Dear Colleagues,

Welcome to the fourth edition of the EURAXESS ASEAN quarterly newsletter 2017.

In October, the European Commission launched the Work Programme 2018-2020 of Horizon 2020, the EU's Research and Innovation funding programme. Horizon 2020 is the largest multinational programme dedicated to research & innovation and it is "open to the world". This means that researchers, universities, research organisations, companies and non-governmental organisations from across the globe can apply to participate in the activities of the Work Programme carried out mainly through calls for proposals. Researchers in ASEAN are invited to visit the official website to find out about upcoming opportunities. Read our interviews on page 6 with two ASEAN researchers who share their advice on how to become involved in H2020-funded research consortia.

We hope you enjoy reading our newsletter, and welcome your feedback.

Wishing you all a Merry Christmas and A Happy New Year!

Your EURAXESS ASEAN team
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EURAXESS ASEAN Newsletter is a quarterly electronic newsletter, edited by EURAXESS ASEAN, which provides information of specific interest to European researchers in ASEAN and international researchers who are interested in the European research landscape and conducting research in Europe or with European partners.

The information contained in this publication is intended for personal use only. It should not be taken in any way to reflect the views of the European Commission nor of the Delegations of the European Union.

Please email to asean@euraxess.net for any comments on this newsletter, contributions you would like to make, if you think any other colleagues would be interested in receiving this newsletter, or if you wish to unsubscribe.

Editors: Dr Susanne RENTZOW-VASU and Simon GRIMLEY, EURAXESS ASEAN, Regional Representatives
1 Briefings: European Union launches new Horizon 2020 Work Programme for Research & Innovation

On 27 October, the European Commission announced how it will spend 30 billion euros of the EU research and innovation funding programme Horizon 2020 during 2018-2020, including 2.7 billion euros to kick-start a European Innovation Council.

Horizon 2020, the EU’s €77 billion research and innovation funding programme, supports scientific excellence in Europe and has contributed to high-profile scientific breakthroughs such as the discovery of exoplanets and gravitational waves.

Over the next 3 years, the Commission will seek greater impact of its research funding by focusing on fewer, but critical topics such as migration, security, climate, clean energy and digital economy. Horizon 2020 will also be more geared towards boosting breakthrough, market-creating innovation.

Supporting breakthrough, market-creating innovation

Since the beginning of its mandate, the Juncker Commission has been working hard to give Europe’s many innovative entrepreneurs every opportunity to thrive. Now, the Commission is launching the first phase of the European Innovation Council. Between 2018 and 2020, the Commission will mobilise 2.7 billion euros from Horizon 2020 to support high-risk, high-gain innovation to create the markets of the future. Moreover, Horizon 2020 will make better use of its “crack the challenge” prizes to deliver breakthrough technology solutions to pressing problems faced by our citizens.

Focusing on political priorities

The 2018-2020 Work Programme will focus efforts on fewer topics with bigger budgets, directly supporting the Commission’s political priorities:

- A low-carbon, climate resilient future: €3.3 billion
- Circular Economy: €1 billion
- Digitising and transforming European industry and services: €1.7 billion
• Security Union: €1 billion
• Migration: €200 million

2.2 billion euros will be earmarked for clean energy projects in four interrelated areas: renewables, energy efficient buildings, electro-mobility and storage solutions, including €200 million to support the development and production in Europe of the next generation of electric batteries.

Boosting 'blue sky' research

At the same time, Horizon 2020 will continue to fund 'curiosity-driven science' (often referred to as 'blue sky science' or 'frontier research'). The annual Work Programme of the European Research Council for 2018, adopted in August, will enable support for excellent researchers with nearly 1.86 billion euros. Marie Skłodowska-Curie Actions, which fund fellowships for researchers at all stages of their careers, receive a boost with 2.9 billion euros in total over three years.

Enhancing international cooperation

The new Work Programme also strengthens international cooperation in research and innovation. It will invest over 1 billion euros in 30 flagship initiatives in areas of mutual benefit. Examples include working with Canada on personalised medicine, with the US, Japan, South Korea, Singapore and Australia on road transport automation, with India on water challenges and with African countries on food security and renewable energies.

Simplifying rules of participation further

Another novelty is the introduction of the lump-sum pilot, a new, simpler approach to providing financial support to participants. It will shift the focus of ex-ante controls from financial checks to the scientific-technical content of the projects.

