



**COUNCIL OF  
THE EUROPEAN UNION**

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Subject : Outcome of proceedings of the Council (Competitiveness) on 18 April 2005  
– Council conclusions

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The Council conclusions annexed hereto were adopted at the Council (Competitiveness) meeting held on 18 April 2005.

ANNEX I: Council conclusions on the sustainability of European tourism

ANNEX II: Council conclusions on reinforcing human resources in science and technology in the European Research Area

**COUNCIL CONCLUSIONS  
ON THE SUSTAINABILITY OF EUROPEAN TOURISM**

**THE COUNCIL:**

1. **RECALLS:**

- the objectives of the Lisbon strategy;
- the Council Resolution on the future of European tourism, of May 2002 <sup>1</sup>;
- the implementation plan adopted at the Johannesburg World Summit on Sustainable Development in September 2002;
- the Commission's communication and extended impact assessment on "Basic orientations for the sustainability of European tourism" of November 2003 <sup>2</sup>;

2. **NOTES** the results of the European Tourism Forums, notably the latest, held in Budapest, Hungary, on 15 and 16 October 2004;

3. **NOTES** that the European Union maintains its place as the most important tourism destination in the world, representing a large economic weight and contributing considerably to the employment of the European Union's workforce;

4. **STRESSES** that the European Union is one of the world's richest and most varied tourist regions, with a huge variety of landscapes and cultures, good-quality infrastructure and a highly professional tourism sector, offering important business opportunities for sustainable growth and employment as well as opportunities for regional development;

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<sup>1</sup> 8447/02 TOUR 7 ECO 137; OJ C 135, 6.6.2002.

<sup>2</sup> 15289/03 TOUR 16 COMPET 72 ENV 641 SOC 498 + ADD 1 – COM(2003) 716 final.

5. **TAKES THE VIEW** that the rich potential of the new Member States for tourism, which could generate annual earnings of EUR 46 thousand million and support up to 3 million jobs, needs to be fully tapped;
6. **NOTES** that the economic development of countries such as China, India, Russia and Brazil will create substantial additional demand, which the European tourism industry needs to be well-positioned to meet;
7. **TAKES THE VIEW** that a number of challenges of an economic and demographic nature, such as the increase in tourists in older age categories, the particular and increasing demands of young tourists, increasing competition from other tourist destinations and the decline foreseen in the European working population from 2010 need to be addressed;
8. **STRESSES** that the European institutions, the Member States and regions need to continue their cooperation, stimulating the exchange of information among the stakeholders in tourism, in order to develop appropriate policies for sustainable tourism;
9. **WELCOMES** the setting up of a Tourism Sustainability Group (TSG) by the Commission, with the task of steering and monitoring the preparation and implementation of a coherent set of actions to be undertaken by the different tourism stakeholders, with a view to the preparation, by 2007, of a "European Agenda 21 for Tourism";
10. **INVITES** the Member States to:
  - participate in the implementation of a cooperative approach between tourism stakeholders with a view to contributing to the work of the TSG;
  - encourage the existing bodies specialised in sustainable tourism issues to network at the European level in order to facilitate the exchange of information between tourism destinations;

11. **INVITES** the European tourism industry and other stakeholders of the tourism sector to:
- participate actively in and support the efforts undertaken by the European Union and the Member States to develop sustainable European tourism, in particular through the work of the TSG;
  - contribute to the development of products and services based on sustainable patterns of production and consumption, promote corporate social responsibility and contribute to dialogue and cooperation between public and private stakeholders;
  - integrate sustainability, eco-efficiency and exchange of good practices within business strategies and activities in order to strengthen performance and competitiveness in the global market;
12. **INVITES** the Commission, the Member States and other stakeholders of the tourism sector to:
- work towards the design and use of approaches to and tools for the development and promotion of sustainable patterns of production and consumption with a view to improving the competitiveness, quality and employment potential of the European tourism sector;
  - cooperate in favour of the sustainability of tourism destinations, in particular through the protection of natural areas, biodiversity and cultural heritage, which are leading resources and important assets of European tourism;
  - make the best possible use of information and communication technologies and environmental technologies for the measures to be developed and implemented;

13. **INVITES** the Commission to:

