

Researchers' Report 2014

Country Profile: Greece



TABLE OF CONTENTS

1. KEY DATA.....	3
<i>National R&D intensity target</i>	3
<i>Key indicators measuring the country's research performance.....</i>	3
<i>Stock of researchers.....</i>	4
2. NATIONAL STRATEGIES.....	4
3. WOMEN IN THE RESEARCH PROFESSION	7
<i>Measures supporting women researchers in top-level positions.....</i>	7
<i>Measures to ensure a representative gender balance.....</i>	7
<i>Parental leave.....</i>	7
4. OPEN, TRANSPARENT AND MERIT-BASED RECRUITMENT.....	8
<i>Recruitment system</i>	8
<i>Open recruitment in institutions.....</i>	8
<i>EURAXESS Services Network</i>	9
5. EDUCATION AND TRAINING.....	9
<i>Measures to attract and train people to become researchers.....</i>	9
<i>Doctoral graduates by gender</i>	10
<i>Funding of doctoral candidates</i>	10
<i>Measures to increase the quality of doctoral training.....</i>	10
<i>Skills agenda for researchers</i>	10
6. WORKING CONDITIONS	10
<i>Measures to improve researchers' funding opportunities.....</i>	10
<i>Remuneration</i>	10
<i>Researchers' Statute</i>	11
<i>'European Charter for Researchers' & 'Code of Conduct for the Recruitment of Researchers'</i>	11
<i>Autonomy of institutions</i>	11
<i>Career development.....</i>	12
<i>Shift from core to project-based funding.....</i>	12
<i>Social security benefits (sickness, unemployment, old-age).....</i>	12
7. COLLABORATION BETWEEN ACADEMIA AND INDUSTRY	12
8. MOBILITY AND INTERNATIONAL ATTRACTIVENESS.....	14
<i>Measures aimed at attracting and retaining 'leading' national, EU and third country researchers</i>	14
<i>Inward mobility (funding)</i>	14
<i>Outbound mobility.....</i>	14
<i>Portability of national grants.....</i>	14
<i>Access to cross-border grants.....</i>	14

1. Key data

National R&D intensity target

"The latest data available for Greece date back to 2011. R&D intensity in Greece was stagnating at around 0.60% and was marked by a particularly low business R&D intensity which increased at an average annual rate of 2.3% between 2000 and 2007¹. In 2011 Greece set an R&D intensity target of 2% to be achieved by 2020, but this target was cancelled at the end of 2011 due to the budgetary constraints and to the economic crisis². The latest EU2020 R&D target of 0.67% of GDP set by Greece in the context of the 2013 European Semester process has already been achieved; in the context of the revision of the National Reform Programme (for the year 2014), the Greek authorities have proposed a more ambitious target of as much as 1.2 % of GDP.

The bailout agreement with IMF, ECB, and the European Commission resulted in a consolidation programme and deep cuts to public expenditure and investment. In 2008 (the latest year available for Greece), the share of government budget for R&D in general government expenditure was 0.59%, significantly lower than the EU average of 1.52%. The percentage of business R&D financed by the government at 4.7% was also well below the EU average of 6.8%. However, business expenditure on R&D (BERD) has increased. It was 0.24% of GDP in 2012 compared to 0.17% in 2007. National funding of R&I is complemented by EU funding. In terms of number of FP7 applicants and requested contribution, Greece is ranked in 7th place (2011 data). In terms of number of participations and budget share, Greece is ranked 9th with 1 205 contracts.

The main supporting driving force behind the Greek research and innovation system is related to the Cohesion policy. The core Operational programme "Competitiveness and Entrepreneurship" has a total budget of EUR 1.52 billion of which the Cohesion policy provides EUR 1.29 billion (EC contribution). The Operational Programme has 3 strategic objectives for the period 2007-2013, with Research and Innovation as one of the major intervention areas³.⁴

Key indicators measuring the country's research performance

The figure below presents key indicators measuring Greece's performance on aspects of an open labour market for researchers against a reference group and the EU average⁵.

¹ In 2012, R&D expenditure was 0.69% (Eurostat, 2014).

