

Barriers for career and mobility of researchers: E*CARE project survey

Assoc. Prof. Elissaveta Gourova
Sofia University, Bulgaria

Main topics

- E*CARE Survey methodology
- Awareness on EU initiatives
- Mobility of researchers
- Career of researchers

E*CARE Survey Methodology

▶ Goal of the survey

- ▶ Identify barriers hindering the transnational or intersectoral mobility and the career development of researchers
- ▶ Identify the driving forces and good practices concerning career and mobility of researchers
- ▶ Assess the quality of the services for mobile researchers and the degree of available institutional support

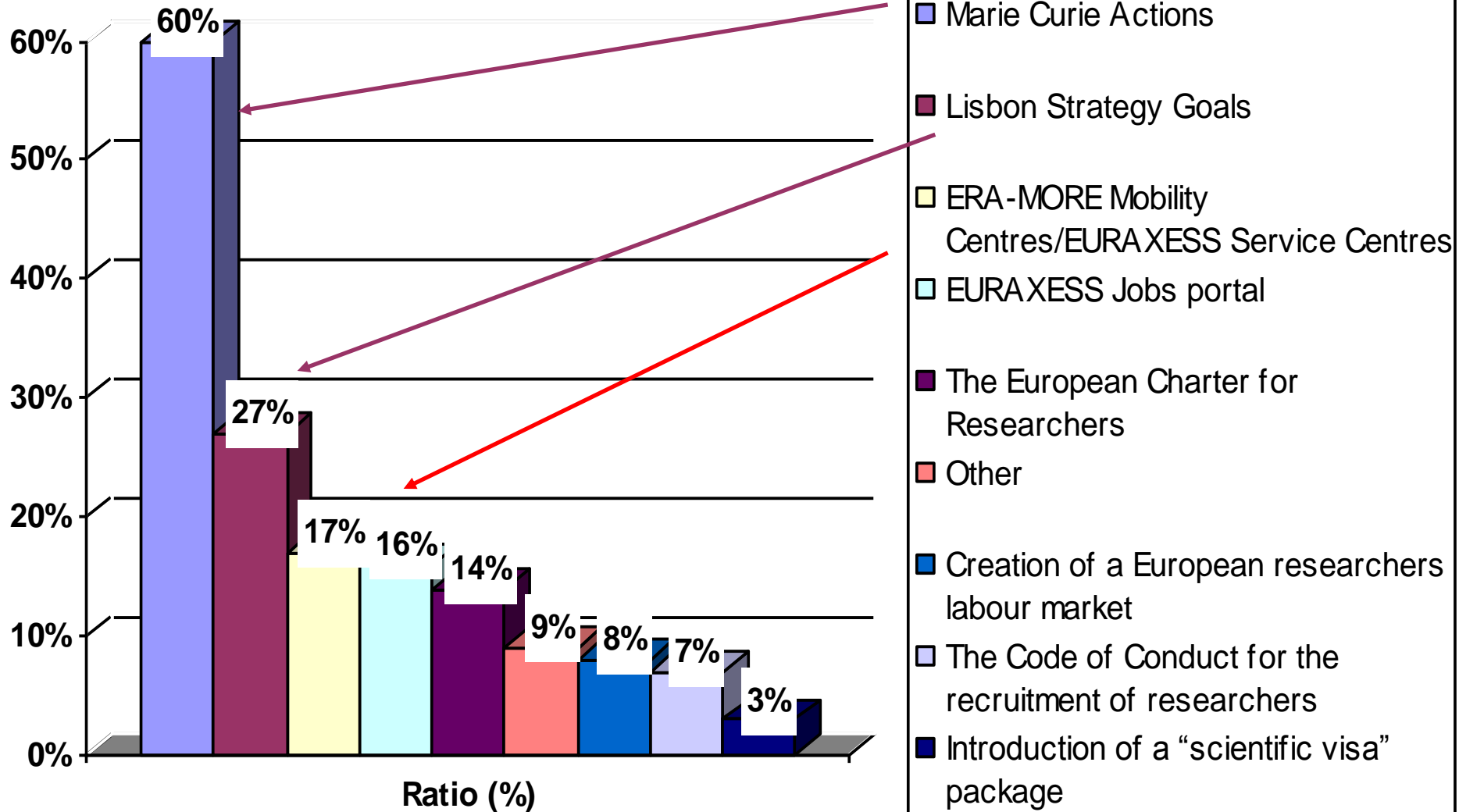
▶ Tools :

