

**WeB-InUnion Final Conference
Belgrade, September 18th 2014**

Human Resources in research and science



Dimitris Sanopoulos

Coordinator of the “WeB-InUnion”
Project

Coordinator of the Greek EURAXESS
Services Network

EUROPE NEEDS RESEARCHERS

- Increasing global competition
- Economic development
- Job creation
- Quality of living



A LITTLE HISTORY OF MOBILITY IN WBCs

- Until recently “brain-drain” was the reality
- “Mobility of researchers” in terms of brain circulation was an “undiscovered territory”

In 2005, “WeB-MoB” project opens a new chapter in collaboration in the region of WBCs regarding researchers’ mobility and career development



A LITTLE HISTORY OF MOBILITY IN WBCs

- Mapping of “traditional” mobility obstacles (e.g. VISA issues, Recognition of diplomas, IPR issues)
- Policy guidelines
- Introduction to EURAXESS Network



“WEB-MOB” BECOMSES “WeB- InUnion”

Main objective: Contribute in the realization of the Innovation Union by...

- Promoting attractive working conditions - Commitment #1
- Tackling remaining mobility obstacles (quality of doctoral training, open recruitment, gender balance) - Commitment #4
- Investigating reasons for “*the best academics, researchers and innovators reside and work in Europe*” – Commitment #30



THE EUROPEAN C&C IN THE REGION

Situation before

- Different levels of adoption (C&C, HRS4R)
- Some countries had zero engagement with the C&C