Open Science

The programme marks a step change in promoting Open Science by shifting from publishing research results in scientific publications towards sharing knowledge sooner in the research process. Two billion euros will be channelled to support Open Science, and 600 million euros will be dedicated to the European Open Science Cloud, European Data Infrastructure and High Performance Computing.

Marie Skłodowska-Curie Actions

These Work Programmes include the Marie Skłodowska-Curie actions (MSCA) which provide grants for all stages of researchers' careers - be they doctoral candidates or highly experienced researchers - and
encourage transnational, intersectoral and interdisciplinary mobility. Researchers from ASEAN are eligible. The MSCA enable research-focused organisations (universities, research centres, and companies) to host talented foreign researchers and to create strategic partnerships with leading institutions worldwide.

The MSCA aim to equip researchers with the necessary skills and international experience for a successful career, either in the public or the private sector. The programme responds to the challenges sometimes faced by researchers, offering them attractive working conditions and the opportunity to move between academic and other settings.

The MSCA are open to all domains of research and innovation, from fundamental research to market take-up and innovation services. Research and innovation fields are chosen freely by the applicants (individuals and/or organisations) in a fully 'bottom-up' manner.

**Useful Links:**

Horizon 2020 Participant Portal


Marie Skłodowska-Curie Actions

https://ec.europa.eu/research/mariecurieactions/
2 IN FOCUS: Getting involved in H2020 research consortia: ASEAN researchers share their experience

 Horizon 2020 is Open to the World. This means that participants from all over the world, regardless of their place of establishment or residence, can participate in most of the calls of Horizon 2020. In many cases, the EU will fund at least partly the participation of the international partners. In addition to this general openness, several topics strongly encourage or require cooperation with non-EU partners in collaborative projects, target a certain country/region or refer to global initiatives, like the Global Alliance for Chronic Diseases or the Belmont Forum. For individual researchers, the European Research Council (ERC) and the Marie Skłodowska-Curie actions (MSCA) offer unparalleled funding opportunities for those who want to work in Europe or with European partners. EURAXESS ASEAN asked two ASEAN researchers who are participating in H2020-funded research consortia for their advice.

DR SUCHANA APPLE CHAVANICH has a broad base of ecological research interests that involve the study of near shore species from tropical to polar regions. In addition, her research focuses on conservation and restoration of marine ecosystems particularly on coral reefs. Her research group is considered to be the first that successfully developed the technique of mass culture of corals using sexual propagation for coral restoration in Thailand.

Dr Chavanich is the Project Leader of Coral Reef Conservation in the Western Pacific under the UNESCO/IOC Sub-Commission for the Western Pacific. In Thailand she serves as a Thailand Reef Check Coordinator (Headquarter in California, USA) that teaches and stimulates local communities to protect and monitor coral reef health using ecologically sound and economically sustainable solutions. She is also the author of many articles and several books, including marine conservation, Antarctica, coral reefs, and scuba diving.

Dr Chavanich was Thailand’s first female scientist to go to Antarctica which she did in 2009 with the Japanese Antarctic Research Expedition. And in 2014, she was selected to be one of the first two Thai scientists to join with the Chinese National Antarctic Research Expedition. Her research work on Antarctica has inspired young people on the value of Antarctic ecosystems and the importance of international collaborations between Thailand and other Asian countries. In 2013, she was selected to be one of the 100 Most Inspiring People in Thailand. Dr Chavanich is Associate Professor, Biology Group, Department of Marine Science at Chulalongkorn University.
Dr Suchana Apple Chavanich is one of Thailand’s leading researchers in marine science. EURAXESS ASEAN recently had an opportunity to discuss her involvement in the Horizon 2020 funded TASMAR project.

**EURAXESS is an initiative that supports mobile researchers. Can you share with us the different steps of your research career?**

I began my research career as a research assistant at the University of New Hampshire, USA. During my graduate studies, I was able to go aboard to conduct research in other countries through the National Science Foundation Program (USA) and other university programmes. These opportunities allowed me to gain more research experience and to broaden my connections. After finishing the doctoral programme, I began my academic career at the Department of Marine Science, Faculty of Science, Chulalongkorn University, Thailand. During my work at the university, I have many opportunities to work with other foreign scientists as visiting professors.

