

The Researchers Report 2012

Country Profile: Austria



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1. Key data

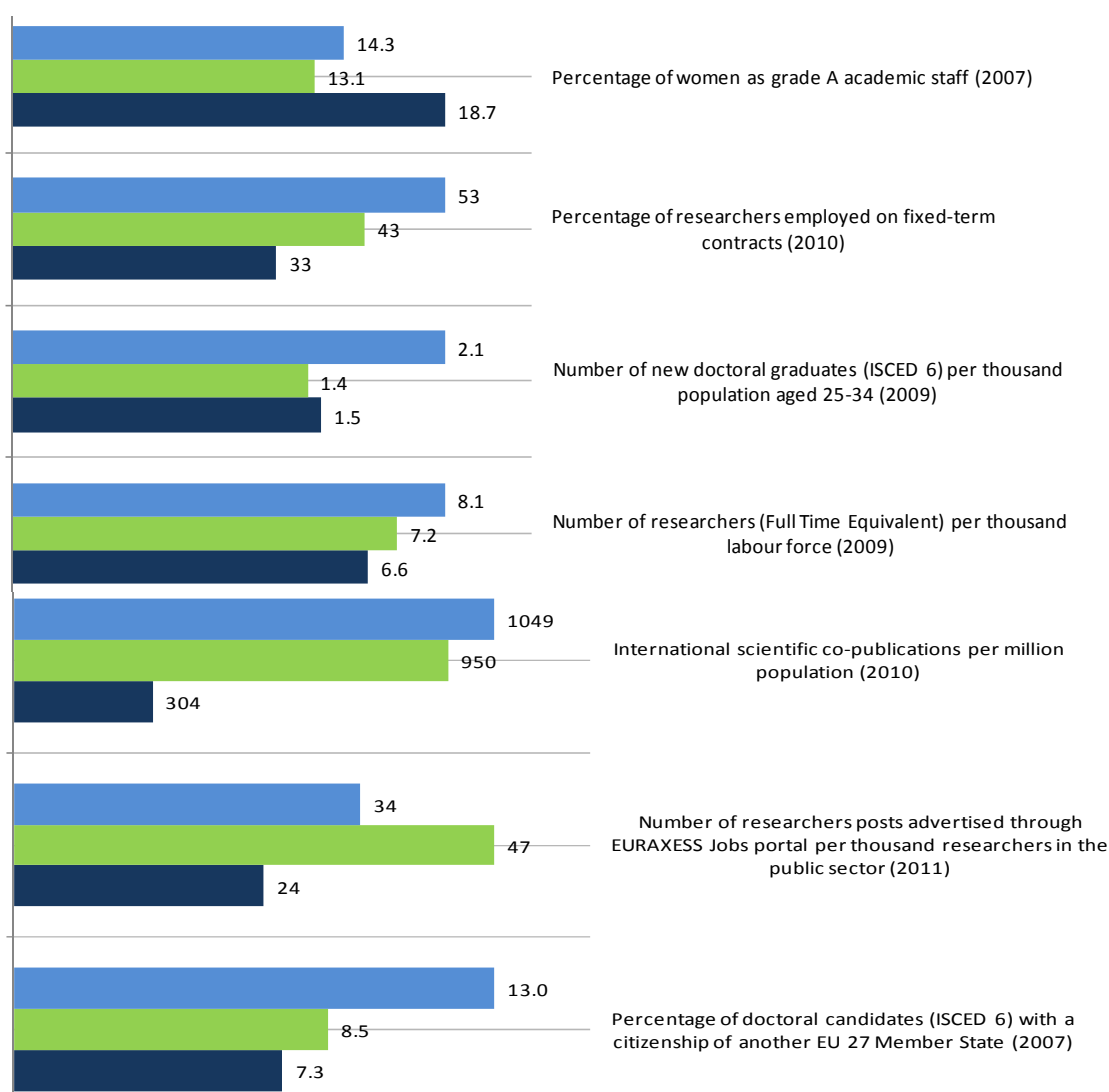
National R&D intensity target

“R&D intensity increased during the past decade, from 1.94% in 2000 to 2.79% of GDP in 2009. This trend is significantly higher than the EU average and has allowed Austria to approach the 3% R&D target set for 2010. If the trend from the last decade continued, Austria would approach an R&D intensity of 4%, positioning the country at the world forefront, with values similar to countries like Sweden, Finland, South Korea or Japan. Both public and private R&D increased in the last decade, and in the last years, public R&D increased anti-cyclically, compensating the decrease in the share of business R&D due to the economic crisis. The federal government sector increased its share in overall R&D expenditures from 28% in 2007 to 35% in 2010, while the percentage of gross R&D financed by industry decreased to 43%, in comparison to 49% in 2007.”¹

