

**Deloitte.**

Researchers' Report 2013

**Country Profile: Czech  
Republic**



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## 1. Key data

### National R&D intensity target

“R&D intensity rose steadily from 1.17% in 2000 to 1.49% in 2006 at an average annual growth rate of 4.1%, before falling to 1.41% in 2008 and rising again to 1.84% in 2011. In 2011, the Czech Republic set a target for public funding of R&D of 1% of GDP by 2020. This indicator currently stands at 0.70%, very close to the EU average and significantly higher than in most other EU-12 Member States. The government budget for R&D has so far been protected during the economic crisis (EUR 1 053 million in 2011) but there is currently no multiannual funding framework to ensure that it will continue to increase.

The relatively good performance of the Czech research and innovation system in terms of business expenditure on R&D (BERD reached 1.11% of GDP in 2011) is largely due to a strong manufacturing sector (24% of total value added in 2009) with a marked industrial specialisation in innovative sectors (such as 'motor vehicles' and 'electrical equipment'), combined with an increasing level of R&D financed from abroad (0.28% of GDP in 2010). However, BERD is highly concentrated in a few multinational corporations that accounted for 55% of total BERD in 2009. Whereas BERD performed by domestic companies almost doubled from EUR 284 million in 1998 to EUR 487 million in 2009, inward BERD increased six fold during the same period. This reflects the country's rising attractiveness for foreign R&D activities and highlights the growing role played by foreign firms in the Czech research and innovation system. Medium-high-tech (MHT) manufacturing and knowledge-intensive services account for the larger share of total inward BERD. The share of inward BERD in high-tech industries almost doubled from 2002 to 2009 (16%) and the share of inward BERD in knowledge-intensive services almost tripled between 2002 and 2009 (22%). During the same period, the share of inward BERD decreased in the MHT sectors, as exemplified by the motor vehicles sector where it went down from 65% in 2002 to 37% in 2009.

About EUR 5.8 billion of Structural Funds are earmarked for research, innovation and entrepreneurship in the Czech Republic in the current programming period (2007-2013). This represents 22.1% of total ERDF Structural Funds. Structural Funds are therefore one of the largest sources of public funding of R&D in the Czech Republic. Up to 2010, 34.3% of these funds had been absorbed. The success rate of Czech entities in FP7 (20%) is only marginally lower than the EU average (22%) but, if overall progress in quality was significant, their share of the total funding (0.72%) – which corresponds to more than EUR 164 million - could still be improved when compared to the share of the Czech Republic in total EU investment in R&D (0.95%)<sup>1</sup>.

### Key indicators measuring the country's research performance

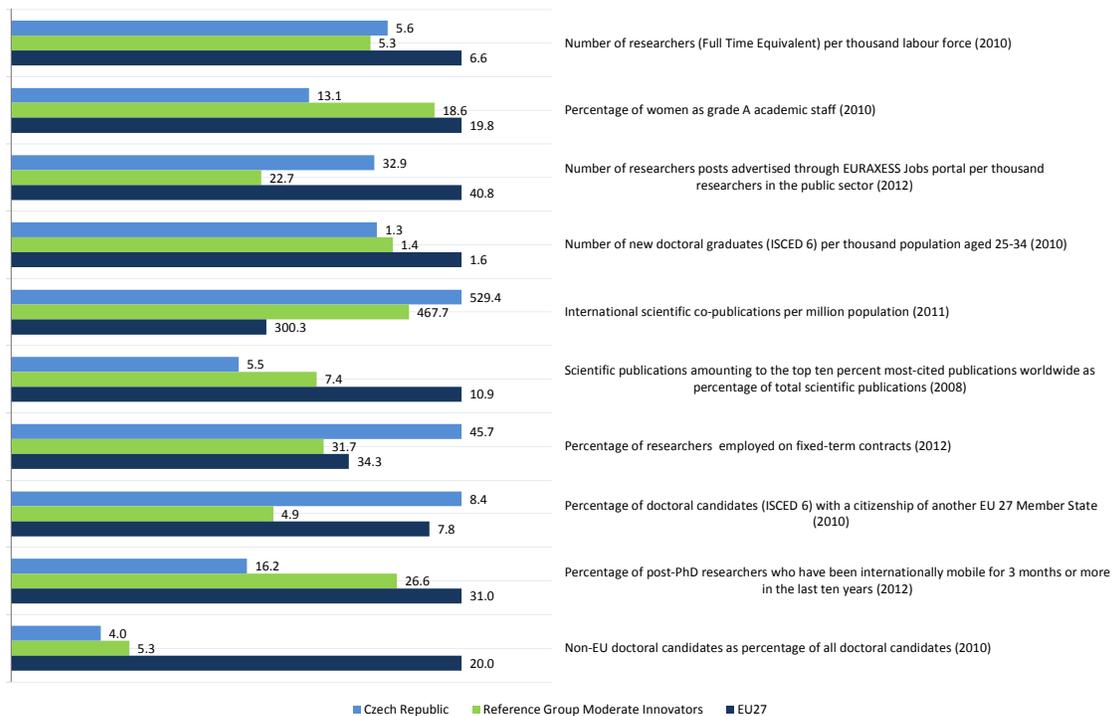
The figure below presents key indicators measuring Czech Republic's performance on aspects of an open labour market for researchers against a reference group and the EU-27 average<sup>2</sup>.