Objectives

- Promote C&C principles
- Improve each country's performance



THE EUROPEAN C&C IN THE REGION

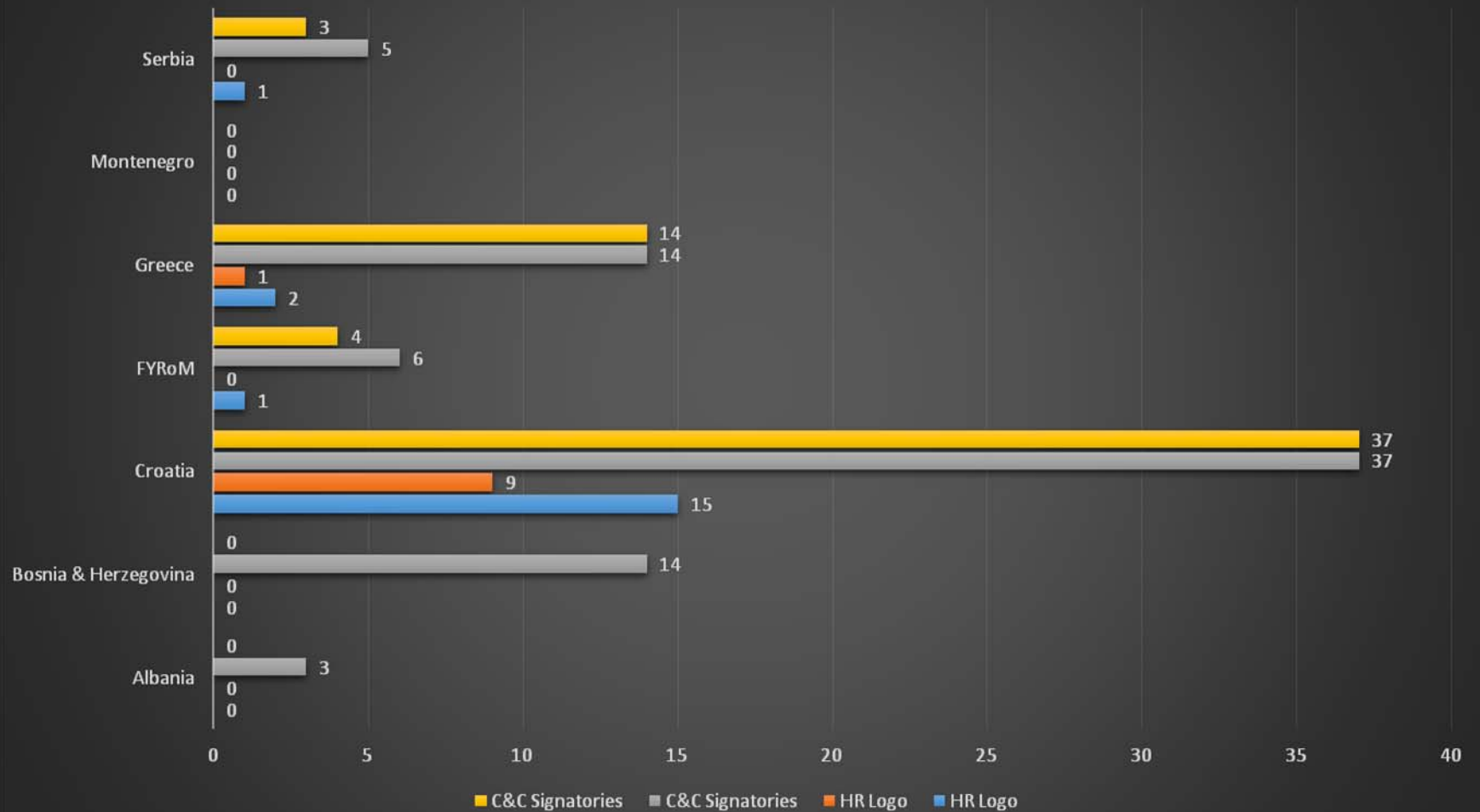
Situation after

- Researchers organisations have understood the importance of quality working environment through informative meetings (>50 in total)
- 6 out of 7 countries have shown progress in at least one level



THE EUROPEAN C&C IN THE REGION

Progression during WeB-InUnion



SURVEY ON REMAINING MOBILITY OBSTACLES

Objectives:

- What is the situation on:
 - Doctoral training
 - Working conditions
 - Gender issues
 - Research infrastructure
 - And many more...
- Provide recommendations



SURVEY ON REMAINING MOBILITY OBSTACLES

Strong points

- **Gender balance** (Women represent 40% of all researchers)
- **Gender discrimination** is a rare phenomenon
- **Favorable working conditions** in some case (provision of health care and pension rights, flexible working hours, sabbatical leaves)
- Increased number of **PhD studies** offered in **English**



SURVEY ON REMAINING MOBILITY OBSTACLES

Weak points

- Low adoption of **C&C** principles (at least before WeB-InUnion project)
- Obscure **recruitment** processes
- **Mobility** is not valued as it should be
- **Research infrastructure** should be improved (some countries have already taken towards it)
- **Doctoral training** (main problem: What is the status of the PhD Student? Student or Researcher?)



SOME RECOMMENDATIONS...

- Update of current framework regulating PhD programmes
- Financing of state of the art infrastructure
- The use of EURAXESS Jobs portal should be encouraged to increase transparency (open recruitment)
- Mobility should be promoted (e.g. Brazil finances short periods of mobility for its PhD students)



SURVEY ON SCIENTIFIC DIASPORA

Objectives:

- Most popular host countries
- Push/Pull factors
- Reasons for repatriation
- Reasons for collaboration with home country



KEY FINDINGS

Europe's main competitor



Europe's most popular destination countries



KEY FINDINGS

Push factors

- Limited career opportunities
- Low income
- Outdated-education system

Pull factors

- Working environment respecting the researcher
- International working experience
- High income



KEY FINDINGS

Repatriation motives

- Increased career opportunities
- High quality of research
- Collaboration with the host country



KEY FINDINGS

35% of the researchers are willing to repatriate

45% of the researchers not currently collaborating with their country of origin are interested in collaborating with its research community first



KEY FINDINGS

Collaboration with home country

- Joint research projects
- Joint publications



KEY FINDINGS

**Main reason not to collaborate with home country
research community**

Bureaucracy!!



CONCLUDING REMARKS

During the last two years, the hard work of WeB-InUnion's partners have produced significant results that contributed considerably on bridging the gap with more-advanced, in research, Member-States



CONCLUDING REMARKS

- >50 informative meetings have been organized for the promotion of the C&C code



- 24 organisations undersigned the principles of the C&C
- 9 organisations were awarded from the EC with the HRS4R logo



CONCLUDING REMARKS

- >50 informative meetings and training workshops have been organized for the promotion of the EURAXESS Jobs



- Registration of more organisations on the EURAXESS Jobs platform
- Registration of more researchers on the EURAXESS Jobs platform
- Increase in the number of published job vacancies



CONCLUDING REMARKS

- Mapping of remaining mobility obstacles
- Clear-cut recommendations



CONCLUDING REMARKS

- Database with one thousand researchers
- Identification of motives for repatriation or distant collaboration with home country
- Identification of obstacles for repatriation or distant collaboration with home country
- Contribution to brain-drain



Thank you



Dimitris Sanopoulos

Email: sanopoul@certh.gr

Tel: +30 2310 498155