

Mobility and Career of Researchers. National Practices and Challenges: The case of Greece

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Structure of the presentation

- Greek Research Landscape
- Greek EURAXESS Services Network
- Interesting findings from the E*CARE survey: Greek data
- Remaining legal and administrative obstacles challenging the career development and mobility of researchers

The Greek research landscape and its structural weaknesses

- Main characteristic: The dominance of the public sector in its funding and performance over private R&D funding
- GERD 0,57% of GDP (2007)
- BERD ~0,16% of GDP (2007)
- R&D in the business sector among the lowest in EU countries due to sectoral specialisation of the economy and enterprise structure (traditional, family-owned businesses)
- Number of researchers (2007): 20.817 (FTE) out of them 12.382 in HEIs, 6.090 in private sector, 2.021 in government
- Female researchers: 30% of the total number of researchers

The Greek research landscape and its structural weaknesses

- 23 Universities
- All HEIs are public and “autonomous” (self governed) institutions, supervised by the Ministry of Education, Lifelong Learning and Religion
- University research expenditures represent 49% of gross expenditures on research and development
- Under the supervision of GSRT: 13 public research centres, 8 Technological institutions
- Represent the 20% of the research in Greece
- The regular public subsidy varies from 50% to 70% of their annual income with some exceptions (FORTH 25%, CERTH 12%)

The Greek EURAXESS Network

GREECE



12 EURAXESS Service Centres

- Democritus University of Thrace
- CERTH (BHO)**
- Aristotle University of Thessaloniki
- International Hellenic University
- University of Ioannina
- University of Thessaly
- University of the Aegean (LoCP)
- National Hellenic Research Foundation
- Industrial Property Organisation
- University of Patras
- Foundation for Research and Technology Hellas
- University of Crete

From 1/9/2006 to 31/12/2010, the Greek EURAXESS Services Network has assisted:

- More than **3000** researchers in...
- More than **5600** questions
- The average speed of answering is: 2 days
- Most popular topics are:
 - Entry Conditions / Visa
 - Researchers Funding Opportunities
 - Job Opportunities
 - Accommodation

Greek EURAXESS Services Portal

www.euraxess.gr



EURAXESS GREECE

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- About Greece
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- Fellowships & Grants
- Useful Links
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News & Announcements

Last update: 03.06.2013

Greece for Researchers

Welcome to Greek EURAXESS Portal - a resource for foreign researchers who plan to come to Greece. Whether you are looking for information about work, study or everyday life in Greece, EURAXESS Greece covers all matters relating to your professional and daily life, job and funding opportunities.

The portal is co-financed by the European Commission and is connected to the EURAXESS Jobs Portal^{en} and EURAXESS Services Network^{en}.

All information contained in this portal is free of charge.

SEARCH FOR SERVICES

Find practical information about Greece
-> Select subject
<-Select from the list>



The Greek EURAXESS Services Centres Network

This Network is providing mobile researchers and their families with customised assistance in all matters relating to their mobility experience.

There are 12 EURAXESS Services centres in

JOBS

EURAXESS RSS feeds

Teaching Staff (P.D.407/80) in the academic field "Software" 03-06 - University of Thessaly - Research Fields: Computer science

Teaching Staff (P.D.407/80) in the academic field "Anatomy and Physiology I" 03-06 - University of Thessaly - Research Fields: Other

Teaching Staff (P.D.407/80) in the academic field "Computer Science" 03-06 - University of Thessaly - Research Fields: Other

More jobs



Select practical info

Signatories @ GR
Charter & Code

SERVICES NETWORK

RESEARCH LANDSCAPE

e-Library @ CERTH



The Greek EURAXESS Services Centres Network

E*CARE Survey: Greek data

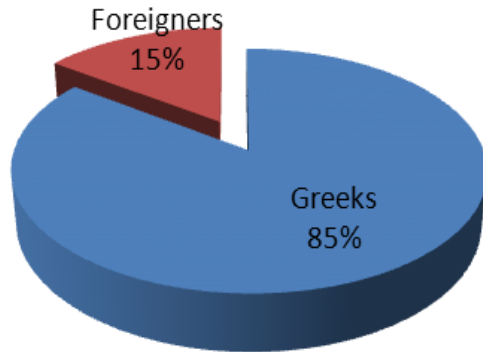
- **Two types of questionnaires:** Researchers, Stakeholders
- **CERTH and NHRF:** Responsible for the survey
- **Dissemination method / Researchers quest.:** Electronic dissemination to HEIs, RCs, Researchers' associations, and personal lists
- **Dissemination method / Stakeholders quest.:** GSRT, MSA, MoE, MFA, HEIs authorities (Rectors' Offices), business associations, research centres authorities (Presidents' Offices)
- **Duration:** October 2008-January 2009
- **Received Questionnaires:** 94 Researchers, 20 Stakeholders

Researchers

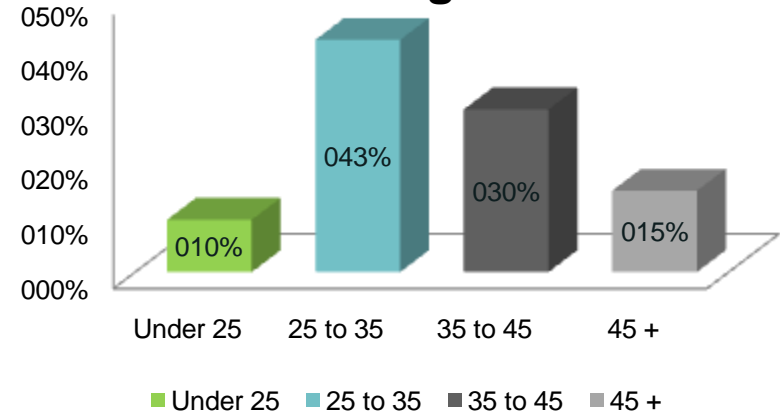
National findings: Researchers + EXTRANET