- ▶ Questionnaire for Researchers – including 4 sections:
 - ▶ Persisting Barriers (legal, administrative, social, cultural, etc.)
 - ▶ Intersectoral Mobility
 - ▶ Researchers' obility Support,
 - ▶ Personal Information
- ▶ Questionnaire for Stakeholders – two sections:
 - ▶ Persisting Barriers and Personal Information

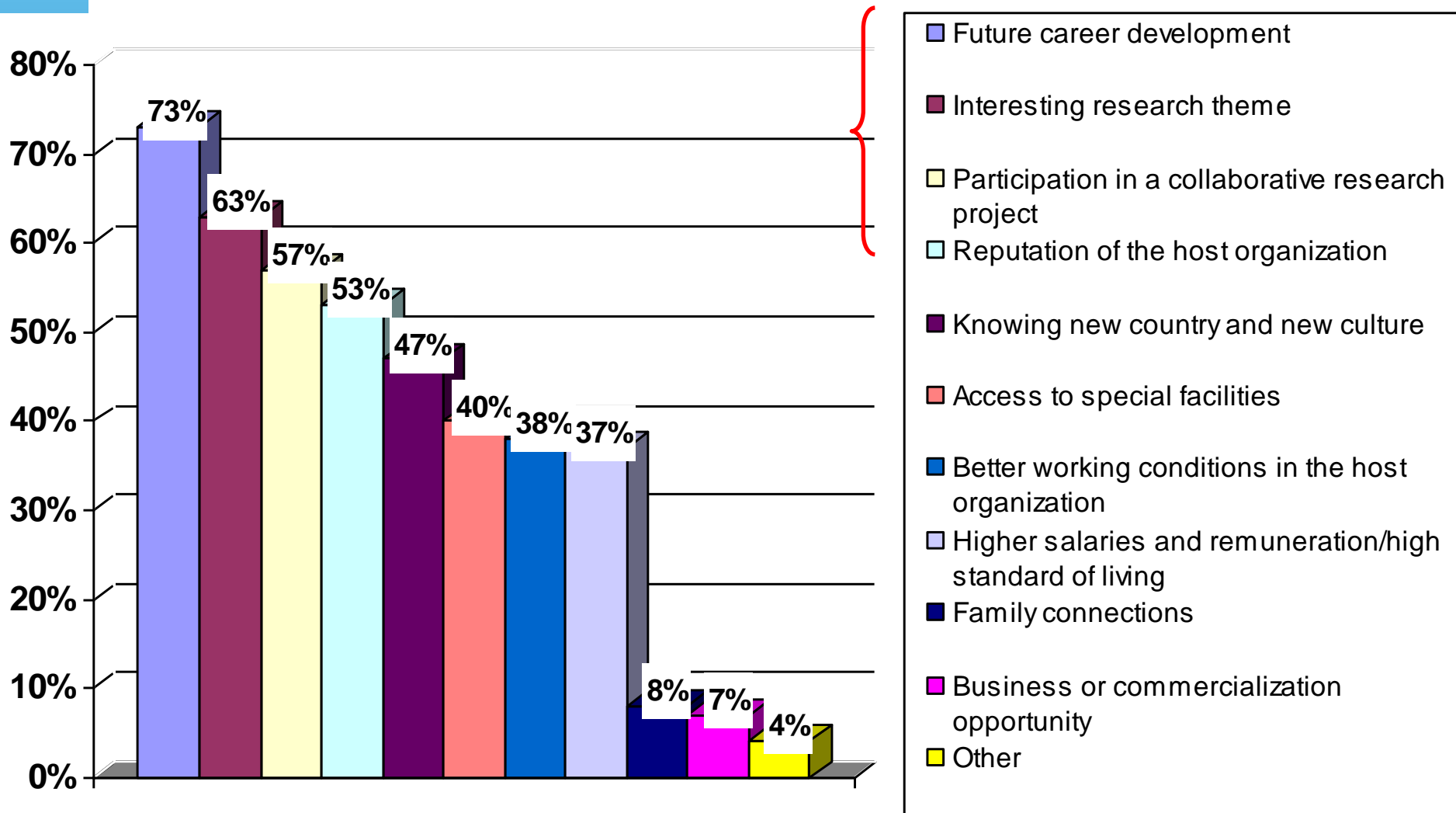
Survey respondents

- ▶ Austria – 181 researchers, 28 stakeholders
- ▶ Bulgaria – 103 researchers, 36 stakeholders
- ▶ Cyprus – 45 researchers, 7 stakeholders
- ▶ Czech Republic – 102 researchers, 34 stakeholders
- ▶ Greece – 94 researchers, 20 stakeholders
- ▶ Hungary – 114 researchers, 54 stakeholders
- ▶ Slovakia – 118 researchers, 30 stakeholders
- ▶ Switzerland – 112 researchers, 30 stakeholders