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<sup>1</sup> European Commission (2013), “Research and Innovation performance in EU Member States and Associated countries. Innovation Union progress at country level 2013”

<sup>2</sup> The values refer to 2012 or the latest year available

Figure 1: Key indicators – Czech Republic



Source: Deloitte

Data: Eurostat, SHE Figures, EURAXESS Jobs Portal, UNESCO OECD Eurostat education survey, Innovation Union Scoreboard 2013, MORE2  
 Notes: Based on their average innovation performance across 25 indicators, Czech Republic, Greece, Hungary, Italy, Lithuania, Malta, Portugal, Slovakia and Spain show a performance below that of the EU-27. These countries are the Moderate innovators<sup>3</sup>.

### 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	Czech Republic	EU Average/Total
Head Count per 1 000 active labour force (2010)	8.25	10.17
Head Count (2010)	43 418	2 435 487
FTE per 1 000 active labour force (2010)	5.55	6.64
Full time equivalent (FTE) (2010)	29 228	1 589 140

Source: Deloitte

Data: Eurostat

## 2. National strategies

The Government of the Czech Republic 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 the Czech Republic’s R&D targets, to promote attractive working conditions, and to address gender and dual career aspects.

Table 2: National strategies

Measure	Description
<b>International Competitiveness Strategy</b>	The International Competitiveness Strategy is consistent with the European strategy Europe 2020, the National Reform Programme of the Czech Republic 2011 <sup>4</sup> and other

<sup>3</sup> European Commission (2013), “Innovation Union Scoreboard 2013”

Measure	Description
<b>for the Czech Republic (2012-2020)</b>	government policy documents. The Strategy defines eleven areas where strategic goals should be attained in order to secure competitiveness and the sustainable development of the Czech economy. The eleven strategic areas are: institutions, infrastructure, macroeconomic stability, healthcare, education, the labour market, financial markets, goods and service market efficiency and improving the characteristics of business, innovation, the basis for the pro-export strategy, and cohesion policy. Within these areas more than forty key measures and hundreds of sub-measures are identified, leading to the creation of friendly conditions for creative business, innovation and growth. The 9 <sup>th</sup> strategic area 'Innovation' aims to "create financial, material, personnel and other conditions for the development of excellent research (...)".
<b>National Innovation Strategy (NIS) of the Czech Republic (2004-2010)</b>	The aim of the National Innovation Strategy was to create the conditions and lay the foundations for the formulation of the Czech Republic's innovation policy. It has been succeeded by the new strategy adopted in 2011 (see above). The Innovation Strategy was in two parts: <ul style="list-style-type: none"> <li>– PART I analysed the Czech Republic's innovation system, infrastructure, and entities (including research funding, development and innovation activities); and</li> <li>– PART II dealt with the establishment of smoothly functioning systems of education, research, development, and innovation, and their effective state management.</li> </ul>
<b>The National Innovation Strategy of the Czech Republic (NIS) (2011)</b>	The National Innovation Strategy of the Czech Republic (NIS) was drawn up in 2011. It follows the principles of the EU strategic document 'The Innovation Union' and addresses four strategic areas: a) Excellent Research, b) Development of Cooperation for Knowledge Transfer between the Corporate and Academic Sectors, c) Innovation Entrepreneurship, d) People: Main Holders of New Ideas and Change Initiators. <p>The new NIS aims to strengthen the importance of innovation and excellence in technology as a resource for increasing the country's competitiveness and contributing to its long-term economic growth, including the creation of qualitative jobs and improvements to the quality of life.</p>