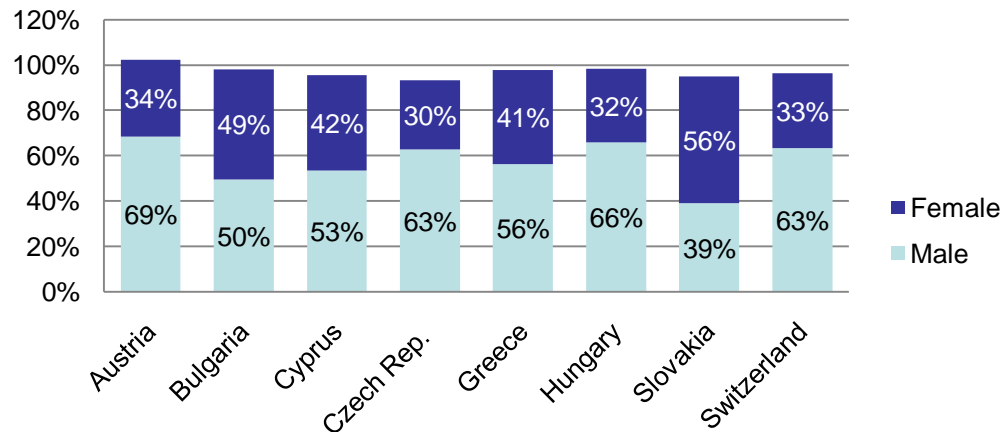
Nationality



Age



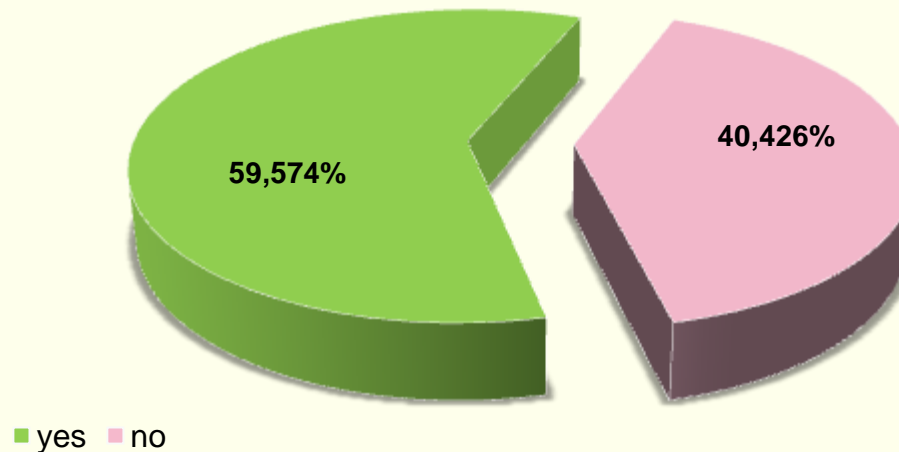
Gender



National findings: Researchers + EXTRANET

Greece

Have you participated in any international mobility program in the past?