Key indicators measuring the country’s research performance

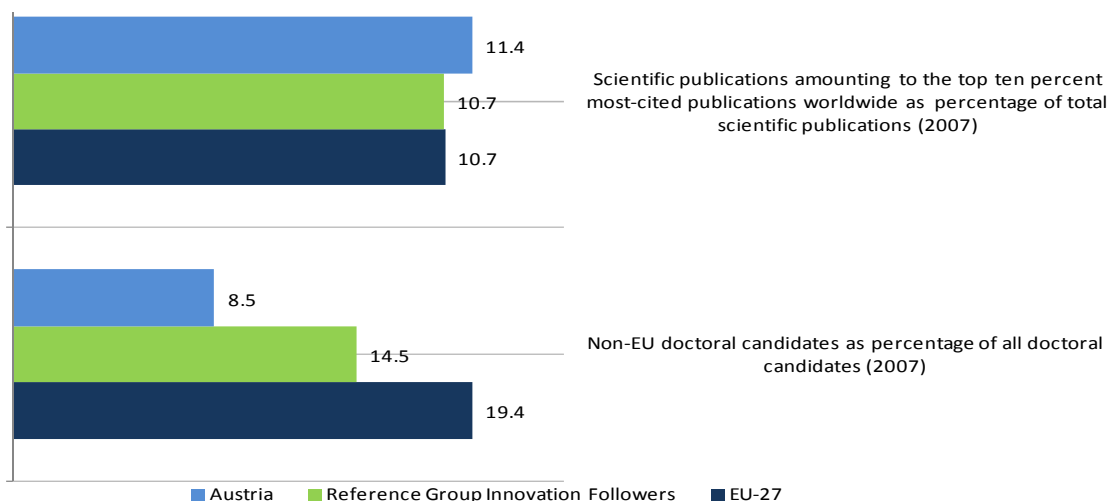
The figure below presents key indicators measuring Austria’s research performance against a reference group and the EU-27 average².

Figure 1: Key indicators – Austria



¹ European Commission (2011), “Innovation Union Competitiveness Report 2011”.

² The values refer to 2011 or the latest year available.



Source: Deloitte

Data: Eurostat, SHE Figures, EURAXESS Jobs Portal, Science Metrix/Scopus (Elsevier), Innovation Union Scoreboard 2010

Notes: Based on their average innovation performance across 24 indicators, Austria, Belgium, Cyprus, Estonia, France, Ireland, Luxembourg, Netherlands, Slovenia and the UK show a performance close to that of the EU27. These countries are the Innovation followers³.

Stock of researchers

The table below presents the stock of researchers by Head Count (HC) and Full Time Equivalent (FTE) and in relation to the active labour force.

Table 1: Human resources – Stock of researchers

Indicator	Austria	EU Average
Head Count per 1 000 active labour force (2008)	13.69	9.45
Head Count (2008)	58 217	-
FTE per 1 000 active labour force (2009)	8.06	6.63
Full time equivalent (FTE) (2009)	34 501	-

Source: Deloitte

Data: Eurostat

2. National strategies

The Austrian Government has put in place a range of measures aimed at training enough researchers to meet its R&D targets and at promoting attractive employment conditions in public research institutions. The table below presents key programmes and initiatives intended to implement the strategic objectives to train enough researchers to reach Austria’s R&D targets, to promote attractive working conditions, and to address gender and dual career aspects.

Table 2: National strategies

Measure	Description
Austrian RTD Strategy – National Strategy for Research, Technology and Development of the Austrian Federal Government (2011)	The Austrian RTD Strategy defines Austria’s strategic and operational goals, sets priorities, and sets down support measures aimed at promoting research, technology and innovation over the next decade.
National Action Plan for Researchers (2009)	As a response to the European Commission Communication “Better Careers and More Mobility: A European Partnership for Researchers”, the Austrian government has issued a “National Action Plan for Researchers”. The Action Plan calls for a three-year partnership between Member States and the European Commission with the objective of ensuring a sufficient number of researchers in Europe. It aims at achieving progress in the following areas:

³ European Commission (2011), “Innovation Union Scoreboard 2010”.

Measure	Description
	<ul style="list-style-type: none"> – Open and competitive recruitment of researchers as well as cross-border portability of research grants; – Social security and supplementary pension needs of researchers; – Attractive employment and working conditions for researchers; – Enhancing the training, skills and experiences of researchers.
Strategy for Excellence of the Austrian Council for Research and Technology Development (2007)	The strategy proposes a strategy to increase the overall quality of research and contains concrete measures to boost the development of top-level international research in Austria.
Together for Austria – Programme of the Austrian Federal Government 2008-2013 (2008)	The multi-annual Together for Austria Programme aims at investing in education, science and research with the ultimate goal of securing the foundations of Austria's future prosperity and thus offer young people optimal opportunities as they embark on a (researcher) career.

Source: Deloitte

3. Women in the research profession

Measures supporting women researchers in top-level positions

In 2007, the percentage of women grade A academic staff was 14.3% in Austria compared with 13.1% among the Innovation Union reference group and an EU average of 18.7%⁴.

The Austrian Government has introduced a number of measures to raise the proportion of women in high level positions in research, technology and innovation (RTD). The table below provides an overview of key initiatives supporting women in research professions.