Source: Deloitte

### 3. Women in the research profession

#### Measures supporting women researchers in top-level positions

In 2010, the percentage of women grade A academic staff was 13.1% in Czech Republic compared with 18.6% among the Innovation Union reference group and the EU average of 19.8%<sup>5</sup>.

In 2001, the Government of the Czech Republic established the Government Council for Equal Opportunities for Women and Men. As the Council for Research, Development and Innovation is responsible for the governance of the R&D&I sector, R&D&I largely falls outside the jurisdiction of the Government Council for Equal Opportunities for Women and Men. In 2010, this Council submitted a motion to the government to bring the Council for R&D&I within its remit. The government acknowledged the motion, but no particular action has been taken since then.

The Czech Republic has in the last five years moved forward in promoting the principle of gender equality. The Ministry of Education, Youth and Sports (MEYS) continues to carry out an annual plan of activities, which includes strengthening equal opportunities of women and men and incorporating the gender equality dimension in curricula, textbooks and methodology materials for all grades of school.

In 2009, the Ministry of Education, Youth and Sports introduced the *Milada Paulova* Award for life-long achievement in science for female researchers. The award aims to recognise publicly and financially the research achievements of prominent Czech female in a particular discipline, including the fields of pedagogy, supervision, cooperation with civil society and the industrial sector.

Simultaneously, the Ministry of Education, Youth and Sports has started the preparation of a programme on work-life balance and reintegration grants after maternity leave.

<sup>4</sup> The National Reform Programme contributes to the fulfillment of the 'Europe 2020' strategy in the area of national economic policy coordination. The document is based on political priorities defined by the Government. At the same time, the document tries to reflect the diverse interests of Czech society.

<sup>5</sup> See Figure 1 "Key indicators – Czech Republic".

## Measures to ensure a representative gender balance

The Czech government has not implemented any quotas and/or national targets or other measures to ensure a representative gender balance for researchers.

## Maternity leave

In the Czech Republic, there is no legislation dealing exclusively with the possibility of interrupting and extending grants due to maternity leave.

Public funders are not subject to any rules regulating the interruption and postponement of grant implementation in the event of pregnancy; they are autonomous providing they comply with the anti-discrimination act. However, a case against the Czech Science Foundation was pending before the Ombudsman at the time this report was drafted on the discrimination generated by a one-strike provision for the award of postdoctoral grants. This provision says that if a woman submitting an application for a postdoctoral grant from the Czech Science Foundation then becomes pregnant and is simultaneously awarded the postdoctoral grant, the Foundation recommends that she return the grant. This deprives the future mother-researcher of the possibility of applying for the grant again, as it is possible to award it to the same person only once.

The current system is further disadvantageous for women researchers as they lose out on any social benefits (maternity allowance) they are entitled to unless the timing of the pregnancy (start of maternity leave) coincides with the deadlines imposed by the Czech Science Foundation.

The current situation has negative impacts on women postdoctoral fellows of the Czech Science Foundation as this is the only available source of national funding at this level. The impact may be huge, as there are around ten such cases per year, both at the individual researcher and institutional level.

On 23 January 2013, the Ombudsman issued a Report on Finding Discrimination where he confirmed indirect discrimination in the Czech Science Foundation and recommended that the Czech Science Foundation take appropriate measures to ameliorate the grant system. On 11 March 2013, the Czech Science Foundation released an answer to the Ombudsman's report, promising to take appropriate measures in the next year's statute for the competition for postdoctoral grants with start date in 2015<sup>6</sup>.

PhD students, unless employed by a university or research institution, are regarded as students. Hence, female PhD students who become pregnant fall automatically into the 4-year parental leave category, and cannot choose between the 2-, 3- or 4-year parental leave categories.