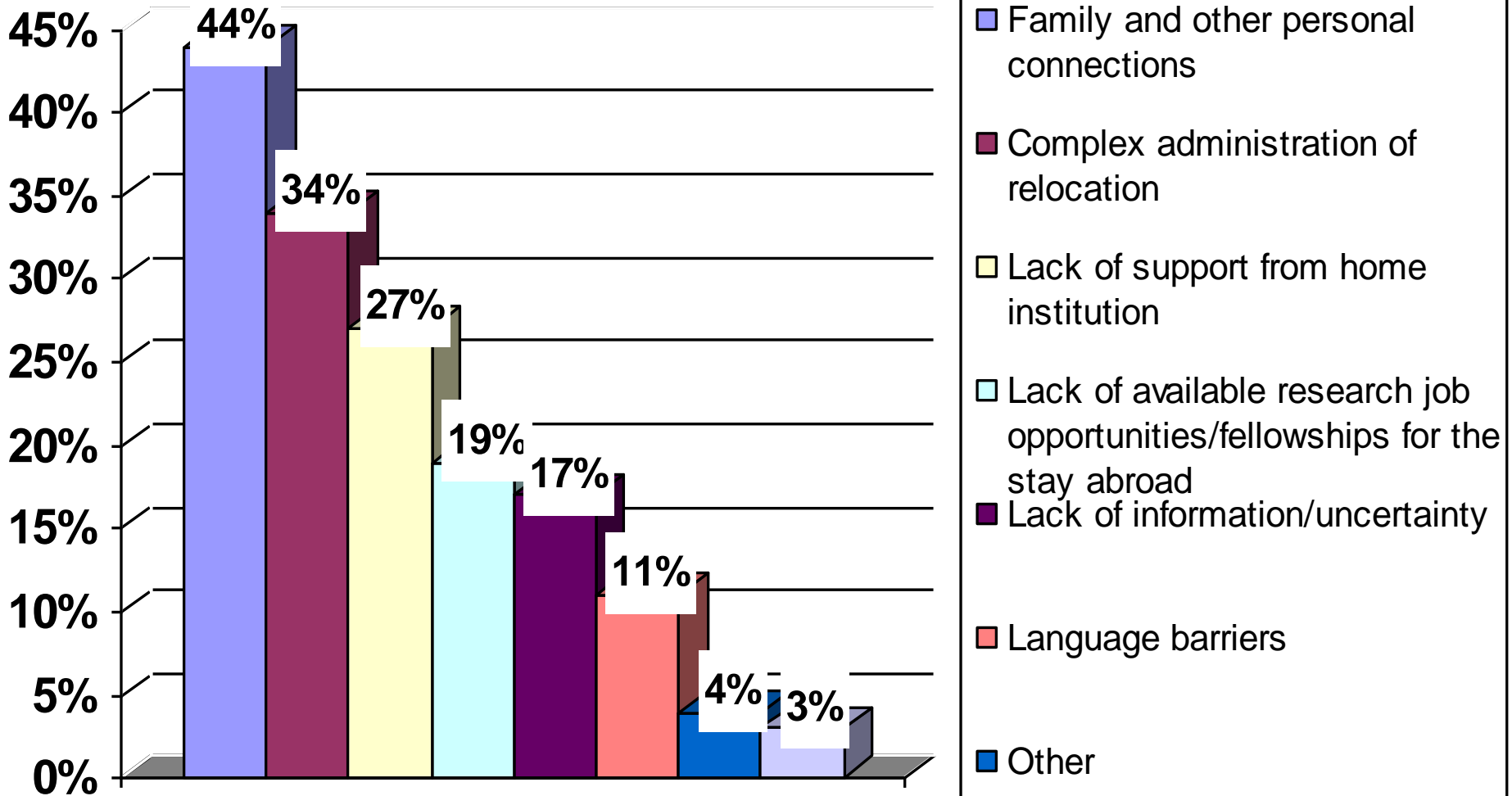
Awareness on EU initiatives



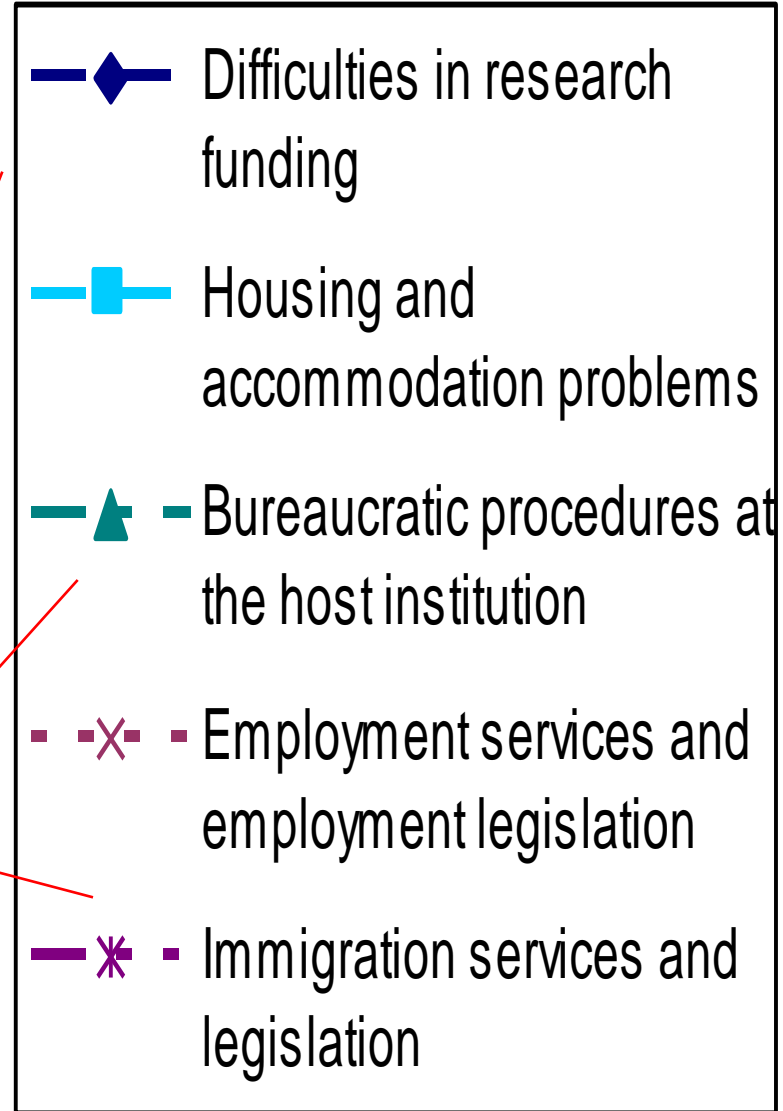