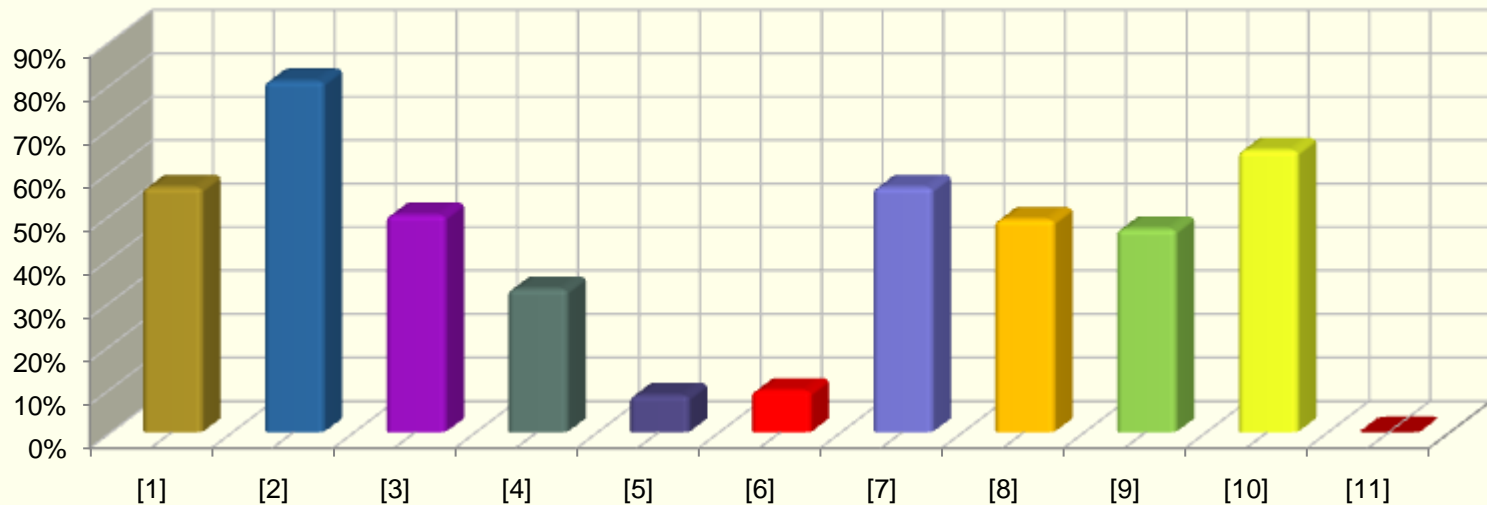
Most popular country destinations

- USA
- Germany
- UK
- France

National findings: Researchers + EXTRANET



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

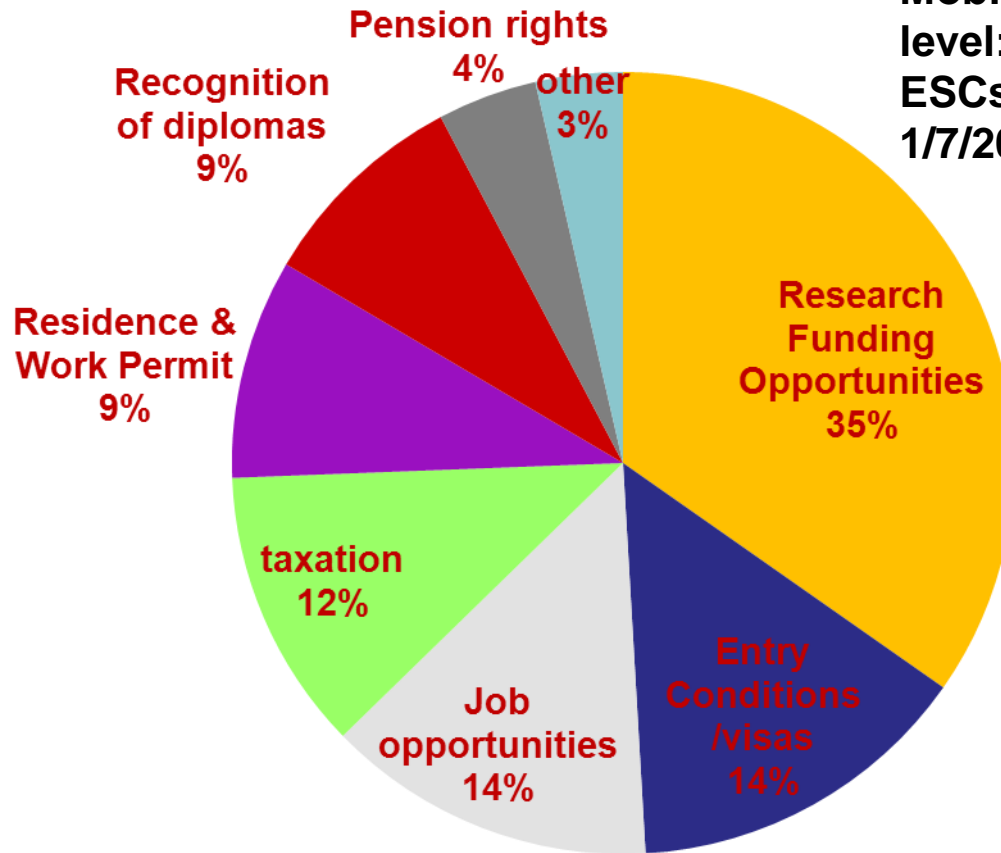
[10]: Interesting research theme

[11]: Other

National findings: Researchers + EXTRANET



Mobility obstacles at national level: Questions received by ESCs (Source: EXTRANET 1/7/2008-31/12/2010)

