

Vitae researcher development conference 2009  
Realising the potential of researchers  
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## The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C & C) – The Greek paradigm

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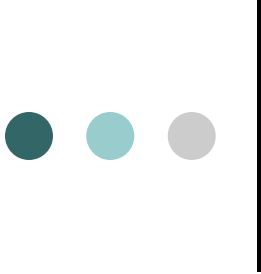




## The C & C in the framework of the EU policy for human resources and mobility

- The European Research Area (ERA) and the Lisbon Strategy (qualitative and quantitative targets)
- The Steering Group in Human Resources and mobility (SG-HRM), the OMC, the national implementation reports
- The EC Recommendation (EC 11/3/2005)





## The Recommendation: a new milestone for the research career development in Greece (including the aspect of mobility)

- The landscape in Greece before 2005
- The landscape in Greece after 2005





## The landscape in Greece before 2005

The institutional framework for research career development in the:

Academic  
sector

Research  
Centres'  
system

Private  
sector



## Legal provisions for the:

- Structure and functions of the Research Centres
- Reshaping of post-graduate programmes in the Universities
- Mechanisms to provide and confirm excellence in human research potential (peer review system)
- National Funding programmes for HR
- Synergies between Universities, Research Centres, enterprises
- Life- long training and education
- Increase of mobility between sectors, disciplines, countries
- Enhancement of innovation (science parks, spin-off / start-up companies, patents, liaison offices, relay centres, innovation poles etc)

# Total R & D Personnel and Researchers by Sector of Employment

	Researchers		Total R & D Personnel	
	2003	2005	2003	2005
<b>Business Enterprise Sector</b>	4.385	5.994	12.259	13.011
<b>Government Sector</b>	3.027	2.916	9.148	7.861
<b>Higher Education Sector</b>	20.507	23.984	35.088	40.486
<b>Private non-profit Sector</b>	139	139	213	211
<b>Total:</b>	<b>28.058</b>	<b>33.033</b>	<b>56.708</b>	<b>61.569</b>

Source: General Secretariat for Research and Technology

Scientific output of Greek researchers is rich. According to recent data of the Institute for Scientific Information (ISI), Greece is ranked among the 30 most important scientific producers worldwide, with better performances in computer sciences and agricultural sciences





## The landscape in Greece after 2005

### The EC institutional tools following the Recommendation on the C&C

#### The Green Paper

The European Research Area: New Perspectives

3.1 Realising a single labour market for researchers (4/4/2007)

#### The EC Communication

Better Careers and more mobility: a European partnership for Researchers (23/5/2008)






## HRST Policy and Strategy focuses on:

- a. Highly skilled researchers (Greek Universities and public Research Centres)
- b. Attracting talents from abroad, enhancing geographical mobility of researchers.
- c. Enhancing employment of highly skilled personnel in the business enterprise sector, enhancing inter-sectoral mobility of researchers, improving the skills of the business personnel.
- d. Support of entrepreneurship of researchers.
- e. Mobilization of social groups not fully integrated in the RTD system (women, immigrants, repatriates)





# The EC institutional tools and the Greek paradigm. From legal texts to practice

## A good example of interministerial and related bodies' cooperation

- The leading role of the Ministry of Development
- An active consultation process with the stakeholders triggered by the General Secretariat for Research and Development (GSRT) / Ministry of Development
- The cooperation with the Conference of Directors of the Research Centres under the umbrella of the GSRT
- The Recommendation on the C & C and the Mixed National Committee on Research and Education
- The cooperation with the Conference of Rectors of Greek Universities
- The channels of communication with the Ministry of Education and Religious Affairs/ EU Directorate
- The role of the Greek network of EURAXESS Services' Centres in the promotion and the implementation of the C & C



# The conduction of a survey among the Research Centres with the help of the Greek network of EURAXESS Services Centres

**Aim:** To gain valuable information regarding the realistic chances of the implementation of the principles laid down in the C & C

## Addressees:

52 Research Institutes under the umbrella of the GSRT

- Presidents
- Directors of the Institutes
- Researchers
- Personnel Departments

**Participation rate:** 70%

## Brief analysis:

An overall estimation of the answers received by the participants is that there is a general tendency to agree with all the principles laid down in the C & C (with only a very few exemptions). Almost all of the participants find the C & C as “a good attempt” and a well thought document addressing most of the aspects related to the researchers’ professional life and expectations

# The endorsement of the C&C by the NHRF, CERTH, MCFA- HELLAS, EUROSCIENCE

	National Hellenic Research Foundation
	Centre for Research and Technology – Hellas
	Marie Curie Fellows Association – Hellas
	EUROSCIENCE – Hellas



## The incorporation of the C&C in the NHRF's regulatory framework

A good example of good practices in :

- Recruiting (open and transparent methods)
- Evaluating
- Preserving rights
- Educating
- Offering transferable skills opportunities
- Non discriminating policies and practices (women, immigrants, repatriates etc)



## The need for the creation of a new culture

From smaller to bigger

Research Centres



Private sector



Universities





## The need for the creation of a new culture

- The adoption of a common Human Resources and Mobility Strategy by the Signatory Research Centres
- The importance of the stimulation of transferable skills programmes in the light of the recession and possible increase of unemployment





**Thank you for your attention!**

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