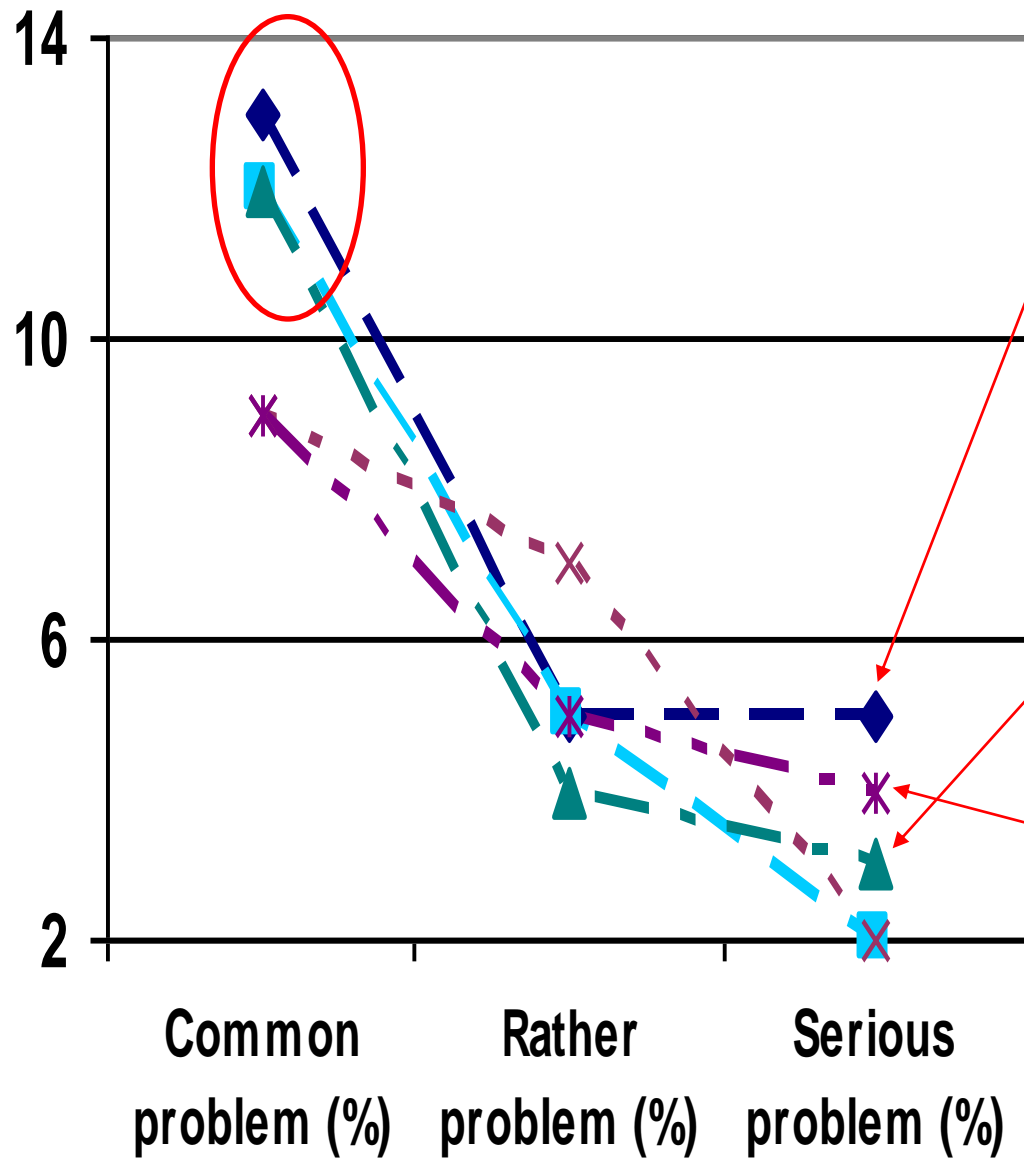
Motives for international mobility