## 4. Open, transparent and merit-based recruitment

### Recruitment system

In the Czech Republic, each institution is an autonomous employer with its own personal and recruitment policies. There is no statutory instrument that would allow breaches of the autonomy of the institution.

There is no legislation dealing with the online publication of publicly-funded research jobs. EURAXESS CZ operates the Czech National EURAXESS Jobs portal that is linked to the international EURAXESS Jobs portal. The awareness of this instrument in the Czech Republic is still low and its potential is still underexploited.

### 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	-

<sup>6</sup> For more information, please visit: <http://en.zenyaveda.cz/news/ombudsman-rules-the-czech-science-agency-engages-in-indirect-discrimination>

Do institutions in the country currently have policies to ...?	Yes/No	Description
– publish job vacancies on relevant Europe-wide online platforms (e.g. EURAXESS)	Yes	The Ministry of Education, Youth and Sports has encouraged the institutions.
– publish job vacancies in English	No	-
– systematically establish selection panels	No	-
– establish clear rules for the composition of selection panels (e.g. number and role of members, inclusion of foreign experts, gender balance, etc.)	No	-
– publish the composition of a selection panel (obliging the recruiting institution)	No	-
– publish the selection criteria together with job advert	No	-
– regulate a minimum time period between vacancy publication and the deadline for applying	No	-
– place the burden of proof on the employer to prove that the recruitment procedure was open and transparent	No	-
– offer applicants the right to receive adequate feedback	No	-
– offer applicants the right to appeal	No	-

Source: Deloitte

### EURAXESS Services Network

In 2012, the number of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was 32.9 in the Czech Republic compared with 22.7 among the Innovation Union reference group and an EU average of 40.8<sup>7</sup>.

There are currently 139 Czech research organisations registered on the EURAXESS Jobs Portal. The Ministry of Education, Youth and Sports recommends that all open vacancies be advertised on the EURAXESS Jobs Portal.

Information on entry conditions, transfer of social security and pension contributions, accommodation and administrative assistance is available at EURAXESS CZ.

Currently, there are two Service Centres in the EURAXESS Network (Prague and Brno) and eight EURAXESS Contact Points. In the year of 2012, the EURAXESS Czech Republic network staff assisted 680 researchers, finding solutions for over 5 500 queries. For the period 2012-2015, the Network is funded by the Ministry of Education, Youth and Sports of the Czech Republic under the EUPRO II programme.

The goal of the EURAXESS Network is to assist foreign and Czech incoming and outgoing researchers and their family members and host organisations to address specific situations related to their arrival or departure for various forms of practical information (e.g. Scientific Visa, health insurance, language courses etc.), fellowships and jobs. The Czech EURAXESS Network cooperates intensively with the Ministry of the Interior, the Ministry of Foreign Affairs and the Ministry of Labour and Social Affairs. Representatives of EURAXESS CZ are fully involved in many strategic working groups and committees of the Ministry of Education, Youth and Sports dealing with relevant issues (human resources in R&D, mobility, visa conditions, health and social security etc.).

## 5. Education and training

### Measures to attract and train people to become researchers

Attracting young talented students to become researchers has been embedded in the International Competitiveness Strategy, the National Innovation Strategy and the Human Resources Development in R&D

<sup>7</sup> See Figure 1 “Key indicators – Czech Republic”

documents developed by the government of the Czech Republic. All three documents suggest the development of tools and strategies to inspire young people to become researchers. In 2012, there were 24 901 doctoral students at HEIs in the Czech Republic, compared to 25 684 in 2011 and 16 517 in 2001.

Active doctoral studies in sciences (incl. mathematics, technology and engineering) accounted for 49.2% of all doctoral studies in October 2012. If medical, pharmaceutical, veterinary, agrarian and forestry studies are included the proportion rises to 64.5%. The percentages have remained relatively stable for the last five years.

The government of the Czech Republic has not put in place any measures to increase the number of students taking science to a doctoral level. Moreover, national statistical data and recent reports from the Institute for Information on Education (ÚIV) and the Research, Development and Innovation Council state that only one third of doctoral graduates in the Czech Republic go into a science and technology career.

The Czech Government, along with grammar schools, universities and research institutions, is working towards the creation of or the support for (existing) tools to attract students to science, technology, engineering and mathematics (STEM) subjects.