Table 3: Women in the research profession - Key programmes and initiatives

Measure	Description
Amendment to the 2002 University Act (2009)	Following an amendment to the University Act, at least 40% of the staff of universities and members of university boards must be women.
Excellentia Programme (ongoing)	Since the launch of this Programme (2005), the percentage of women full professors at Austrian universities has increased from 13% (in 2005) to 18% in 2010.
FEMtech Career Initiative (ongoing)	The FEMtech Career Initiative supports women in high-ranking positions in industry and research institutions.
FEMtech Research Projects Initiative (ongoing)	The FEMtech Research Projects Initiative supports projects with a gender-relevant context so as to improve working conditions in favor of gender equality.
FEMtech – women in research and technology Initiative (planned 2012)	This FEMtech Initiative is designed to attract women to pursue a career in R&D, science and technology. Enterprises and independent research institutes can apply for funding for women doctoral candidates' dissertations.
fForte Coaching Programme (ongoing)	The Coaching Programme supports women in writing successful grant proposals. In addition, it provides information on sources of funding and personal (professional) development to increase the ratio of women in research funding programmes.
Media Training (ongoing)	As part of this programme, women doctoral candidates and post-docs receive media training to improve media-related communication. Between March and June 2010, 50 young women researchers participated in the training.
Performance Agreement 2010-2012 (ongoing)	The Performance Agreement aims to improve the position of women at all career stages and in responsible positions in universities. In addition, it supports work-life balance by offering child-care facilities, parental leave and flexible working hours.
“Rising the proportion of women in highly skilled positions in research, technology and innovation (RTD field)” initiative, Ministry of Transport, Innovation and Technology (BMVIT) (ongoing)	The initiative calls for an increase in the proportion of women project leaders by six percentage points yearly, from 15.8% in 2010. In addition, the proportion of women in selection bodies is to go up by seven percentage points until the year 2013, from 23% in the year 2010 in order to raise women researchers' influence on R&D.
Task Force Gender & Diversity (ongoing)	The aim of the Task Force is to increase women's share of top-level positions at universities by offering coaching to prospective female heads of universities.
w-fORTE - In Focus: Career	In the scope of the series of events, w-fORTE offers workshops helping women to

⁴ See Figure 1 “Key indicators – Austria”.

Measure	Description
(ongoing)	enhance their strategic competencies, e.g. in strategy, team leadership and development, dealing with power, work-life balance.
w-fFORTE - Laura Bassi Centres of Excellence (ongoing)	The Laura Bassi Centres of Excellence encourage cooperation between highly-skilled male and female researchers from academia and the private sector. In addition, women scientists are encouraged to apply for top positions within the 'Laura Bassi Centres of Excellence' to address the shortage of women in scientific roles.
w-fFORTE - wissenschaft(f)t erkenntnis - knowledge creates insights	The w-fFORTE programme helps women researchers understand the different types of culture that exist in research institutions and to identify the resulting challenges faced by researchers working there.

Source: Deloitte

Quotas to ensure a representative gender balance

The Austrian government has not introduced specific gender quotas in support of gender equality either in the public or the private sector. However, a number of measures such as the fForte Coaching Programme or FEMtech (see chapter 3 "Women in the research profession") aim to ensure a representative gender balance in the research profession.

Maternity leave

Women researchers enjoy a set of rights to interrupt or extend a contract in the event of maternity leave:

- Fellowship programmes administered by the Austrian Academy of Sciences (APART, DOC, DOC-fFORTE, and DOC-team) allow women researchers to interrupt and extend their contract for a maximum of 12 months during maternity leave. Women researchers receive payments covered by the Austrian social security system.
- Fellows (mothers or fathers) providing proof of care for at least one child under the age of seven are eligible for a part-time fellowship. The duration of the fellowship can be extended;
- Persons receiving grants from the FWF are financed by means of employment contracts. This applies to doctoral students and incoming scholars as well. Women researchers with employment contracts enjoy the same maternity benefits as any other employee;
- Researchers are protected by Austrian employment law in the event of interruption of a contract during maternity leave;
- Career development programmes offer project leaders the possibility of interrupting and extending a project at no additional cost in the event of a maternity;
- OeAD grants do not include benefits for maternity leave. However, interruption is possible if the researcher wishes to continue/finish the project after maternity leave.

4. Open, transparent and merit-based recruitment

Recruitment system

Austria has introduced a set of measures in support of an open recruitment system for researchers. The table below summarises the main components of the system.

Table 4: Recruitment system

Measure	Description
Amendment to the 2002 University Act (2009)	Following an amendment to the University Act, Austrian Universities must advertise research job vacancies (for scientific and research staff) internationally, at least EU-wide. University institutions decide autonomously on the instrument for advertising vacancies internationally. The Austrian Ministry of Science and Research actively promotes the EURAXESS Jobs portal via brochures, flyers, and newspaper advertisements in order to raise awareness of the European job database among universities and public research organisations.
EURAXESS Jobs (ongoing)	The EURAXESS Jobs portal offers a cost-free platform for posting jobs internationally. This European job database is promoted via articles and newspaper advertisements to raise awareness of its existence among universities and public research organisations.
The Austrian Science Fund (FWF) database (ongoing)	The Austrian Science Fund database provides information on research jobs (PhDs, post-docs, etc.).