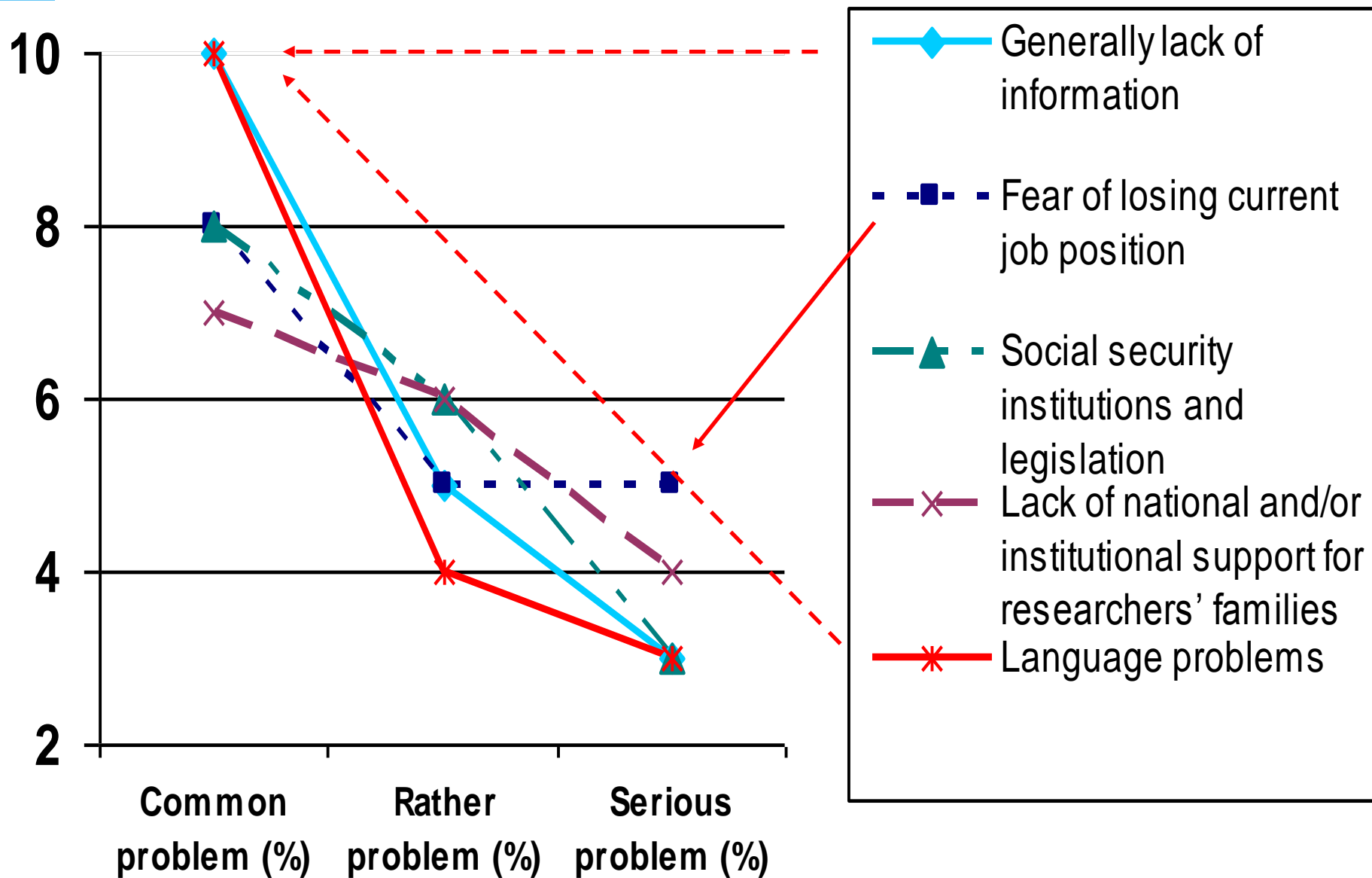
Discouraging factors for going abroad for a research stay