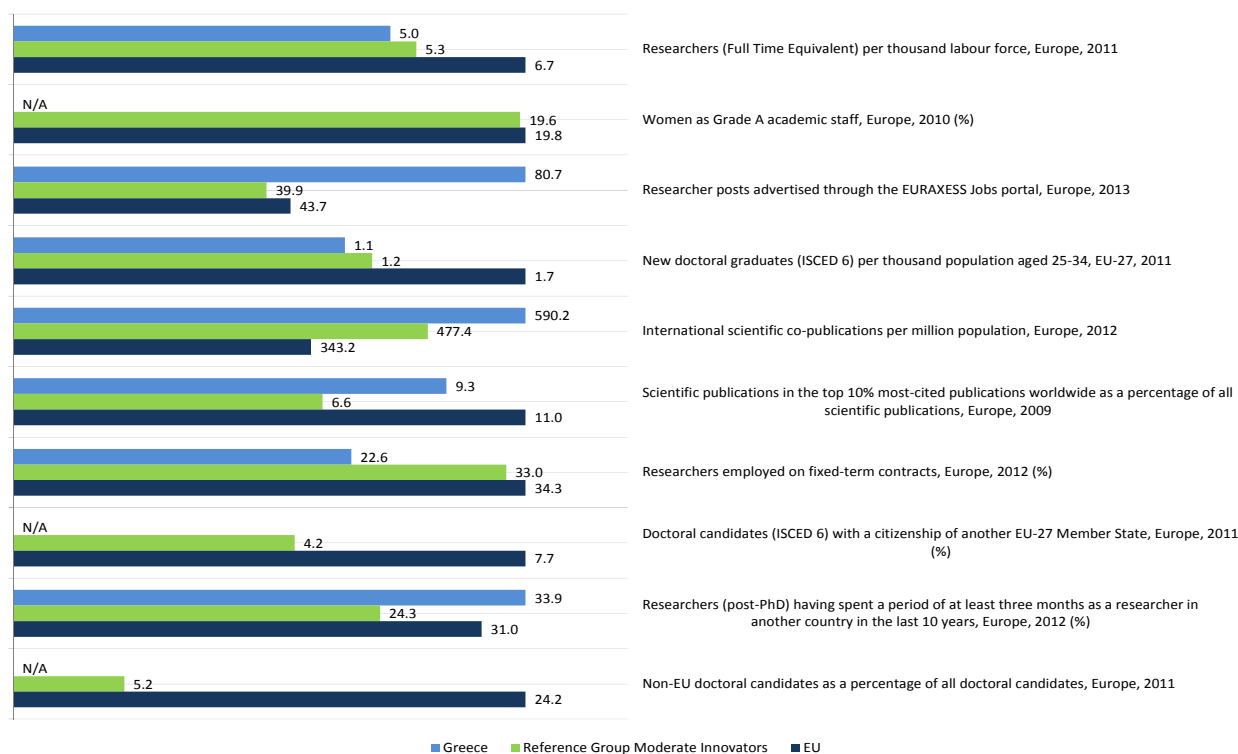
² According to Eurostat (2014), R&D intensity target for Greece is 0.67%.

³ The three intervention areas are: (1) Accelerate the transition to the knowledge economy; (2) Development of healthy, sustainable and extrovert entrepreneurship and improvement of the appropriate framework conditions; and (3) Improve the attractiveness of Greece as an investment location respecting the environment and the concept of sustainability.

⁴ European Commission (2013), "Research and Innovation performance in EU Member States and Associated countries. Innovation Union progress at country level 2013"

⁵ The values refer to 2013 or the latest year available.

Figure 1: Key indicators – Greece



Source: Deloitte

Data: Eurostat, SHE Figures, EURAXESS Jobs Portal, UNESCO OECD Eurostat education survey, Innovation Union Scoreboard 2014, MORE2.

Notes: Based on their average innovation performance across 25 indicators, Croatia, Czech Republic, Greece, Hungary, Italy, Lithuania, Malta, Poland, Portugal, Slovakia and Spain show a performance below that of the EU average. These countries are “Moderate innovators”⁶.

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	Greece	EU Average/Total
Head Count per 1 000 active labour force (2011)	9.11	10.55
Head Count (2011)	45 239	2 545 346
FTE per 1 000 active labour force (2011)	4.97	6.75
Full time equivalent (FTE) (2011)	24 674	1 628 127

Source: Deloitte

Data: Eurostat

2. National strategies

The Hellenic Republic has introduced a broad range of programmes and initiatives aiming 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 Greece’s R&D targets by 2020, to promote attractive working conditions, and to address gender and dual career issues.

Table 2: National strategies

Principle	Description
Athena Plan (2013)	In January 2013, the Athena Plan was introduced, which provides for abolition and mergers among all HEIs all over the country to achieve economies of scale and adapt skills to the

⁶ European Commission (2014), “Innovation Union Scoreboard 2014”