In addition, several universities as well as the National Contact Centre for Women and Science at the Institute of Sociology of the Academy of Sciences of the Czech Republic have introduced mentoring programmes to attract women students at secondary education level to follow STEM subjects at university level.

### Doctoral graduates by gender

The table below shows doctoral graduates in the Czech Republic by gender as a ratio of the total cohort population.

Table 4: Doctoral graduates by gender

Indicator	Czech Republic	EU Average
New doctoral graduates (ISCED 6) per 1 000 population aged 25-34 (2010)	1.3	1.5
Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2010)	1.1	1.4
Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2010)	1.6	1.6

Source: Deloitte  
Data: Eurostat

### Funding of doctoral candidates

The table below summarises different funding opportunities for doctoral candidates:

Table 5: Funding schemes available to PhD candidates

Funding scheme	Description
Stipend/Grant	The Czech Government, via Czech Universities, funds approximately 90% of doctoral students.

Source: Deloitte

All doctoral students following a course of direct study automatically receive a scholarship (Act No. 111/1998 on HEIs) of approximately CZK 7 000 per month (some EUR 276). The scholarship often differs depending on the grade or the study and research outcomes. If the study is interrupted, the scholarship is not paid out.

In 2011, HEIs spent CZK 1.083 million (some EUR 42 706) in total on scholarships for doctoral students. Of this, CZK 1.04 million (some EUR 41 000) came from the funds of Ministry of Education, Youth and Sports. The amount for scholarships for doctoral students is only 5% of the ministry's budget for HEIs (excluding EU funds).

### Measures to increase the quality of doctoral training

The 'International Competitiveness Strategy' aims to increase the success rate of PhDs graduates (60% success rate) by improving the quality of doctoral training.

### Skills agenda for researchers

The Government of the Czech Republic has not adopted a skills agenda and/or any other measure to improve researchers' employment skills and competencies.

The only exception is the Milada Paulová Award for Life-long Scientific Achievement by a Female Scientist. The Ministry of Education, Youth and Sports in collaboration with the National Contact Centre for Women in Science at the Institute of Sociology and the Czech Academy of Sciences organise the Milada Paulová Award, bearing the name of historian Milada Paulová, the first woman to win the right to lecture at a university (1925) and who also became the first female Professor (1939) in the Czech Republic.

The award:

- Highlights the excellent scientific achievements of Czech women researchers;
- Shows general support for women in science; and
- Inspires junior women researchers or students who are considering a career in science.

Each year the award is dedicated to a different field of science.

## 6. Working conditions

### Measures to attract and train people to become researchers

Via the Ministry of Education, Youth and Sports, the Ministry of Industry and Trade, the Czech Science Foundation, the Technology Agency and the Czech Academy of Sciences, the Czech Republic funds a number of national and international programmes and tools to promote attractive working conditions for researchers.

### Remuneration

For information, see the new country profile on remuneration of researchers from the MORE2 study (forthcoming, on the EURAXESS website).

### Researchers' Statute

The Czech government has already accepted the internationally acknowledged definition of the researcher as described in the Frascati manual<sup>8</sup>.

The individual stages of a researcher's career are not defined in Czech legislation. The only existing definition can be found in the 'Labour Catalogue', including a definition of the 'Academic Worker'.

To comply with Act No. 111/1998 Coll. (amended and consolidated) on Higher Education Institutions and on amendments and supplements to some other acts (the Higher Education Act) and Act No. 341/2005 on Public Research Institutions and changes and amendments of other related Acts, each university and public research institute has to develop internal remuneration rules which include the specific stages of the research career and their definitions.

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

By 2008, after an internal study, an Action plan related to self-assessment and gap analysis, human resources strategy, lobbying, networking and internal communication of the 'Charter & Code' was prepared and sent to the European Commission. All objectives set out in the Action plan have now been achieved.

In 2009, the ASCR declared its interest in the "Human Resources Strategy for Researchers incorporating the 'Charter and the Code'.

The ASCR also joined the Charles University the 'Charter & Code Promoter's Network' project (2010) that focuses on raising awareness of the 'Charter & Code' in the research community.

