim: 1) to provide opportunity for scientific training and research 2) to encourage young researcher to have international research careers Year: 2007	Japan Society for the Promotion of Science (JSPS)	young researchers both graduate students and postdoctorals			
Korea	Science Card	Contents: the "reference for foreign scientist and engineer employment" that offers convenience to high level foreign scientists and engineers set to be employed at university or research institute in acquiring a visa and residency within Korea Aims: to attract foreign scientists	Ministry of Science and Technology				<a href="http://www.scard.go.kr/">http://www.scard.go.kr/</a> (in Korean)
Netherlands	Netherlands Fellowship Programmes (NFP)	Contents: demand oriented fellowship programmes designed to foster institutional development Aims: 1) to help alleviate qualitative and quantitative shortages of skilled manpower and to do so within the framework of sustainable capacity-building directed towards reducing poverty in developing countries 2) meeting the need for further training and capacity-building in developing countries Target: mid-career professionals who are already in employment and who are nationals of and working in one of 57 selected countries	Ministry of Foreign Affairs and the Netherlands Organization for International Cooperation in Higher Education (Nuffic)	1) mid-career professionals who are already in employment 2) Half of the available funding from the NFP budget should be spent on fellowships for female candidates and for candidates from sub-Saharan Africa			<a href="http://www.nuffic.nl/nfp/">http://www.nuffic.nl/nfp/</a>
Netherlands	"Knowledge migration"	Contents: a new category of residence permit for foreign nationals qualified as "knowledge migrants" 1) to give benefits in the process of obtaining residence permit 2) to give international students in the Netherlands 3 months in which to find an employee willing to pay the salary concerned or able to offer relevant appointment Duration: 5 years (3 months for international students) Year: 2004		1) a gross annual salary at the level at which compulsory health insurance is required (under 30:32,600 euro, over 30: 45,000 euro or more and 2) employed as a graduate, or 3) employed as PhD student, or as a university lecturer, who is under 30. 4) International students in the Netherlands (in certain case)			<a href="http://www.everaert.nl/body/LLB%202004-3.pdf">http://www.everaert.nl/body/LLB%202004-3.pdf</a>
New Zealand	Point system (for Skilled Worker)	Contents: Skills-based migration scheme					
Norway	China, Egypt, India -specialist exchange: Short-term	Contents: Short-term scholarships to support professional visits: for specialists or visiting scholars to Norwegian institutions Target audience: for specialists or visiting scholars from China, Egypt and India to Norwegian institutions in all fields of education and research (including culture and the arts.) Duration: Up to 3 weeks	Norwegian Research Council	1) Chinese, Egyptian, or Indian 2) Specialists or visiting scholars to Norwegian institutions 3) All disciplines 4) Universities, research institutes, university colleges and other institutions at university level in Norway			<a href="http://www.forskningradet.no/servlet/Satellite?c=Page&amp;cid=1138882223910&amp;pagename=ForskningradetEngelsk%2FPage%2FStandardSider">http://www.forskningradet.no/servlet/Satellite?c=Page&amp;cid=1138882223910&amp;pagename=ForskningradetEngelsk%2FPage%2FStandardSider</a>
Norway	China, Egypt, India -specialist exchange: Long-term	Long-term scholarships Target audience Advanced students and younger researchers who are citizens of China, Egypt or India, in all areas of academic studies and research, including the arts and culture. Duration: Up to 10 months Resource allocation: 1) BA and MA holders: NOK8,500/month 2) PhD students and PhD holders: NOK11,500/month +NOK7,000 as initial expenses and settling-in costs * The scholarship is normally exempt from taxation.	Norwegian Research Council	1) Chinese, Egyptian, Indian 2) advanced students and younger researchers 3) All disciplines 4) Minimum: BA holders (or equivalent) 5) Under 40 years old 6) Received a letter of invitation from universities, research institutes, university colleges and other institutions at university level in Norway		Quotas are set: China: 10/year Egypt: 4/year India: 3/year	

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Norway	Personal visiting researcher grant	Aims: *to help strengthen Norwegian research groups by offering visiting foreign researchers (post-doctorate or higher) the opportunity to perform research in Norway Programme content: *to award grant to visiting researchers as a general framework grant to cover additional expenses (non-salary) at fixed rates. Salary costs are normally covered by host institutions, but there are some exemption. Duration: 1-12month(s) Expenses covered: *Stays for visiting foreign researchers at fixed rates	Norwegian Research Council	This grant is selected on the project-base, though qualifications of candidates for grant/fellowship are also assessed if the name is mentioned in application.			<a href="http://www.forskingsradet.no/servelet/Satellite?c=GenerellArtikkel&amp;cid=1062169614288&amp;pageName=ForskingsradetEngelsk%2FGenerellArtikkel%2FVisMedHovedtilhorighet">http://www.forskingsradet.no/servelet/Satellite?c=GenerellArtikkel&amp;cid=1062169614288&amp;pageName=ForskingsradetEngelsk%2FGenerellArtikkel%2FVisMedHovedtilhorighet</a>
Norway	Fellowship Programme for cooperation between Norway and South-Eastern Europe: Fellowship for MA/PhD students/Guest researchers	Contents: Fellowship for MA/PhD students/Guest researchers Contents: Provide fellowship to cover temporary stays in Norway, for the purpose of study or research Duration: 1-10 month's) Resource Allocated: BA/MA holders: NOK8,000/month PhD students or PhD holders: NOK11,000/month + initial expenses and travels to Norway	Norwegian Research Council	Nationalities: South Eastern Europe Status: Master/PhD students and researcher			<a href="http://www.forskingsradet.no/servelet/Satellite?c=Page&amp;cid=113882222049&amp;pageName=ForskingsradetEngelsk%2FStandardsidemaal">http://www.forskingsradet.no/servelet/Satellite?c=Page&amp;cid=113882222049&amp;pageName=ForskingsradetEngelsk%2FStandardsidemaal</a>
