

E*CARE Final Conference: Plovdiv, 15-16 June 2011

Plenary Session 4: Mobility and Career of Researchers – National Practices and Challenges

-----The Case of *CYPRUS* -----



Presentation Overview

- The **Research Promotion Foundation** of Cyprus
- The **Cypriot Research “Landscape”**
- Respondents’ “Profile” to Cypriot part of E*CARE
Questionnaire Search: **Researchers**
- Main **Researchers** – Respondents Results
- Main **Stakeholders** – Respondents Results

- Founded in 1996, by the Government of the Republic of Cyprus, to serve as the **national agency for the promotion of scientific and technological research and innovation.**
- Two broad categories of activities:
 - (a) the design, launching, funding and monitoring of **National Research Programmes**, and
 - (b) the promotion of the participation of Cypriot researchers in **European Research Programmes and International Organisations** (EU Framework Programmes, COST, JRC, ESF, EUREKA). It is also responsible for the implementation of Bilateral Agreements on R&D.



- RPF has the overall responsibility for the coordination of activities relating to **FP7** → network of **NCPs** and **PC-Members**, info/ advice/ assistance to Researchers.
- Active involvement in a number of **EC funded projects** and (SSA type projects).
- RPF acts as the **Cypriot EURAXESS Bridgehead Organisation** and hosts Cyprus' EURAXESS Services Centre → Highlight: EURAXESS Conference Cyprus 2011 (21-23 March, Limassol).



www.euraxess.org.cy



The screenshot shows the EURAXESS CYPRUS website as viewed in Windows Internet Explorer. The browser's address bar displays the URL <http://www.euraxess.org.cy/>. The menu bar includes File, Edit, View, Favorites, Tools, and Help. The search bar contains the text "EURAXESS CYPRUS". The website header features the EURAXESS CYPRUS logo and a navigation menu with links for Home, About Us, What is EURAXESS?, Services, Training Resources, Research Information, Careers, Funding Resources, Alerts, Links, Research Policies, and Newsletter.

The main content area is titled "CYPRUS FOR RESEARCHERS" and contains the following text:

Research Promotion Foundation (RPF) provides information and assistance to PhD researchers and Masters students and their supervisors at all major European research centres. The website offers a wide range of information and services, including: job opportunities, research information, funding information and career development and support. Our website is available in English, Greek and Turkish.

Our main objective is to assist our members who are living in and/or working in Cyprus and who are interested in pursuing a PhD or Masters degree in Europe.