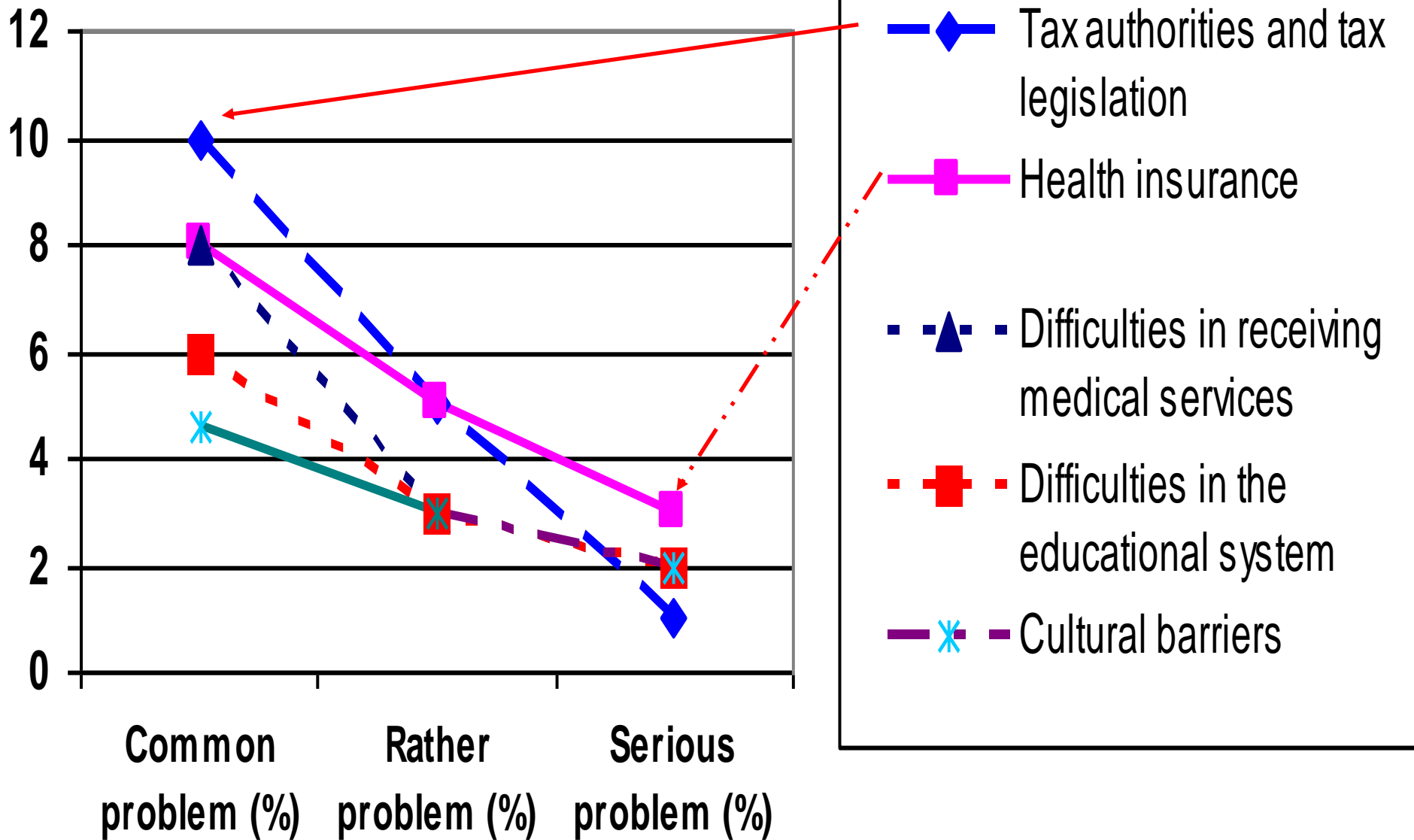
Barriers for mobility of researchers



Barriers for mobility of researchers



Barriers for mobility of researchers



Barriers for intersectoral mobility

- ▶ **Uncertainty in the new working environment**, lack of security and stability, high level of risk in the sphere of private entrepreneurship (Austria, Bulgaria, Cyprus, Greece, Hungary)
- ▶ **Lack of research positions** and considerable research activity in private sector (Bulgaria, Czech Republic, Greece, Hungary, Slovakia)
- ▶ Worrying about the **chance to return** to the current position (Austria, Hungary, Slovakia)
- ▶ Private sector not oriented to develop basic theoretical science and humanities (Bulgaria, Greece, Hungary)
- ▶ **Lower level of the research infrastructure** (Greece, Hungary)
- ▶ **Problems in health insurance, pension and social security** (Austria, Greece)
- ▶ Differences in **culture and mentality** (Cyprus, Hungary)
- ▶ Lack of **working hours flexibility**, worse working conditions (Greece)
- ▶ **Free publication activity** not allowed in private sector (Hungary)
