

## E\*CARE Project

---

### National Report on trends and problems in the area of researchers' mobility and career development: The case of Hungary

Hungarian Science and  
Technology Foundation

Plovdiv, 15 June 2011



- Prepared in each partner country of the project:
  - Austria
  - Bulgaria
  - Czech Republic
  - Cyprus
  - Greece
  - Hungary
  - Slovakia
  - Switzerland
- Follows a national survey conducted in 2009 (Hungary: 120 researchers, 50 stakeholders provided answers)
- Added later: recommendations from the national seminar in 2011
- Recommendations to be presented at the project's final conference (Plovdiv, June 2011)

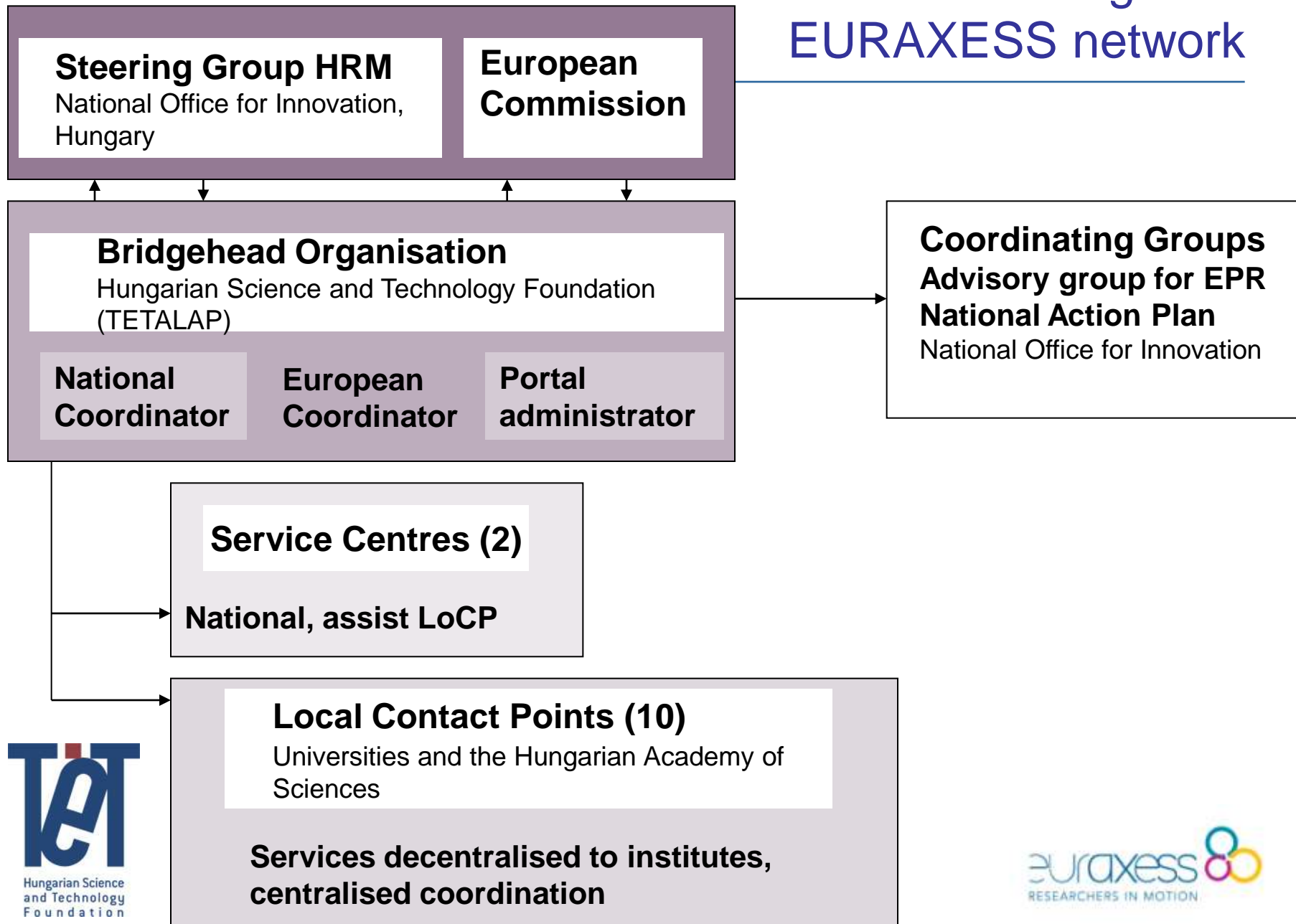
# The Hungarian research environment

---

## Legal framework and research policy

- Act 90 / 2003 about the Research and Technological Innovation Fund
- Act 134 / 2004 about R&D and technological innovation
- Government decree 1023/2007 (IV. 5.) about the government's medium-term science, technology and innovation policy strategy
- Government decree 1019/2009 (II. 19) about the government's 2009-2010 action plan concerning science, technology and innovation policy