Norway	Fellowship Programme for cooperation between Norway and South-Eastern Europe: Fellowship for project planning/network building	Contents: Fellowship for project planning/network building Contents: Provide fellowship to cover short stay in Norway, for the purpose of initiating and organizing joint project with Norwegian institutions. Duration: Up to 2 weeks	Norwegian Research Council	Nationalities: South Eastern European countries Status: researcher			<a href="http://www.forskingsradet.no/servelet/Satellite?c=Page&amp;cid=113882222049&amp;pageName=ForskingsradetEngelsk%2FStandardsidemaal">http://www.forskingsradet.no/servelet/Satellite?c=Page&amp;cid=113882222049&amp;pageName=ForskingsradetEngelsk%2FStandardsidemaal</a>
Norway	Fellowship Programme for cooperation between Norway and South-Eastern Europe: Fellowship for Guest Lecturers/ Guest Researchers/ Project Planning/ Network Building	Contents: Fellowship for Guest Lecturers/Guest Researchers/Project Planning/Network Building. Contents: Provide fellowship to teaching staff and researcher from Norway to cover short-term stay in South Eastern Europe with the objective to give lectures and/or conduct research or to initiate and organize joint projects with institutions in South Eastern Europe. Expenses covered: Travel and subsistence costs	Norwegian Research Council	Nationality: Norway Status: Teaching staff and researcher			<a href="http://www.forskingsradet.no/servelet/Satellite?c=Page&amp;cid=113882222049&amp;pageName=ForskingsradetEngelsk%2FStandardsidemaal">http://www.forskingsradet.no/servelet/Satellite?c=Page&amp;cid=113882222049&amp;pageName=ForskingsradetEngelsk%2FStandardsidemaal</a>
Sweden	Tax relief for foreign key personnel	Contents: 1) Income taxes are based on only 75 percent of income. 2) A number of "perks (moving costs, children's schooling, home travel, etc.) are tax exempt. 3) The employer must be Swedish company (Swedish or foreign owned). Target: foreign key personnel such as executives, experts, researchers, and others Duration: the first three year Year: 2001		1) foreign experts, executives, scientists, researchers and others 2) whose skills are difficult to find in Sweden 3) The employer must be Swedish company (Swedish or foreign owned) 4) Not Swedish citizens			<a href="http://www.skatteverket.se/international/international/taxrelief.4.34a801ea1041d54f9e28000394.html">http://www.skatteverket.se/international/international/taxrelief.4.34a801ea1041d54f9e28000394.html</a>
Sweden	Senior Research Positions for foreign researchers	Aims: to recruit senior researchers and renew Swedish research Contents: Obligation to appointee: to conduct research to supervise doctoral students, assess the doctoral students' performance and teach, mainly in postgraduate studies. Year: 2007	Swedish Research Council	* The following areas: 1) Assembly of Biological Supramolecular Systems, 2) Cellular Biology and Biophysics in Micro fabricated Environments, 3) Epigenetics, 4) Multiscale Modelling of Engineering Materials, 5) Non-Linear Problems and Dynamics, 6) Quantum Engineering, 7) Methods of Theoretical Chemistry, 8) Palaeozoic Palaeobiology, Faunal Diversification and Extinction Events, 9) Theory of Strongly Correlated Material * PhD (or equivalent degree which is non-Swedish) holder * PhD must have been awarded within the ten years prior to the end of the application period:		9 senior researcher (2007)	<a href="http://www.vr.se/mainmenu/pressandnews/newsarchive/news/5.2aebc6b810f3c933b1580004141.html">http://www.vr.se/mainmenu/pressandnews/newsarchive/news/5.2aebc6b810f3c933b1580004141.html</a>



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Switzerland	Swiss Talents	Contents: The network and the database of Swiss scientists abroad and foreign scientists with strong ties to Switzerland					<a href="http://www.swisstalents.org/">http://www.swisstalents.org/</a>
United Kingdom	The UK's Highly Skilled Migrant Programme (HSMP)	Contents: Point-based immigration scheme. Criteria are : 1) qualifications, 2) previous earnings, 3) age assessment, 4) bonus points for UK experience (working or studying in the UK), 5) MBA provision, and 6) English (language) proficiency Aims: to allow highly skilled people to migrate to the UK to look for work or self employment opportunities even if they do not have a specific job offer in the UK. Duration: 24 months to seek work of self-employment opportunities. After 24 months, apply again for longer stay(up to 3 years) Year: 2002-	UK home office	Eligibility criteria: Both individuals from overseas and already in the UK can apply. But the applicants who are already in the UK are eligible provided that one of the following requirements is applied: 1) Work permit holders 2) Students who have successfully obtained a degree level qualification on a recognised degree course at either a UK publicly funded further or higher education institution or a bona fide UK private education institution which maintains satisfactory records of enrolment and attendance 3) Postgraduate doctor or a postgraduate dentist or trainee general practitioner 4) Working holidaymaker 5) Science and Engineering Graduates Scheme participant 6) Innovator 7) Fresh Talent: Working in Scotland scheme participant Points required: 75 points Age: no restriction, but the point is different by age			<a href="http://www.workingintheuk.gov.uk/working_in_the_uk/en/homepage/schemes_and_programmes/hsmp.html">http://www.workingintheuk.gov.uk/working_in_the_uk/en/homepage/schemes_and_programmes/hsmp.html</a>
United Kingdom (Scotland)	Fresh Talent: Working in Scotland Scheme (FT:WISS)	Contents: To allow non-EEA nationals who have studied in Scotland to live and work in the country for up to 2 years after graduation. Aims: to take measures against population decline and skill shortage in Scotland Duration: 2 years under this scheme	Scottish Executive	1) Been awarded a Higher National Diploma (HND), undergraduate degree, postgraduate degree or a PhD at a Scottish publicly funded institution of further or higher education or a bona fide private education institution 2) Successfully completed the relevant course within the last 12 months 3) Lived in Scotland for a suitable period while studying for the Higher National Diploma (HND), undergraduate or postgraduate degree or a PhD			<a href="http://www.scotlandstheplace.com/stip/sitp_display_noflash.jsp?pContentID=607&amp;p_application=CCC&amp;p_service=Content.show&amp;">http://www.scotlandstheplace.com/stip/sitp_display_noflash.jsp?pContentID=607&amp;p_application=CCC&amp;p_service=Content.show&amp;</a>