**Please tell us about your research in marine ecosystems.**

I have a broad base of ecological research interests that involve the study of near shore species from tropical to polar regions. In addition, my research focuses on conservation and restoration of marine ecosystems particularly on coral reefs, and I have a particular interest in actively promoting marine conservation knowledge by teaching local children, dive shop operators, and diving instructors in coastal areas.

**You are currently participating in a large project funded by Horizon 2020, the European Union’s largest funding programme for research and innovation. Please tell us about the goals of this project.**

The name of this 4-year project is “Tools And Strategies to access original bioactive compounds by Cultivating MARine invertebrates and associated symbionts” (TASCMAR). The aim of the project is to explore the possibility of developing medical drugs without harmful side effects, nutraceuticals and cosmetic products, as well as technologies for bioremediation. TASCMAR will investigate the potential of the underutilized mesophotic zone of the ocean (between 30-100 meters depth). This project includes 70 researchers and 13 partners from 8 countries.

**How did you learn about Horizon 2020 and how did you find your European partners for this project?**

I heard about Horizon 2020 through my international research network and Thai colleagues introduced me to a research team in Europe interested in preparing the Horizon 2020 proposal.

**Why did you choose to get involved in Horizon 2020?**
Horizon 2020 is a wonderful opportunity to work with researchers from around the world on large projects of mutual interest. Horizon 2020 also offers access to new research networks and international partnerships. You also gain access to equipment, data and facilities of the partners in your project consortium. Through participating in Horizon 2020 you also raise your research profile as well as the profile of your university and your country.

This is a four-year project and you’re about halfway into the project. What results are you seeing so far, and what do you see as the benefits of these collaborative research projects?

The project is going as planned. The benefits of these collaborative research projects include exploring the ocean where it has not been explored before in the Thai sea. This will allow us to gain more knowledge about the mesophotic zone. Because there are a total 13 partners who specialize in different skills, this will allow us to accomplish the goal of unlocking the potential of marine natural products for sustainable growth.

What advice would you give researchers in ASEAN who are interested in participating in Horizon 2020?

To participate in Horizon 2020, you need to work with partners in Europe who will drive the proposal process and act as the coordinator of the project. If ASEAN scientists would like to participate in Horizon 2020, they should dig into their own researcher networks, both domestically and internationally, and contact researchers who share a common interest. Explore with them the possibility of jointly developing a proposal. Networking is essential not just for Horizon 2020 but for any international research project.

Thank you very much Dr Suchana!
DR NORHAIDA MOHD SUAIB joined the academe after her first degree from Universiti Teknologi Malaysia (UTM). She went through an exciting journey utilizing and adapting the precious knowledge and skills as a trained educator specializing in Mathematics, Science and Computing into the world of Computer Graphics. She obtained her MSc. in Computer Graphics and Virtual Environments from University of Hull, United Kingdom and a doctorate from UTM. Over the years, she taught many computer graphics-related subjects and supervised postgraduate research students at the Faculty of Computing, UTM. She has been actively involved in research and an active member of the UTM ViCubeLab research group. Her research interests are focused on computer graphics (CG) algorithms and techniques - particularly related to collision detection, crowd simulation & human-like characters, and CG towards cultural heritage preservation; hence her publications are related to these areas. Norhaida regularly involves as local and international conference committee, mostly related to computer graphics and digital media. Invitations to serve as committee member, reviewer and invited speaker usually come from current network (which currently is growing) and through professional body such as ACM SIGGRAPH and IEEE. She is a member of Marie Curie Alumni Association (MCAA) since 2016.

Dr Suaib, UTM is involved in the AniAge RISE consortium. Can you tell our readers what this project is all about?

First of all, thank you for giving me the opportunity to briefly explain this project. AniAge Project is a 4-year Marie Sklodowska-Curie (MSCA) Research and Innovation Staff Exchange (RISE) research collaboration project between Bournemouth University, UK (coordinator), France and Southeast Asian Universities (Malaysia, Vietnam and Thailand). The main research focus of AniAge project is on preservation of intangible cultural heritage (ICH) using computer graphics and animation techniques.

Which role does UTM play in the project?

