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EUs Researchers' Career initiatives - implementation in Norway

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Vitae researcher development conference 2009:
Realising the potential of researchers, Workshop A13
Warwick, UK 8th Sept 2009

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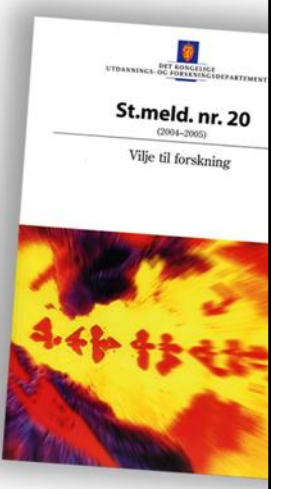
Norway participates in the EU research framework programmes in line with the member states through the EEA agreement and has subscribed to the Schengen Agreement.

Norway's governmental White Papers

- ***Commitment to research (2005)***
- ***Climate for research (2009)***

support the Lisbon agenda, the Barcelona targets, and the Ljubljana process - including improved scientific quality by

- increased **internationalisation**
- facilitation of **researcher mobility**
- **better careers for researchers**
- gradual **opening of national research programmes**



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Norway has one research council (RCN) covering all fields including basic and applied research, and innovation

- **financed** by all ministries, distributing 30% of governmental R&D funding
- **reports** to the Ministry of Education and Research
- **All of Norway's EU FP7 National Contact Points (NCPs) are in the RCN**

EU researcher career initiatives - implementation in Norway (1)

The RCN tries to facilitate and coordinate researcher career initiatives in collaboration with EU, and

- is co-delegate to the **ERA SG HRM**
- is **EURAXESS Bridgehead Org** and **Mobility (Service) Centre** and responsible for the National EURAXESS Researchers' **Mobility Portal**
- collaborates with International Contact Points at the universities and research institutions

Norway has been an active promoter of researcher career and mobility in line with the EU initiatives:

In Norway advertising of vacant researcher positions is transparent: the Ministry of Education and Research since 2006 **demanded** the universities and university colleges (that are state-owned) **to announce vacant researcher positions on the EU Mobility Portal** (result: more than 1600 positions posted 2003-2008, which is 10% of the total from all countries)

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EU researcher career initiatives - implementation in Norway (2)

- 2003-2005: Norway participated in the **development of the EU Charter & Code for researchers**
- 2006-2007: RCN and the UHR (Rectors' Conf) **signed the Charter/Code**
- 2008: Norway
  - was in the WG conceiving the **EC Human Resource Strategy for Researchers incorporating the Charter & Code**
  - made a Charter/Code gap analysis showing that most elements are already fulfilled in Norway
  - joined the EU EURAXESS C/C Promoters' Network
  - had NTNU (Univ of Trondheim) and RCN among the 25 EU C/C Pionéer Institutions
- 2009: Norway
  - made a National Action Plan for implementation of the Charter/Code
  - established several groups and networks to facilitate C/C impementation
  - joined the **EU Institutional HR Strategy Group** (Univ of Oslo and RCN)
  - will report to **CREST** in a National Action Plan including initiatives on *Better Careers and more mobility – a European Partnership for Researchers*

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EU researcher career initiatives - implementation in Norway (3)

- Elements of the Charter/Code incl. flexibility and family life is likely to **promote recruitment of women researchers** – cf the **Norwegian Green Paper on "Women in Research"** (Feb 2007) **www.kvinneriforskning.no/english** (website and version in English), devoting ½ page to ERA-MORE and the Charter
- The UHR (Rectors' Conference) were positive towards the Charter/Code gap analysis and the potential value of the Charter/Code for women in research
- The Czech EU Presidency Conf on Women in Research in Prague 2009 concluded that gender issues should be part of the National Action Plans under the Ljubljana process – proposed by Norway

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Selected initiatives in Norway and indications of effects by scientific outcome

- **Terms and salary for researchers**
- **MOBILITY: e.g. PhD degrees by foreigners**
- **NETWORKING: 21 Centres of Excellence and 14 Centres for Researchbased innovation (CRI) www.rcn.no**
- **CO-LOCATION: ~ 15 scientific parks www.fin.no**
- **COMBINED POSITIONS: Professor II**
- **PUBLICATIONS**
- **CITATION INDEX**