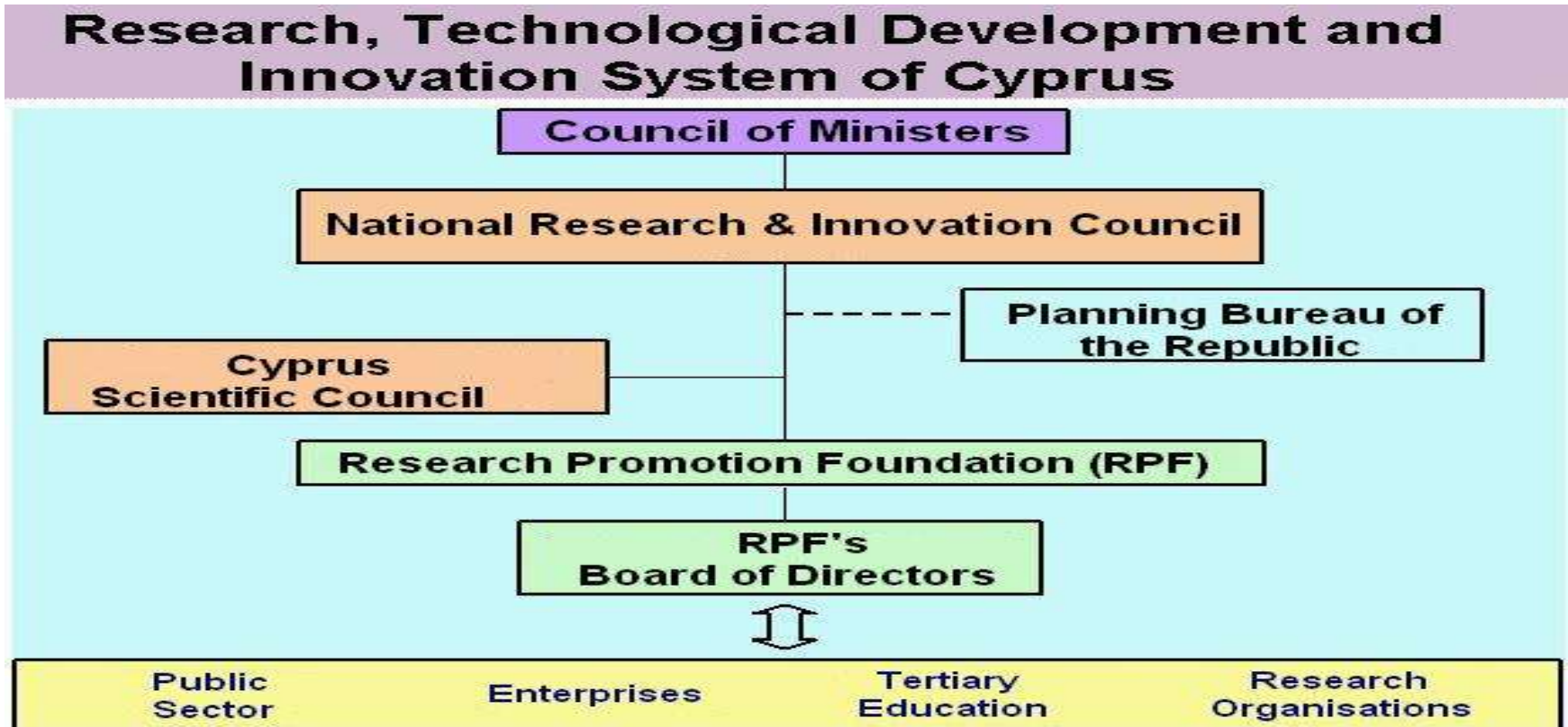
More >

Below the main text, there is a "SEARCH FOR SERVICES" section with a search box and a "Jobs" section listing positions such as "POSTDOCTORAL FELLOW POSITION" and "Professor of Psychology".

On the right side of the page, there are several logos and links, including "Research Promotion Foundation", "HELPDESK", "WE VALUE YOUR OPINION", "USEFUL LINKS", "DOWNLOADS", "FOR PEOPLE CALLS", "FOR PEOPLE TO SUMMIT CALLS", "European Research Council", "JRC", "EURAXESS Cyprus", and "Find us on Facebook".

The Cypriot Research “Landscape”

- National Research & Innovation Council (NRIC) → Long term RTDI Strategies
- Cyprus Scientific Council (CSC) → Policy & Strategy suggestions to NRIC
- Planning Bureau (PB) → formulation of strategy, identification of objectives and introduction of policy measures for RTDI
- RPF → execution/ implementation of all policies through Programmes/ Schemes

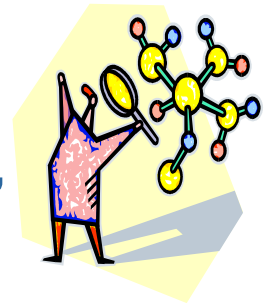


The Cypriot Research “Landscape”

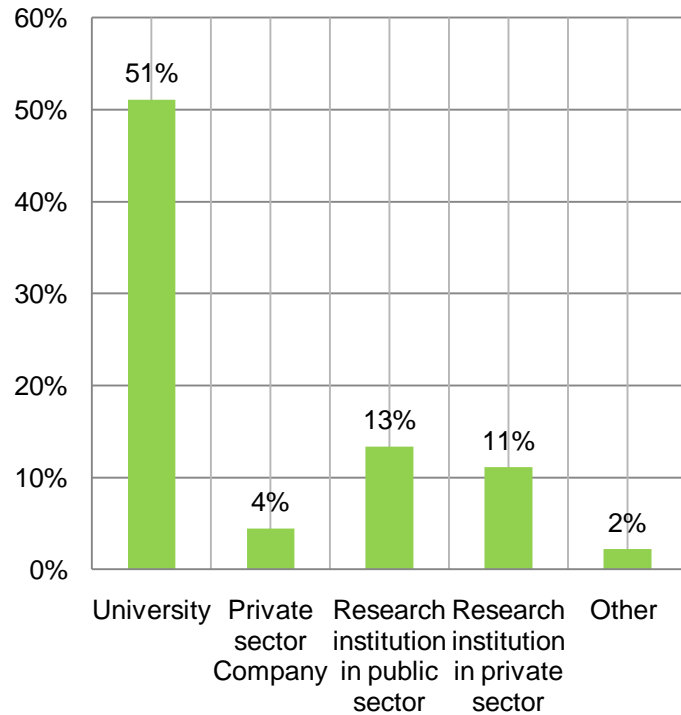
- **3 large Public Universities:** University of Cyprus, Cyprus University of Technology, Open University of Cyprus
- **3 large Private Universities:** European University Cyprus, Frederick University, University of Nicosia
- **Several other Public and Private Research performing Institutions, Organisations, Departments:** Cyprus Institute, European Institute of Cyprus, Cyprus Institute for Neurology and Genetics, Bank of Cyprus Oncology Centre, Cyprus of Institute of Energy, Agricultural Research Institute, Environment Department, State General Laboratory, Geological Survey Department, Meteorology Service, Department of Fisheries and Marine Research, etc.
- **13 Endorsers of the Charter-&-Code.**