United Kingdom	Royal Society Wolfson Research Merit Awards	Aim: 1) to give universities additional support to attract key researchers, with great potential or outstanding achievement, to the UK or to retain those who might seek to gain higher salaries elsewhere 2) to provide salary enhancement Duration: 5 years Resource allocated: in the range of £10K to £30K per annum.	Wolfson Foundation and the Office of Science and Technology	1) All nationalities 2) All fields 3) must holder be guaranteed a permanent post at a UK university 4) must have their basic salary wholly funded by the university.		About 25/year	<a href="http://www.royalsoc.ac.uk/funding.asp?id=1127">http://www.royalsoc.ac.uk/funding.asp?id=1127</a>
United Kingdom	University Research Fellowship	Contents: Fellowship scheme for young researchers Aim: to provide outstanding scientists, who should have the potential to become leaders in their chosen field, with the opportunity to build an independent research career Target: Young researchers at the postdoctoral level Duration: 5 years (renewable: max. 10 years) Resource allocated: * 80% of the full economic cost (inclu. the research fellow's salary costs, estates costs and indirect costs) * up to £13,000 for the first year and up to £11,000 annually thereafter) will also be provided.	Royal Society	1) must have a PhD or equivalent research experiences 2) must have at least 2 and not more than 7 years' full-time postdoctoral research experience 3) must be a citizen of the European Economic Area (EEA), or have a relevant connection to the EEA 4) only in the limited fields: Natural Sciences and Engineering		About 30 persons/year	<a href="http://www.royalsoc.ac.uk/funding.asp?id=1121">http://www.royalsoc.ac.uk/funding.asp?id=1121</a>

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United Kingdom	Dorothy Hodgkin Fellowships	Contents: Fellowship scheme for start-up Aim: to offers the first step into an independent research career for excellent scientists and engineers for whom career flexibility is essential such as: 1) possibility of holding appointments on a part-time basis or converting from full-time to part-time and back again to help match work and other commitments, such as parental or caring responsibilities, serious health issues etc. 2) possibility to claim back time spent deferring the fellowship and/or working part-time at the end of the fellowship 3) possibility of claiming some funds for family support where these can be justified on scientific grounds, e.g. the cost of child care during a conference or collaborative visit abroad 4) option of participating in a mentor scheme and of networking with other Dorothy Hodgkin Fellows. Duration: 4 years Place: a UK university or a not-for-profit research organisation (except for Research Council Institute)	Royal Society	1) All fields 2) be a citizen of the European Economic Area (EEA) or a Swiss citizen, or have a relevant connection to the EEA or Switzerland			
United States	To increase the annual cap on the number of H-1B visa issued	Policy: To raise the annual cap on the number of temporary working visas which are issued to highly skilled under H-1B visa programme from 115,000/year to 195,000 until 2003. Year: 2000		Eligibility to qualify H-1B category: 1) for persons who are specialists in the fields such as architecture, engineering, mathematics, physical sciences, medicine and health, education, business specialties, accounting, law, theology and the arts, or persons invited by universities or research institute in US. 2) a bachelor's or higher degree (or equivalent) holders in the specific specialty for which employment authorization is being sought.		195,000 by year 2003	
United States	International Research Fellowship Programme	Contents: Fellowship programme for postdoctoral researcher to research abroad	National Science Foundation	US citizens and Green Card holders			
United States	Fulbright programme	Contents: Mutual exchange programme of US and other countries Aims: to increase mutual understanding between the peoples of the United States and other countries, through the exchange of persons, knowledge, and skills.	United States Department of State, Bureau of Educational and Cultural Affairs with the Council for International Exchange of Scholars (CIES)				<a href="http://www.cies.org/">http://www.cies.org/</a>
United States	Traditional Fulbright Scholar programme for US scholars	Contents: sending some 800 US faculty and professionals receive Fulbright Scholar grants abroad	United States Department of State, Bureau of Educational and Cultural Affairs with the Council for International Exchange of Scholars (CIES)	1) U.S. citizenship 2) a PhD or equivalent professional/terminal degree 3) college or university teaching experience 4) foreign language proficiency 5) sound physical and mental health 6) Limits apply to previous Fulbright Scholar grantees		800 US faculty & professionals	<a href="http://www.cies.org/">http://www.cies.org/</a>
United States	Fulbright Senior Specialists programme	Contents: Programme which provide short-term academic opportunities for U.S. faculty and professionals Aims: 1) to increase the participation of leading U.S. scholars and professionals in Fulbright academic exchanges 2) to encourage new activities that go beyond the traditional Fulbright activities of lecturing and research 3) to promote increased connections between U.S. and non-U.S. post-secondary academic institutions Duration: 2-6 weeks Resource granted: 1) international economy fare travel 2) approved related expenses 3) a \$200 per day honorarium	United States Department of State, Bureau of Educational and Cultural Affairs with the Council for International Exchange of Scholars (CIES)	1) U.S. citizen at the time of application 2) For academics, a Ph.D. or equivalent professional/terminal degree at the time of application plus a minimum of five years of post-doctoral teaching or professional experience 3) For professionals and artists outside academe, recognized professional standing and substantial professional accomplishments plus a minimum of five years of professional experience 4) Disclosure of prior conviction or current indictment for commission of a felony 5) Eligible Disciplines (20 fields)			<a href="http://www.cies.org/">http://www.cies.org/</a>

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United States	Fulbright Distinguished Chairs Programme	Contents: Sending US senior scholars abroad: among the most prestigious appointments in the Fulbright Scholar Program	United States Department of State, Bureau of Educational and Cultural Affairs with the Council for International Exchange of Scholars (CIES)	1) U.S. citizenship 2) a PhD or equivalent professional/terminal degree 3) should be senior scholars 4) college or university teaching experience 5) have a significant publication and teaching record 6) foreign language proficiency 7) sound physical and mental health 8) Limits apply to previous Fulbright Scholar grantees			<a href="http://www.cies.org/">http://www.cies.org/</a>