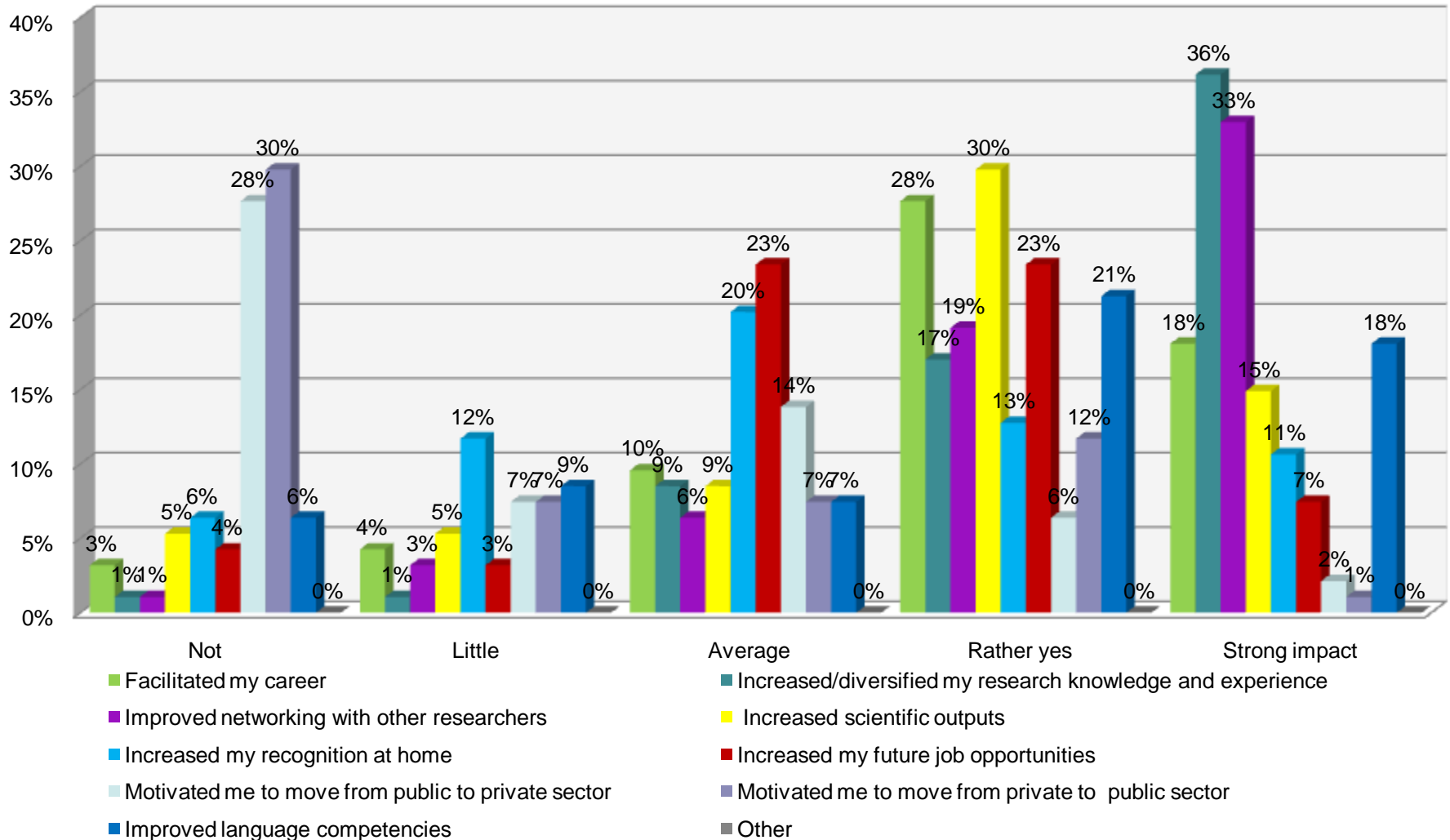


National findings: Researchers + EXTRANET



Greece

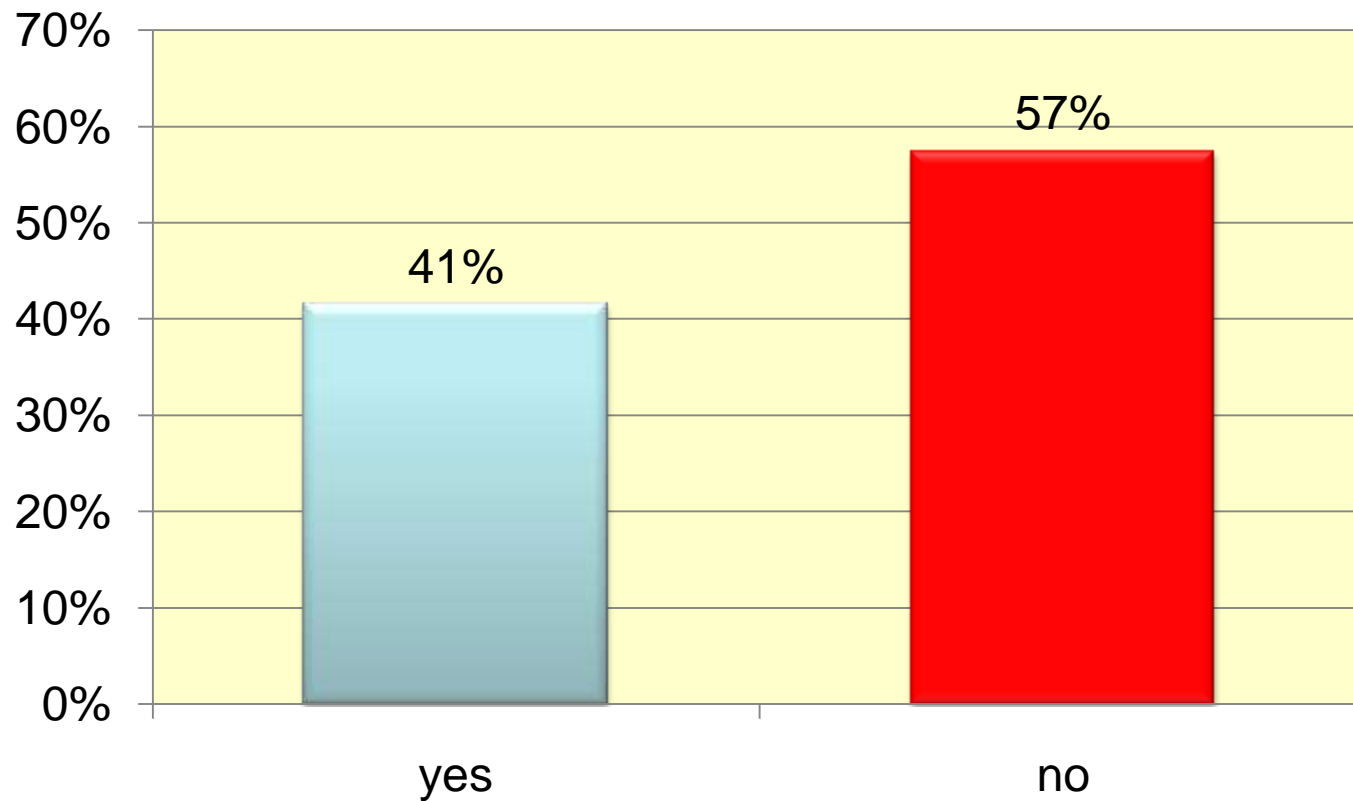
What kind of impact did the mobility have on your career?



National findings: Researchers + EXTRANET



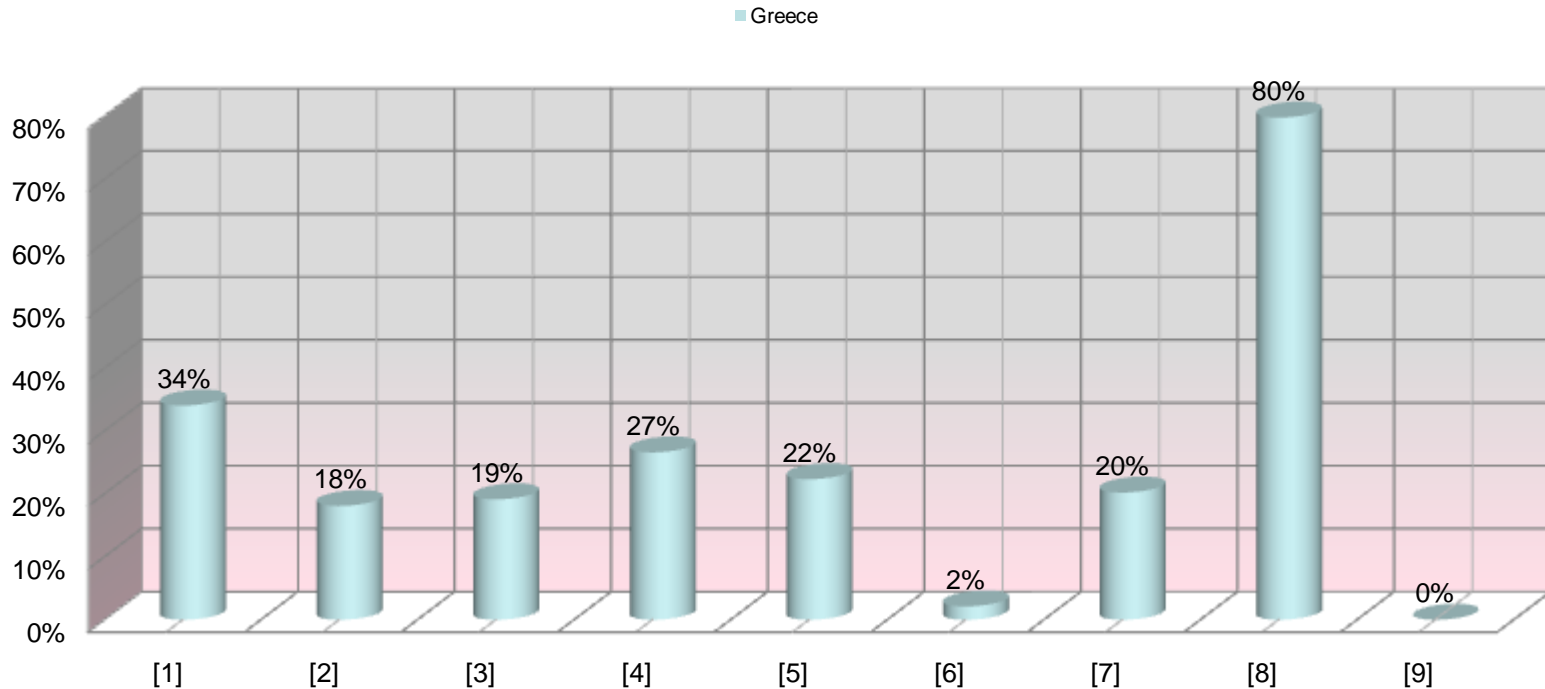
Do you want to move from public to private sector (or vice-versa if relevant)?