As one of the research partners in Southeast Asia, Universiti Teknologi Malaysia (UTM) supports the project by participating in the research activities. These include establishing cooperation with the local cultural bodies for the purpose of capturing suitable data and information regarding selected local cultural heritage, participating in research activities such students/staff exchange, joint publication, attending (and hosting) seminars and workshops for the purpose of knowledge dissemination. In AniAge project, we focus more on computer graphics/animation and computer vision research concerning motion-captured/video-captured data of selected traditional local dance called Zapin.

How did UTM become involved in this European consortium? Can you share some advice to other researchers in Malaysia?
We were honoured to receive an invitation from the coordinator, and we responded accordingly. Our advice to other researchers in Malaysia is that to do the same if you have the interest and commitment as an active team member before (the stage of proposal preparation), during and after the project commencement. It is also advisable to make efforts to look for current grant openings and call for partnerships from European applicants, or initiate new linkages with eligible hosts.

In your views, how does UTM benefit from participation in MSCA-RISE?

UTM benefits in many ways; directly and indirectly. The students/staff exchange programme provides the participants opportunity to be actively involved with partners in Europe and other SEA countries. Selected staff/students who have undergone research secondments abroad (either at Bournemouth University, UK or Université d’Artois, France) acquired first-hand experience working and learning with the host and other SEA participants. This promotes transfer of knowledge and skills, and other staff/researchers/students stationed locally will be indirectly benefited with the expansion of research network and activities. Moreover, UTM indirectly takes part in joint efforts towards preservation of the nation’s intangible cultural heritage; this further promotes involvement between UTM and related agencies/community locally and globally.

For someone interested in joining an MSCA-RISE consortium, what would be your top 3 tips?

1. Be Proactive: search for opportunities and partners, for example via the EURAXESS portal
2. Communicate / increase visibility: let others know what you are doing and tell about your experience
3. Commit with passion!

Thank you very much Dr Suaib!
EURAXESS Members in Focus: Hungary

In the knowledge-based market economy, growth in prosperity, performance and employment is determined by the knowledge intensity and the dynamic development of high technology. Hungary considers R & D and innovation as a driving force and accelerating resource of its economy. The vision for the future in their strategy is as follows:

- the world class research institutes in emphasized disciplines
- R & D centres of global companies integrated into the national innovation system
- R & D intensive Hungarian medium-sized companies expanding on international markets
- RDI based small and medium-sized enterprises with fast growth potential
- innovative SME suppliers
- innovative start-ups
- international market integrated early-stage and venture capital investors
- public institutions performing R & D activities and utilising innovations

Hungarian Research and Innovation institutions

National Research, Development and Innovation Office (NKFIH)

NKFIH is the major national strategic and funding agency for scientific research, development and innovation, the primary source of advice on RDI policy. It is in charge of managing the National Research, Development and Innovation Fund (major domestic public source for funding RDI). The program portfolio includes calls for national and bilateral basic research for academic and other research institutes and universities. Competitive research grants are provided for young researchers, postdocs and experienced researchers. It supports bilateral mobility and project based cooperation with partner countries, enhances Hungarian participation in the RDI framework program (Horizon 2020) of the European Union, gives financing for the Hungarian winners of joint programs of EU and member states, EUREKA and ERA-NETs. It supports the development of innovative and competitive products, technologies and services by enterprises or through the collaboration of enterprises, research institutes and universities. The Office takes part in the planning of calls and organises expert evaluation of project applications with RDI focus financed from The European Union Structural Funds under the Economic Development and Innovation Operation Programme (EDIOP) closely cooperating with the responsible Managing Authority, Ministry for Development and Innovation.
National Economy. The calls focus on the improvement of corporate RDI activities, co-operation between the academic and the business sector, as well as the improvement of RDI infrastructures.

See more at [http://nkfih.gov.hu/english](http://nkfih.gov.hu/english)

**MTA Wigner**

The MTA Wigner Research Centre for Physics has been founded in 2012 by the merging of two former research institutes of the Hungarian Academy of Sciences: the Research Institute for Particle and Nuclear Physics, and the Research Institute for Solid State Physics and Optics. The Research Centre has 40 research groups in 2 institutes (Institute for Particle and Nuclear Physics and Institute for Solid State Physics and Optics). Their research fields cover diverse topics ranging from particle physics to space physics, and from theoretical physics to applied research.