# The Hungarian EURAXESS network



# Obstacles to mobility and career development

- Legal obstacles to mobility
  - Entry conditions (visa)
  - Residence and work permits
  - Social security
  - Taxation

## Problems:

- Hosting agreement (lengthy administration)
- Language of the legal documents (Hungarian)
- Host institution's financial responsibility (as in the hosting agreement)
- Salary vs. fellowship: reduced health care and social insurance
- Avoiding double taxation

## Recommendations (National Action Plan)

- Up-to-date information on social security rules and supplementary pension rights
- Easing the international mobility of researchers by special clauses in bi- and multilateral agreements

# Obstacles to mobility and career development

- Career development obstacles
  - Administrative obstacles – recognition of diplomas, recruitment procedures
  - Employment conditions: types of contracts, transparency
  - IPR problems, lack of transferable skills

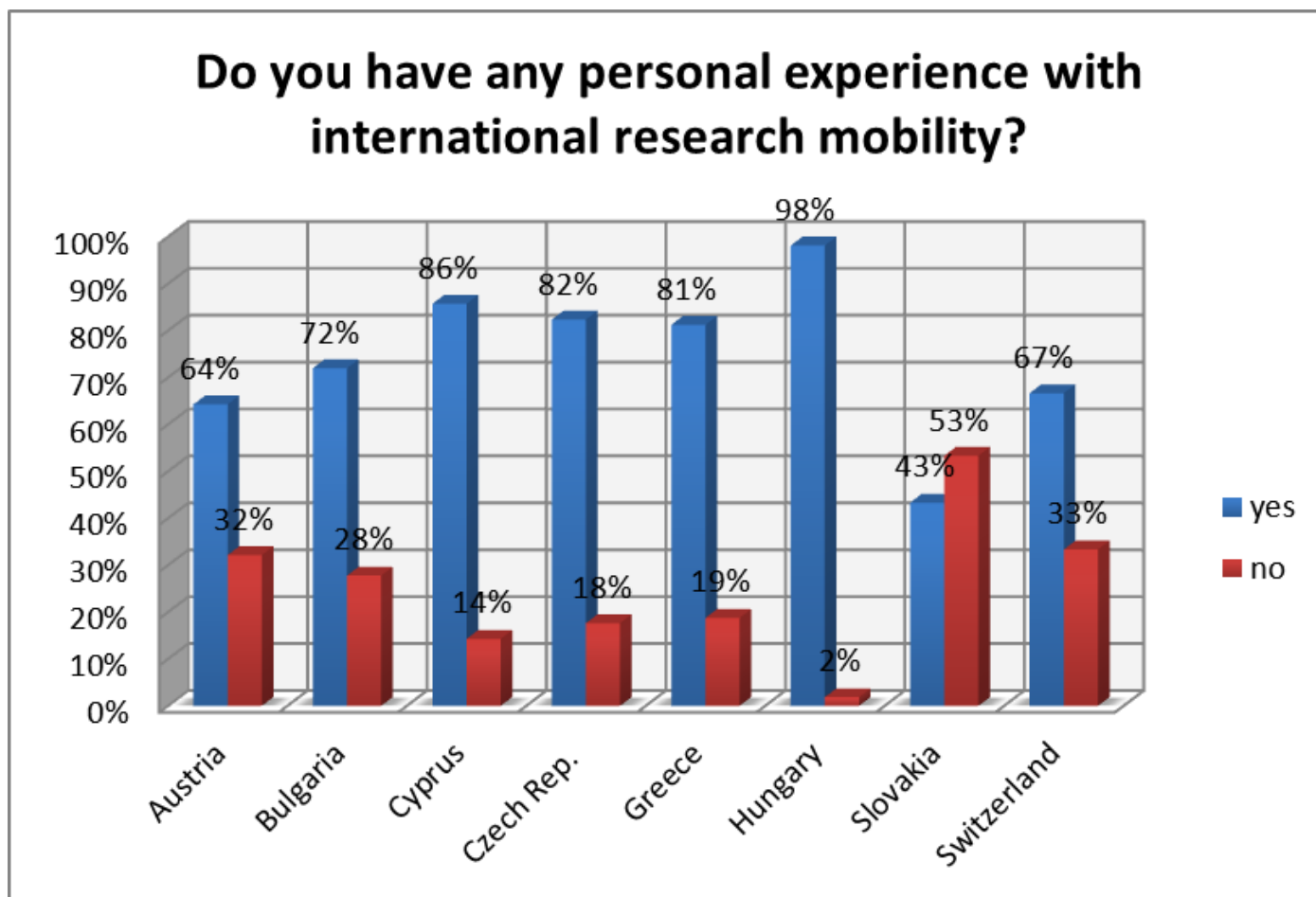
## Problems:

- Language of the documents (Hungarian)
- Lack of bilingual staff

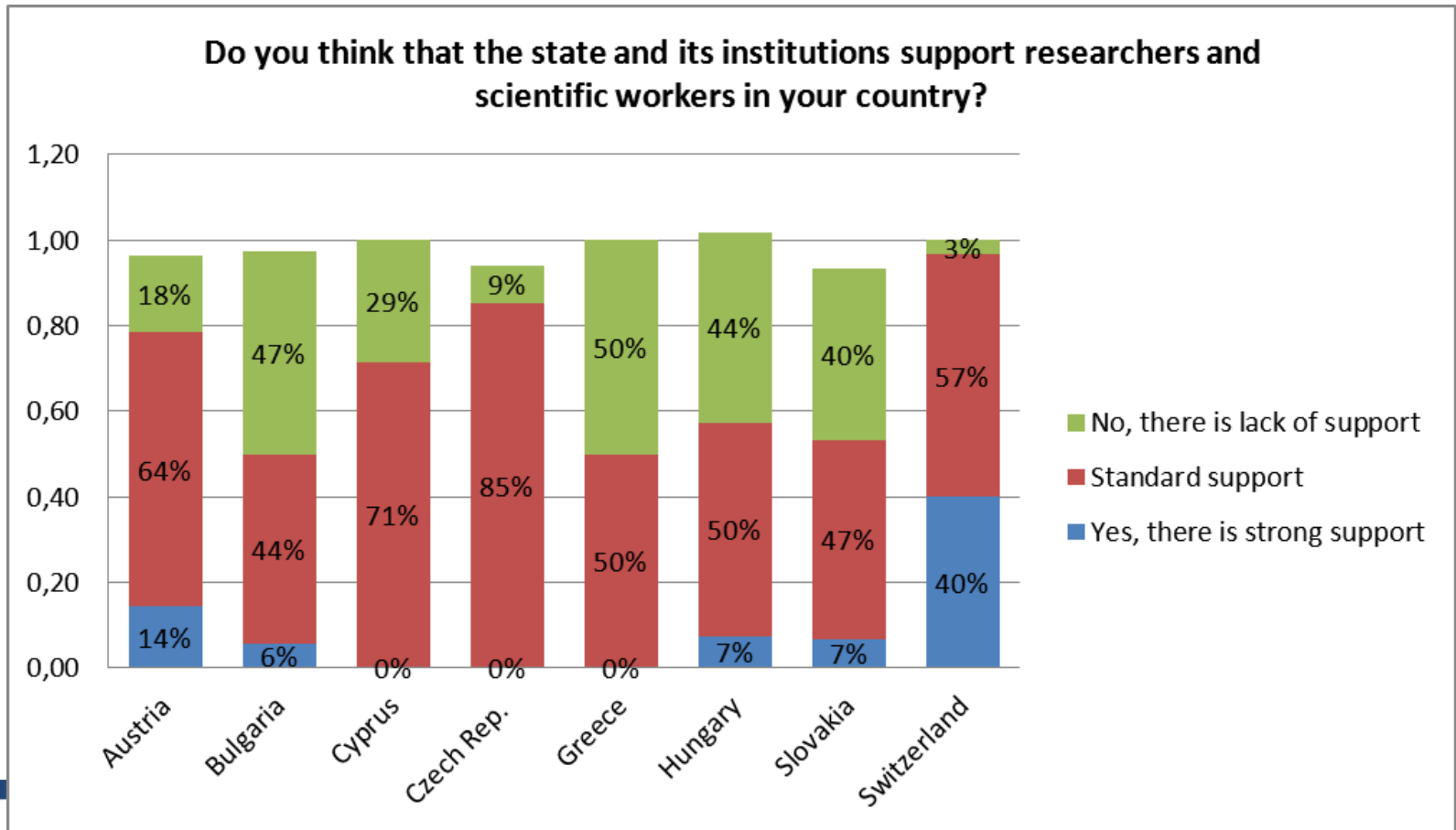
## Recommendations

- Bilingual documentation for incoming researchers
- Enhancing the language skills of administrative staff