Principle	Description
	labour market.
General Secretariat for Research and Technology (GSRT) of the Ministry of Education and Religious Affairs (ongoing)	<p>The GSRT has since 2005 been the main public body for the administration of the Greek R&D system. The GSRT, through its national programmes, supports the following initiatives to promote education and training:</p> <ul style="list-style-type: none"> – Research and production activities; – Technology transfer; – Management initiatives for research, technology and innovation; – Human resource exchanges; – Information visits; and – International training abroad. <p>The total budget allocated to the GSRT under the NSRF 2007-2013 to calls for proposals to improve overall human resources, skills and capacity building was ~ EUR 162 million.</p>
Laws 4009/2011 and 4076/2012 on Higher Education	<p>To reform the education system, Laws 4009/02011 and 4076/2012 introduced major changes in the governance of universities - including among others, modernisation of governance and increased university autonomy, radical changes in career development and the selection of study areas; changes in the organisation of studies, allowing more flexibility in the development of the curriculum and facilitating the organisation of interdisciplinary studies that better match societal and economic needs; and encouragement of organisation of courses in foreign languages in an effort to attract foreign students. The funding of Higher Education Institutions (HEIs) is under scrutiny in an effort to increase accountability.</p> <p>Law No 4009/2011 also upgraded the role of the Hellenic Quality Assurance and Accreditation Agency, a state-independent authority that establishes accreditation programs and quality assurance procedures. It was given additional responsibilities, particularly in relation to the accreditation of internal quality assurance systems and programmes of study.</p> <p>Law 4076/2012 amended Law 4009/2011 with limited changes but these included provisions to facilitate the transition to more university autonomy (e.g. the introduction of an external management board for the first time) and prescribing the regulations for the election of professors, assistant professors and lecturers</p>
Law 4051/2012 on provisions for pension issues and other urgent provisions for the application of the Memorandum of Understanding of Law 4046/2012	<p>The government has been re-organising the public research centres with a view to achieving critical mass with a disciplinary and/or geographical focus. Law 4051/2012 (Art.5) provided for different public research organisations in Greece to be merged with the goal of enhancing scientific cooperation and synergies in the same research fields, creating a critical mass of researchers and reducing administrative and operational costs. Following the application of the Law, the number of research organisations has decreased from 56 to 32. This is one of a series of measures designed to make more efficient use of available resources as a means to counteract the impact of the fiscal constraints and the limits that puts on the ability to develop public research capacity.</p>
Laws 4093/12 (Fiscal Strategy 2013-2016) and 4111/13 (Pension provisions, amendments to Law 4051/2012 and other provisions)	<p>These laws rationalise the legal framework of post-secondary education and include provisions for the recognition of professional equivalence between a formal higher education degree of an EU Member State and a degree obtained in the Hellenic educational system in cases where requirements of Directive 2005/36/EC for the recognition of qualifications do not apply.</p> <p>Law 4093/12 also prohibits recruitment in public research centres and universities, and mandates salaries and operating cost cuts in public research bodies to comply with the Medium Term Fiscal Strategy Framework (MTFSF) 2013-2016.</p>
Law on Research, Technology and Innovation (planned)	<p>A public consultation on a new law on Research, Technology Development and Innovation took place at the beginning of 2012. However successive changes in the structure of the Ministries delayed the process. The General Secretariat for Research and Technology is amending the draft and a new consultation procedure was launched in December 2013. The aim is to establish more favourable conditions for the enhancement of R&D&I and the exploitation of new knowledge. This new law will introduce institutional reforms aimed at boosting Greece's research sector. The objectives include:</p> <ul style="list-style-type: none"> – Establish a climate of innovation, competition, and entrepreneurship to encourage private investments in the field of research; – Promote networks, partnerships and mergers; – Support cutting-edge research in all scientific fields;

Principle	Description
	<ul style="list-style-type: none"> - Promote programming agreements and institutional funding based on results; - Promote research funding related to research excellence, and outreach of research results; - Develop mechanisms for researchers' career development, outbound mobility, fellowships for early-stage and post-doc researchers (especially women); and - Adopt a National Research Infrastructures Plan. <p>Potential restructuring of research institutes will be thoroughly examined.</p> <p>All these actions are part of a more general reform at all levels of education including higher education. A constant procedure of evaluation of researchers and research organisations on the basis of criteria of scientific excellence will be established. A new cycle of evaluation has already been launched in relation to the research centres supervised by the GSRT.</p>
National Strategic Reference Framework (NSRF 2007-2013)	<p>The National Strategic Reference Framework maps three strategic objectives in support of the Knowledge Society and Innovation thematic priority⁷:</p> <ol style="list-style-type: none"> 1. Improve the quality and volume of investments in human resources to upgrade the Greek education system; 2. Reinforce research and technology as well as promote innovation in all sectors to restructure the Greek economy and to foster the transition to the knowledge economy; and 3. Achieve digital convergence through the incorporation and systematic use of information and communication technologies. <p>Through the National Strategic Reference Framework, the EU Structural Funds were the main funding source for research and innovation in recent years. The overall budget for research and innovation for 2007-13 was significantly higher than during the previous programming period, and was distributed across various sectoral or regional Operational Programmes (OPs).</p> <p>However, the ability to implement the operational programmes of the NSRF was directly affected by economic developments and mainly by obligations arising from the Memorandum of Economic and Financial Policies with the European Union. The acute difficulty in accessing bank finance because of the crisis and the lack of liquidity made it particularly problematic to obtain private funding to finance projects and public-private financing operations. Nevertheless, it was possible to implement specific actions to foster the development of human R&D potential and reduce the brain drain. These included (e.g. "ARISTEIA (Excellence) I&II", "Supporting post-doctoral researchers (POSTDOCs)", "Financing research proposals which were positively evaluated in Calls of ERC Grants Schemes", "Heraclitus II", "Archimedes III", "Thales").</p> <p>The incentives established for R&D expenditures, patent tax exceptions and changes to Investment Law in parallel did, however, create the framework necessary to support and enhance private R&D expenditure, and to reverse the situation of the past when the generic component of national R&D policy was much stronger than the thematic one. The Strategic Development Plan for R&D and Innovation under the 2007-2013 NSRF (SDP) provided that most of the R&D funding would be directed to specific priority sectors and technological areas, which are important for the competitiveness of the economy and for specific national policies.</p> <p>For the future (2014-2020) the government plans an even more sector-targeted R&D policy in the context of a research and innovation strategy for smart specialisation (RIS3).</p>
R&D&I Strategy for the Programming Period 2014-	<p>At the beginning of the new Programming Period 2014-2020, the articulation of a new, innovative, evidence-based R&D&I strategy setting out a long-term vision for the Greek</p>