United States	Fulbright Scholar Programme for Visiting (Non-US) scholars & US institutions	Contents: inviting some 800 faculty and professionals from around the world receive Fulbright Scholar grants for advanced research and university lecturing in the United States	United States Department of State, Bureau of Educational and Cultural Affairs with the Council for International Exchange of Scholars (CIES)	1) Citizenship or permanent resident status qualifying the applicant to hold a valid passport issued in the country in which the application is made 2) PhD or equivalent professional training or experience 3) A detailed statement of proposed activity for research or lecturing at a US institution 4) Proficiency in English appropriate to the proposed lecturing or research project to be carried out in US 5) Sound physical and mental health		800 international faculty and professionals	<a href="http://www.cies.org/">http://www.cies.org/</a>
United States	Fulbright Scholar-In-Residence Programme (SIR): Worldwide and European	Contents: to bring visiting scholars and professionals from abroad to lecture at U.S. colleges and universities for one semester or one academic year. Aim: to have a significant impact on U.S. colleges and universities.	United States Department of State, Bureau of Educational and Cultural Affairs with the Council for International Exchange of Scholars (CIES)				<a href="http://www.cies.org/">http://www.cies.org/</a>
United States	Fulbright Visiting Specialists Programme: Direct Access to the Muslim World	Contents: inviting specialists from Muslim world Invited specialists are ask 1) to work together with the U.S. host institutions on projects with lasting benefits such as curriculum consultation, faculty development, and institutional linkage-building; and 2) to give lectures. Aim: 1) to promote Americans' understanding of Islamic civilization and the history, politics, and culture of today's Muslim world. 2) to strengthen resources for enriching understanding of relevant global issues 3) to encourages interreligious dialogue through on-campus and off-campus activities	United States Department of State, Bureau of Educational and Cultural Affairs with the Council for International Exchange of Scholars (CIES)	Specialists in Muslim World			<a href="http://www.cies.org/">http://www.cies.org/</a>
United States	Partnerships for International Research and Education (PIRE)	Contents: Funding programme for U.S. institutions to establish collaborative relationships with international groups or institutions Aims: 1) to catalyze a cultural change in U.S. institutions by establishing innovative models for international collaborative research and education 2) to engender new knowledge and discoveries at the frontier 3) to promote the development of a globally-engaged, US scientific and engineering workforce 4) to facilitate greater student preparation for and participation in international research collaboration 5) to contribute to the development of a diverse, globally-engaged, US science and engineering workforce. Duration: 5 years	National Science Foundation	Fields: NSF-supported field of science, mathematics, engineering, or science education	The maximum award size is \$500,000 per year for 5 years.	Approximately 14 to 17 awards (in 2007)	<a href="http://www.nsf.gov/funding/pgm_summ.jsp?pins_id=12819">http://www.nsf.gov/funding/pgm_summ.jsp?pins_id=12819</a>

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EU	Marie Curie Actions	Contents: 1) "Human resource and mobility" Programme in FP6 and 7 (EU's Frame Work Programme) 2) Programme consists of 5 areas: Initial training, Life-long training and career development, Industry dimension, International dimension, and Policy support actions. Aims: 1) to create conditions for researchers to be mobile without obstacles 2) to enhance status and attractiveness of a career in Europe 3) to finance researchers' training, mobility and career development	EU	1) not be a national of the state in which they plan to move and carry out their research 2) has not lived, worked and studied in that country for more than 12 months out of the three years immediately prior to either the time of application or the start of their work 3) Early stage researchers at the beginning of their research career with less than four years' active research experience or experienced researchers with more than four years' active research experience or those with Doctoral degree			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Research Training Networks (RTN)	Aims: to formulate and implement a structured training programme for researchers in a particular field of research Contents: Network which provide the means for research teams of recognised international stature to link up, in the context of a well-defined collaborative research project	EU				<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Host Fellowships for Early Stage Research Training (EST)	Contents: Researcher training programme which focuses on developing science and technology techniques as well as practical skills such as research management and language (Host-driven action) Aim: 1) to offer structured scientific and/or technological training as well as providing complementary skills 2) to encourage participants to take up long-term research careers by helping them to enhancing their job prospects Target: researchers with less than 4 years of research experiences Duration: 3 months to 3 years	EU	All disciplines			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Host Fellowship for the Transfer of Knowledge (TOK)	Contents 1) Fellowship for organisations (Host-driven actions) 2) Programme is consist of two sub-schemes: a) Marie Curie Development scheme where institutions recruit and send experienced researchers, b) Marie Curie Industry-Academia Partnership Scheme which aims to create and develop strategic and durable partnership between academia and private enterprises through the mutual exchange of experienced research staff. Aim: 1) to further the development of research capabilities in the less-favoured regions of the EU and in the Associated Candidate Countries. 2) to allow experienced researchers to be hosted at such organisations for the transfer of knowledge, research competencies and technology. Target: European organisations (universities, research centres, enterprises, SMEs etc... which need to develop new areas of competence	EU				<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Conferences and Training Courses (SCF/LCF)	Contents: Funding programme for a "series of events" (SCF) or "large conferences" (LCF) Aim: 1) to provide short-term training opportunities to allow researchers to network and keep abreast of the latest scientific development in their field. Target: 1) at early-stage researchers 2) researchers with up to 10 years of experience	EU	1) SCF must be defined as at least four training events (schools, practical training courses, conferences, etc. 2) LCF must be a one-off world-class scientific or technological events			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Intra-European Fellowships	Aims: 1) to provide advanced training tailored to the researchers' individual needs with a view to adding different/complementary scientific competences 2) to allow researchers to reach or reinforce a position of professional maturity and independence 3) to permit researchers to resume their careers	EU				<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>