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Norway: researchers' terms and salaries (1)

In Norway

- **all researchers** including PhD-"grantees" and post-docs are **post-graduate employees,** pay tax and enjoy normal social security and pension rights including maternity leave
- Most of the issues included in the EU Charter / Code of Conduct are largely fulfilled.
- **Early stage researchers in Norway enjoy highest gross average salary (51,398 €)* of 34 European countries,** which combined with enjoying normal social security and pension rights, seem to **promote ingoing mobility of young researchers**

***CARSA Study on the remunerations of researchers in the public and private commercial sectors Annex 7 141106 for EC**

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Norway: researchers' terms and salaries (2)

- in 2006-2008 around **25% of PhD degrees were made by foreigners****
  - in some Norwegian Centres of Excellence ~50% of the researchers are foreigners
  Outgoing researcher mobility is low
- In social-democratic **Norway researchers'** (and academics') **salary increase per year is low, so after >15 years their gross average salary (73,665 €)*** ranks around 12th among the same 34 European countries
  - in 2001 ~14% of government-employed researchers were foreigners**

***CARSA Study on the remunerations of researchers in the public and private commercial sectors Annex 7 141106 for EC**
**** foreigners by first citizenship (NIFU, 2001; NIFU-STEP 2007, Oslo Norway)**

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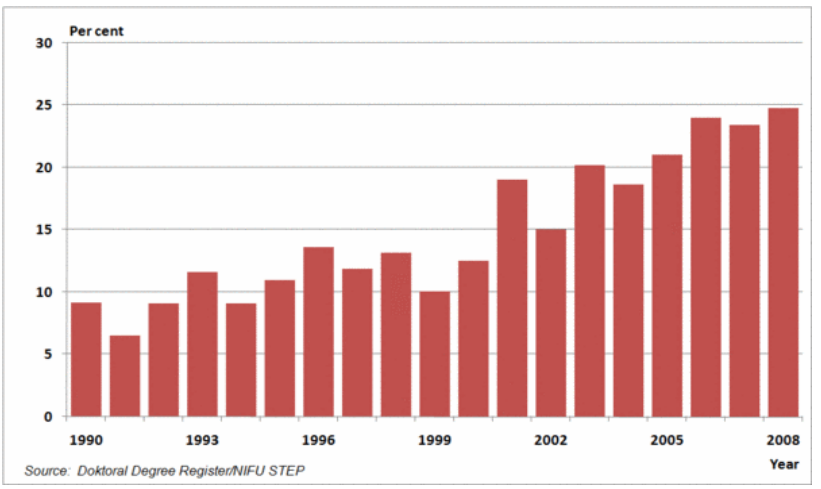
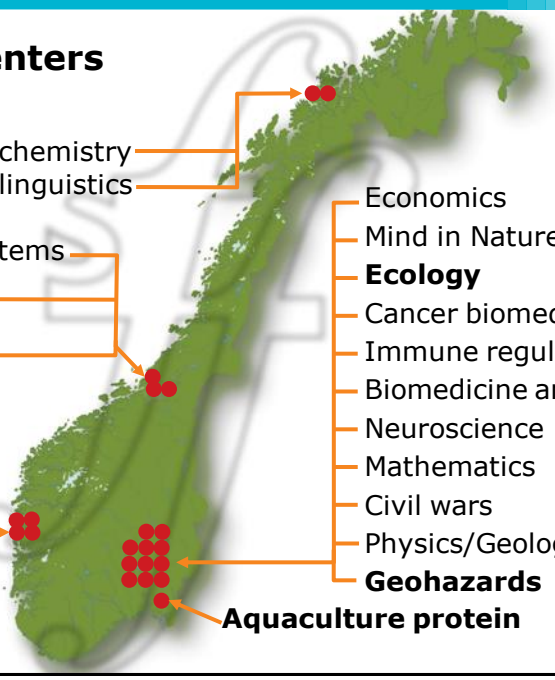
Doctoral degrees in Norway1980-2008 - % with non-Norwegian citizenship



Forskningsrådet

Norwegian Centers of Excellence



Theoretical chemistry
Theoretical linguistics

Communication systems
Ships and ocean structures
Biology of memory

Geo-biosphere
Climate research
Medieval studies
Petroleum research

Economics
Mind in Nature
Ecology
Cancer biomedicine
Immune regulation
Biomedicine and IT
Neuroscience
Mathematics
Civil wars
Physics/Geology
Geohazards
Aquaculture protein