Respondents' "Profile": Cypriot Case Researchers

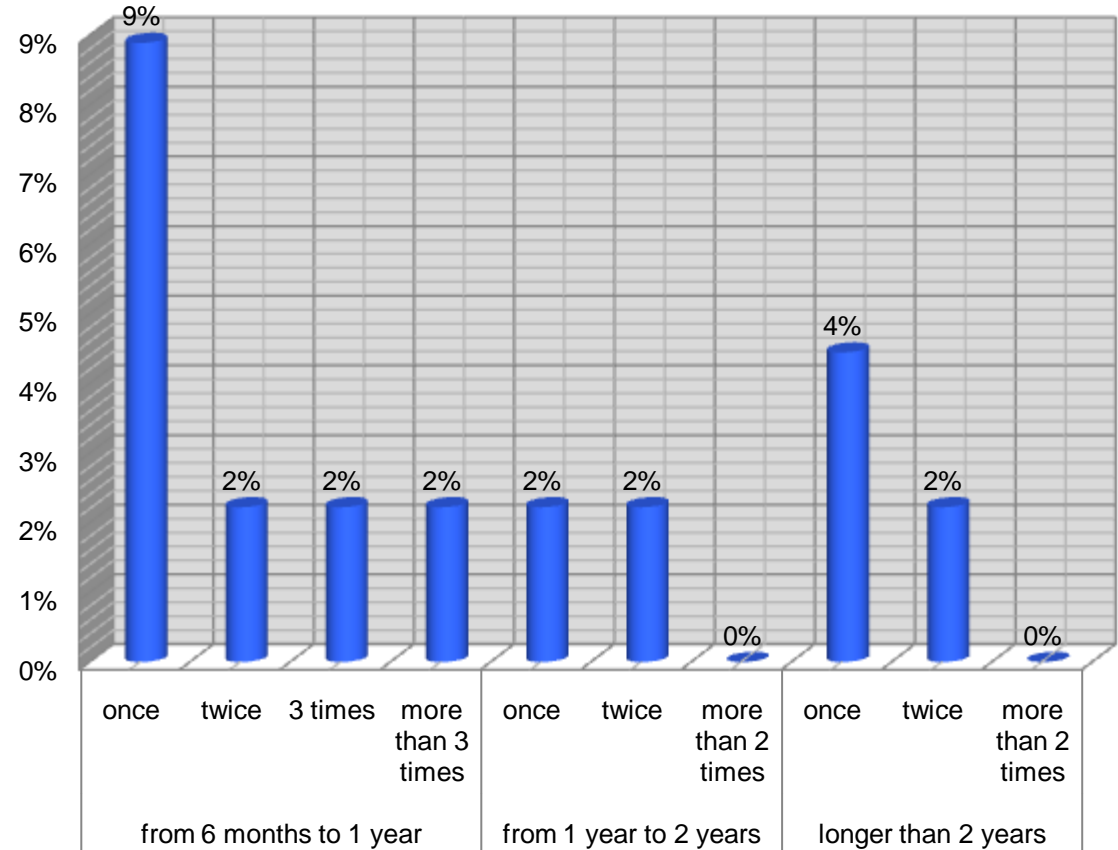
- **60%** were Ages 25 to 35, **20%** were Ages 35 to 45, **18%** Ages 45+
- **53%** were Males, **42%** Females
- **89%** EU nationals, **2%** Third Country nationals
- **51%** have a University as a current Host Organisation, **13%** have a Public and **11%** a Private Research Institution
- **9%** stayed abroad once for research mobility of 6 to 12 months, **4%** stayed once for mobility longer than 2 years.