⁷ The five EU-funded thematic priorities laid down in the Greek National Strategic Reference Framework (NSRF) are:

1. Investment in the productive sector of the economy;
2. Knowledge Society and Innovation;
3. Employment and social cohesion;
4. Institutional environment; and
5. Attractiveness of Greece and the regions as places to invest, work and live.

Principle	Description
2020 (planned)	<p>R&D system, including achievable objectives and associated milestones over the short term, in line with the conditionalities set by the EU, is one of the more important issues.</p> <p>It will have to address the long-term challenge of establishing the knowledge triangle (Education, Research and Innovation) as a major priority in order to overcome the current economic crisis, address societal challenges and contribute to the restructuring of the Greek economy. The mobilisation of the private sector to participate more in R&D&I activities and the exploitation of new knowledge will be the backbone of this strategy.</p> <p>The strategy will be drawn up against the background of the lowering of the official target for all R&D expenditures as a percentage of the GDP by 2020 to 1.2%. However, the effort remains ambitious, so that better focused and long-term public funding of R&D, as well as better coordination of the R&D&I system is needed. Excellence remains the main target in terms of human R&D capital. Progress towards the Europe 2020 target requires measures to increase the number of researchers and provide conditions which will attract new scientists to the research career, attract researchers from abroad, increase the number of researchers in the private sector, facilitate the mobility of researchers in a unified research area and impede brain drain.</p> <p>The New Programming Period aspires to strengthen the Greek research system (human capital and infrastructure) to make research an indispensable tool for reviving the country and make research relevant to the needs of the country. In this context, it is intended to launch programmes focusing on the development of human capital for research in a knowledge economy (including support to excellent researchers, support to mobility of researchers to work in enterprises, and support to training for innovation activities, as well as starting grants for new researchers). These should also contribute to tackling the problem of the brain drain of scientific personnel, since the "retention" and utilisation of the capabilities of scientific personnel are a top priority for Greece.</p> <p>Another set of programmes will implement a new national roadmap for research infrastructures, focusing on the upgrade of existing infrastructures and creation of new large research infrastructures of national importance. Networking between research centres, universities, technological educational institutes and the business sector will be promoted.</p> <p>The strengthening of the Greek research system implies continuous and uninterrupted funding, improvements to the framework for the utilisation of Structural Funds, better coordination of policies affecting the operation of the national research and innovation system, a stable framework for evaluation and assessment activities, and a simplification of the management procedures.</p>

Source: Deloitte

3. Women in the research profession

Measures supporting women researchers in top-level positions

The Greek Government encourages gender equality in the research profession by guaranteeing female representation in all top-level positions and decision-making bodies in a ratio of at least to one-third (1/3) (based on Article 16 of the Greek Constitution).

Measures to ensure a representative gender balance

In Greece, women are well represented in graduate and post-graduate science studies. However, they lag behind considerably in their participation rate in the labour market. The vast majority of women researchers (around 80%) are engaged in academic careers. Only 5.3% of all women researchers are employed in the private sector.

Parental leave

In Greece, female researchers are entitled to maternity leave only if they have signed a fixed-term employment contract with a research institution. Women researchers receiving a stipend do not enjoy the same rights.

4. Open, transparent and merit-based recruitment

Recruitment system

In Greece, the major remaining barrier to the openness and transparency of the recruitment system is the language. Until recently, higher education institutions published job vacancies only in Greek and on their own websites without making use of the EURAXESS Jobs portal. Language is an issue not just because of publishing vacancies in English but also because in the universities, knowledge of the Greek language is compulsory. However, in research institutes, it is not always the case.

However, thanks to the efforts of EURAXESS-GR, with the help of the General Secretariat for Research and Technology, there has been a great improvement within the last two years; job vacancies at HEIs and most research centres all over Greece are collected by the GSRT and forwarded to EURAXESS-GR to be published to the EURAXESS Jobs Portal.