Source: Deloitte

Open recruitment in institutions

The table below presents information on open recruitment in higher education and public research institutions.

Table 5: Open recruitment in higher education and public research institutions

Do institutions in the country currently have policies to ...?	Yes/No	Description
– publish job vacancies on relevant national online platforms	Yes	Online platforms and online publication of jobs is common sense.
– publish job vacancies on relevant Europe-wide online platforms (e.g. EURAXESS)	Yes	In November 2011, there were 258 registrations from Austrian organisations on the EURAXESS Jobs portal to date.
– publish job vacancies in English		It is up to the autonomous institutions.
– systematically establish selection panels		It is up to the autonomous institutions.
– establish clear rules for the composition of selection panels (e.g. number and role of members, inclusion of foreign experts, gender balance, etc.)		It is up to the autonomous institutions.
– publish the composition of a selection panel (obliging the recruiting institution)		It is up to the autonomous institutions.
– publish the selection criteria together with job advert		It is up to the autonomous institutions.
– regulate a minimum time period between vacancy publication and the deadline for applying		It is up to the autonomous institutions.
– place the burden of proof on the employer to prove that the recruitment procedure was open and transparent		It is up to the autonomous institutions.
– offer applicants the right to receive adequate feedback		It is up to the autonomous institutions.
– offer applicants the right to appeal		It is up to the autonomous institutions.

Source: Deloitte

EURAXESS Services Network

In 2010, more than 525 jobs in Austria were published on the EURAXESS Jobs portal – an increase of more than 50% in comparison to 2009. In 2011, the number of researchers posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was 34 in Austria compared with 47 among the Innovation Union reference group and an EU average of 24⁵.

The Austrian EURAXESS Services Network⁶ – consisting of two Services Centres and a number of Local Contact Points – provides information in the following subject areas:

- Research funding, research job opportunities, legal issues (visa, work permits, entry and residence conditions, social security, tax issues), administrative and cultural issues (housing, language courses, child-care, etc.), the Austrian research landscape (wide scope of research institutions and activities across Austria), women in science (promotion of women, strategic information, activities, databases), potential research partners, access to other countries' EURAXESS portals, and contact details of EURAXESS Services Centres.

5. Education and training

Measures to attract and train people to become researchers

Several Austrian Federal Ministries have created new programmes and improved existing initiatives to increase young peoples' interest in (natural) science and technology. The table below summarises practical measures aiming to attract and train young people to become researchers.

⁵ See Figure 1 "Key indicators – Austria".

⁶ Available at: www.euraxess.at

Table 6: Human Resources – Key programmes and initiatives

Measure	Description
Cultivating Talents Programme (ongoing)	The Programme supports the development of human resources in research based on four priorities: 1) doctoral training, 2) career development for young post-docs, 3) specific measures to increase the number of women scientists, and 4) brain-gain measures.
FIT – Women in Technology Initiative (ongoing)	The FIT Initiative offers (female) pupils information on technical studies with the aim of stimulating girls’ interest in technology. In 2011-12, FIT is organised and financed by five Austrian Universities (Graz, Innsbruck, Linz, Salzburg and Vienna).
Generation Innovation Initiative (ongoing)	The Generation Innovation Initiative consists of the following three activities: <ol style="list-style-type: none"> 1. Generation Innovation Regions – educational institutions, research institutes and private companies team up to implement projects in research, technology and innovation; 2. Generation Innovation Praktika – supports qualified research traineeships for pupils in research institutes and private companies with a target of 1 000 traineeships per annum. The budget is EUR 1 million; 3. Generation Innovation Check – supports small-scale natural science and technology-related projects in schools and kindergartens.
IMST (Innovation Makes Schools Top-Class) Programme (ongoing)	The IMST Programme aims at establishing and structural embedding of a culture of innovation designed to consolidate exemplary teaching in mathematics, information technology, science, German studies and technology.
Kids Universities Initiative (ongoing)	The Kids Universities Initiative enables children between the age of 7 and 12 to explore science with the support of researchers.
Marietta Blau Grant Initiative (ongoing)	The Marietta Blau grant aims at generating internationally competitive PhD diplomas in Austria. It offers financial support to highly-qualified doctoral candidates at Austrian universities for carrying out the abroad part of their doctoral programme (6-12 months).
Mentoring Programme (ongoing)	The Programme supports mentoring (mainly by women researchers) to young (female) pupils (15-19 years) interested in research, technology and innovation.
MINT (Mathematics, Informatics, Science, and Technology) Programme - Information Campaign (ongoing)	The MINT Programme encourages students to pursue a career in a scientific field (mathematics, computer science, natural science and technology).
Sparkling Science Research Agenda (ongoing)	Sparkling Science – a research programme of the Federal Ministry of Science and Research – supports (new) methods of promoting young researchers and artists in Europe. In addition, it fosters cooperation between experienced scientists and young people in more than 160 projects. Funding is allocated for projects in which students of schools are actively involved in the process of academic work.
Talents Initiative (since 2011 - ongoing)	The Talents Initiative supports RTD talent (particularly women) by offering traineeships for pupils and providing financial support for (regional) education projects in schools in the field of mathematics, informatics, science and technology. The initiative finances traineeships for female students (<i>FEMtech Traineeships Initiative</i>), offers career support (<i>FEMtech Career Initiative</i>) and supports research projects (<i>FEMtech Research Projects Initiative</i>). In 2011, 1 500 traineeships were funded under the action line “discover talents”. The budget is EUR 1.5 million.
Young People Initiative (ongoing)	The Young People initiative was designed to inspire young people to explore technology and innovation with the ultimate aim of attracting students to pursue a technology-related academic career. The success of Austrian winners in international competitions such as the European Contest for European Scientists, the International Science and Engineering Fair (INTEL-ISEF), and the Annual Award of Patents.