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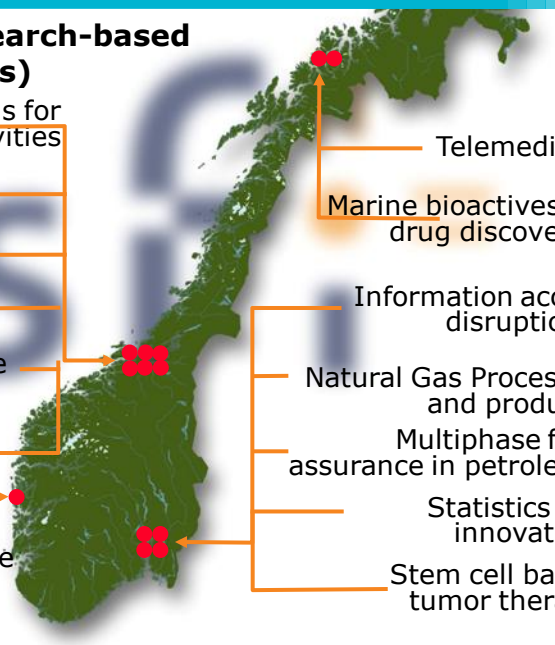
Centres for Research-based Innovation (CRIs)



Integrated operations for upstream petro activities
Concrete innovation
Medical imaging
Aquaculture technology
Manufacturing future
Structural impact laboratory
Measurement science and technology

Telemedicine
Marine bioactives & drug discovery
Information acces disruptions
Natural Gas Processes and products
Multiphase flow assurance in petroleum
Statistics for innovation
Stem cell based tumor therapy

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Nordic Centres of Excellence (NCoE)

- **Nordic Centre of Excellence (NCoE)** is a network model to enhance scientific quality by obtaining ”critical mass” and interdisciplinary collaboration between excellent Nordic research groups with basic funding from elsewhere
- **NCoEs are selected** by non-Nordic expert panels in competition based on open calls
- **NCoEs** receive joint Nordic (1/3) and national research council (2/3) top-financing for networking activities, covered according to the countries’ GDP fraction
- **NCoEs** are so far established within Humanities and Social Sciences (4), Molecular Medicine (3), Natural Sciences – Global Change (4), Welfare (2) and Food (3)

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Professor II – flexible part-time combined researcher positions

In Norway, any governmental employee including researchers and university professors are allowed
+ 20% part-time position elsewhere

- Employees in industry, hospitals etc. may have
+20% “professor 2” position at a university as add-on to their main position – financed by either party

Flexible part-time and combined positions on “time bank” terms allow flexible mobility within and between countries, institutions and industry – attractive even for established researchers and double-career researchers who don’t want to move from main position or family for a longer period

- **Co-location of university, hospital, biotech centres, R&D institutes and industry e.g. in science parks** makes it easier to combine such positions
- **CoEs** typically have flexible part-time “time-bank” agreements with foreign frontline researchers

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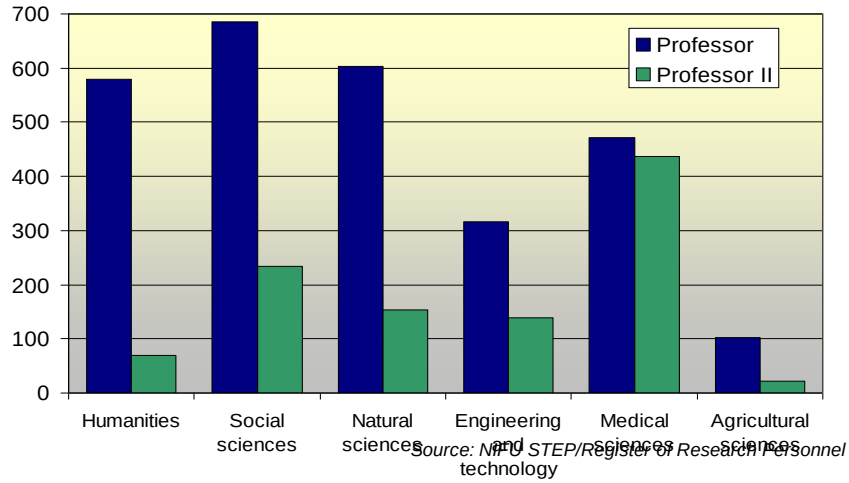
Professor I and professor II by field of science and technology 2005