The response from the business sector is still low, with only a small fraction (<2%) of the job vacancies in this sector published.

Open recruitment in institutions

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

Table 3: 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	No	Institutions have no policies to publish job vacancies on relevant national online platforms.
– publish job vacancies on relevant Europe-wide online platforms (e.g. EURAXESS)	No	Institutions have no policies to publish job vacancies on relevant Europe-wide online platforms. However, there is a positive trend in the number of vacancies published on the EURAXESS portal since 2009, and the GRST is ensuring that this happens de facto by collating vacancies and forwarding them to EURAXESS.
– publish job vacancies in English	No	Institutions are moving towards publishing more job vacancies in English, but it is not across-the-board practice.
– systematically establish selection panels	Yes	Institutions systematically establish selection panels in accordance with national legislation (for all researcher positions R1-R4).
– establish clear rules for the composition of selection panels (e.g. number and role of members, inclusion of foreign experts, gender balance, etc.)	Yes	Institutions have policies to establish clear rules for the composition of selection panels.
– publish the composition of a selection panel (obliging the recruiting institution)	Yes	Institutions have policies to publish the composition of a selection panel.
– publish the selection criteria together with job advert	Yes	Institutions have policies to publish the selection criteria together with the job advert.
– regulate a minimum time period between vacancy publication and the deadline for applying	Yes	Institutions have policies to regulate a minimum time period between vacancy publication and the deadline for applying.
– place the burden of proof on the employer to prove that the recruitment procedure was open and transparent	Yes	Institutions have policies to place the burden of proof on the employer to prove that the recruitment procedure was open and transparent.
– offer applicants the right to receive adequate feedback	Yes	Institutions have policies to offer applicants the right to receive adequate feedback.
– Offer applicants the right to appeal	Yes	Institutions have policies to offer the applicants the right to appeal.

Source: Deloitte

Data: Information provided by national authorities

EURAXESS Services Network

In 2013, the number of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was 80.7 in Greece compared with 39.9 among the Innovation Union reference group and an EU average of 43.7⁸.

In Greece, the EURAXESS Services Network is becoming more and more useful for the Greek authorities in addition to the Greek education institutions. The EURAXESS portal is considered a tool for open and transparent recruitment procedures. The number of research job vacancies published on the EURAXESS Jobs portal in 2010 was 279, in 2011 it was 697 and there was a significant increase in 2012, when 1 914 research job vacancies were published; Greece on ranked sixth of all countries publishing jobs on the EURAXESS Jobs portal (51 countries).

Very few of these positions involve the private sector but EURAXESS Greece continues trying to communicate the utility and significance of this online instrument not only to the private sector but also to additional public institutions.

5. Education and training

Measures to attract and train people to become researchers

The Greek Ministry of Education, Life Long Learning and Religious Affairs has introduced scientific courses and short research projects (groups of two students) to raise schoolchildren's interest in science. In addition, the Government has developed measures to support graduate and post-graduate students to pursue a career in (natural) science and technology. The table below summarises key initiatives and programmes to attract and train young people to become researchers.

Table 4: Human resources – Key programmes and initiatives

Measure	Description
EXCELLENCE (ARISTEIA) I & II 2011, 2012 under the National Strategic Reference Framework (2007-2013)	This programme, inspired by the ERC model and criteria, albeit at a national level, targets excellent young scientists and supports mobility and frontier research meeting high international standards. The total budget is EUR 61 million. A similar programme is being designed for the programming period 2014-2020.
Financing research proposals which were positively evaluated in the 4th and 5th Call of ERC Grants Schemes” 2012 and 2013	This Action aimed to finance, after a specific Call, proposals for research projects with a Greek main researcher and a Greek host organisation, which were submitted and positively evaluated in the 3 rd , 4 th and 5 th Calls of the ERC Grants Schemes but finally were not approved for financing in the framework of that Call. The host organisations could be Greek universities or research organisations. The duration of the projects is 42 months. The budget was EUR 7.5 million in 2012 and EUR 2.5 million in 2013.
HERACLITUS, THALES, ARCHIMEDES Programmes (2009) under the Education, Training and Lifelong Learning Operational Programme (2007-2013)	These three actions initiated and operated by the Ministry of Education and Religious Affairs, Culture and Sports aim to develop high quality human capital for research and innovation through PhD studies, offer training to researchers, attract high quality researchers from abroad and develop research networks among universities, technological institutes and research centres. The total budget is EUR 39.6 million and the support is mainly provided through doctoral scholarships. A similar programme is being designed for the programming period 2014-2020.
“Support of Postdoctoral Researchers” (2010-2013)	The NSRF-supported POSTDOCS Programme (2007-2013) offered fellowship programmes for doctorates and post-doc researchers (Greek or non-nationals) to carry out a 24-36 month research project in universities, technological institutes and public research centres in Greece or abroad (host institution). Priority is given to young researchers with a PhD from a Greek University who have chosen to undertake two thirds of their research in a foreign research organisation. Thus the scheme supports young researchers in their research activities in order to establish research careers of an international standard in Greece. The total budget is EUR 26 million. A similar programme is being designed for the programming period 2014-2020.