Source: Deloitte

The “FEMtech dissertations” initiative has been launched in order to increase the number of doctoral graduates in science, technology, engineering and mathematics (STEM) subjects. It funds male and female students’ doctoral theses in defined core RTD areas, such as energy, mobility, smart manufacturing, ICT, space and security.

In order to increase the number of doctoral graduates in science, technology, engineering and mathematics (STEM), a number of Austrian universities are establishing new organisational structures for doctoral training

(and in particular supervision), e.g. doctoral schools or doctoral centres. In addition, some universities are developing new structural doctoral programmes aimed at supplementing and broadening doctoral training.

Doctoral graduates by gender

The table below shows the number of doctoral graduates in Austria by gender as a ratio of the total population.

Table 7: Doctoral graduates by gender

Indicator	Austria	EU average
New doctoral graduates (ISCED 6) per 1 000 population aged 25-34 (total) (2009)	2.1	1.5
Female Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2009)	1.8	1.4
Male Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2009)	2.4	1.6

Source: Deloitte

Data: Eurostat

Funding of doctoral candidates

Of a total of 15 000 doctoral candidates in 2010, approximately 5 000 received funding. The FWF (Austrian research fund) funded 1 683; around 2 000-2 500 received funding from other research institutions; approximately 1 000 were funded by industry.

Measures to increase the quality of doctoral training

The following table provides an overview of measures designed to improve the quality of doctoral training in Austria.

Table 8: Measures to increase the quality of doctoral training

Measure	Description
Doktoratskolleg (FWF) (ongoing)	The Doktoratskolleg, a joint initiative led by internationally recognised scientists, facilitates work experience abroad opportunities for researchers and offers training in support of transferable skills development.
Initiativkolleg (University of Vienna) (2006-2013)	Initiativkollegs foster researchers' collaboration in research projects and support networking at international and interdisciplinary level. Doctoral candidates are supervised by a team of top scientists. As of 2013, Initiativkollegs will be replaced by individual funding schemes tailored at talented young researchers.
Institute of Science and Technology Austria – Graduate School (ongoing)	The Institute of Science and Technology Austria offers an innovative PhD programme combining advanced coursework and research. The Programme aims to attract top national and international scientists.
Qualification Framework for Austrian Higher Education Qualifications (planned)	The Qualification Framework for Austrian Higher Education Qualifications will define key competencies to be acquired during doctoral training.
Universities Performance Agreement 2010-2012	Under the Universities Performance Agreement, doctoral training was extended to three years as of the 2009-10 winter term in order to improve the quality of doctoral training. In addition, Universities have started to implement new doctoral curricula and have introduced additional measures to improve quality, skills and supervision of doctoral training.

Source: Deloitte

Skills agenda for researchers

In addition to measures aimed at improving researchers' research proposal writing skills (see chapter 6 "Working conditions"), the Austrian Economic Service (*Austria Wirtschaftsservice - awsg*) offers services to increase researchers' awareness about intellectual property rights.

6. Working conditions

Measures to improve researchers' funding opportunities

The Austrian Database for Scholarships and Research Grants (www.grants.at), Austria's most comprehensive database for scholarships and research grants (in English and German), offers an overview of approximately 1 200 funding opportunities for incoming and outgoing researchers, graduates and students. In addition, the Austrian Science Fund (FWF) and the Austrian Research Promotion Agency (FFG) provide proposal writing

seminars to enhance PhDs' and post-docs' writing skills. The Austrian Agency for International Cooperation in Education and Research (OeAD GmbH) provides guidelines, recommendations, and seminars for the elaboration of grant proposals.

Remuneration

Collective agreements determine minimum wages in Austria. Whether a collective agreement is applicable, and which, depends on the legal basis and the type of research organisation.

Researchers' Statute

In 2009, a collective agreement was concluded between university representatives and the public sector employees' union. The agreement provides a basis for improving career prospects and working conditions in universities by offering, for example:

- a standard career model which offers more flexibility, regular evaluation and higher minimum wages for researchers;
- extension of the duration of short/fixed term contracts by the length of maternity leave;
- the possibility of study, training or research leave.