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EU	Marie Curie Incoming International Fellowships	Aims: 1) to attract top-class researchers from third countries to work and undertake research training in Europe from 1-2 years (incoming phase), with a view to developing mutually-beneficial research cooperation	EU	All disciplines			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Outgoing International Fellowship	Aims: 1) to reinforce the international dimension of the career of European researchers by giving them the opportunity to be trained in a world level third country research organisation (1-2 years) 2) to apply the experience gained in a return host institution in a Member State or Associated states 3) to respond to the researchers' needs in terms of complementing their training in inter/multi-disciplinary research, research management skills and intersectoral mobility	EU	All disciplines			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Excellence Grants	Aims: 1) to give promising researchers the opportunity to set up or develop their own research teams in Europe 2) to enhance the careers of these promising researchers by helping them attain research independence more rapidly 3) to retain the best European brains and to lure world-class talent back to Europe	EU	should have a recognised potential to reach a high level of scientific experience and the ability to manage and inspire a research team			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Chairs	Contents: 1) A career mechanism for world-class researchers who have already attained a certain level of independence in their research activities and who are looking to resume, or further develop, their scientific careers in Europe Aims: 1) to counter the brain drain effect by retaining or luring back the best international talent to Europe's shores Duration: 3 years (or less)	EU	1) have extensive experience in managing research and supervising thesis work 2) have the ability to inspire students and trainees 3) are able to engage in publicity and dissemination activities to help improve the public image of the research profession and the general understanding of the impact of research on society			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie Excellence Awards	Aim: 1) to give public recognition to outstanding past achievements of scientists who have reached a level of exceptional excellence in their given field	EU	1) All nationalities 2) researchers who have taken part in an EU training and mobility programme for a minimum of 12 months		Up to 5	<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie European Reintegration Grants	Aim: 1) to assist researchers who have participated in Marie Curie action to become professionally reintegrated usually within their country of origin 2) to encourage researchers to include transnational mobility within the framework of their longer-term career Target: 1) researchers from the EU and Associated States who have participated in a Marie Curie action for at least two years	EU	1) must have been engaged under an EU fellowship including Marie Curie Research Training Network, a Marie Curie Host Fellowship for Early Stage Research Training, Marie Curie Host Fellowships for the Transfer of Knowledge or a Marie Curie Intra-European Fellowship, or: 2) must held a fellowship under another training and mobility action under a previous Framework Programme			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	Marie Curie International Reintegration Grants	Aim: 1) to reinforce the attractiveness of Europe by encouraging European researchers to return to a Member State or and Associate State in order to contribute European research and to transfer the knowledge they acquired in the third country. Target: 1) researchers from the EU and Associated States who have carried out research outside Europe Duration: up to two years (while the host institution will have to undertake to encourage the researcher for at least three years in total.	EU	researchers from the EU and Associated States who have carried out research outside Europe for at least 5 years and who wish to return to Europe			<a href="http://cordis.europa.eu/improving/fellowships/home.htm">http://cordis.europa.eu/improving/fellowships/home.htm</a>
EU	ERA-MORE: European Network of Mobility Centre; and its portal	Contents: - joint initiative of the European Commission and over 30 countries, participating in the EU Framework Program for Research - pan-European network of assistance for foreign-recruited brainpower Aim: 1) to create a more favorable environment for researchers' career development. 2) to facilitate mobility in Europe Year: 2000	EU				<a href="http://ec.europa.eu/eracareers/index_en.cfm?lg=PT">http://ec.europa.eu/eracareers/index_en.cfm?lg=PT</a>

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EU	ERASMUS Teaching Staff Mobility	Contents: A mobility grant to university teachers Resource allocated: max. 800 euro/week For the whole teaching period abroad, the total grant cannot be higher than 2,000 euro	EU	1) Only institutions which hold an Erasmus University Charter may send or receive an Erasmus teacher 2) Participating teacher must be nationals of one of the countries participating in SOCRATES (refugees and stateless persons or permanent residents are also eligible)			
EU	ERASMUS Thematic Network	Contents: Networks of institutions whose main aim is to define and develop a European dimension within a given academic discipline or study area, or in other matters of common interest, by means of cooperation between university faculties or departments Aim: 1) to deal with forward-looking, strategic reflection on the scientific, educational and institutional issues in the main fields of higher education. 2) to enhance quality 3) to define and develop a European dimension within a given academic discipline or study area	EU				