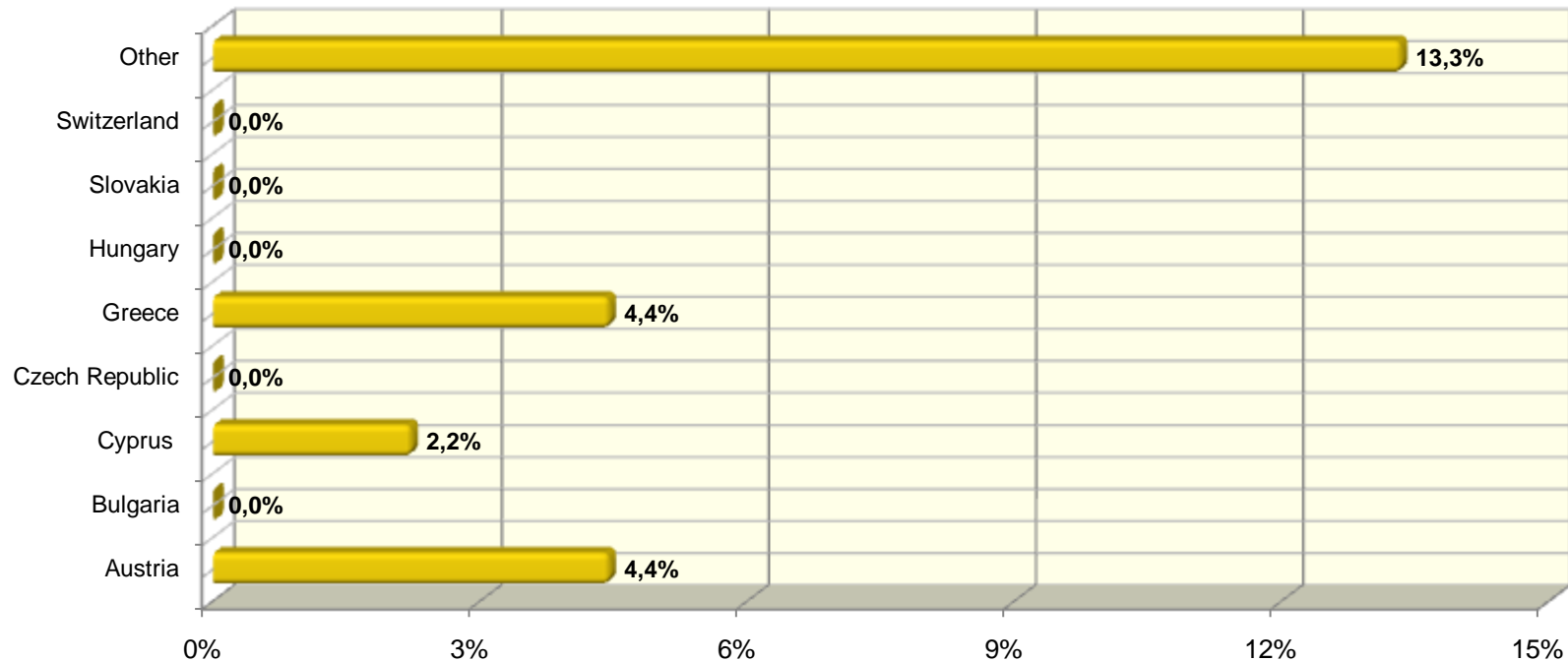
Current Host Institution



Times and Periods of Research Mobility

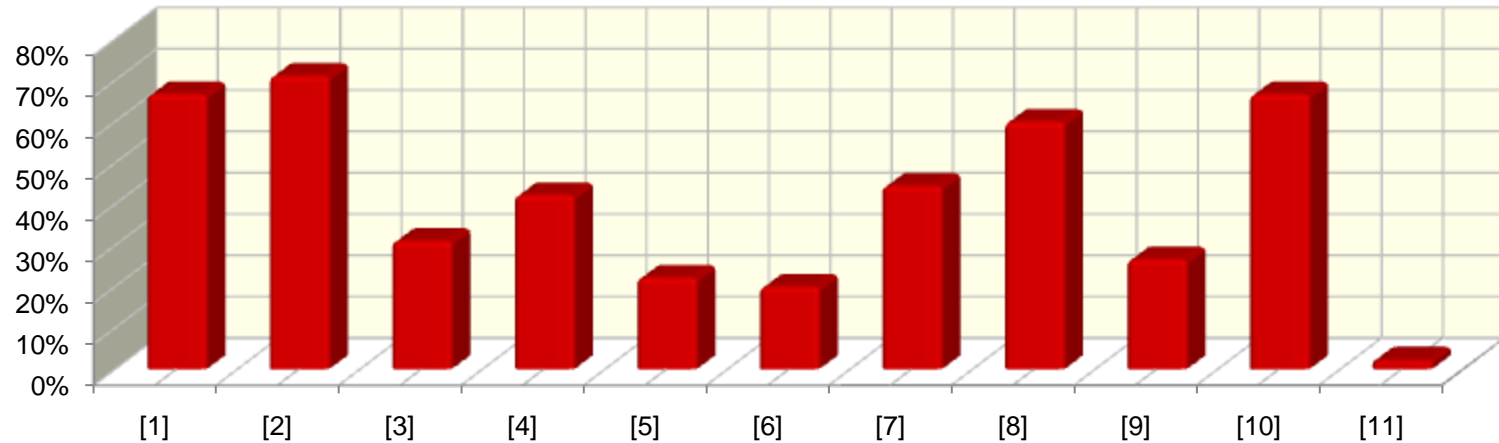


Country of Last Mobility Period



- 4% spent their last mobility period in Greece.
- 13,3% in Other countries (USA, UK, France, Italy)

Motives for International Mobility



[1]: Reputation of the host organization

[2]: Future career development

[3]: Access to special facilities

[4]: Knowing new country and new culture

[5]: Family connections

[6]: Business or commercialization opportunity

[7]: Higher salaries and remuneration/high standard of living

[8]: Participation in a collaborative research project

[9]: Better working conditions in the host organization

[10]: Interesting research theme

[11]: Other

- **71%** motivated by Future Career Development.
- Reputation of the Host Institution and Interesting Research Theme were both scored with **67%**.
- **60%** motivated through Participation in Collaborative Research Projects

