



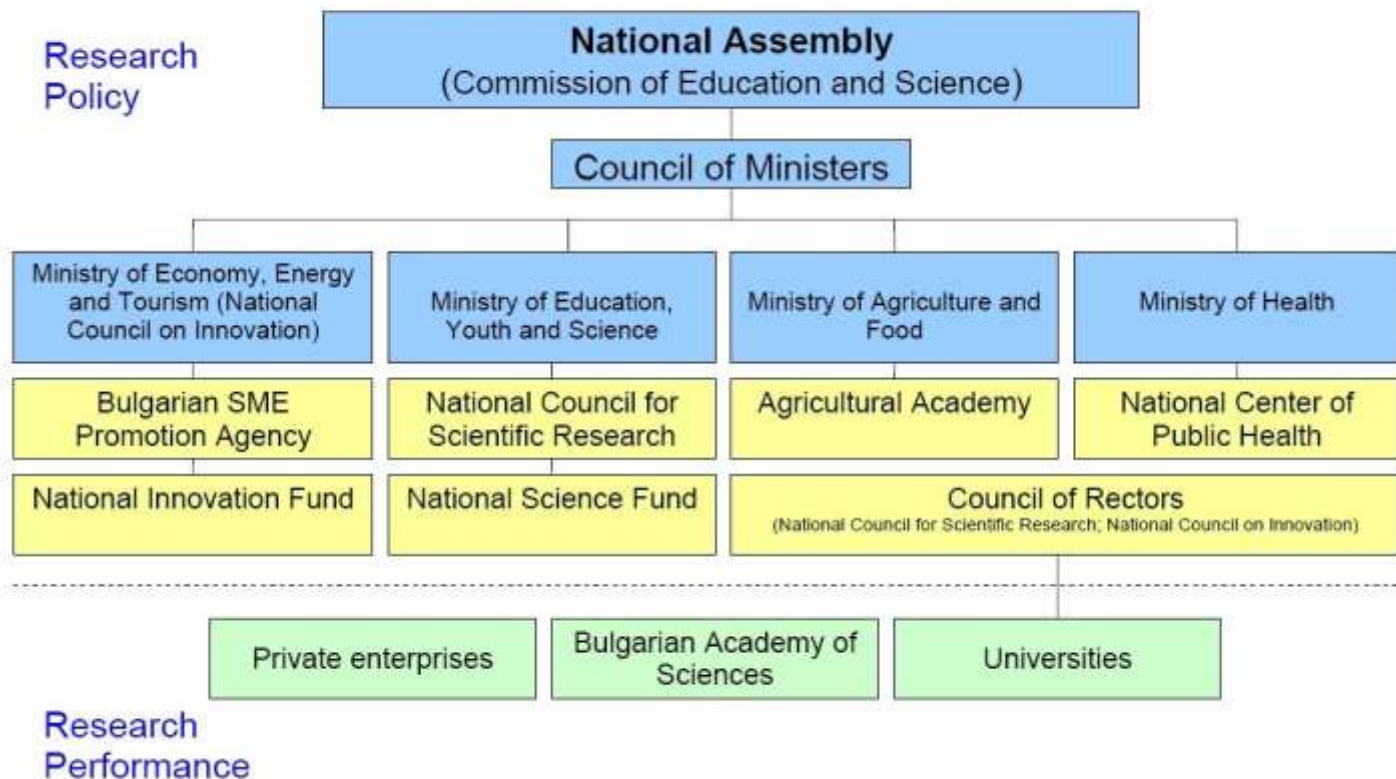
"Mobility and career of researchers: practices in Bulgaria and future challenges

E*CARE final conference, Plovdiv, Bulgaria
15th of June 2011



- Broad “variety” of research players :
 - Horizontal research organizations (BAS, AA);
 - Universities;
 - Other public research entities;
 - Private entities working in the field of research (gap in the legislation)
- *Some considerations:*
 - Too fragmentized system;
 - Too state budget consuming system – far from the Barcelona objectives;
 - Aging of researchers
 - Lack of prioritization
 - Lack of effective cooperation – inter-institutional connections
 - Poor public-private partnerships
 - Lack of market orientation

STATE INSTITUTIONS INCLUDED IN THE NATIONAL INNOVATION SYSTEM OF BULGARIA



Possible reasons for current situation:

- Lack of national coordination (of research and innovation) and modern / sound legal environment
- Guaranteed state budget and salaries;
- Lack of connectivity between real results and state funding;
- Insufficient accountability;
- Lack of experience concerning international and industrial revenues attraction;
- Socio-based research traditions not economy driver
- Lack of motivated HR and/or brain-drain phenomenon
- Not adequate monitoring system

Scientific Research Promotion Act

- Regulation of the National Science Fund
- Regulation of National Council on Scientific Research
- Regulation of Bulgarian participation in international and EU programmes
- Regulation of national programme funding
- Evaluation of research

Gaps: fragmentation; lack of National Strategy for Scientific Research; lack of coordination mechanisms with Innovation strategy; national budget resources – not clear enough, do not correspond to Barcelona process

Academic Development Act

- Drop off the Higher Attestation Committee work and practice
- Drop off double degrees
- Autonomy of universities

Gaps:

- Lack of harmonized approach towards implementation of the principles of Charter and the Code
- Lack of internationalization/attracting third-countries researchers
- Lack of contracts arrangements
- Lack of clear promotion career path

Higher Education Act, Art.91

- The universities have to develop their research and to provide facilities for research activities in parallel with the educational functions;
- 10 % of the state budget for universities is for the implementation of research activities (Regulation N:9)
 - NSF organised independent competitions for stimulating research at universities
 - Since 2008 the universities have started to organise research competitions in the frame of those 10%

Lack of clear definitions

Lack of research-education inter-connection

Third-countries researchers – Council Directive 2005/71/EC

- a clear legal framework that:
 - ✓ sets the legal status of researchers
 - ✓ favours the immigration of researchers and their families
 - ✓ offers fiscal incentives to immigrants
 - ✓ sets an attractive welfare system

A researcher moving from his own country must know how he would be considered in the hosting country, it means to know how:

- His/her qualifications are set in the country
- He/she can develop his scientific career
- He/she can have or not a permanent position
- Factors **enhancing** or **inhibiting** the entry and stay of foreign talents (i.e. **framework conditions** of stay for foreign nationals; data base with available resources and research infrastructures; etc.), taking into account also the results of international surveys concerning the “push” and “pull” factors in the mobility of skilled immigrants;

Some results:

- Amendments in regulations concerning defining of researchers from 2010:
 - PhD
 - And PostDocs

Complementary elements of the overall research framework

- Patent Law
- State Aids Law
- Law for the Bulgarian Academy of sciences
- Law on Agrarian Academy
- Labour Law, Law for foreigners
- Law on taxes
- Social Security Law
- Innovation Act (under elaboration)

“Soft” Regulation:

- Sofia University
- BAS
- Plovdiv University
- Technical University

Some necessary rules towards

- Research equipment
- Carrier development path;
- More “bridging” or “returned” fellowships;
- Active cooperation between research organisations and Universities and companies aiming at defining possible areas of interest - key point for young graduates absorption
- New incentives within the fiscal law/normative (especially towards HR)
 - How to promote public goals planning public-private relationship
 - How to promote (and evaluate) public research system contribute in innovation processes