- integrate sustainability concerns into Community policies and initiatives affecting European tourism, in particular by means of its impact assessment tool;
  - facilitate the creation of a system to network regional, national, transnational and international bodies and actors so as to cooperate and exchange information on sustainable tourism initiatives;
  - inform the Member States about the activities of the TSG in the first half of 2006 and submit a communication on a "European Agenda 21 for Tourism" to the Council before the end of 2007, with recommendations for concrete actions to be implemented by the different public and private stakeholders.
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**COUNCIL CONCLUSIONS  
ON REINFORCING HUMAN RESOURCES  
IN SCIENCE AND TECHNOLOGY  
IN THE EUROPEAN RESEARCH AREA**

**THE COUNCIL,**

**1. RECALLS**

- the crucial role of research and technological development policy in the context of the Lisbon strategy and the importance of the successful realisation of the European Research Area (ERA) and the importance attached by the European Council of 22/23 March 2005 to the development of human capital in the context of the mid-term review of the Lisbon strategy <sup>1</sup>;
- Council Resolutions on science and society and on women in science (26 June 2001) <sup>2</sup>, on the reinforcement of the mobility strategy within the European Research Area (10 December 2001) <sup>3</sup>, on investing in research for European growth and competitiveness (22 September 2003) <sup>4</sup>, on the profession and the career of researchers within the ERA (10 November 2003) <sup>5</sup>, on equal access to and participation of women and men in the knowledge society for growth and innovation (27 November 2003) <sup>6</sup>;

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<sup>1</sup> 7619/05 CONCL 1.

<sup>2</sup> OJ C 199, 14.7.2001.

<sup>3</sup> OJ C 367, 21.12.2001.

<sup>4</sup> OJ C 250, 18.10.2003.

<sup>5</sup> OJ C 282, 25.11.2003.

<sup>6</sup> OJ C 317, 30.12.2003.

- the important recent work touching upon human resources in science and technology in Europe such as the report "Increasing Human Resources for Science and Technology in Europe" by the High Level Group on Human Resources, the report "Facing the Challenge, the Lisbon strategy for growth and employment" by the High Level Group contributing to the Lisbon mid-term review, the Conference "Brain gain – the Instruments" of 29/30 September 2004 in The Hague, and the five-year assessment of the Framework Programmes (1999-2003);
- ongoing work in the context of Justice and Home Affairs regarding the draft Directive and two Recommendations on the admission of third-country nationals to carry out scientific research in the European Community.

2. **ACKNOWLEDGES** the efforts by Member States and the Commission already undertaken in the field of human resources in science and technology to put into practice a number of actions, in particular those recognised in Mobility Strategy and the subsequent Council Resolutions.

3. **RECOGNISES** that the identified potential shortage of researchers, particularly in Science, Engineering and Technology, will pose a serious threat to the EU's innovative strength, knowledge capacity and productivity growth in the near future and may hamper the attainment of the Lisbon and Barcelona objectives. Consequently, Europe needs to make a significant step forward in order to create the necessary conditions which make a career in research more attractive and more sustainable and which allow for developing career structures and long-term employment prospects for researchers.

4. **REAFFIRMS** that sufficient and well-developed human resources in R&D are the cornerstone of advancement in scientific knowledge, technological progress, enhancing the quality of life, ensuring the welfare of European citizens and contributing to Europe's competitiveness. To this effect:
- researchers should be offered sustainable career prospects at all career stages, regardless of their contractual situation and of the chosen R&D career path, and researchers should be treated as professionals and play a full role in the institutions in which they work;
  - scientific excellence can be improved by promoting gender awareness and fairness; evaluation and selection procedures need to be transparent and free of gender bias. Europe needs strong coordinated equal opportunity policies and actions to improve the participation of women especially in decision-making positions. Working conditions and cultures in academia as well as in industry need to evolve towards a more inclusive environment allowing women to fully develop their potential. Emphasis should be given to eliminating any discrimination and disadvantages for women researchers, especially those linked to maternity;
  - intra-Community, international and intersectoral researchers' mobility is a key element for researchers' career development and quality of research, a source of renewal and new ideas for research organisations and for contributing to the realisation of the European Research Area.
5. **EMPHASISES** therefore the need to continue developing, at the appropriate levels, coherent integrated strategies for human resources in the ERA, focussing on four main lines:
- substantially reinforcing funding for the training, mobility and career development of researchers, bearing in mind the Barcelona objectives;

- fostering the career prospects of researchers, thereby enhancing the EU's attractiveness for research talent from Europe and from all over the world, as well as developing the interest of young Europeans in research careers;
- promoting gender equality in science through national and European programmes and increasing the participation of women in science and in industrial research in Member States;
- improving the overall environment for researchers in Europe, in particular by broadening their skills base for multi-sectoral careers and by taking steps to remove obstacles to intra-Community and intersectoral mobility which still persist.