Source: Deloitte

Through the actions above emphasis was placed on to supporting new researchers at the beginning of their research career to enable them to produce high quality research and gain autonomy in their work. In the long

⁸ See Figure 1 “Key indicators – Greece”

term, it is expected that the actions will have contributed to the upgrade of the country’s research system, enhanced its international competitiveness, and consolidated meritocracy through periodic competitive, calls and rigorous and transparent evaluation procedures. The programme of “Support of Postdoctoral Researchers” also provided for inward and outward mobility of researchers.

In Greece, the number of students taking science to a doctoral level is high, including an increasing number of women students. In some scientific fields, like biomedical sciences, women account for more than 50% of all students.

Doctoral graduates by gender

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

Table 5: Doctoral graduates by gender

Indicator	Greece	EU Average
New doctoral graduates (ISCED 6) per 1 000 population aged 25-34 (2011)	1.1	1.7
Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2011)	0.8	1.6
Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2011)	1.2	1.8

Source: Deloitte

Data: Eurostat

Funding of doctoral candidates

The table below presents funding schemes and funding mechanisms available to doctoral candidates in Greece.

Table 6: Funding for doctoral candidates in Greece

Funding scheme	Description
Fellowship	Fellowships are offered by the State Scholarships Foundation, or by universities and national research centres (fellowships account for approximately 5% of all available funding opportunities).
Stipend/Grant	Grants for doctoral studies in Greece are offered by the Ministry of Education, and Religious Affairs, Culture and Sports under the Heraclitus research programme (grants account for approximately 30% of all available funding opportunities).
Employment contract	Employment contracts are offered by the General Secretariat for Research and Technology (GSRT), under the Thales and Archimedes research programmes for cooperative research and innovation as well as under the FP7 Actions. “Excellence” and “Synergy” employment contracts currently represent approximately 60% of all available funding opportunities.
Other	Collaboration projects between universities and enterprises (approximately 1% of all available funding opportunities for researchers).

Source: Deloitte

Measures to increase the quality of doctoral training

Under Part IV of Law 4009/2011 on higher education institutions, lifelong learning activities are a matter for the concrete regulations by each individual institution. Higher education institutions have the possibility of organising lifelong learning training sessions and increasing the quality of doctoral training through collaboration with national and international higher education and research Institutions.

Skills agenda for researchers

The Greek Government has not adopted a Skills Agenda to improve researchers’ employment competencies.

6. Working conditions

Measures to improve researchers’ funding opportunities

In Greece, due to the financial crisis, there has been enormous pressure to cut public expenditure over the last three years, which has affected the state budget expenditure on R&D and the Research Centres in particular.

Remuneration

In Greece, researchers’ remuneration levels depend on their involvement in project implementation or the amount of funding they receive. Under FP7 Marie Curie fellowships (i.e. the FP7 People programme),

researchers are highly paid because of the contribution of the European Commission (compared to remuneration when implementing national programmes).

For further information, see the country profile on remuneration of researchers from the MORE2 study on the EURAXESS website.⁹

Researchers' Statute

In Greece, researchers' rights and obligations do not fall under a concrete and predetermined 'statute'. The legislative framework for researchers' employment status depends on the research system of which they are part. The variations are many even inside the same organisation, depending on the programme researchers are involved in.

The employment status of young mobile researchers is less clear (depending on type of contract, remuneration etc.) in cases where they are on the HEI's or the research institution's staff.

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

In October 2010, the 65th Rectors' Assembly unanimously adopted the 'Charter & Code' encouraging all Greek higher education institutions to sign it and recognise it as the tool to promote their human resource strategies.

In practice, eight Universities (University of Crete, University of Ioannina, University of Thessaly, University of Macedonia, University of Patras, University of the Aegean, the International Hellenic University and the Aristotle University of Thessaloniki), the Greek Rectors' Conference, two Research Centres (the National Hellenic Research Foundation and the Centre for Research and Technology Hellas) as well as the Euroscience Association/Greece and the Marie Curie Fellows Association/Greece have already signed and are currently implementing the 'Charter & Code' principles.

Additionally, two organisations have been awarded the HRS4R logo by the European Commission for incorporating the 'Charter & Code'; the Centre for Research and Technology Hellas and the University of Crete. The National EURAXESS Network played a key role in promoting the 'Charter & Code' and 10 of the 13 signatories of the 'Charter & Code' are members of the EURAXESS GR.

Law 4009/2011¹⁰ reforming higher education and the legislation on the national R&D system strongly promote the 'Charter & Code' principles on excellence and innovation.