## The findings of the survey (stakeholders)

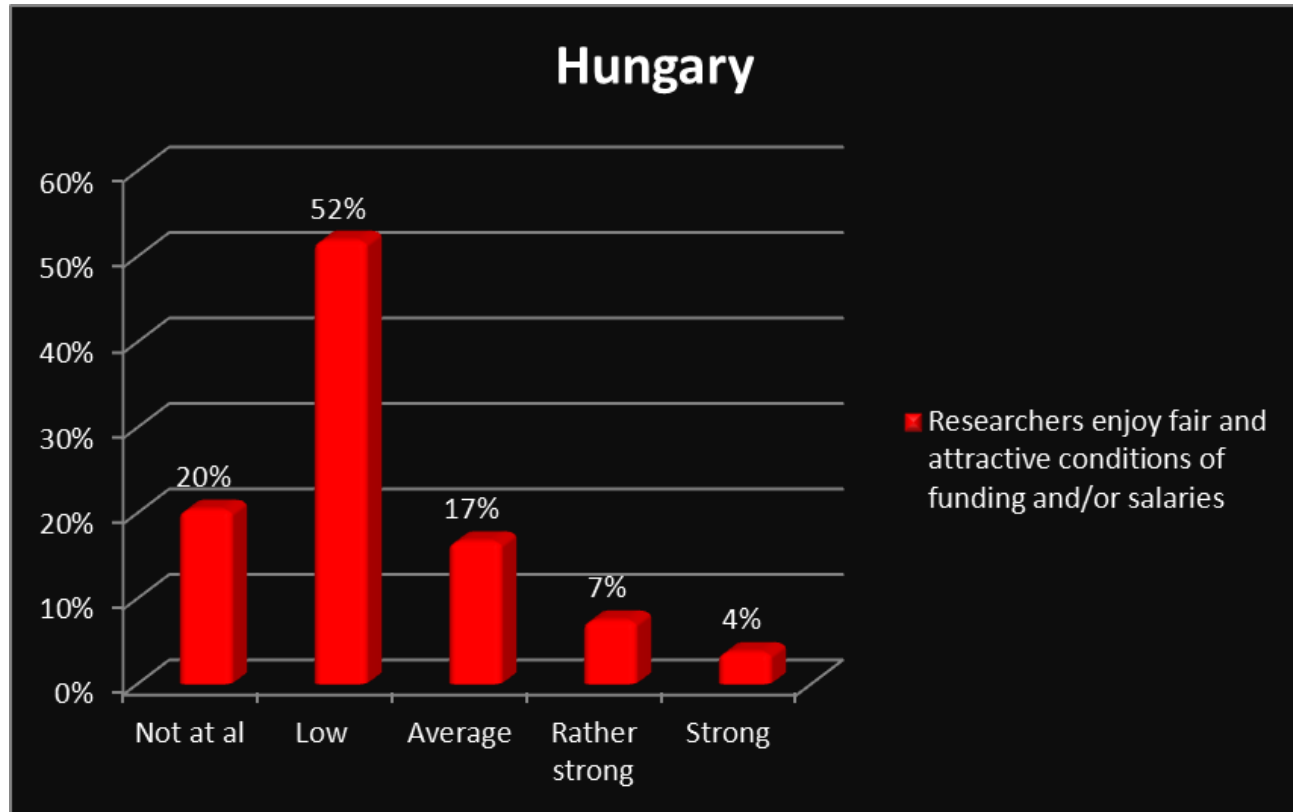


# The findings of the survey (stakeholders)

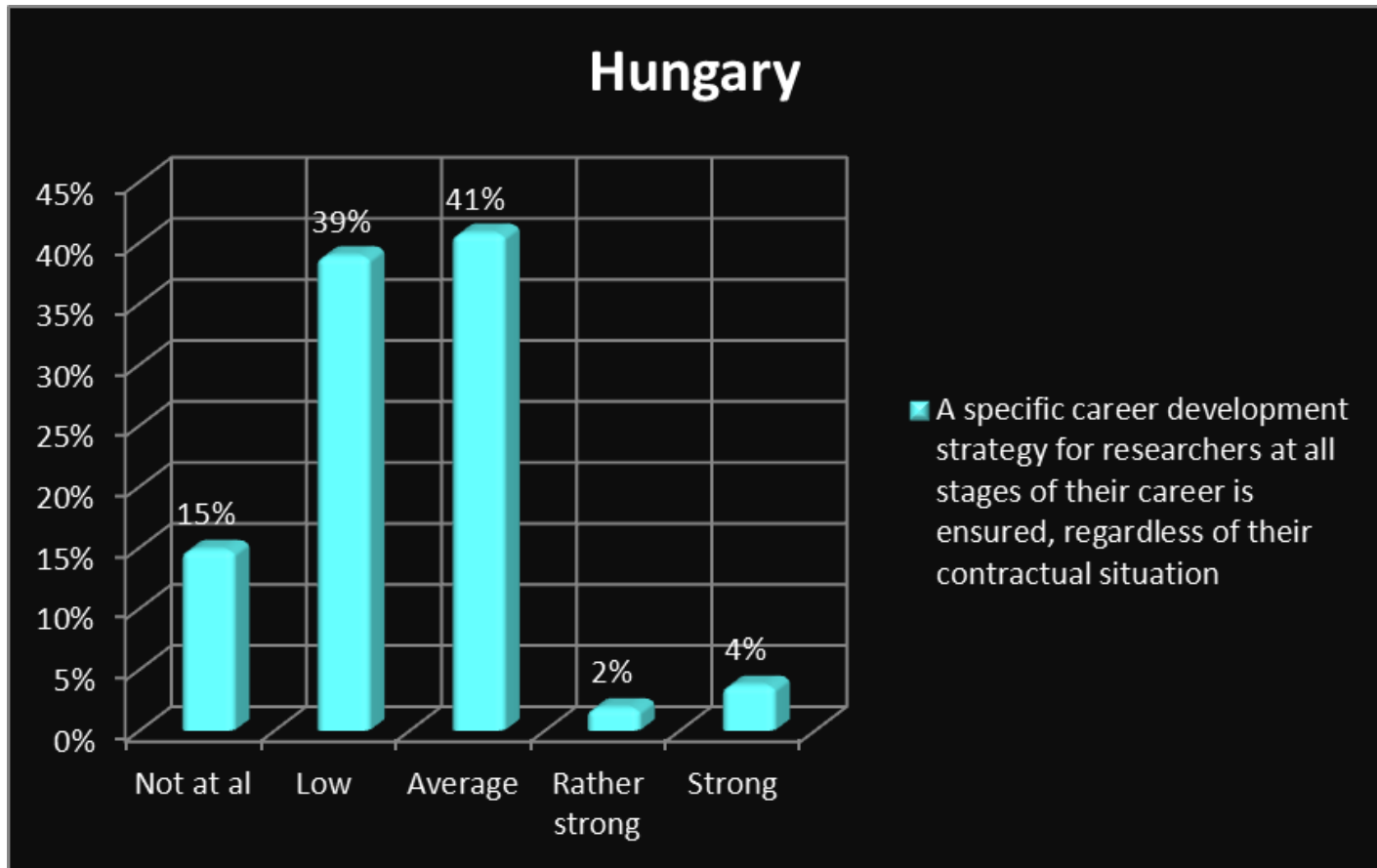