- ▶ **Difficulties in transfer of knowledge** from academic to private sector (Switzerland).

Helping institutions by mobility

Administration staff at the host institution	40
Informal support of people/colleagues at the host institution	40
Institution managing international mobility programs	13
Grant agency	11
Communication with institutions in a home country	7
Embassy/consulate	5
EURAXESS Service Centre	3
Other	2

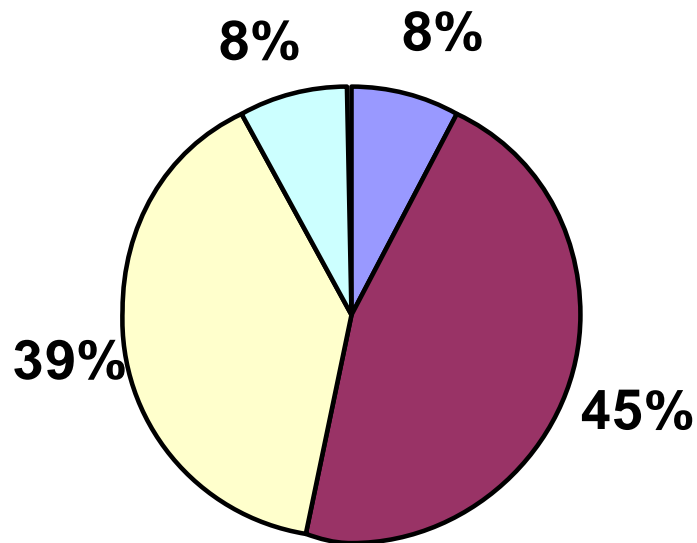
EURAXESS usage

- ▶ Only 6% of all respondents **benefited** from the services of ESC
- ▶ ESC helped researchers in the following **main areas**:
 - ▶ Providing valuable information about working conditions in the host country, about procedures, risks, etc.
 - ▶ Control and help in preparing the application
 - ▶ Relocation arrangements – taxation issues
 - ▶ Personal assistance concerning extension of visa
 - ▶ Advertisement of open positions
 - ▶ Administration issues.
- ▶ **Researchers requirements**:
 - ▶ classification of mobility options
 - ▶ reliable job offers
 - ▶ more possibilities for graduates without PhD
 - ▶ network and reintegration grants
 - ▶ making aware of national initiatives in countries abroad