National findings: Researchers + EXTRANET



Please indicate which of the following European initiatives elaborated for the benefit of researchers you are familiar with:



[1] Lisbon Strategy Goals

[2] Offering information and services for mobile researchers and their families (ERA-MORE Mobility Centres /EURAXESS Service Centres)

[3] The Code of Conduct for the recruitment of researchers

[4] The European Charter for Researchers

[5] Creation of a European researchers labour market

[6] Introduction of a "scientific visa" package EURAXESS Jobs portal (former Researcher's Mobility Portal)

[7] EURAXESS Jobs portal (former Researcher's Mobility Portal)

[8] Marie Curie Actions

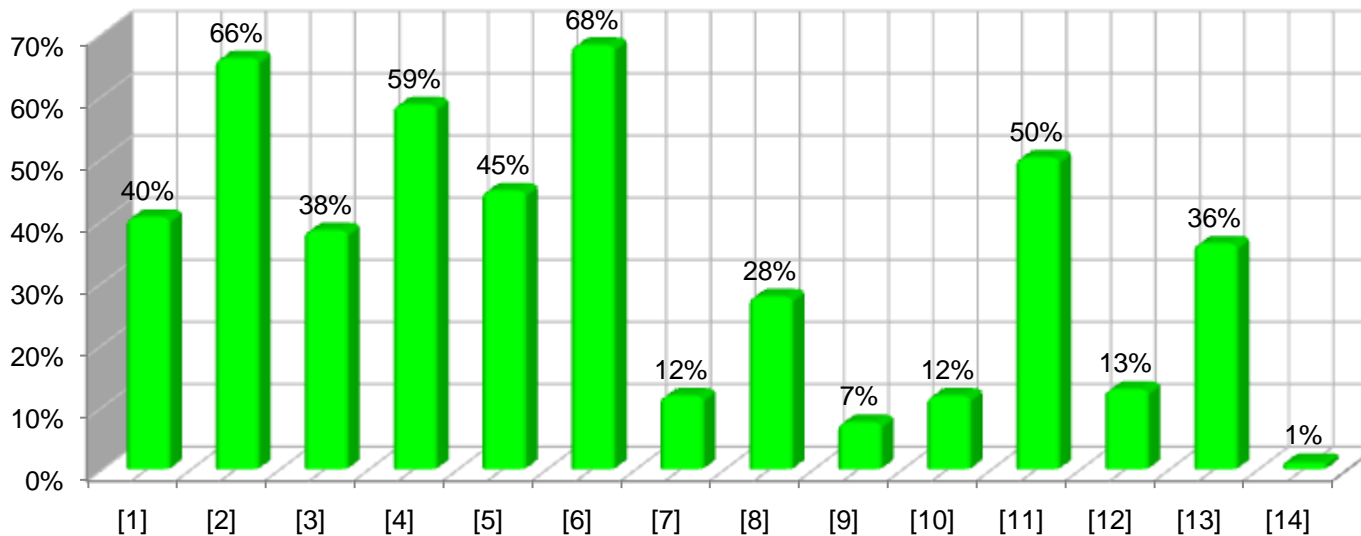
[9] other

National findings: Researchers + EXTRANET



Greece

Where do you seek information 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 institution guidebook and instructions for foreign researchers

[10]: EURAXESS Jobs Portal

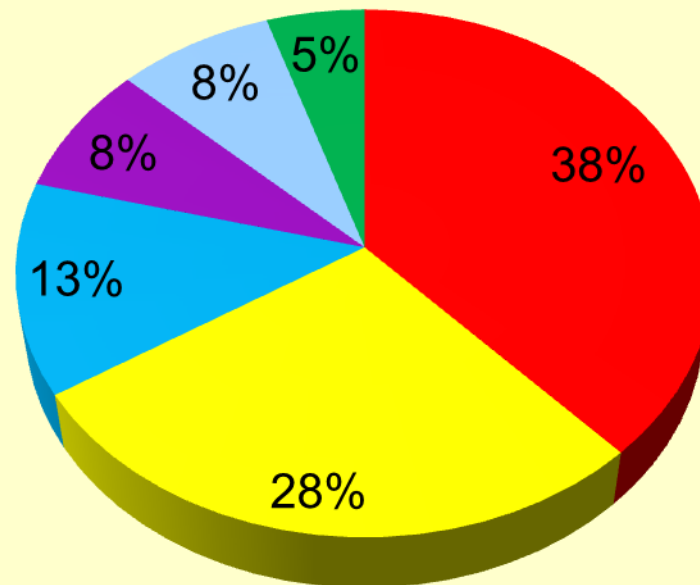
[12]: Research magazine

[14]: Other source

Stakeholders

National findings: Stakeholders

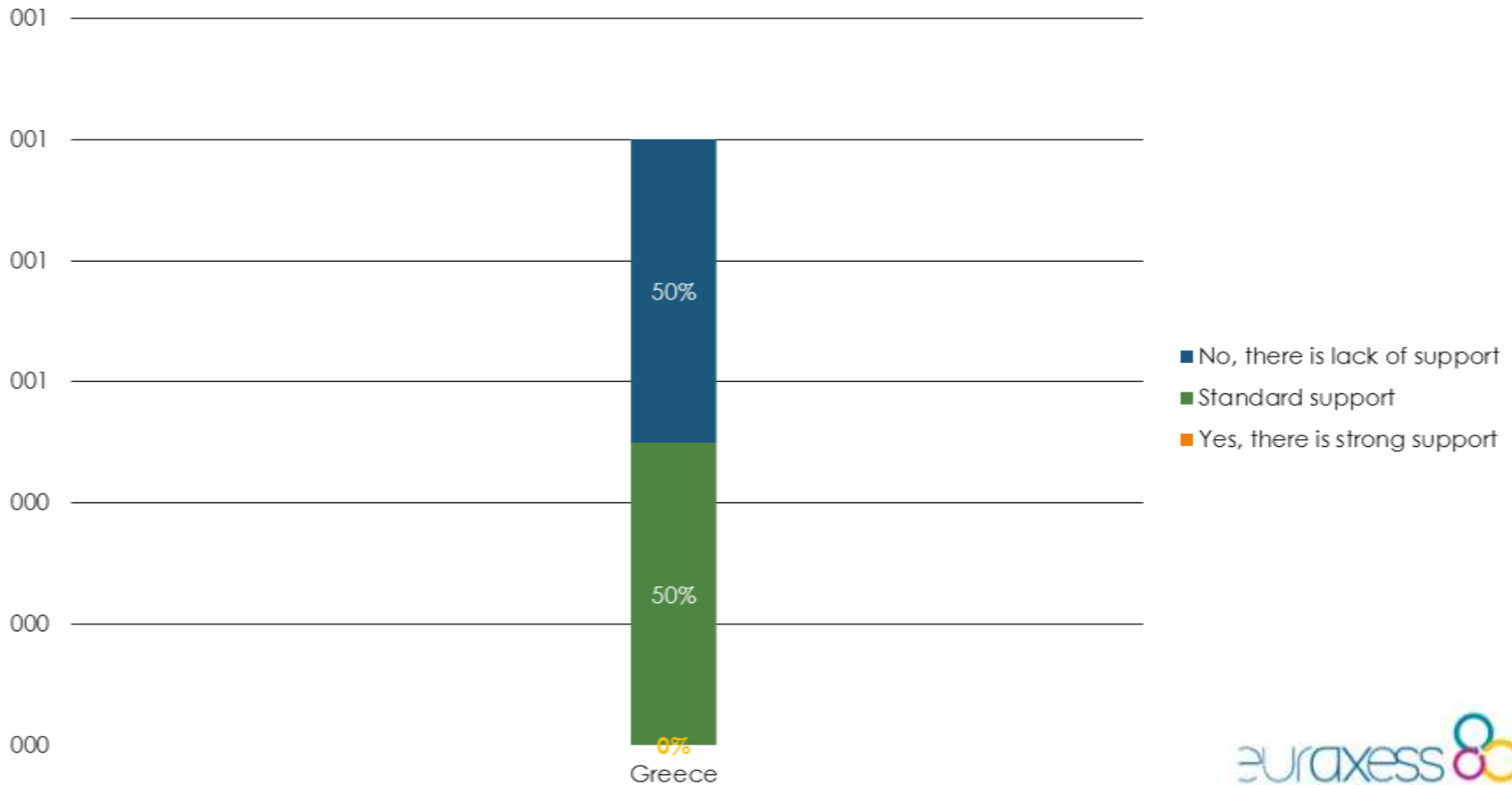
- University
- Research Center
- Ministry
- EU Project Managers
- Private Research Centres
- Other