Science Parks and Incubators

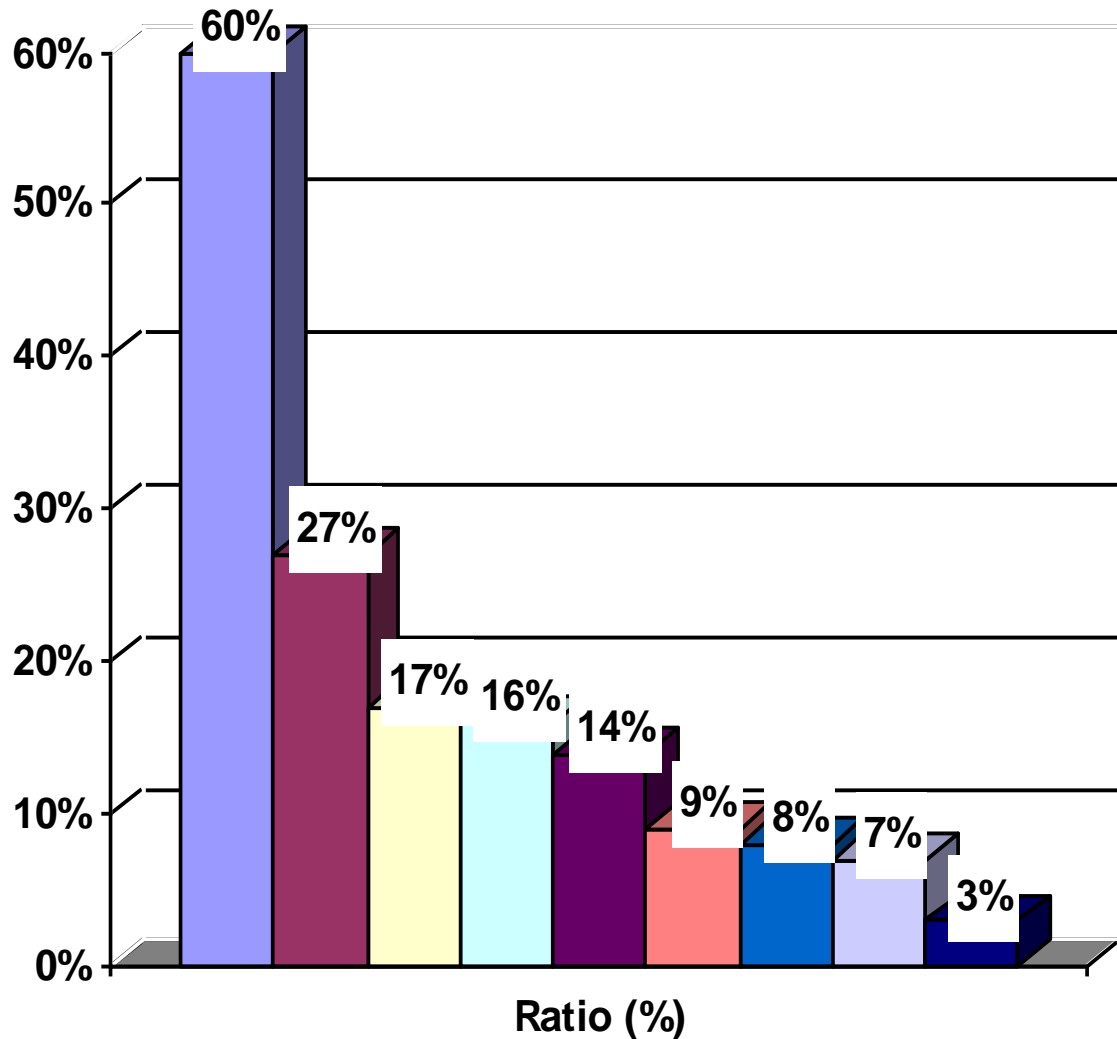
Creation of Spin offs


- ***“third mission”, technology transfer and research results exploitation in training programmes***

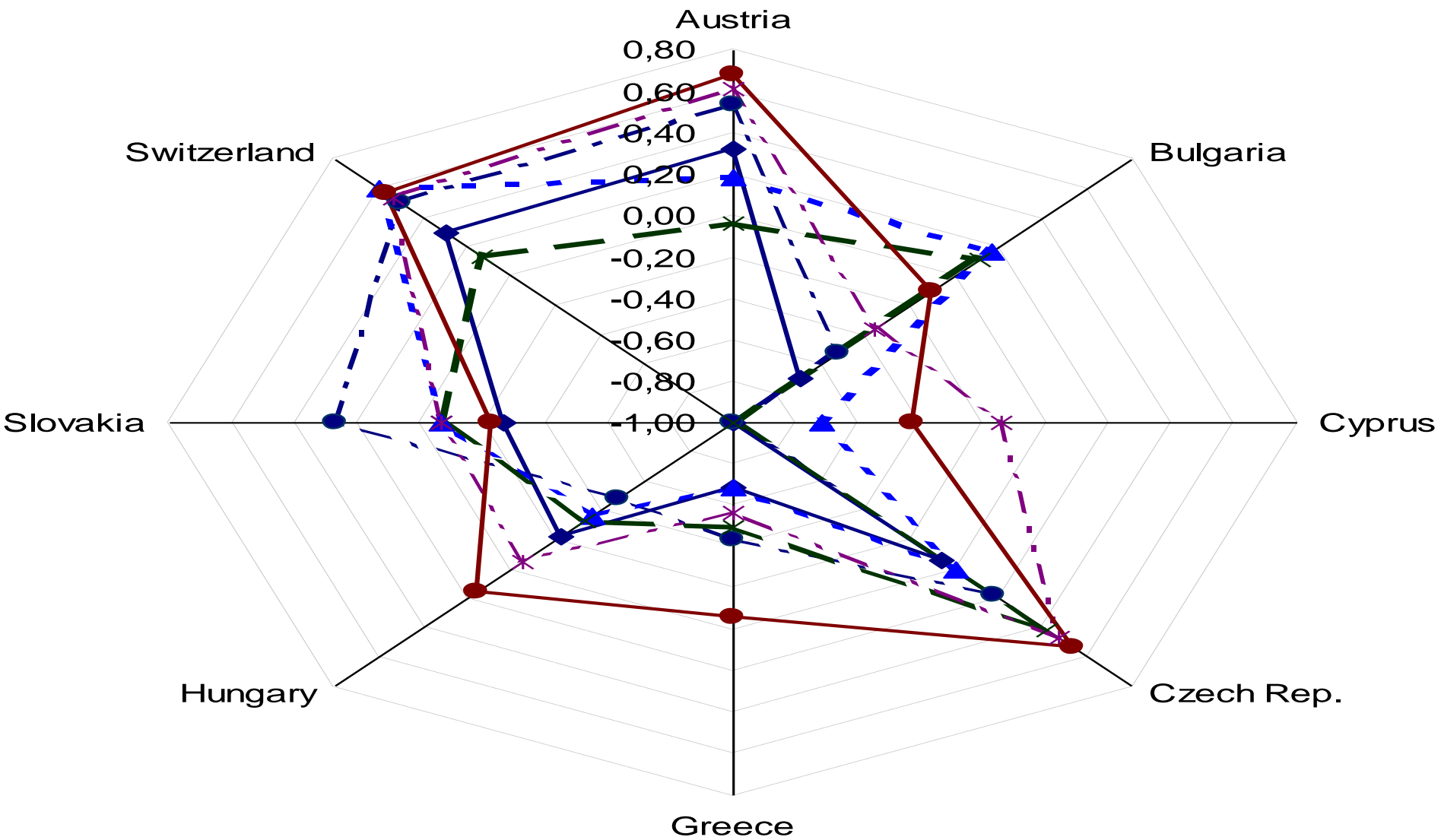
How to promote public goals planning public-private relationship