Nordic countries	NordForsk Networks	Aim: 1) to bring together prominent research groups in the Nordic countries and the adjacent areas in order to strengthen and increase the quality of research and research training at the Nordic, European and international levels 2) to establish joint research training in a given field 3) to consolidate research as a basis for joint European or international projects 4) to strengthen a given field of research in order to establish a new Nordic Centre of Excellence Duration: 3 years Fund covers: the direct costs of various cooperation activities, including a maximum of 10 % for administrative costs	NordForsk	1) Established researchers at universities and other research institutions in the Nordic countries, the three Baltic countries and North-Western Russia 2) must include participants from at least three Nordic countries, alternatively from at least two Nordic countries and one adjacent area country (2+1) 3) the coordinating institution and the majority of the research groups must be from the Nordic countries and/or adjacent areas 4) priorities are given to applications that include more than three Nordic countries, involve research groups from the adjacent areas; have access to special equipment and other research infrastructure; have an multidisciplinary approach; that involve both research and innovation and unite academia and business.	up to NOK 300.000 per year	About 15 network per year	<a href="http://www.nordforsk.org">http://www.nordforsk.org</a>
Nordic countries	NordForsk Networks National CoE	Contents: to grant networks as a support mechanism to promote cooperation between national centres of excellence (or other research groups with corresponding status) in the Nordic countries. Duration: 3 years Fund covers: the direct costs of various cooperation activities, including a maximum of 10 % for administrative costs	NordForsk	1) must represent a national Centre of Excellence 2) Centres of excellence or correspondingly prominent research groups from at least three Nordic countries must participate in the application. 3) priorities are given to applications that include more countries, preferably also participants from the adjacent areas; participants from several institutions or research groups from each country .	up to NOK 400.000 per year		<a href="http://www.nordforsk.org/meny.cfm?m=142,320">http://www.nordforsk.org/meny.cfm?m=142,320</a>
Nordic countries	Nordic Network of National Research School	Contents: Funding programme to support networking among national research schools on the condition that they open up their courses to research students from all over the Nordic countries, the three Baltic countries and North-Western Russia Aims: 1) to further co-operation between national research schools in the Nordic countries 2) to encourage mutual exchanges of ideas and competencies 3) to promote mobility and to strengthen the Nordic countries as a unified area for research training Duration: 3 years Fund covers: the direct costs of various cooperation activities, including a maximum of 10 % for administrative costs	NordForsk	1) represent a national research school 2) include Research schools from at least two Nordic countries 3) priorities are given to applications that include more countries, preferably also participants from the adjacent areas, participants from several institutions or research groups from each country	Up to NOK 400.000 per year		<a href="http://www.nordforsk.org/meny.cfm?m=142,321">http://www.nordforsk.org/meny.cfm?m=142,321</a>



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Nordic countries	NordForsk Research Training Course	Contents: - funding for research training (Ph.D.) from institutions in the Nordic countries and the adjacent areas. - all scientific areas, but areas where the Nordic countries are or have the potential to become internationally leading are prioritised - specialised intensive courses (minimum 5 days) for Ph.D. students and young researchers (at the post doc. level) Aim: to offer research training in fields that are difficult for the national research institutions to cover on their own Fund covers: travel, accommodation and food for the course participants, organisers and lecturers, administrative costs (up to 10 % of the grant), and the remuneration of the course organisers and lecturers	NordForsk	1) Research training institutions in the Nordic countries and the adjacent areas 2) at least 3 countries should be represented, and at least 2 of them should be Nordic 3) Coordinating institution must be from the Nordic countries or adjacent areas 4) priorities are given to applications that include international top researchers; that show how the research training course can contribute to making the Nordic countries internationally leading in a scientific field and why this scientific field is important for the future of the Nordic countries; that include more than three Nordic countries; that involve research groups from the adjacent areas; that have access to special equipment and other research infrastructure; that have a multidisciplinary approach; that involve both research and innovation and unite academia and business.	Up to NOK 400.000 per year	12 in 2007	<a href="http://www.nordforsk.org/meny.cfm?m=142,318">http://www.nordforsk.org/meny.cfm?m=142,318</a>
Nordic countries	NordForsk Course Scholarship	Aims: 1) to bring together research training institutions in the Nordic countries and the adjacent areas in order to strengthen the quality of research training 2) to make it possible to open up Ph.D. courses organised in the Nordic countries and the adjacent areas, for Ph.D. students from countries other than the host country Support covers: 1) the travel expenses of the Ph.D. students (by cheap means of travel) 2) expenses for accommodation and food, 3) a contribution to the administrative costs of the receiving institution (up to NOK 1.000 for administration per Ph.D. student, maximum NOK 10.000 in total for administration).	NordForsk	1) must be the person who is responsible for the research training school or Ph.D. course 2) must cover the participation of at least five Ph.D. students from countries other than the host country. 3) each course should be full-time over a short period. Courses should last at least one week, and normally at the most one month.	greater than NOK 300.000		<a href="http://www.nordforsk.org/meny.cfm?m=142,319">http://www.nordforsk.org/meny.cfm?m=142,319</a>