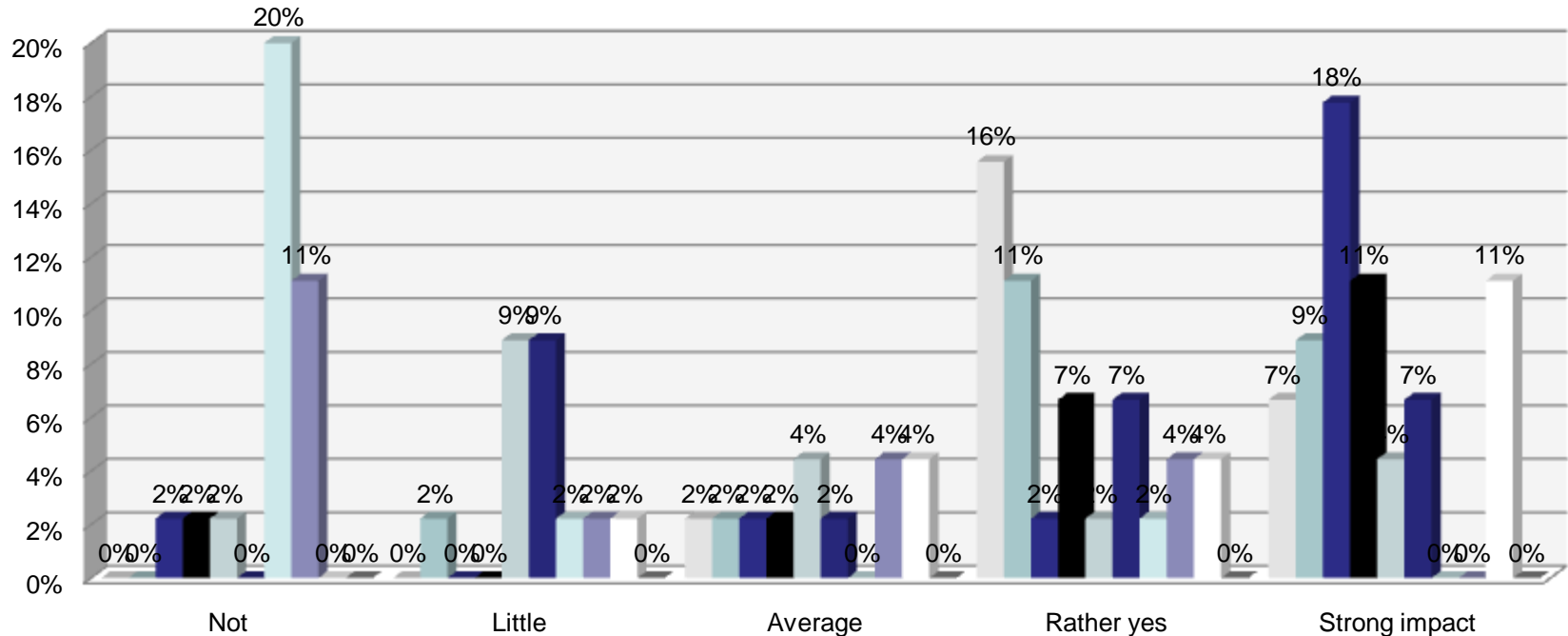
Problems Encountered as a Mobile Researcher:

- a) Employment services and legislation (i.e. receiving employment permits etc.)
- b) Bureaucratic procedures at the host institution
- c) Tax authorities and tax legislation
- d) Immigration services and legislation
- e) Health insurance
- f) Social security institutions and legislation (i.e. pension system legislation etc.)
- g) Difficulties in the educational system (for your children...)
- h) Difficulties in receiving medical services (Hospitals etc.)
- i) Language problems
- j) Housing and accommodation problems
- k) Difficulties in research funding
- l) General lack of information
- m) Cultural barriers
- n) Fear of losing current job position
- o) Lack of national and/or institutional support for researchers' families

- **No or Little Problem** were steadily given as answers to all aforementioned parameters.
- Exception → **Difficulties in Research Funding**: answer was **Common Problem**
- Also consistent with answers on how young people could be attracted to research careers: **Improved Research Funding (20%)** and **Rewarding Young Scientists with Achievements (18%)**.