## The findings of the survey (stakeholders)



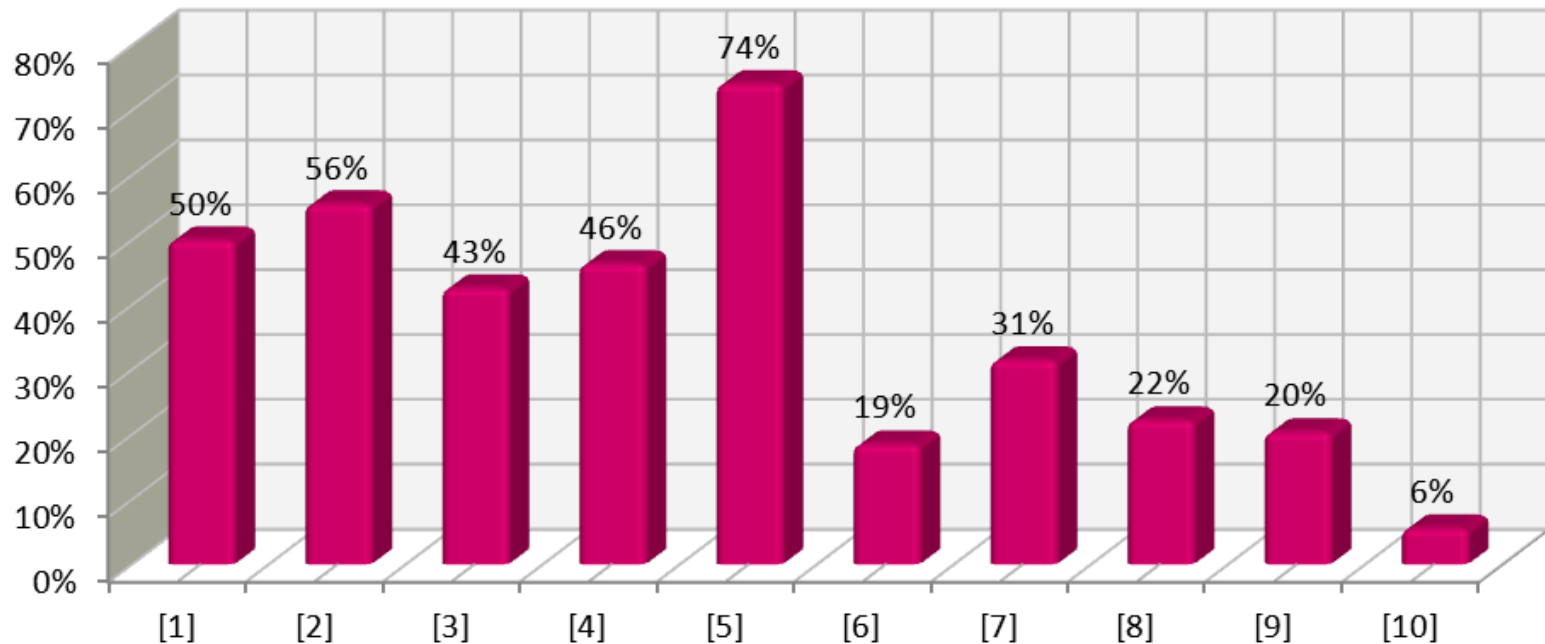
## The findings of the survey (stakeholders)