The collective agreement gives universities flexibility. The Austrian Federal Ministry of Science and Research has supported implementation of the agreement with additional funds and has included implementation activities in performance agreements with universities for the period 2010-12. Moreover, during 2010, universities started implementing the collective agreement and modifying existing career models. Universities offer transparent career prospects by differentiating between positions which are fixed-term and those which enable the researcher to pursue a career path which includes the possibility of qualifying for a permanent position.

'European Charter for Researchers' & 'Code of Conduct for the Recruitment of Researchers'

Promotion of the 'Charter & Code' and broad implementation of their principles at Austrian universities is part of the negotiations for performance agreements 2010-12 with universities. In Austria, 18 universities have signed the 'Charter & Code'. In addition, four funding organisations, three umbrella organisations, two research organisations and one university of applied sciences have signed the 'Charter & Code'. The Medical University of Graz was the first Austrian university to receive HRS4R (Human Resources Strategy for Researchers) acknowledgement from the European Commission. The implementation of the 'Charter & Code' is part of the National Action Plan for Researchers (see chapter 2 "National strategies").

Autonomy of institutions

The collective agreement (op. cit) established the autonomy of institutions to allow for different academic staff profiles as well as for differentiation of researchers' salaries. Whether a collective agreement is applicable, and which, depends on the legal basis and the type of research organisation.

Career development

The table below provides an overview of measures put in place by Austrian funding agencies to include career development provisions in the evaluation criteria of research proposals.

Table 9: Career development provisions by funding agency

Measure	Description
Gen-AU Programme (ongoing)	The Genome Research Programme promotes research careers in genome research.
OEAW (Austrian Academy of Sciences) APART and DOC Programmes (planned for 2012)	The APART and DOC Programmes offer fellowships to post-docs and doctoral candidates in all disciplines. Applicants must submit a career plan stipulating the fellowship's relevance for the development for their research career.
Talents Initiative (since 2011)	The Talents Initiative supports RTD talents (particularly female) by offering a set of support measures dedicated to researchers' career development – see chapter 5 "Education and training".
Take Off Initiative (BMVIT) (ongoing)	The Take Off Initiative supports researchers' human potential development in the aviation sector.

Measure	Description
The Austrian Research Promotion Agency (FFG) (ongoing)	The Agency supports project funding, including employment/training of researchers.
The Austrian Science Fund (FWF) (ongoing)	As part of Austrian Science Fund procedures, international reviewers evaluate the project's importance for the applicant's career development. In the post-doc programmes in particular, there is a specific question on the career development possibilities for the applicant.

Source: Deloitte

Shift from core to project-based funding

The shift from core to project-based funding has the following impact on researchers' career paths and working conditions:

- While core research funding is considered to be a prerequisite for innovative research, scholars and scientists have to submit projects to funding agencies at regular intervals in order to be able to finance their research;
- Seeking funding as well as administering a research project ties up expensive personnel as it is time-consuming;
- Scientists and scholars who finance research mainly through project-based funding are usually employed on fixed-term contracts. They have to be mobile in order to ensure funding after the end of each contract. In addition, researchers are usually not included in any tenure track or career development measures that extend the length of the contract offered by the employer;
- The scope for research institutions to offer long-term career development options to excellent researchers is limited. This is also true for the Austrian Academy of Sciences, even though the Academy does not differentiate between core-funding or project-based funding. Hence, all researchers are offered the same career development measures while employed. According to the 'equality principle', the Academy supports excellent researchers independent of the source of financing.

Social security benefits (sickness, unemployment, old-age)

Grant beneficiaries' access to social benefits (sickness, unemployment, and old-age benefits) is based on the following provisions:

- Grants offered by the main funding agencies provide social security coverage. Some programmes offer fixed-term contracts (grants) with full social coverage or with self-insurance;
- Anyone receiving a grant from the FWF is financed via an employment contract. This applies to doctoral students and incoming scholars as well. The FWF had already begun to avoid funding researchers by means of stipends even before it signed the 'European Charter for Researchers' and the 'Code of Conduct for the Recruitment of Researchers' in 2006. The FWF supports researchers with employment contracts which include social insurance (contributions to pension funds, health and accident insurance, parental leave, etc.). The only exception is stipends for researchers going abroad. In this case, there is no employment contract and only pension cover is provided;
- Fellowship programmes for doctoral candidates and post-docs administered by the Austrian Academy of Sciences (APART, DOC, DOC-fForte, DOC-team) offer fixed-term contracts (fellowships) with full social coverage or with self-insurance.

7. Collaboration between academia and industry

The following table summarises key programmes designed to develop (more) partnerships between industry and academia, and to foster doctoral training in cooperation with industry.

Table 10: Collaboration between academia and industry

Measure	Description
AplusB Programme – (BMVIT⁷/FFG⁸) (ongoing)	The AplusB Programme supports young researchers in the formation of enterprises.

⁷ BMVIT - Federal Ministry of Transport, Innovation and Technology.

⁸ FFG – Forschungsfoerderungsgesellschaft (research promotion agency).