How to promote (and evaluate) public research system contribute in innovation processes

E*Care survey: Awareness on EU initiatives



- Marie Curie Actions
 - Lisbon Strategy Goals
 - ERA-MORE Mobility Centres/EURAXESS Service Centres
 - EURAXESS Jobs portal
 - The European Charter for Researchers
 - Other
 - Creation of a European researchers labour market
 - The Code of Conduct for the recruitment of researchers
 - Introduction of a "scientific visa" package
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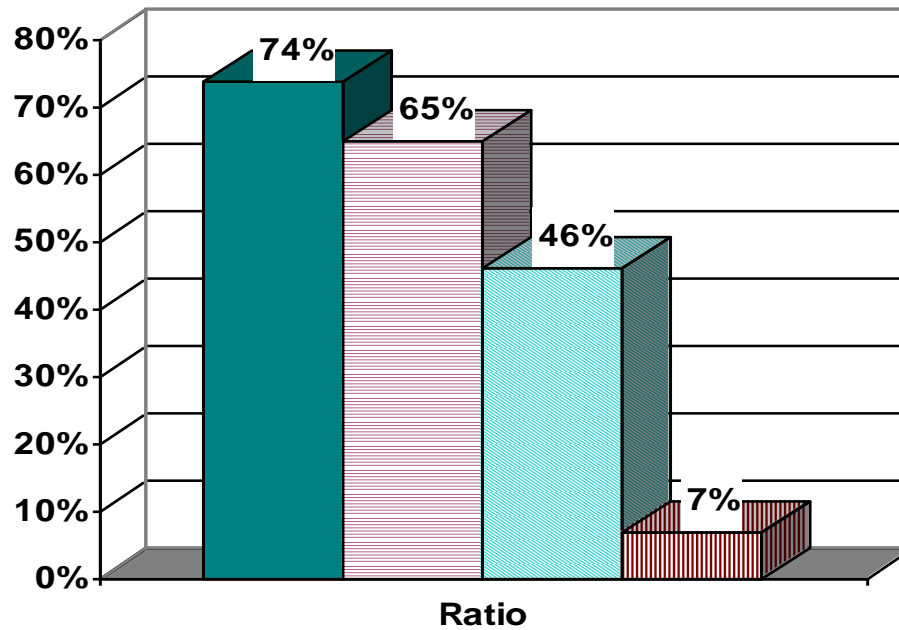


- ◆— Internship of PhD students and researchers in companies
- Participation of industrial experts in research boards/councils
- ▲— Collaboration in training of industrial experts
- ×— Joint scientific forums
- *— Consulting from/to academic institutions
- Joint research projects

Areas which need more intensive collaboration

- Industrial scholarships/sponsors for lecturers (researchers) specializations
- Material and technical support from industry to academic institutions
- Introduction by industry of intellectual products created by academic institutions.