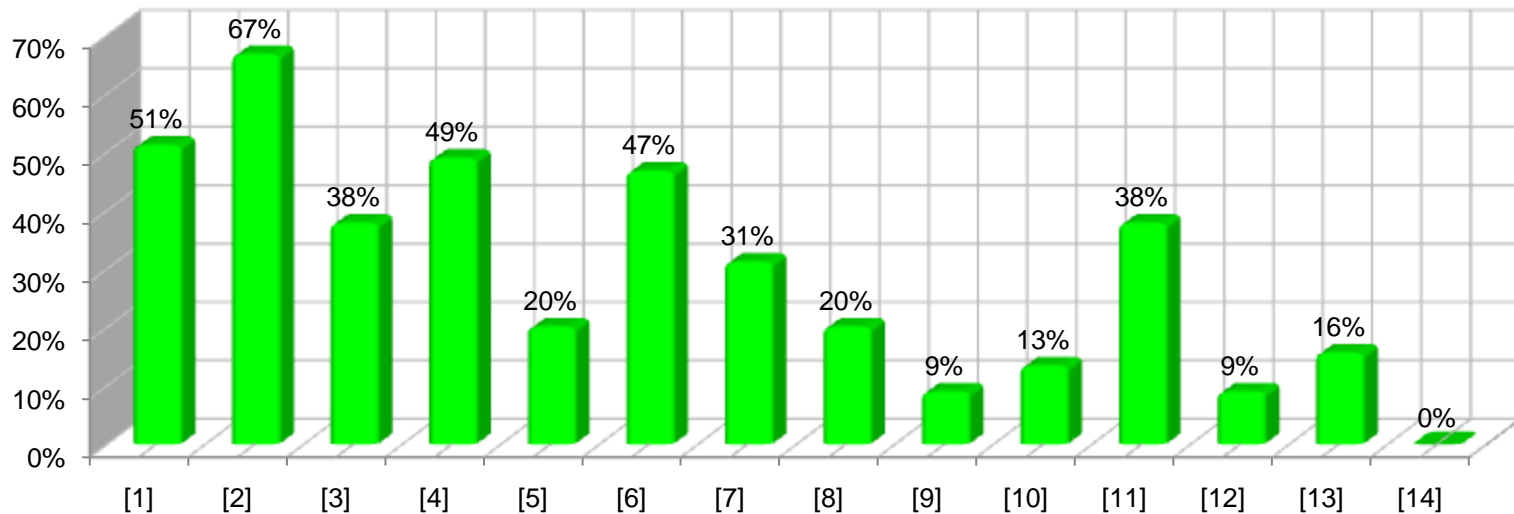


Impact of Mobility on Career



- Facilitated my career
- Improved networking with other researchers
- Increased my recognition at home
- Motivated me to move from public to private sector
- Improved language competencies
- Increased/diversified my research knowledge and experience
- Increased scientific outputs
- Increased my future job opportunities
- Motivated me to move from private to public sector
- Other

Sources of Info when Planning 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.)

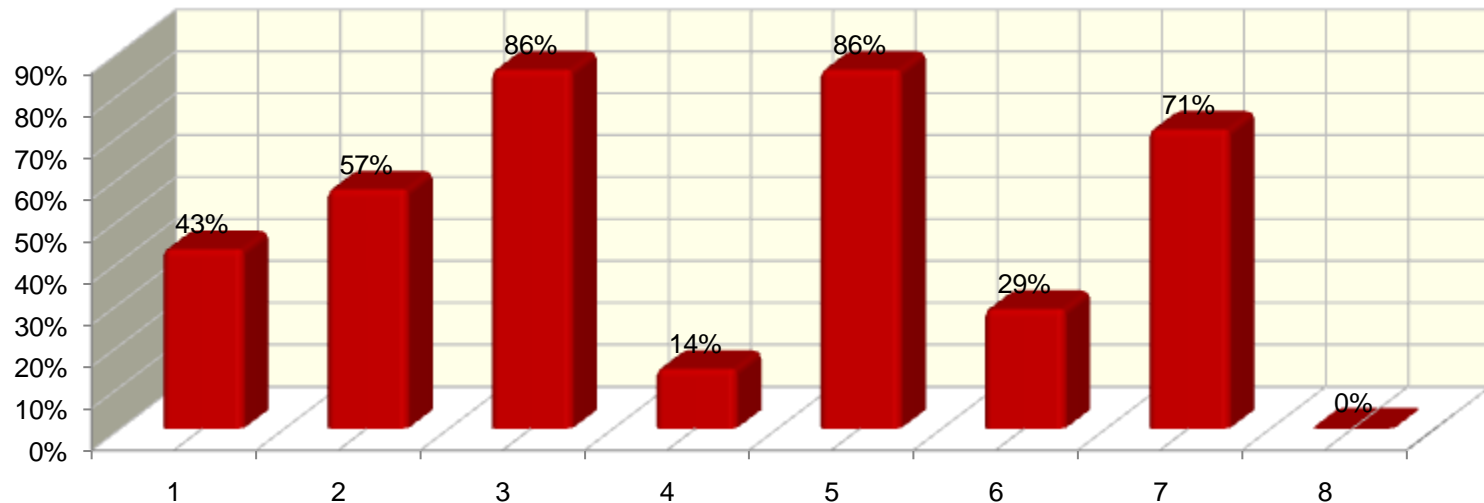
[8]: Host insti. guidebook and instructions for foreign researchers

[10]: EURAXESS Jobs Portal

[12]: Research magazine

[14]: Other source

How Young People could be attracted to take up Scientific Career?



[1]: Substantial increase of salaries of researchers

[2]: Removal of bureaucracy for obtaining a PhD degree and scientific positions

[3]: Improved research funding and stimulation for research

[4]: Reduced teaching duties at universities and availability of more time for research and development