As of 2012, the Academy of Sciences of the Czech Republic (ASCR) and the Central European Institute of Technology (CEITEC) were the only research organisations that had signed the 'Charter and Code' in 2006 and 2012 respectively.

The 'Charter & Code' are actively promoted by the coordinator of the EURAXESS Network in the Czech Republic at different events organised for researchers as well as for research organisations.

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<sup>8</sup> OECD (2002), Frascati manual: Proposed Standard Practice for Surveys on Research and Experimental Development, 6th edition: "Researchers are professionals engaged in the conception or creation of new knowledge, products, processes, methods and systems and also in the management of the projects concerned"

### **Autonomy of institutions**

Act No. 111/1998 Coll. on Higher Education Institutions and Act No. 341/2005 on Public Research Institutions recognise all universities and public research institutes as autonomous employers with their own internal remuneration regulations.

### **Career development**

The Academy of Sciences of the Czech Republic has implemented a career development system through a certification procedure. Individual candidates submit their request periodically. Based on a subsequent assessment of their research performance, they may be promoted up the career structure. Some universities are implementing similar career development systems specifying e.g. the number of years after the doctoral studies and after becoming an assistant professor for moving up to the next level.

However, the Czech Republic does not have any career planning consulting/support in place either at state or at institutional level for PhD students and postdocs. However, an increasing number of institutions, especially natural science institutes of the Academy of Sciences of the Czech Republic, require graduated doctoral students to leave the institution for a postdoctoral fellowship elsewhere. This creates a gap, however, in terms of efficient use of the available pool of researchers.

### **Shift from core to project-based funding**

In research institutions, increasing the share of their project-based funding implies a lower number of long-term research positions for young researchers. Relatively stable long-term jobs are consequently replaced by short-term research contracts with no extension guaranteed. As a result of this trend, the working environment in research institutions makes research jobs less attractive for young highly skilled researchers.

The Czech Republic has not so far published relevant statistics, but this is one of the priorities of the 2009-2015 National Priorities for Research, Development and Innovation<sup>9</sup>. In general, however, it is estimated that this shift from core to project-based funding has negative impacts on people on maternity/parental leave because their contract runs out immediately without any compensation.

### **Social security benefits (sickness, unemployment, and old-age)**

In the Czech Republic, there is no legislation dealing exclusively with researchers' social security and supplementary old-age benefits.

The social security benefits researchers receive depend on the type of grant agreement. Generally speaking, if the contracts are defined as employment, social security and health insurance contributions are automatically taken off the wage, regardless of the nationality of the researcher.

## **7. Collaboration between academia and industry**

The Czech Government (the Ministry of Education, Youth and Sports of the Czech Republic) along with universities, research institutions and industrial partners are working towards the creation of support for existing tools to boost the collaboration between academia and industry.

For instance, the Czech government is currently implementing an 'Effective Knowledge Transfer' project. This is one of several individual national projects under the Education for Competitiveness Operational Programme. The project covers systems for intellectual property protection and commercial use, commercialisation of R&D results, and cooperation with industry. The project also involves the development of support methodologies for implementation, the creation of networks for effective knowledge transfer and the training of the target group of users in the methodological materials.

The issue of encouraging researchers to move from the public to the business sector and vice-versa has been embedded in the National Innovation Strategy of the Czech Republic and is being implemented by the Ministry of Education, Youth and Sports of the Czech Republic.

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<sup>9</sup> National Research, Development and Innovation Policy (NRDIP)

Despite recent efforts to develop new collaborative programmes, cooperation between academia and industry is still underdeveloped in the Czech Republic.

## 8. Mobility and international attractiveness

In 2010, the percentage of doctoral candidates (ISCED 6) with citizenship of another EU-27 Member State was 8.4% in the Czech Republic compared with 4.9% among the Innovation Union reference group and an EU average of 7.8%<sup>10</sup>. In the same year, the percentage of non-EU doctoral candidates as a percentage of all doctoral candidates was 4.0% in the Czech Republic compared with 5.3% among the Innovation Union reference group and an EU average of 20.0%<sup>11</sup>.

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

The Návrát (Return) programme – funded by the Ministry of Education, Youth and Sports – targets researchers' reintegration. It creates conditions for faster and more successful reintegration of professionals with significant experience in research organisations within the Czech Republic. However, the recent decision to provide the reintegration grants only for three years (instead of five) has made the programme less attractive.