# The findings of the survey (stakeholders)

## Hungary

What kind of mobility support needs to be improved?



[1]: Funding (financial information)

[2]: Funding and financial tasks

[3]: Long term accomodation possibilities

[4]: Family and children services

[5]: Researcher's salaries

[6]: Social security (insurance information)

[7]: Medical insurance information

[8]: State institutions services  
(taxes, employment)

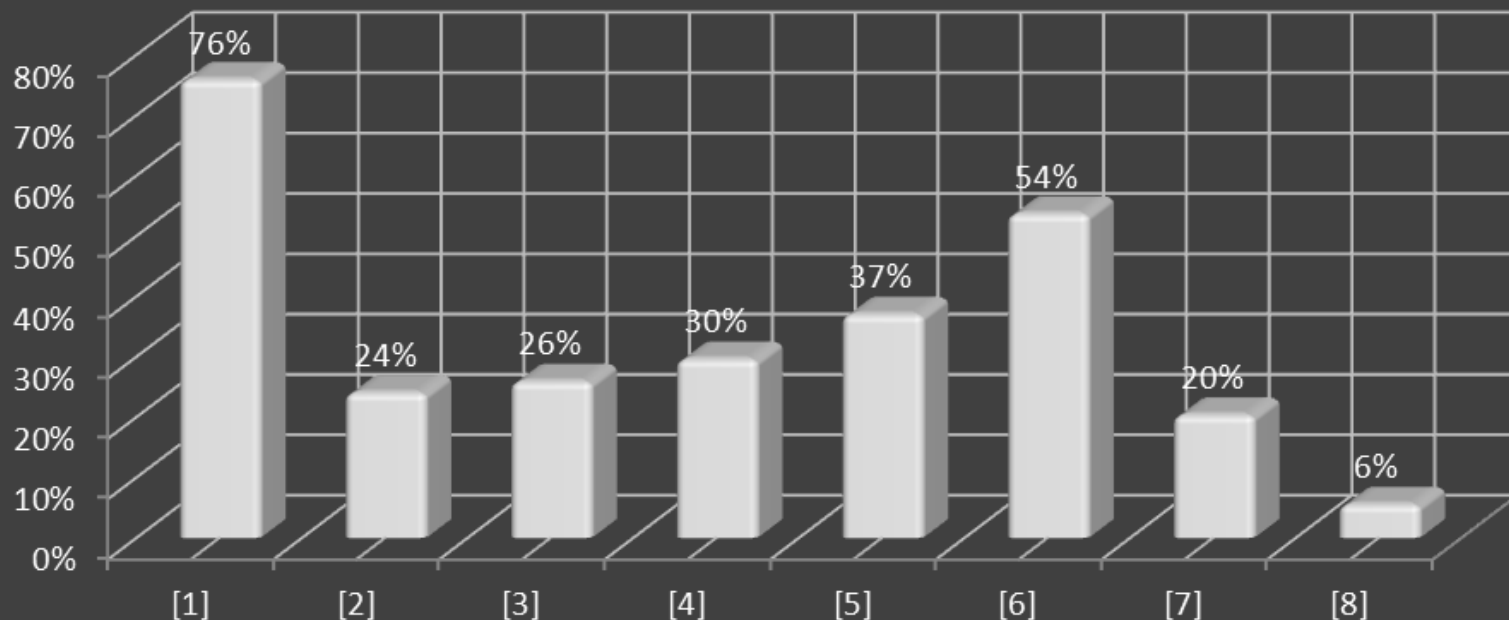
[9]: Language services

[10]: Other

## The findings of the survey (stakeholders)

### Hungary

What discourages you as a country in developing tasks concerning career and mobility of researchers?