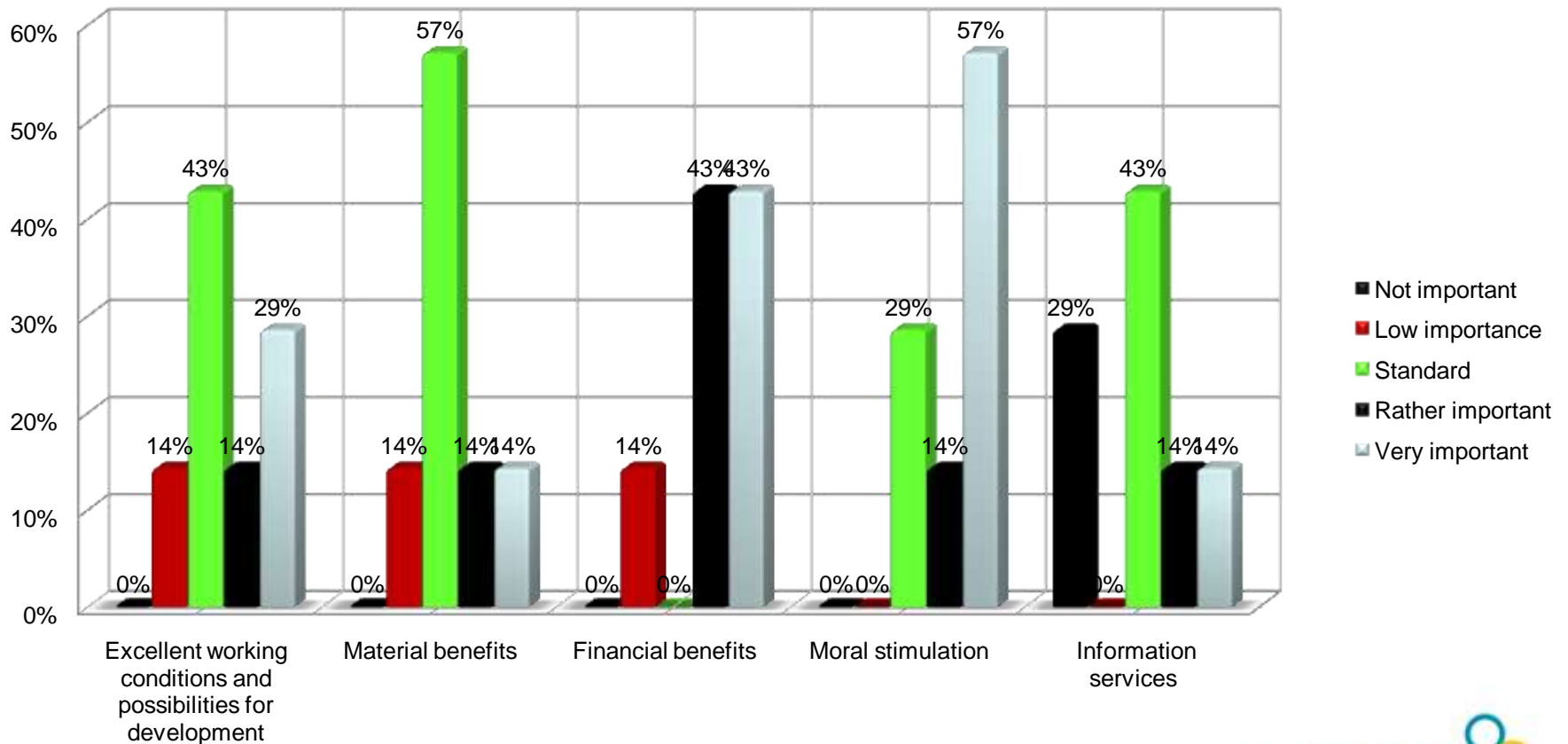
[5]: Improvement of technical and scientific infrastructure

[6]: Tax relieves to given to young mothers-researchers

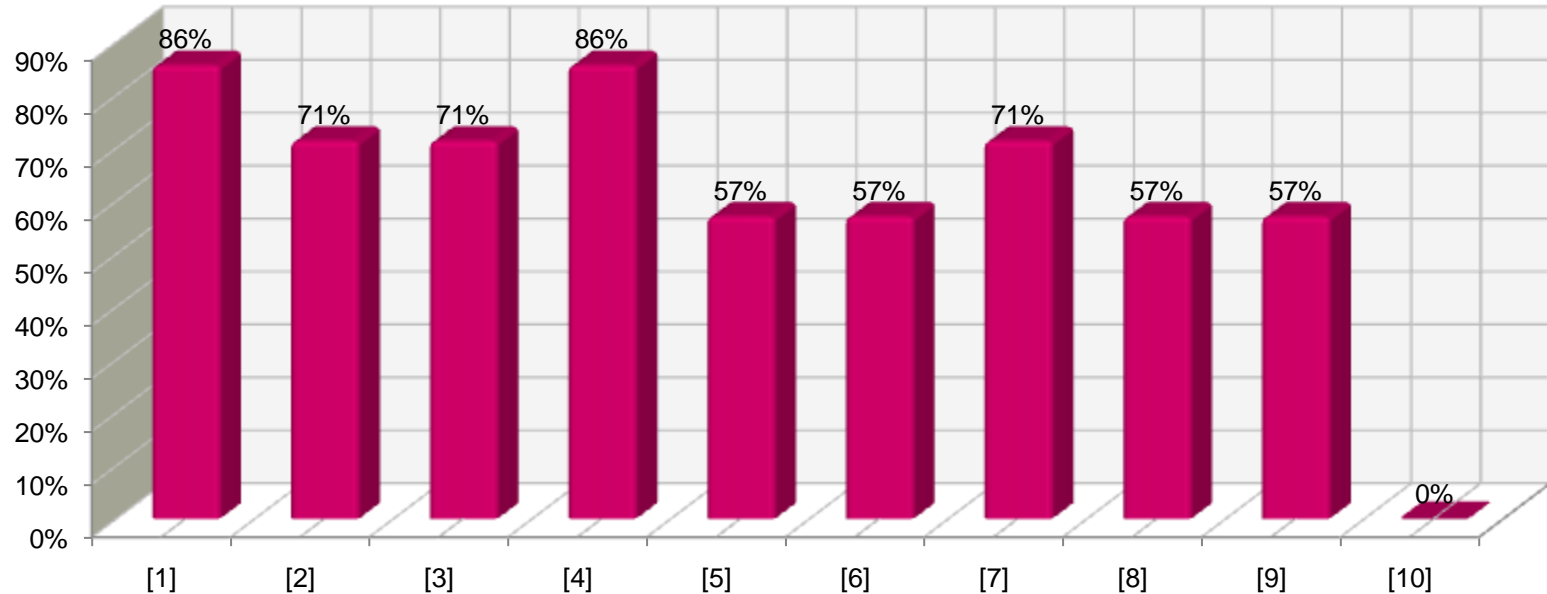
[7]: Encouraging and rewarding young researchers with scientific achievements