See more at [https://www.wigner.mta.hu](https://www.wigner.mta.hu) or [https://www.facebook.com/MTAWignerFK/](https://www.facebook.com/MTAWignerFK/)

**MTA SZTAKI**

MTA SZTAKI is the Hungarian acronym of "Institute for Computer Science and Control, Hungarian Academy of Sciences". The Institute was founded in 1964.

The fundamental task of the Institute is to perform basic and application-oriented research in an interdisciplinary setting in the fields of computer science, engineering, information technology, intelligent systems, process control, wide-area networking and multimedia. Contract-based target research, development, training and expert support for domestic and foreign industrial, governmental and other partners are important activities at the Institute.

The mission of MTA SZTAKI includes the transfer of up-to-date research results and state-of-the-art technology to university students. The Institute is very active in graduate and postgraduate education, co-operating with most technical universities in.

See more at [https://www.sztaki.hu/en](https://www.sztaki.hu/en)
NAIK

The National Agricultural Research and Innovation Centre was established to align research institutes responsible for providing the professional background of Hungarian agriculture. The research activities of NAIK cover all the important fields of agriculture including irrigation, crop breeding, animal breeding, food science, forestry and horticulture, dairy industry, seed breeding and fishery, viticulture and vine research. NAIK’s aims to enable its research institutes to work in cooperation as efficiently as possible.

NAIK places special emphasis on the arrival of new scientists in order to increase competitiveness. To this end, it operates a young researcher program. It also aims to keep talented young people at its institutes on the long term. NAIK’s companies work to enable achieved results to appear faster and more competitively on the domestic and international market.


BAY-BIO

Bay Zoltán Non-profit Ltd. is Hungary’s leading institution of applied research. Its Institute of Biotechnology (BAY-BIO) was established in 1993 as the first institute of the Ltd.’s legal predecessor.

The main objective of the Biotechnology Division is to fulfil its research and development tasks at the highest possible professional level. The institute aims to develop cutting-edge technological solutions which can contribute to the establishment and sustainment of a clean and liveable natural environment. In line with the key objectives of the Company, BAY-BIO’s mission is to implement technology transfer, i.e. to realize the economic utilization of research-development achievements; to accomplish and publish adaptable research findings in the area of biotechnology.

See more at http://www.bayzoltan.hu/hu/rolunk/diviziok-osztalyok/bay-bio-biotechnologiai-divizio/

Innostudio, Inc. is one of the largest upstream technology networks in the CE region in Europe. The company is specialized in high risk – high potential technical innovation. Studios within the corporation are focused towards nanotechnology, bringing flow chemistry and other chemical technology to Space and supporting drug discovery through IT technology, among others.

See more at http://innostudio.org/
**ThalesNano**, Inc. is the world leader in bench-top flow chemistry reactors. The company has the widest portfolio of bench-top continuous process instruments for the flavour and fragrance, pharmaceutical, biotech, fine chemical, petroleum/biofuel, and education markets. Its products are used in hundreds of laboratories globally.

See more at [http://www.thalesnano.com/](http://www.thalesnano.com/)

**Investment**

**Hungarian Investment Promotion Agency (HIPA)**

HIPA is a national investment promotion organisation governed by the Ministry of Foreign Affairs and Trade. It provides management consulting services to interested companies free of charge in an end-to-end, one-stop-shop service model, supporting them in selecting a business location, providing tailor made incentive offers and information on state aid issues, identifying investment possibilities and dealing with public authorities. See more at [https://hipa.hu/main](https://hipa.hu/main)

**Educational relations**

**Tempus Public Foundation**

Tempus Public Foundation (TPF) is a non-profit organization established in 1996 in Hungary, managing international cooperation programmes, special projects in the field of education, training and EU-related issues:

- supports initiatives on modernization and quality improvement of education, training and human resources development,
- encourages international cooperation and mobility,
- strengthens the European dimension in these fields,
- coordinates a number of short- and long-term scholarships for students and researchers

Explore Hungarian scholarship opportunities for researchers and students from India: [Stipendium Hungaricum Scholarship Programme](https://hipa.hu/main)

Hungarian State Scholarships for researchers
Hungarian Rectors’ Conference (HRC)

The Hungarian Rectors’ Conference, as the unique representative body of the local universities, is proud to be one of the oldest and most prestigious organizations in Hungary responsible for the university sector, academic cooperation and internationalization of the higher education. Recently, a great emphasis has been put on fostering internationalization in Hungary, and the HRC is taking a major role in enhancing incoming and outgoing student mobility, promotion of Hungarian culture, innovations, academic life and research cooperation, and concluding various international projects and agreements.