Nordic countries	NordForsk PhD supervisor	Contents: Funding for a Nordic course for Ph.D. supervisors Aim: to strengthening and improving the supervisor function in Nordic research training. Grant covers: travel and accommodation, the course organisers and participants, the remuneration of lecturers and to cover administrative expenses (up to 10 % of the grant) Year: 2007	NordForsk	1) should be senior Nordic researchers with solid experience from the supervision of Ph.D. students. 2) must be one main applicant/coordinator, but joint applications including applicants from several Nordic countries will be prioritised. 3) The course for supervisors should strive for a balance between the numbers of participants from the Nordic countries, Estonia, Latvia, Lithuania and Northwestern Russia	greater than NOK 300.000		<a href="http://www.nordforsk.org/meny.cfm?m=142,317">http://www.nordforsk.org/meny.cfm?m=142,317</a>
Nordic countries	NordForsk Seed grant	Aim: 1) to identify and strengthen promising scientific initiatives that over time can develop into excellent research at the highest level. 2) to develop new ideas to the point where they can be promoted on broader arenas 3) to encourage coordination initiatives for Nordic participation in the seventh European Framework Programme (FP7) on Research Infrastructure Fund covers: travel and accommodation in connection with meetings to discuss and develop joint projects, and may also be spent on administrative costs (maximum 10 % of grant)	NordForsk	1) Research groups in the Nordic countries or the adjacent areas are eligible to submit applications 2) must include participants from at least three Nordic countries, alternatively from at least two Nordic countries and one adjacent area country (2+1) 3) Coordinating institution and the majority of the research groups must be from the Nordic countries and/or adjacent areas 4) priorities are given to applications that include more than three countries, involve research groups from the adjacent areas and that involve both research and innovation, and link academia and business 5) Equal gender distribution is looked upon positively	Up to NOK 100.000	20 in 2007	<a href="http://www.nordforsk.org/meny.cfm?m=142,323">http://www.nordforsk.org/meny.cfm?m=142,323</a>
China	Start-up grants for overseas returnee	Contents: Financial Support for overseas returnee who intend to work at educational institution or research institute in China	Scientific Research Foundation				

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China	Chunhui plan	Contents: Financial support for postdoctorals abroad who have the long-term resident permit or the re-entry permit when he/she participates in joint research projects, academic exchanges, international conferences, seminars, lectures, innovations etc..., which are conducted in China Aim: to encourage people who remained overseas to return to China for short visits and to render great service to the development and promotion of China from abroad.	Foreign Affairs Bureau of the Ministry of Education	1) Chinese researchers who study abroad and obtain PhD			<a href="http://211.151.90.1/newchisa/web/xbpd/chunhui_plan/index.asp">http://211.151.90.1/newchisa/web/xbpd/chunhui_plan/index.asp</a>
China	Cheung Kong Scholars Programme	Contents: to invite top-class researchers to Higher Education Institution in China Aim: to enhance China's academic competitiveness and attract overseas scholars to China Year: 1998 Resource allocated: 1) salary, 2) social insurance, 3) allowance 100,000 yuan/year, 4) outstanding research award for scientific achievement during the term (a million or half a million yuan)	China's Ministry of Education and Li Ka-shing Foundation	1) top-level researcher 2) under 45 years old 3) be engaged in education and research			<a href="http://www.cksp.edu.cn/">http://www.cksp.edu.cn/</a> <a href="http://www.lksf.org/eng/project/education/ckh_award/main01.shtml">http://www.lksf.org/eng/project/education/ckh_award/main01.shtml</a>
China	Bai ren ji hua (Bai ren plan)	Contents: Programme is consist of 4 areas: 1) Aim: to reverse the brain drain Year: 1994 Duration: 3 years	Chinese Academy of Science	1) Chinese citizens 2) At least 2 years research experience 3) PhD holders			
China	Overseas students pioneer park	Incubator project for overseas returnee					
Malaysia	Preferential system for Highly-skilled returnees	Year: 1995					
Singapore	Facilitating foreign students (ASEAN scholarship students coming to Singapore)	Contents: to give the permanent residence permit to ASEAN scholarship students coming to Singapore					
Singapore	Biopolis (by A*STAR)	Contents: a purpose-built biomedical research hub where researchers from the public and private sectors are co-located	Agency for Science, Technology and Research				<a href="http://www.a-star.edu.sg/astar/biopolis/index.do">http://www.a-star.edu.sg/astar/biopolis/index.do</a>
South Africa	SARCHI: South Africa Research Chairs Initiative	Contents: University research professorships which are created by the South African governments Aims: 1) To increase the number of world class researchers in South Africa, 2) To retain and/or attract back qualified research scientist to the Higher Education sector and thereby - to help reverse the systemic decline in research outputs, focus and capacity at publicly funded higher education institutions, science councils and other research institutions, - to strengthen and improve the capacity of HEIs, science councils, Musea and other research institutions to generate and apply new knowledge, 3) To stimulate strategic research across the knowledge spectrum and thereby increase the level of excellence in research areas of national and international importance, 4) To create research career pathways for highly skilled, highly quality young and mid-career researchers that effectively addresses historical racial, gender and age imbalances, 5) To improve and accelerate the training of highly qualified personnel through research	SA government, DST (Department of Science and Technology) and NRF (National Research Foundation)	1) All nationalities 2) All disciplines of scientific research 3) have a doctoral degree 4) have a four or more year track record of research that is excellent and sustained and/or clearly on an upward trajectory (Ideally NRF rated or equivalent) 5) have a track record in supervising postgraduate students that is clearly on an upward trajectory 6) have a record of being able to obtain external funding 7) be appointed at the Associate Professor or Professor Level -benchmarked nationally 8) Reside full time in South Africa for the duration of the Research Chair award 9) No restriction of race and gender	R2.5 million per annum per Research Chair	55 chairs in 2005, and 210 chairs by 2010	<a href="http://www.nrf.ac.za/funding/guide/researchchairsguide.pdf">http://www.nrf.ac.za/funding/guide/researchchairsguide.pdf</a>