Necessary measures



- Public authorities should create efficient mechanisms for financing this process
- Private sector should create efficient mechanisms to stimulate the financing of this process
- Tax relieves should be enforced when introducing intellectual products into the practice
- Other

Bulgarian Network after the

transformation Sep 2010

- **Bulgarian Network** as part of **EURAXESS Services** includes **LoCPs** in the former ESCs – UNWE, Sofia; TU, Varna; UR, Rousse; Trakia University, St.Zagora and a LoCP at St. Cyril and St. Methodius International Foundation, based in Varna
- *Recently LoCP at PU, Plovdiv has been added/attached*
- **2 BHOs** coordinate the network - at Sofia University “St. Kl. Ohridski”, Scientific Research Department (**SU-NIS**) and at **the** Institute of Technology and Development Foundation (**ITD**)



bulgaria_location_map





EURAXESS BULGARIA

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Charter & Code In BULGARIA

The EURAXESS Services Network

BULGARIA FOR RESEARCHERS

EURAXESS Bulgarian Portal: the main objective of this portal is to help foreign researchers planning to come to Bulgaria or already staying in Bulgaria look for career opportunities or funding. Furthermore, it aims to solve real life problems, researchers might come across such as visa formalities, work permits, social security, taxation, accomodation and housing, salaries, childcare facilities and schools, health and medical care.

SEARCH FOR SERVICES



Target Group:

Incoming Researchers

Type of Service:

Accommodation

Search

EURAXESS Services Centres in Bulgaria



JOBS

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EURAXESS MAGAZINE

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Our suggestions...

- **Clarify the state of the art:** taking into consideration that the statistics on such issues are still a unmeasured challenge for policymakers and that this is one of the core problems to attack before (re)drafting the policy agenda, it is urgently necessary to e.g. create databases on scientific units, institutions and scientists, analyse all the aspects of the movements to and from, identify the specific causes and consequences and classify their importance at regional and national level.
- **Invest in higher education and research substantially and for long-term:** the government should, itself and through other interested parties, invest in the general infrastructure for research and innovation. It should offer incentives, as well as provide opportunities for establishing academic and research networks. It should provide incentives for local and foreign private entities to invest in these fields (providing itself possible tax relieves, target funding etc). It should improve the career prospects for Bulgarian researchers, including those in the private sector. The backcloth to this is that without an increase in the number and quality of researchers, Bulgaria will not be able to secure and expand its role in research and innovation.
- **Enhance the promotion of scientific activities:** it is crucial first of all to analyse and disclose the whole potential of the scientific activities in Bulgaria and then to demonstrate the advantages of the local scientific pool and directions vs. foreign ones to the general public and raise awareness of the importance of the local scientific developments. This must be done urgently and again must be continuing for a long run.

Our suggestions...

- **Invest in “brilliants”**: that is to say e.g. encourage and provide support for them to increase the networking and academic mobility at regional, national and international level, provide incentives and privileges to them (e.g. special discriminative salaries, special incentives for every valuable input, etc). To this aim, there should be an appropriate infrastructure in Bulgaria and further measures to promote the mobility of leading young researchers, firstly to create critical mass in key teams and secondly to spread excellence when many eventually return to their home environment.
- **Make closer the science and business**: that is stimulate the link between (particularly young) scientists and private sector and support inflow of the formers into the latter; provide support to those private entities collaborating with local scientific entities, etc. It should link closely in particular the public research and the industry. The emphasis here will be on the need to create a level playing field for national and trans-national collaboration and technology transfer between universities and industry. To this aim, the measures for public procurement should be used. Here e.g. one of the aims could be to issue guidelines on research and innovation-friendly procurement that will explain good practices, and how the use of “leading markets” can stimulate the development of innovative technologies through public procurement.
- **More internationalised**: in a world of increasing circulation of knowledge and mobility of people, there is no place for excellence defined at national level. In all countries where scientific communities have been proud of their history but kept the competition restricted, science has stagnated and has not delivered good results to society in the long run. Increasing internationalisation in publications, collaborations, and referees is needed urgently.



Thank you for your attention!

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