[8]: Other

Estimation of the Importance of the Stimulation for Work of Researchers

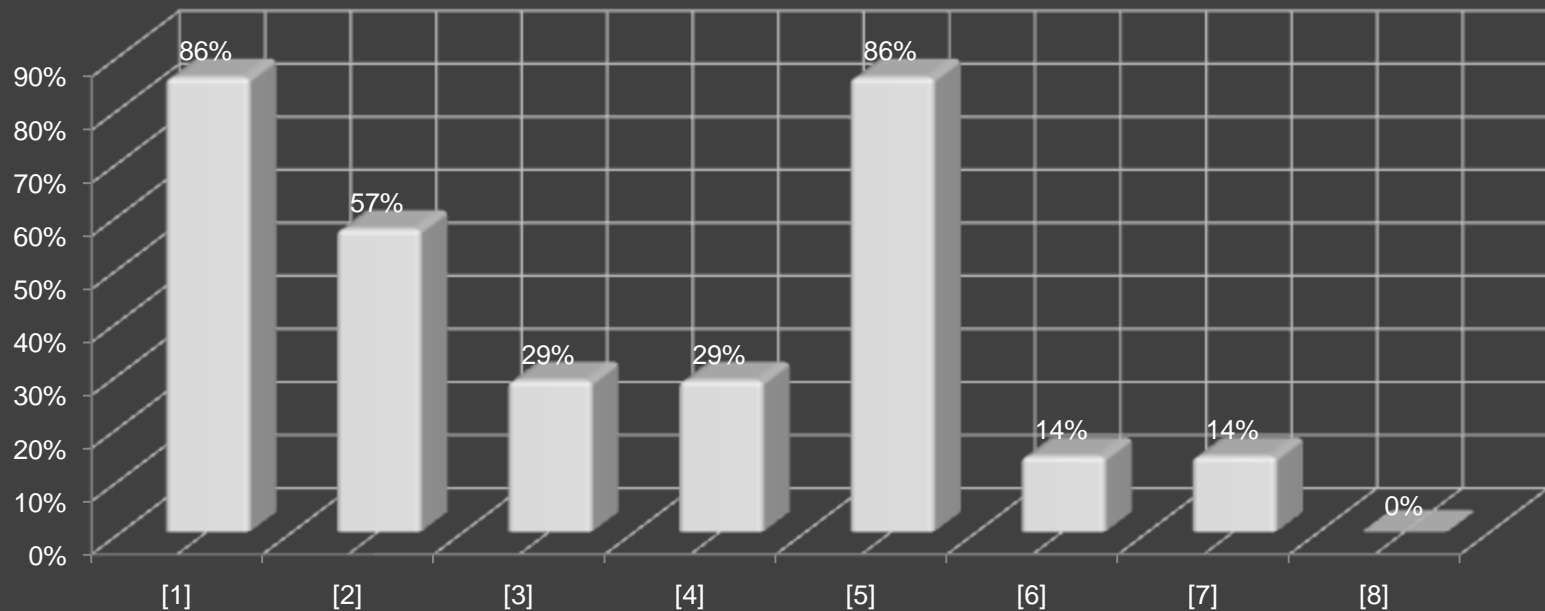


What kind of Mobility Support needs to be Improved?



- [1]: Funding (financial information)** [6]: Social security (insurance information)
- [2]: Funding and financial tasks** [7]: Medical insurance information
- [3]: Long term accomodation possibilities** [8]: State institutions services (taxes, employment)
- [4]: Family and children services** [9]: Language services
- [5]: Researcher's salaries** [10]: Other

What discourages **Cyprus** 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, transport, etc.)

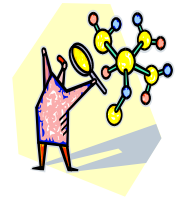
[8]: Other

- **Funding – Funding – Funding !**

- Understandable responses because the Survey was performed in a time when non funding on national level was provided due to austerity measures and budget cuts.
- Situation improving: RPF launched in March new National Framework Programme (15 mil. Euro / horizontal thematic / SMEs / Young Res.). Participation in FP7 improved and boosted (NCPs increased efforts).

- **Scientific Visa Implementation**

- Late transposition of Directive into National Legislation (2009).
- Slow implementation “on-the-ground”: forms / template documents
- Situation being tackled: Planning Bureau, RPF and Immigration Services cooperating vividly to produce all necessary in due time.



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Thank you for your attention.



... for more information, please check the **EURAXESS
Cyprus** at <http://www.euraxess.org.cy>

Pierantonios Papazoglou
(ppapazoglou@research.org.cy)