Contact person: Ms. Júlia Morován, Secretary for International Affairs, E-mail: mrk@mrk.hu, See more at: http://www.mrk.hu/en/current/

Important information for incoming researchers – EURAXESS Hungary

Bay Zoltán Nonprofit Ltd. was appointed to lead the EURAXESS project by the National Research, Development and Innovation Office of Hungary. As the Bridgehead Organization, the Hungarian coordinator of EURAXESS in Hungary, Bay Zoltán Nonprofit Ltd. focuses on mobility services for outgoing and incoming researchers to Hungary.

Bay Zoltán Nonprofit Ltd. provides incoming researchers with up-to-date advice on daily life and formalities when living in Hungary including visa and entry conditions to the EU, accommodation, banking, family-related issues, Hungarian language courses for foreigners and health insurance. The EURAXESS network in Hungary has 13 members throughout the country: Hungarian Academy of Sciences, Tempus Public Foundation, Szent István University, Eötvös Loránd University, Corvinus University of Budapest, Semmelweis University, Óbuda University, College of Nyíregyháza, University of Debrecen, University of Miskolc, University of Szeged, University of Pécs, Széchenyi István University.
4 In case you missed it: Staatspreis Mobilität 2017: MSCA fellow Arlavinda Rezqita from Indonesia wins the “Zukunftspreis”!

Congratulations to MSCA fellow Arlavinda Rezqita who has been awarded the Austrian Staatspreis Mobilität 2017- Zukunftspreis for her PhD work related to battery technologies for e-vehicles, which are lighter, cheaper and more efficient.

Arlavinda Rezqita, originally from Indonesia, took part in the MSCA-funded project Energy efficiency Management for Vehicles and Machines (FP7 ITN EMVeM) at the AIT Austrian Institute of Technology and obtained her PhD degree from Vienna University of Technology in Vienna, Austria.

This prize honours outstanding dissertations linked to intelligent solutions to the “energy storage of e-vehicles” problem. Dr. Rezqita is a Junior Scientist at the battery research team at AIT Austrian Institute of Technology. During the past 3 years she has developed an improved material for drive batteries for e-vehicles focusing on the 3 fundamental technologies: synthesizing the silicon-based anode materials; increasing the conductivity of the electrode and optimizing the electrolyte.

Thanks to the Zukunftspreis, Arlavinda will have the chance to present her research to an international audience in the Transport Research Arena (TRA 2018) in Vienna in April 2018 where Marie Skłodowska-Curie Actions will also be present with a pool of excellent fellows.

Source: EC

About Marie Skłodowska-Curie Actions (MSCA)

The MSCA support research training and career development focused on innovation skills. The programme funds worldwide and cross-sector mobility that implements excellent research in any field (a “bottom-up” approach).

There are MSCA grants for all stages of a researcher’s career, from PhD candidates to highly experienced researchers, which encourage...
transnational, intersectoral and interdisciplinary mobility. The MSCA will become the main EU programme for doctoral training, financing 25,000 PhDs.

Endowing researchers with new skills and a wider range of competences, while offering them attractive working conditions, is a crucial aspect of the MSCA. In addition to fostering mobility between countries, the MSCA also seek to break the real and perceived barriers between academic and other sectors, especially business. Several MSCA initiatives promote the involvement of industry etc. in doctoral and post-doctoral research. Find out more here.

5 About us

EURAXESS ASEAN is a networking tool for European researchers active in Southeast Asia and for international researchers wishing to collaborate and/or pursue a career in Europe. EURAXESS ASEAN provides information about research in Europe, European research policy, opportunities for research funding, for EU-ASEAN and international collaboration and for trans-national mobility. Membership is free.

Visit us at asean.euraxess.org and Join the EURAXESS ASEAN community.

EURAXESS Worldwide networks have thus far been launched in North America (USA & Canada) Japan, China, India, and in ASEAN (currently focusing on Singapore, Thailand, Malaysia, Vietnam and Indonesia). As of March 2017, the EURAXESS Brazil network has been expanded to cover Latin America and the Caribbean States as well.