Measure	Description
BRIDGE Programme (ongoing)	The BRIDGE Programme offers outstanding researchers an opportunity to develop applications (and patents) of economic and/or societal value by entering into successful partnerships with the world of business, medicine, politics, government or other interest groups in Austria and abroad.
Christian Doppler Laboratories Programme (ongoing)	The Christian Doppler Laboratories Programme promotes and strengthens application-based research carried out by academia in collaboration with industry partners. In individual Christian Doppler Laboratories (CD Labs), small groups of researchers collaborate with industry partners in the development of new, application-oriented basic research. The overriding objective is to improve young scientists' education and career options both in academia and in the business sector. Academic papers, dissertations, and post-doctoral promotion undertaken within CD labs in cooperation with industry are expected to have a positive impact on university teaching practices. An additional goal is to establish international research partnerships, particularly in the European Research Area.
COIN Programme (ongoing)	The COIN Programme promotes ties between companies (especially SMEs) and universities of applied sciences, as well as non-research institutions, by utilising researchers' potential in generating knowledge and putting into practice innovative products, processes and services.
Collective Research Programme (ongoing)	Under the Collective Research Programme, businesses or special interest groups (representing the private sector) assign tasks to research organisations with the aim of developing products/services for the private sector.
COMET Programme (ongoing)	The COMET Programme aims to boost researchers' potential at the interface between science and industry by creating attractive opportunities to develop and use researchers' skills in science and industry. In addition, it promotes a transfer of know-how across the interface between science and business. In addition, it is developing a qualifications programme aimed at career development for its scientific/technical staff.
FIT-IT Programme – (BMVIT) (ongoing)	The FIT-IT Programme fosters cooperation between academia and the private sector with the objective of boosting development in the IT sector.
Gen-AU – Genome Research Programme (ongoing)	The Gen-AU research programme contributes to public-private cooperation through various funding mechanisms.
Intelligent Production Programme (BMVIT)	The Intelligent Production Programme supports cooperation between industry and academia to foster highly competitive (intelligent) production.
IV2S Plus Programme (BMVIT) (ongoing)	The IV2S Plus Programme supports cooperation between industry and academia to foster the development of intelligent and competitive transport systems.
Josef Ressel Centres – Research Laboratory for Universities of Applied Sciences (ongoing)	The strategic objectives of the Josef Ressel Centres are: <ul style="list-style-type: none"> - Utilise research capabilities at universities of applied sciences; - Support long-term cooperative relationships with industry and universities; - Support universities of applied sciences with a background in research in achieving high standards in R&D; - Improve the quality of education available through universities of applied sciences, in terms of sound vocational training with an emphasis on practical skills.
Nano Initiative (BMVIT) (ongoing)	The Nano Initiative supports research and technological development in nanotechnologies through collective (academia/industry) projects.
Laura Bassi Centres of Excellence (ongoing)	The Laura Bassi Centres promote excellence in application-oriented basic research where highly-skilled researchers from academia and private industry work together. Teams are mostly composed of women researchers and are managed by a woman researcher of proven excellence (see chapter 3 “Women in the research profession”).
Research Competences for Industry	The Ministry for Economy, Family and Youth supports the industry, primarily SMEs, in establishing and raising the qualifications of its innovation staff. The programme aims to establish industry-relevant research at universities and to promote of inter-sector mobility.
Take Off Initiative (BMVIT) (ongoing)	The Take Off Initiative supports collective research and education in the aviation sector.
Young Experts Programme (ongoing)	The Young Experts Programme stimulates (junior) researchers' cross-sector mobility as well as knowledge transfer between research and business by providing funding to junior researchers, post-docs, bachelor-and master's candidates. Funding provided to post-docs is expected to generate added-value for SME R&D efforts, resulting in greater cross-sector mobility and stronger links between academia and the business sector.

Source: Deloitte

8. Mobility and international attractiveness

In 2007, the percentage of doctoral candidates (ISCED 6) who were citizens of another EU-27 Member State was 13% in Austria compared to 8.5% among the Innovation Union reference group and an EU average of 7.3%⁹. In the same year, non-EU doctoral candidates were 8.5% of all doctoral candidates in Austria compared with 14.5% among the Innovation Union reference group and an EU average of 19.4%.

Measures aimed at attracting and retaining 'leading' national, EU and third country researchers

The table below summarises key measures aimed at attracting and retaining leading national, EU and third-country researchers to Austria.

Table 11: Measures to attract and retain 'leading' national, EU and third country researchers

Measure	Description
Austrian Aliens Act (2011)	An amendment to the Austrian Aliens Act (July 2011) includes the introduction of the "Blue Card" and the "Rot-Weiss-Rot Card" ¹⁰ to attract third-country researchers to Austria.
ASCINA (Austrian Scientists in North America Initiative) (Austrian Office of Science and Technology) (ongoing)	The ASCINA Initiative aims at positioning Austria as an excellent country for research and innovation. It presents current national developments and innovations to Austrian researchers. Moreover, it offers participants an opportunity to learn about recent R&D policy developments, and new career and funding opportunities.
Austrian RTD Strategy (2011)	The Austrian RTD Strategy supports the immigration of highly-qualified scientists to Europe (Austria).
Career Grants Programme (ongoing)	The Career Grants Programme attracts leading Austrian researchers from abroad – the programme is part of the BMVIT's Talents Initiative by the BMVIT.
Scientific Visa Directive (2005)	Austria has implemented the Scientific Visa Directive 2005/71/EC and recommendations 2005/762/EC and 2005/761/EC. Researchers can find information on the application for a Scientific Visa in the "Guide to Residence and Employment of Foreign Researchers in Austria".