## 6. WELCOMES

- the Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers <sup>1</sup> which addresses Member States and provides them with an instrument to undertake, on a voluntary basis, further initiatives for the improvement and consolidation of researchers' career prospects in Europe and for the creation of an open labour market for researchers;
- the Commission staff working document of 11 March 2005 "Women in Science: Excellence and Innovation – Gender Equality in Science" <sup>2</sup> which outlines new and continuing priorities for future action both at Member State and European levels and suggests that, in terms of the participation of women in science, the objectives need now to be more narrowly focused, to concentrate essentially on women in decision-making positions and on certain disciplines or fields;

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<sup>1</sup> 7321/05 RECH 57 – C(2005) 576 final.

<sup>2</sup> 7322/05 RECH 58 SOC 124 – SEC(2005) 370.

- the Commission's Implementation Report 2004 on "*A Mobility Strategy for the ERA*" and "*Researchers in the ERA: one profession, multiple careers*"<sup>1</sup> indicating that the aim of this strategy has become to develop an open trans-European labour market for researchers with attractive career prospects, supporting a beneficial "brain circulation", thereby limiting "brain drain" both within Europe and in a global setting.

## 7. INVITES MEMBER STATES to:

- take into account as appropriate, in accordance with their judicial system, the principles laid down in the Charter and the Code when formulating their Human Resources and Mobility strategies and funding programmes, such as institutional quality assurance mechanisms, funding criteria as well as auditing, monitoring and evaluation processes;
- raise awareness of the Charter and the Code within their own country, on a voluntary basis, engage actively with employers, funding organisations and researchers and other relevant parties on their application and where appropriate put in place monitoring mechanisms to accompany the different measures;
- encourage the further development of sex disaggregated data on the participation of women in research, including the collection of yearly recruitment statistics;
- formulate ambitious targets for the participation of women focussing on areas where women are seriously under-represented, and in particular increase significantly the number of women in leading positions, with the aim of reaching, as a first step, the goal of 25% in the public sector as an average in the EU, as well as boost their participation in industrial research and technology;
- continue contributing towards working conditions which allow both women and men researchers to combine family and work, children and career; appropriate provisions for parental leave should be put in place in particular;

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<sup>1</sup> SEC(2005) 474 (Commission document).

- reinforce gender research and the gender dimension in research, including analysis of the changing roles and life plans of women and men in Europe;
- contribute to the creation of an open and transparent European labour market for researchers by promoting the use of open and Europe-wide accessible recruitment procedures, for example, by using the pan-European Mobility Portal for Researchers;
- continue their efforts to overcome the still persisting obstacles to mobility, including those related to transnational, international and intersectoral mobility and mobility between and within different functions, taking into account an enlarged European Union.

**8. INVITES THE COMMISSION to:**

- report periodically on the experience in follow-up to the Charter and the Code, including information from Member States;
- continue improving the participation of women as researchers, evaluators, experts and advisory board members in the Framework Programmes and report regularly on progress on this;
- further develop the Gender Watch System by establishing regular progress reports, including the gender action plans;
- continue the implementation and monitoring of the Mobility Strategy and of the actions based on the "Career communication" in close cooperation with Member States, the candidate countries and the countries associated with the Framework Programme through the Steering Group on Human Resources and Mobility, guided by the principles of the Open Method of Coordination.

**9. INVITES MEMBER STATES AND THE COMMISSION to:**

- encourage the use of awareness campaigns to enhance the public recognition of researchers and the promotion of scientific culture across Europe in order to improve and promote a better public understanding of the researchers' profession as well as their contribution to society and to encourage more young people to embark on careers in R&D;
- create better conditions for the development of research in and by the private sector and measures to encourage more intensive collaboration between universities and industries.