Autonomy of institutions

In Greece, national legislation provides full autonomy to institutions and research centres to decide on the different profiles of their academic staff:

- Law 1514/85 on Development of Scientific and Technological Research, Government Gazette A 13/1985; and
- Law 2919/2001 on Connection of Research and Technology with Production and other Provisions, Government Gazette A 128/2001.

The table below summarises the main characteristics of the research profession in Greece as depicted in past and current national legislation (e.g. the Law on Research, Technology and Innovation).

Table 7: Fundamental principles relating to researcher status

Principle	Description
Autonomy of researchers	Each research and academic institution develops its own regulatory framework covering researchers' confidentiality rights, membership in management bodies, freedom to carry out research and access to information.

⁹ <http://ec.europa.eu/euraxess/index.cfm/services/researchPolicies>

¹⁰ Law 4009/2011 (Government Gazette A 195/2011) on Higher Education as well as the planned Law on Research, Technology and Innovation.

Principle	Description
Contracts (both permanent and temporary)	Law 4009/2011 determines the employment status of university professors in higher education institutions while law 1514/85 deals with institutions' internal systems. The type of contract depends on the status of the host organisation. Higher education institutions mainly offer stipends, fellowships or work contracts to mobile researchers recruited in connection with European Commission-funded projects, while research institutions initially offer fixed-term employment contracts (e.g. in the first two grades in the four-grade career ladder, researchers are employed on a fixed-term employment contract; in the next two grades, they are offered open-ended employment contracts or civil servant status).
Definition of researchers	Law 1514/85 (article 15) provides the institutional framework for defining the profession of researcher ¹¹ . Researchers in Greece are on a four-grade career ladder, depending on their research activity, their international recognition and contribution to the exploitation of scientific and technological knowledge.
Discrimination	The Greek Constitution prohibits discrimination against its citizens on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, or social or economic condition. The non-discrimination principle is also incorporated in all regulatory frameworks pertaining to the HEIs and research institutions.
Selection and career promotion of researchers	The current procedures for recruiting and promoting researchers in higher education institutions and research institutes are considered open, efficient and transparent. The selection of researchers is made by selection committees, and the process respects merit, focusing on the qualitative and quantitative aspects of candidates' track record. For mobile researchers entering Greece (under a contract signed with the European Commission, an international body or a third country), administrative procedures for recruitment vary from institution to institution.

Source: Deloitte

Career development

The planned new Law for Research, Technology and Innovation develops mechanisms for the career development of researchers, and especially, women. See also chapter 2 "National Strategies".

Shift from core to project-based funding

In Greece, most researchers have the status of civil servants and their salary is covered by core funding. Over the last four years, State 'core' funding has been considerably reduced in the context of the overall public spending reductions in public research centres in particular. The restructuring of the public research sector through mergers, as well as the forthcoming law on research, which will link function to performance, are expected to further improve the effectiveness of the research system and the public funding of public research. Overall, for the moment, core funding guarantees the salaries of the staff (researchers, technicians and administrators), while project-based funding covers young researchers' salaries, research activities and infrastructures.

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

In Greece, researchers on stipends/grants are generally covered by social security even though provisions on social security coverage and supplementary pension benefits for researchers are not specifically included in national legislation. In practice, the type of benefits researchers receive depends on the type of grant agreement with the host institution. Generally, researchers receiving stipends/grants are covered by social security.

7. Collaboration between academia and industry

In Greece, initiatives to encourage collaboration between academia and industry date back to the 1990s, through bilateral cooperation programmes.

¹¹ Researchers are "scientists/scholars with a PhD degree who work for the creation of new knowledge or for the improvement of the existing knowledge and its implementation for the production of products, devices, processes, methods or systems while they can be engaged in educational and managerial work".

Under Presidential Decree 274/2000¹² and Law 3777/2009¹³, close collaboration between the universities and the private sector is encouraged. Researchers from public research centres can be recruited by private companies under specific agreements decided by the Research Centre’s Administrative Board. Distinguished scientists employed in the business or public sector can be called upon by national research centres to conduct a specific research project or cooperate on a partial employment basis.

Tax law 4110/2013 (amending law 3296/2004) provides for an annual deduction of the R&D expenses from the net profits of the firm, increased by 30%, in the fiscal year when they occur. This fiscal measure will apply from 2014.

The following table summarises the most recent programmes designed to boost collaboration between academia and industry, and to foster doctoral training in cooperation with industry.