Source: NIFU STEP/Register of Research Personnel

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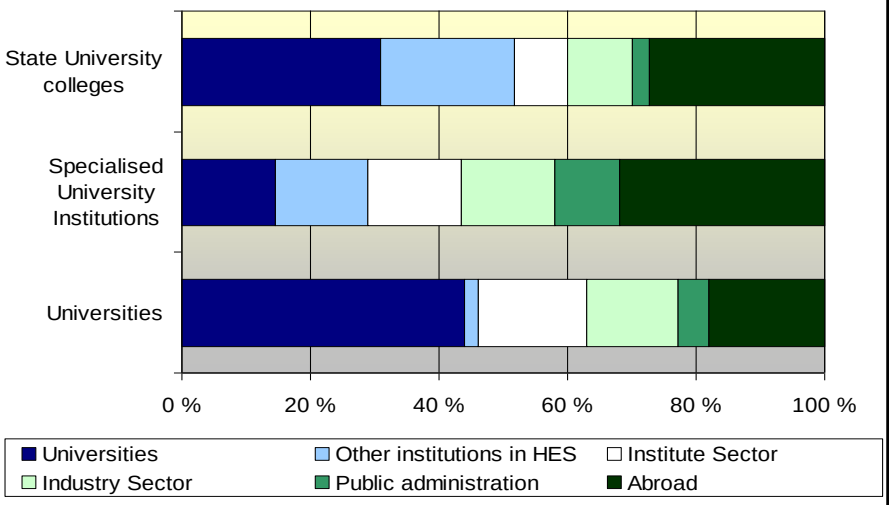
Professor II by type of institution and by sector 2005 (%)



Source: NIFU STEP/Register of Research Personnel

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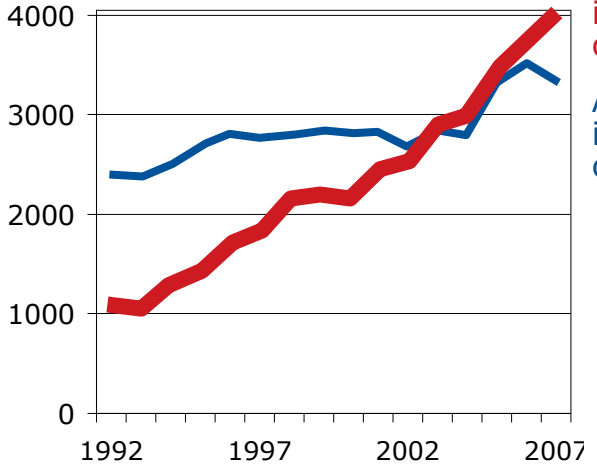
Norwegian research: More international collaboration



Articles with international collaboration

Articles without international collaboration

Number of scientific publications increased 38% from 2005

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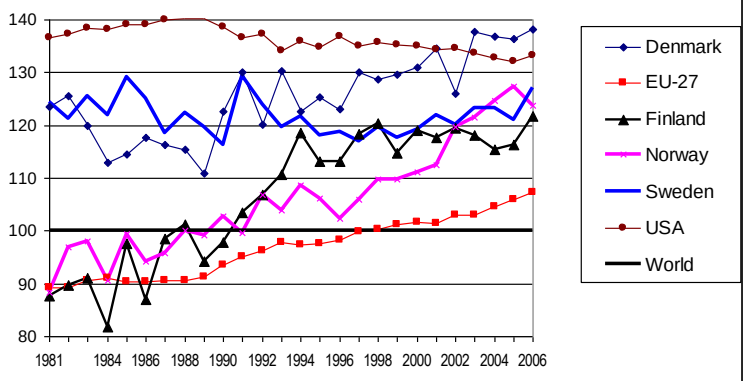
Development in the relative citation index for research in selected countries measured in relation to world average, 1981–2006*



*) Based on annual publication windows and accumulated citations to these publications up to and including 2007. The index for each country has been weighted according to the countries' relative field distribution of articles.

Source: Thomson Scientific /Studies in Innovation, Research and Education