Institution you currently work for

National findings: Stakeholders

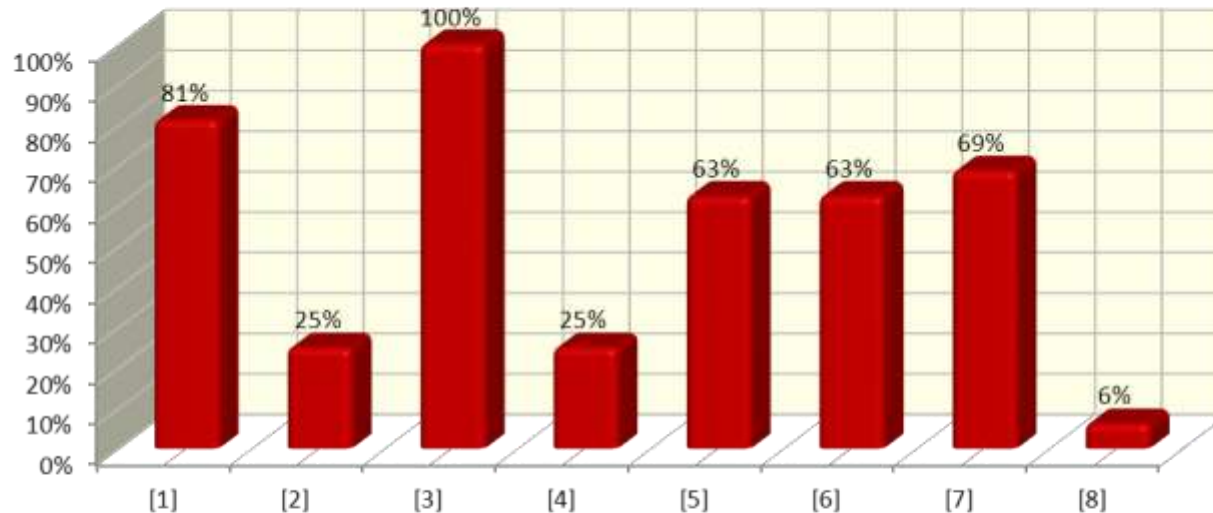
Do you think that the state and its institutions support researchers and scientific workers in your country?



National findings: Stakeholders

Greece

How do you think young people could be attracted to take up with 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

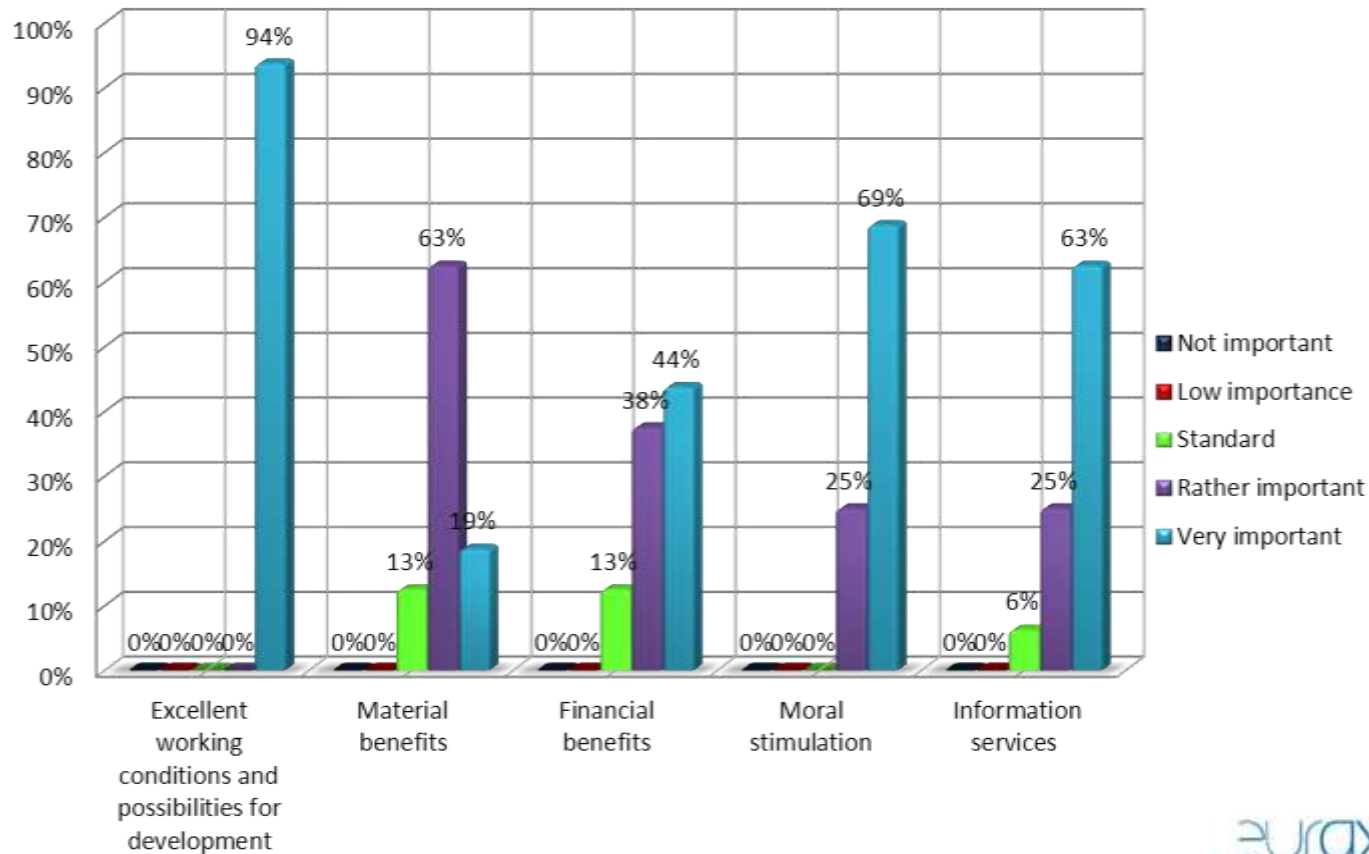
[7]: Encouraging and rewarding young researchers with scientific achievements