Table 8: Collaboration between academia and industry

Measure	Description
Clusters Programme (Competitiveness and Entrepreneurship Operational Programme) (2007-2013)	The Clusters Programme is designed to create public-private partnerships amongst companies, universities, research organisations, associations, and chambers of commerce and crafts in order to boost competitiveness, entrepreneurship and innovation. The programme targets knowledge-intensive and export-oriented technology segments where Greek companies have the capacity to build a sustainable innovation ecosystem and attain a worldwide competitive advantage.
COOPERATION 2011 – Partnerships between businesses and research bodies in specific research and technological sectors (ongoing)	<p>The objectives of the Cooperation 2011 Programme are:</p> <ul style="list-style-type: none"> – Enhance collaboration between businesses and research bodies through common implementation of research and technological projects; – Foster green development, competitiveness and outward orientation of Greek businesses; – Improve Greek citizens' quality of life; – Strengthen and upgrade the skills of the research workforce; and – Establish international cooperation through networking and collaboration with entities from European and other countries. <p>The Programme targets domestic partnerships between productive-commercial businesses of all sizes, research centres, institutes, higher educational institutions, technological, public and other bodies for the implementation of R&D projects in specific manufacturing and service sectors. Businesses and research bodies are the key beneficiaries, whereas the rest participate as technology/services/products end-users.</p>
CREATION – Support to new innovative (notably highly knowledge-intensive) enterprises (spin-offs and spin- outs) (2007-ongoing)	<p>The CREATION initiative supports:</p> <ul style="list-style-type: none"> – Companies established (for no more than six years) or in the course of being established by researchers from Greece and abroad, or established by companies with technological innovation activities; and – Small innovative firms. <p>Applications have to contain an agreement on the Intellectual Property Rights (IPRs) between the organisation producing the knowledge and the organisation exploiting it.</p>
Innovation Vouchers for SMEs (2009-2015)	<p>The scheme fosters exchange of expertise and consultant services between ‘innovation agents’ (i.e. universities, research centres) and companies. It targets:</p> <ul style="list-style-type: none"> – SMEs active in the manufacturing sector, software industry and research and development firms; and – public laboratories of universities, technological colleges, research centres and institutes, and sectoral companies as suppliers of services of high added value and knowledge intensity. The total budget is EUR 8.4 million.

¹² Presidential Decree 274/2000 on “Terms, conditions and process of funding (subsidy or aid) of projects and programs submitted by industrial or other production units”, Government Gazette A 225/17-10-2000.

¹³ Law 3777/2009, Article 18 “Amendment of Presidential Decree 274/2000” (The title of Presidential Decree 274/2000 is replaced as follows: “Terms, conditions and process of funding of projects, programs and activities submitted by companies, research and other organizations for conducting research, technological development and innovation”), Government Gazette A 127/28-7-2009.

Measure	Description
Promotion of Industrial Research & Technology (PAVET 2013)	This programme aims to encourage industrial research and experimental development in eight thematic categories and also to promote cooperation between enterprises, or between enterprises and research institutions. Government support is provided to enterprises regardless of size (SMEs and large enterprises) to conduct research (experimental development and industrial research) promoting synergies between them and the collaboration with research institutions. The expenses eligible are the implementation of the various types of research, the expenses related to IPRs (only for enterprises), and international dissemination, promotion and participation. The total budget is EUR 20 million.
Supporting businesses with the aim of employing highly qualified scientific personnel (under the Human Resources Development Operational Programme) (2007-2013)	This action subsidises businesses in the recruitment/employment of highly qualified scientific personnel (researchers, technicians) to implement specific proposals for research activities. Under this action, proposals for research activities can be submitted by private sector undertakings and/or from any sector of the economy and irrespective of size. The total budget is EUR 15 million.

Source: Deloitte

In 2013, the evaluation of a group of publicly funded R&D&I Programmes, mainly implemented in the previous programming period (3rd Community Support Framework), was launched (through an open tender). Among the programmes covered by this evaluation are the “Spin-off” Programme (CREATION) and the Clusters Programme (Corallia).

8. Mobility and international attractiveness

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

Presidential Degree 128/2008¹⁴ *Adaptation of Greek Legislation to Council Directive 2005/71/EC of 12 October 2005 on a specific procedure for admitting third-country nationals for the purposes of conducting scientific research* (the Scientific Visa) is the national framework to encourage foreign researchers to come and work in Greece.

Both Greek and foreign researchers employed in higher education institutions and research institutions abroad can apply for a researcher’s position within a Greek institution. Their appointment by a Greek institution does not necessarily require them to resign from the position they currently hold abroad.

Nevertheless, due to the low level of awareness of the Scientific Visa among third-country researchers and the fact that as a result, they apply for – and are refused – a work permit, inward mobility remains limited.

Inward mobility (funding)

See chapter 5 “Education and training”.

Outbound mobility

Law 2004/2011 enables a national researcher to take sabbatical leave for up to three years to participate in research projects abroad. An estimated 10% of researchers make use of this opportunity.

Portability of national grants

Publicly funded grants or fellowships are not portable to other EU countries.

Access to cross-border grants

Most grants are open both to Greek and foreign candidates. Nevertheless, the recipient of financial support must be a research institution located on the territory of Greece.

¹⁴ Government Gazette A 190/15-9-2008