Source: Deloitte

Inward mobility (funding)

The table below summarises key measures in support of researchers' inward mobility.

Table 12: Measures supporting researchers' inward mobility

Measure	Description
APART Programme (ongoing)	The APART Programme awards fellowships to national and international students in support of a post-doctoral thesis, or the continuation of a scientific project. Third-country applicants must carry out their research project at an Austrian research institution.
Career Grant (ongoing)	Career Grants provide financial support for expenses related to job interviews, relocation and integration of the partner.
Dual Career Grant (ongoing)	The Dual Career Grant supports the professional integration of the spouse in the event of relocation of a researcher (returning) to Austria.
Interview Grant (ongoing)	The Interview Grant covers travel expenses to attend a job interview.
Lise Meitner Programme (ongoing)	The Lise Meitner Programme aims to boost the quality and scientific know-how of the Austrian scientific community. In addition, it fosters the creation of international contacts.
L'Oreal Austria Programme (ongoing)	The L'Oreal Programme offers short-term fellowships to women researchers wishing to return to Austria following a research stay abroad.
Relocation Grant (ongoing)	The Relocation Grant supports relocation after obtaining a research job in Austria (in the field of research, development and innovation).

Source: Deloitte

Outbound mobility

The table below summarises key measures encouraging researchers to spend some time in another country.

⁹ See Figure 1 "Key indicators – Austria"

¹⁰ Red-White-Red, i.e. colours of the Austrian flag.

Table 13: Measures supporting researchers' outbound mobility

Measure	Description
APART Programme (ongoing)	The APART Programme awards fellowships to national and international students in support of a post-doctoral thesis, or the continuation of a scientific project.
DOC and DOCFFORTE Programmes (ongoing)	The PhD studies can be conducted at universities or research institutions both in Austria and abroad.
DOC-team Programme (ongoing)	The DOC-team Programme supports teams working on transdisciplinary research projects in humanities, cultural studies and social sciences. Each team member must spend at least half a year at a research institution abroad.
Doktoratskolleg (FWF) (ongoing)	The Doktoratskolleg, a joint initiative led by internationally recognised scientists, facilitates opportunities for work experience abroad and offers training in support of transferable skills development.
Erwin Schrödinger Fellowships (ongoing)	Erwin Schrödinger Fellowships promote young (post-doc) researchers' scientific work at leading foreign research institutions by facilitating access to new scientific areas, methods, procedures and techniques.
National Action Plan for Researchers (2009)	The National Action Plan calls for a three-year partnership between Member States and the European Commission with the objective of ensuring a sufficient number of researchers in Europe.
ROM Programme (ongoing)	The ROM Programme supports doctoral candidates and young post-docs in humanities and cultural studies to conduct research in Italy (Rome) (as part of their research project).

Source: Deloitte

Promotion of 'dual careers'

Five Austrian Universities provide a 'Dual Career Service' to support newly-recruited researchers and their partners in finding accommodation, securing a job for the partner and locating child care facilities.

Portability of national grants

The following key instruments have been put in place allowing for the portability of grants.

Table 14: Grants portable to other EU countries

Measure	Description
APART, DOC and DOC-FFORTE Programmes (ongoing)	Research fellowships and programmes administered by the Austrian Academy of Sciences may be used either domestically or abroad. Since 2006, approximately 20% of fellows have used their grants to perform their research project or doctoral thesis at a research institution abroad.
DACH Agreement (ongoing)	The DACH Agreement (umbrella agreement) between the FWF, the German Research Foundation (DFG), and the Swiss National Science Foundation (NSF) offers grants which are portable to other EU countries.
Lead Agency Process (ongoing)	The Lead Agency Process allows transnational projects – with Austrian, German and Swiss components - to be submitted to a single research funding agency.
Money follows researcher Initiative (ongoing)	As part of the Austrian Science Fund (FWF), projects carried out via EUROHORCS (European Heads of Research Councils) initiative "Money follows researcher" are portable.

Source: Deloitte

Access to cross-border grants

Applicants applying to the FWF for individual grants must have been living in Austria for at least three of the last ten years at the time the application is submitted (principle of territoriality).

The following programmes administered by the Austrian Academy of Sciences are open to non-residents:

- APART, a programme for post-docs from any discipline, is open to Austrian citizens and anyone else planning to carry out their research project at a research institution in Austria;
- DOC, DOC-FFORTE or DOC-team, programmes for doctoral candidates, are open to Austrian citizens or anyone enrolled in a PhD programme at an Austrian university.

Measures encouraging inter-sectoral mobility

For more information on measures supporting inter-sectoral mobility, please see chapter 7 “Collaboration between academia and industry”.