[8]: Other

National findings: Stakeholders

Greece

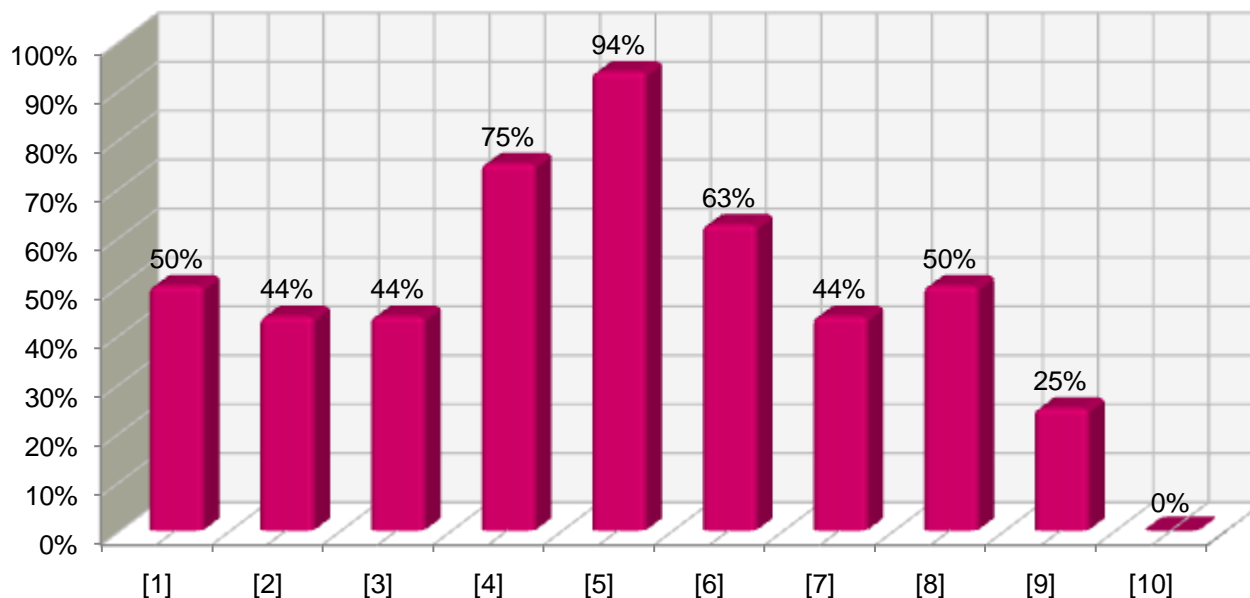
Please, estimate the importance of the stimulation for work of researchers?



National findings: Stakeholders

Greece

What kind of mobility support needs to be improved?



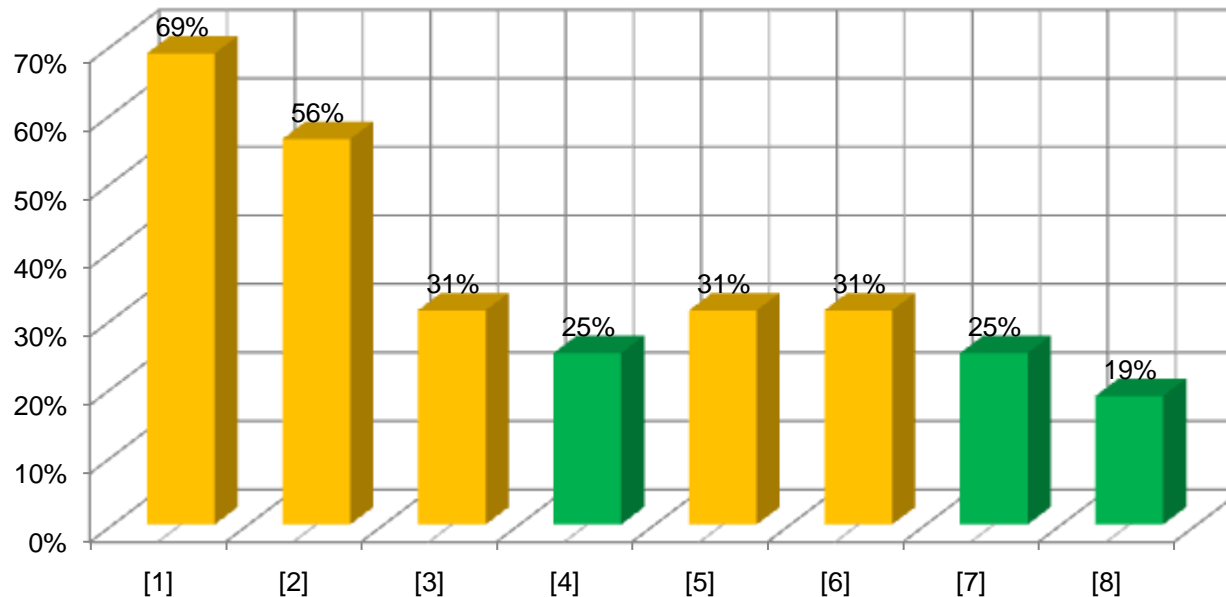
- [1]: Funding (financial information)
- [2]: Funding and financial tasks
- [3]: Long term accomodation possibilities
- [4]: Family and children services
- [5]: Researcher's salaries

- [6]: Social security (insurance information)
- [7]: Medical insurance information
- [8]: State institutions services (taxes, employment)
- [9]: Language services
- [10]: Other