[1]: Financial problems

[2]: Low political support

[3]: Low level of superior (or governing) bodies support

[4]: Low level of institutional support  
of existing research institutions

[5]: Researchers' mobility policy is not developed

[6]: Low priority for science in our contemporary society

[7]: Bad material circumstances (housing and  
accommodation, transportation etc.)

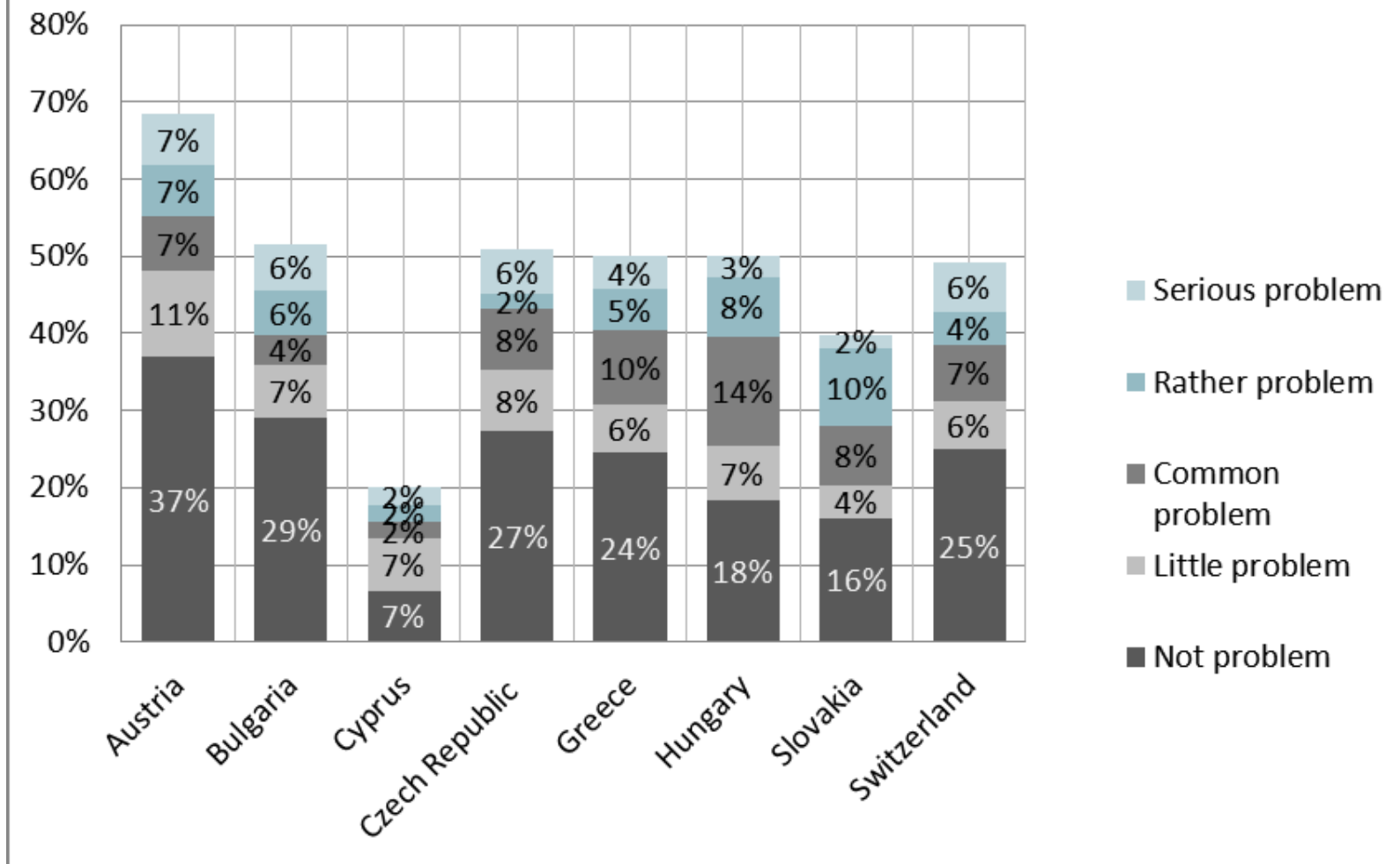
[8]: Other

## The findings of the survey (researchers)



# The findings of the survey (researchers)

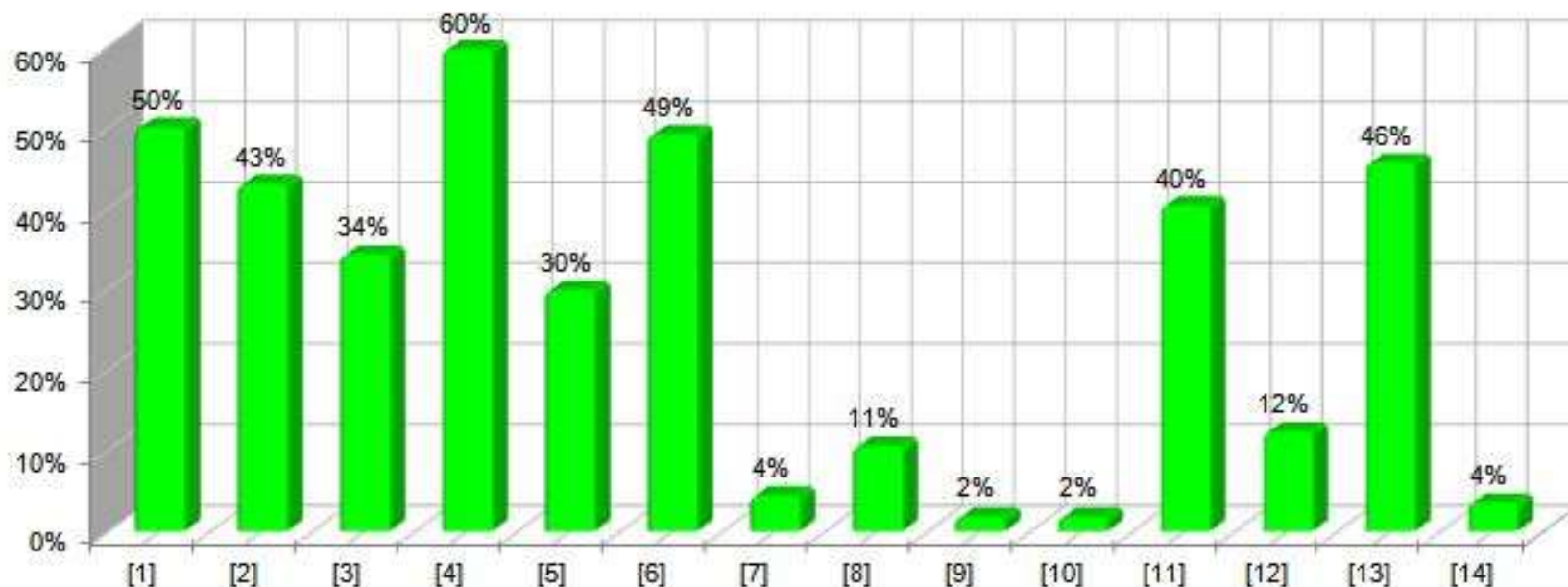
**What are the problems for you as a mobile researcher?**  
o) *Lack of national and/or institutional support*



# The findings of the survey (researchers)

## Hungary

What are/were/would be/would have been your sources of information for international mobility?



[1]: Education or research institution in home country

[3]: Grant agency

[5]: Supervisor

[7]: Official guidebook for incoming/outgoing researchers

[9]: EURAXESS Service Centre

[11]: Other relevant web pages

[13]: International event

[2]: Education or research institution in host country

[4]: Information provided by colleagues

[6]: Other personal contacts (friends, partner etc.)

[8]: Host institution guidebook and instructions for foreign researchers

[10]: EURAXESS Jobs Portal

[12]: Research magazine

[14]: Other source

## Best practices and “still to do” issues

---

- Formation and functioning of the Hungarian EURAXESS network
  - Involvement of the Hungarian Science and Technology Foundation in the consultations on strategies for the mobility of researchers
  - Implementation of the scientific visa (relatively early when compared to other member states)
- Still to do issues
- Raise the number of mobile researchers (both incoming and outgoing)
  - Raise the number of female researchers in leading positions
  - Make the recruitment practices of research institutions more transparent
  - Enhance the cooperation between industry and academia



**Thank you for your attention!**