Charter and Code

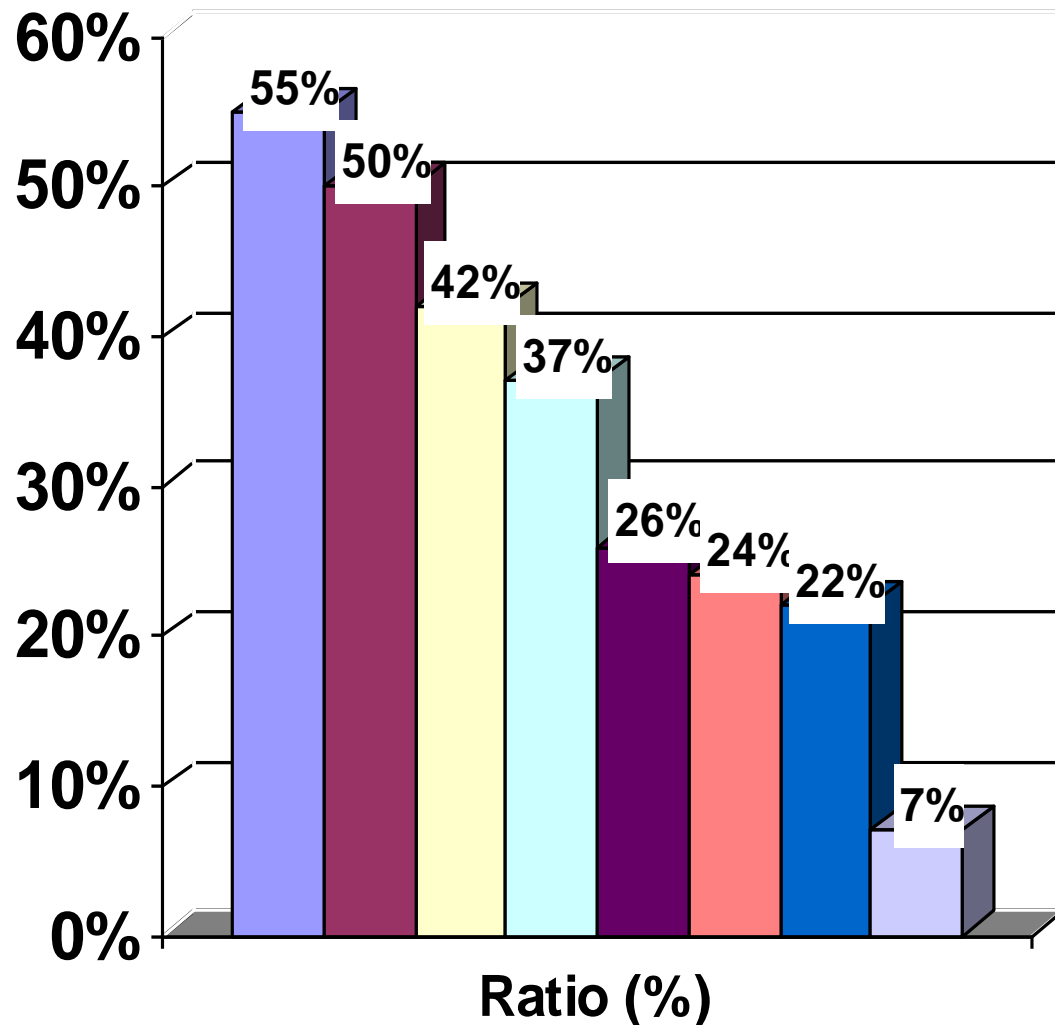
- ▶ Requirements met to a greatest extent by the researcher's employers and funders :
 - ▶ Research institutions offer appropriate equipment and facilities;
 - ▶ The working conditions for researchers provide the flexibility deemed essential for successful research performance;
 - ▶ Researchers are provided adequate and equitable social security provisions.
- ▶ Requirements mostly not implemented:
 - ▶ Researchers enjoy fair and attractive conditions of funding and/or salaries;
 - ▶ A specific career development strategy for researchers at all stages of their career is ensured, regardless of their contractual situation.

Support provided by the state



- Strong support
- Standard support only
- Lack of support
- No answer

Attracting young people to scientific career



- Improved research funding and stimulation for research
- Substantial increase of salaries of researchers
- Encouraging and rewarding young researchers with scientific achievements
- Improvement of technical and scientific infrastructure
- Removal of bureaucracy for obtaining a PhD degree and scientific positions
- Reduced teaching duties at universities and availability of more time for research and development
- Tax relieves to be given to young mothers - researchers
- Other

Conclusion

- ▶ mobility of the highly-skilled is part of the globalization processes world-wide
- ▶ beneficial for researchers and indispensable for acquiring new knowledge and skills
- ▶ In Europe are created institutional and funding tools to enhance researchers' mobility
- ▶ Need for EURAXESS initiative to be more visible and a substantial mechanism for European Human Resources Policy
- ▶ Future of EURAXESS - depends on decision makers all around Europe

Thank you!

Contact:

elis@fmi.uni-sofia.bg