National findings: Stakeholders

Greece

What discourages your 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

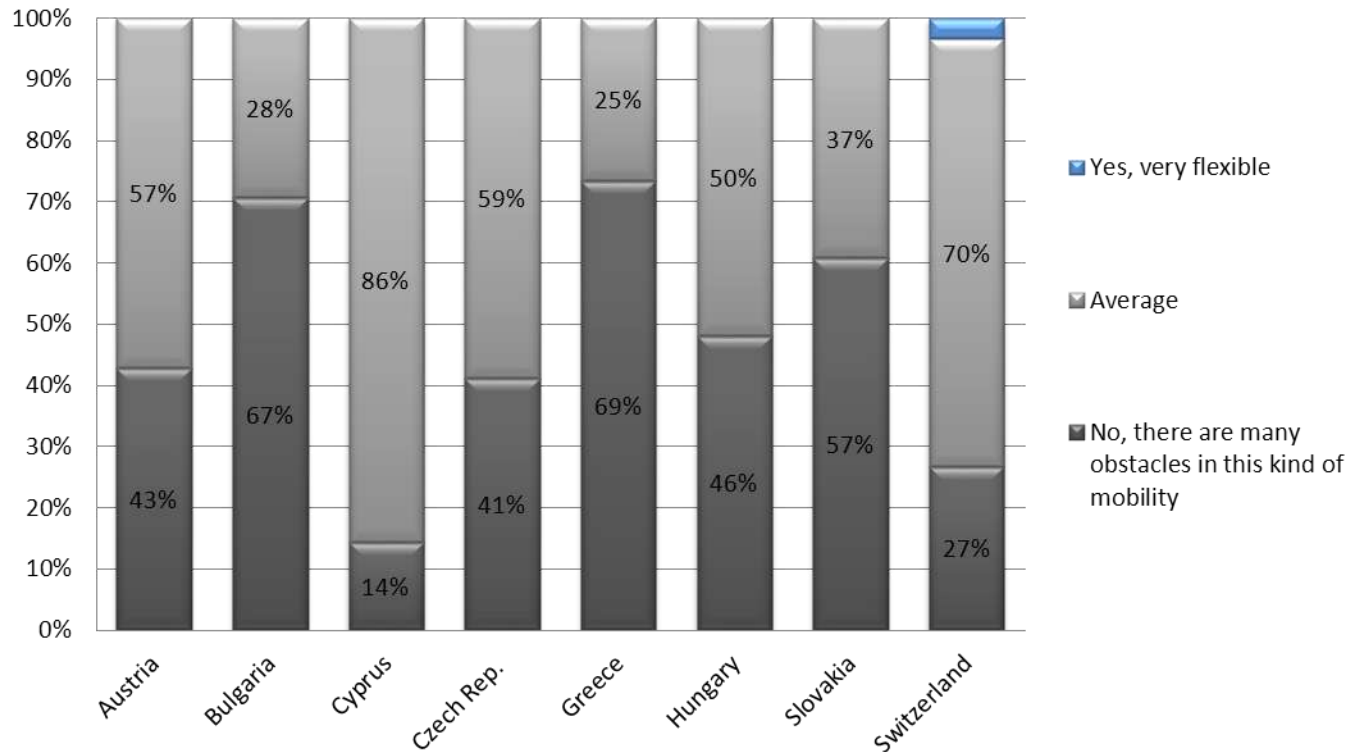
[6]: Low priority for science in our contemporary society

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

[8]: Other

National findings: Stakeholders

Is there a flexible intersectoral mobility support scheme in your country?



National Human Resources Research Policy

Charter&Code

1. **Eleven (11)** organisations have undersigned the principles of the C&C: 2 research centres, 6 universities , 2 associations for the promotion of the Science and Technology and the Greek Rectors' Conference
2. **7 out of the 11** organisations that undersigned the C&C are members of the Greek EURAXESS Network
3. **4 organisations** (CERTH, NHRF, UoI, EUROSCIENCE) are in the process of implementing the HRS4R

Thus, Greece is considered to be a country with high-level of awareness regarding the principles endorsed in the C&C

National Human Resources Research Policy

Scientific Visa Package

1. Full transposition in the national legal system in **October 2008**
2. The collaboration of EURAXESS with the respective Ministries for the transposition of the scientific visa by acting as a 'liaison' between the E.C. and national authorities is considered to be an example of good practice, especially in terms of raising the visibility of the Network among significant stakeholders and acting as a 'think tank' for national government
3. In general the Directive is being smoothly implemented. However, the following issues / obstacles remain to be handled:
 - Still, private companies cannot benefit for the provisions of the S.V. so as to employ 3rd country researchers at their premises, because GSRT has not set up a mechanism to certify/approve the research departments of private companies
 - No mechanism established for examining hosting agreements signed by 3rd country researchers and research orgs.
 - Research organisations are reluctant to undertake the responsibility to reimburse the costs related to the researcher's stay and return if a researcher stays illegally in the country after the termination of the hosting agreement

National Human Resources Research Policy



The Communication on better careers and more mobility: A European Partnership of Researchers

Greece has **not** yet submitted its National Action Plan which is considered to be the most important gap in the National Human Resources Research Policy, despite the fact that EURAXESS has made significant steps (Jobs posting, C&C) and expressed its willingness to collaborate with the national authorities for developing the National Action Plan

Remaining legal and administrative obstacles

Legal Obstacles

- 1. Residence and Work permits:** With the issue of the Immigration Law 3386/2005 the procedures for obtaining a residence and work permit have been noticeable simplified. However, an important obstacle remains the fact that the documents that need to be filled in by researchers are only available in the national language
- 2. Entry Conditions:** The obstacles that still remain have to do with the lack of certain mechanisms hindering the full implementation of the Scientific Visa Package
- 3. Social Security:** It is the most difficult to deal with due to:
 - Variety of occupation regimes of researchers (employment, work contracts, scholarships, fellowships etc.)
 - The duration and frequency of their mobility
 - Complexity of the regulatory framework of the EU coordination system
 - Variety of dispositions concerning supplementary/occupational schemes
- 4. Taxation:** Favourable interpretation of the OECD model tax convention allowing researchers to be exempted from paying taxes in the 2nd contractual state. Still the risk remains possible in cases when there is lack of bilateral taxation agreements; difficulties in filling-in tax declaration forms

Remaining legal and administrative obstacles

Administrative Obstacles

1. Recognition of diplomas takes a lot of time
2. Inter-sectoral mobility is not recognised as qualification
3. Variations in the employment status of researchers
4. The research working environment is not attractive/flexible to women researchers (flexible hours, teleworking, part-time etc.)

Thank you for your attention!!



... for more information, please, check
<http://www.ecare-project.eu/>