

# EURAXESS Switzerland

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## Mobility & Career of Researchers: Practices & Challenges in Switzerland



Sofia Karakostas | Plovdiv | June 15, 2011

# The Swiss Research Area



- Switzerland is amongst the most attractive European research areas for young and established researchers from all over the world.
- Numerous political and legal boundaries that have been stifling international mobile researchers, have constantly been reduced by the federal offices and cantons over the last couple of years.
- Politics will continue to strive for establishing and/or simplifying the legal basis to make it easier for leading international scientists to live and work in Switzerland.

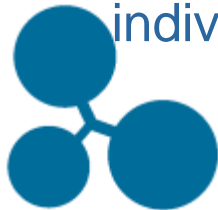


# The Swiss Research Area



- In order to attract highly qualified researchers to Switzerland, excellent research facilities are not enough.
- Political stability and legal security, the quality of life and social climate are as significant.
- This includes professional structures for supporting international research fellows and their families with administering and organising their stay in Switzerland.

- Providing close and supportive attention to be given to the induction, academic development and welfare of individuals.





- 12 Universities
- BHO: Rectors' Conference in Berne  
*mandated by ministry*
- 10 ESCs at the Universities + BHO + LCP Lausanne

Service Centres in Switzerland



# EURAXESS Zurich is:



- Hotspot for incoming, outgoing and/or returning researchers
- Service Centre that informs, advises, supports, manages, guides, connects (mainly on the EU's framework programmes)
- Facilitator between various players within the university administration
- Active participant shaping the international strategy of the university and their associated research centres
- Inspiration and initiator for internal optimising processes for research institutions
- Partner for organisations beyond the universities

# Swiss National Action Plan



- ACTIVITY: Open recruitment & portability of grants
  - DACH-Agreements
  - *Money Follows Researchers*
  - Diploma recognition
  - Swiss Houses for scientific exchange (5 *swissnex* offices worldwide)
  - *Euraxess*
  
- ACTIVITY: Providing attractive working conditions
  - *Flexicurity* principles
  - *Swiss Federal Equal Opportunity at Universities Programme* (2000-11)
  - Dual Careers Couples (DCC)
  - Salary increase of the SNF PhDs
  - Allowance for children (individual funding, SNSF)



- ACTIVITY: Enhancing training & skill agenda
  - Outward mobility: doctoral & postdoctoral fellowships abroad, short visits
  - Inward mobility: SNSF professorships, *Ambizione*, Scientific Exchange Programme (Sciex)
  - ProDoc, Marie-Heim-Vögtlin-Programme (Promotion of women)
  - *Cotuelles de thèse*
  
- ACTIVITY: Social security & supplementary pension needs of mobile researchers

# Swiss National Action Plan: Conclusion



- For the full implementation of the EPR, Switzerland established a double strategy: a “bottom up” process, in which the CRUS implements the Human Resources Strategy, and a “top down” process, in which the State SER starts to built up a governmental group concerning mobility and challenges facing Switzerland.
- This requires streamlining the above mentioned activities and programmes, which consequently has a strong impact on **Euraxess.ch**



# EURAXESS.ch National Seminar



Mapping of the status quo of all Swiss ESCs and LoCPs



- Mapping of status quo of all Swiss ESCs and LoCPs revealed:
  - Extension of professional and social integration of the families from abroad
  - Intensification of support and one-to-one coaching of proposal submission and project management of research projects
  - Publication of the “Report on the Situation of Equal Opportunities for Women and Men in Studies and Science” and its approval by the ETH Board raised awareness and initiatives at Swiss Universities
  
- ⇒ These initiatives will further support successful hiring and keeping of the best researchers/ academics / professors



- ... resulting in an update of the **Euraxess.ch** strategy ...

# EURAXESS Switzerland's strategy



- Efficient operational practices are essential to **Euraxess.ch** success. They must support and assist our mission and maximise our effectiveness.
- Internationalisation is a key element of the **Euraxess.ch** strategy, synonymous with its mission, reputation and profile as a portal to world-class universities.
- **Euraxess.ch** intends to increase its impact on a local to global scale.

# EURAXESS Switzerland: Vision 2020



- Information, research and analysis related to mobility, including critical perspectives, research and contacts (organisations and networks).
- Online networking tools to enable and strengthen the capacity for mobility.
- Promotion of initiatives and players engaged in extending mobility across Europe and beyond.
- Spaces and activities for connections, exchanges and knowledge sharing between organisations and individuals.
- Platforms for discussion and discourse on current issues affecting mobility throughout Europe and beyond.

# EURAXESS Switzerland & Europe



- Our range of services is constantly optimised and adapted, because we want our international researchers to feel welcomed!



Thank you!

<http://ec.europa.eu/euraxess>

and

[www.euresearch.ch](http://www.euresearch.ch)