Country / Area	Name of policy measure/programme	Description of policy/programme (eg aim, why it was implemented, target audience, when it was implemented, duration, resource allocated etc...)	Name of the Ministry/agency responsible for the policy/programme	Description of eligibility criteria (e.g. age, gender, nationality, country of origin etc...)	Resources committed to programme/grant (eg. annual budget)	Description of the outcomes (number awarded per annum)	Please provide further information or links if available
South Africa	SANSA: The South African Network of Skills Abroad	<p>Contents:</p> <p>1) to link skilled people living abroad, in various domains including academic, cultural and commercial, who wish to make a contribution to South Africa's economic and social development and connects them with local experts and projects.</p> <p>2) Major contributions expected are as follows:</p> <ul style="list-style-type: none"> <li>- receiving South African graduate students in laboratories, or training programmes</li> <li>- Participating in training or research with South African counterparts</li> <li>- Transferring technology to South African institutions</li> <li>- Transmitting information and results of research which are not locally available</li> <li>- Disseminating cultural and artistic creation</li> <li>- Facilitating business contacts</li> <li>- Facilitating discussion forum(s)</li> <li>- Initiating research and commercial projects</li> </ul>	NRF(National Research Foundation) with the support from DST(Department of Science and Technology)	Eligibility criteria for a member: * Anyone in any field, who has skills and is interested in contributing to the development of South Africa (Not only South African in abroad, but also those in South Africa)			<a href="http://sansa.nrf.ac.za/">http://sansa.nrf.ac.za/</a>
Thailand	Reverse Brain Drain Project (RBD)	<p>Contents:</p> <p>Use "brain" and "connections" of Thai Professionals living overseas to help in the Development of Thailand, particularly in science and technology</p> <p>Mission:</p> <p>1) Identify and attract experienced high-level Thai professional living overseas to participate in mission-oriented projects, and promote development of core teams led by the respective Thai professionals</p> <p>2) Promote and facilitate the return of Thai professionals overseas to work in government agencies or in the private sector</p> <p>Objectives:</p> <p>1) to promote and facilitate the development of mission-oriented projects, identification of key players, and in the development of core teams</p> <p>2) to facilitate the development of technical linkages between institutions of Thais living overseas with Thai institutions, and in enhancing the ability of Thai professionals overseas to negotiate with their home institutions in performing collaborative activities with Thailand</p> <p>3) to serve as an information centre to coordinate the development and operations of databases of a) Thai professionals and students overseas, and b) job and consulting opportunities in Thailand</p> <p>4) to act as an agent for national and international public relations campaign in RBD</p> <p>Target:</p> <p>1) Participants in Special Projects, and/or Distinguished Professor/Scholar Programme</p> <p>2) Speakers/organizers in technology transfer activities involving some specific ongoing projects</p> <p>3) Permanent top-class returnees for government or private enterprises</p>	RBD office (established within NSTDA: National Science and Technology Development Agency)				<a href="http://rbd.nstda.or.th/">http://rbd.nstda.or.th/</a>
Thailand	Special Projects Programme	<p>Contents:</p> <p>1)Planning Grant to help in the preparation of a full project proposal</p> <p>2) Project Grant to fund a complete project that cost no more than 5 million Baht.</p> <p>Requirement for the project: The project should...</p> <p>1) be pioneering and innovative for Thailand</p> <p>2) have great potential to help Thailand improve its competitiveness</p> <p>3) lead to commercial viable/usable outcome or products</p> <p>4) use knowledge and expertise of Thai professionals overseas and their colleagues</p>		Thai professional living and working overseas			<a href="http://rbd.nstda.or.th/rbdweb/funding/index.php">http://rbd.nstda.or.th/rbdweb/funding/index.php</a>
Thailand	RBD Distinguished Professor/Scholar Programme and RBD/TGIST(Thailand Graduate Institute of Science and Technology, NSTDA) Fellowship Programme	<p>Contents:</p> <p>To spend at least 3 months to a year in an academic institution in Thailand to help build a new research and development program or a strong research-based doctoral degree program</p> <p>Resource allocated:</p> <p>1) Travel costs</p> <p>2) per diem/honorarium</p> <p>3) funds for research for the total amount of 500,000 Baht for a 3month stay to 2.5 million Baht for a 12 month stay (some remuneration package will also can be provided)</p>	RBD office (established within NSTDA: National Science and Technology Development Agency)	Thai professional living and working overseas			

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Thailand	Permanent Return Programme	<p>Contents:</p> <p>To encourage top class professionals who could really make an impact and are interested in returning home to work in Thai government agency or state enterprise: (But now the RBD de-emphasizes this project)</p> <p>Resource allocated:</p> <p>[For Young professionals with no more than 5 years experience and with no prior obligations with the Thai professionals with at least 5 years experience] Up to 4 million Baht as "compensation" for their educational expenses</p> <p>[Selected experienced professionals with at least 5 years experience] Up to 8 million Baht as "compensation" for their experience</p>					
Thailand	Technology Transfer Short-Term Visit Programme	<p>Contents:</p> <p>To arrange short-term visit for Thai professionals from overseas to Thailand to give lectures to Thai faculty and graduate students on special S&amp;T topics or to do workshops or seminars on topics of special interest</p> <p>Resource allocated:</p> <p>1) Economy class travel expenses</p> <p>2) 4,000 Baht a day to cover lodging and per diem</p>	MUA(Ministry of University Affairs), NSTDA, and RBD				