Another measure is the Purkyne Fellowship, which is awarded by the Academy of Sciences of the Czech Republic and aims to attract 'leading' researchers from abroad (mostly Czechs who have spent a period abroad). It has never been awarded to a woman so far.

In the Czech Republic, the level of awareness of the Scientific Visa for scientists/researchers from third countries has improved thanks to the EURAXESS Network in the Czech Republic. Most researchers from third countries are now well informed about the scientific visa via the EURAXESS centres located at universities and other research organisations in the Czech Republic. The Czech embassies are also well aware of the Scientific Visa procedures and thus more and more scientists are advised to apply for this type of the permit.

In 2011, the Ministry of Education, Youth and Sports of the Czech Republic, in cooperation with various stakeholders, has established a Working Group 'LIDÉ' dealing with human resources in R&D 'LIDÉ'. Its remit extends to mobility and gender equality issues.

### Inward mobility (funding)

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

**Table 6: Measures supporting researchers' inward mobility**

Measure	Description
<b>ERC CZ (2012-2019) by the Ministry of Education, Youth and Sports</b>	The ERC CZ funding programme supports the re-/integration of researchers into Czech research organisations by providing them with satisfactory conditions for the realisation of their individual scientific ERC-grant projects, where these have been positively evaluated within ERC calls with level A in the 2nd evaluation step, "fundable but not retained for funding due to budgetary constraints."
<b>Installation grants within EMBC (European Molecular Biology Conference) via the Ministry of Education, Youth and Sports</b>	The grant allows researchers staying abroad for a long time or who have recently returned to the Czech Republic to obtain an installation grant for a period of three to five years. In 2011, the MEYS supported six projects.
<b>Mobility Support Activity funded by the Ministry of Education, Youth and Sports</b>	Mobility Support is a funding activity for incoming and outgoing researchers' mobility. It supports short-term bilateral mobility while the researcher remains employed at their home/sending organisation. The time period for completing projects is two years.
<b>NAVRAT Programme funded by the Ministry of Education, Youth and Sports (2012-2019)</b>	The programme supports the re-/integration of top researchers in the Czech Republic. It aims to encourage them to join the Czech research area and in parallel to motivate the Czech research organisations to attract highly skilled personnel. The programme further aims to ensure career progress for all researchers after their return from abroad, their rapid career growth and good quality of working conditions for their research activities.

<sup>10</sup> See Figure 1 "Key indicators – Czech Republic"

<sup>11</sup> Ibid

Measure	Description
<b>SoMoPro programme of South Moravian Region, COFUND (7FP) (2009-2013)</b>	The aim of SoMoPro is to attract distinguished foreign researchers and reintegrate Czech scientists into the South Moravian region.

Source: Deloitte

## Outbound mobility

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

**Table 7: Measures supporting researchers' outbound mobility**

Measure	Description
<b>KONTAKT Programme of the Ministry of Education, Youth and Sports (ongoing)</b>	The programme focuses on support for the participation of Czech research and development specialists in bilateral activities (based on governmental agreements on collaboration in science and technology) and in multilateral activities in research, and been recommended for support. The programme supports researchers' mobility and supports cooperation with third countries. The time limit for completing projects is four years.
<b>Mobility Support activity funded by the Ministry of Education, Youth and Sports</b>	See chapter 8 "Mobility and International Attractiveness". The time period for completing projects is two years.
<b>Participation of the Czech Republic in EMBC (European Molecular Biology Conference) by the Ministry of Education, Youth and Sports</b>	In the framework of the this funding programme, young PhD researchers can apply for long- and short-term scholarships (up to three years and up to six months) in any other EMBC member country.
<b>SCIEX-NMSch – Scientific Exchange Programme between the New Member States of the EU and Switzerland via DZS/NAEP – a contributory organisation directly run by the MEYS COFUND (2009-2016)</b>	<p>A Sciox Fellowship consists of the costs for research training placements of Sciox Fellows (employer's salary costs, travel) and the costs for knowledge exchange of the Sciox Mentors (three reciprocal visits). All Sciox payments are issued to the Swiss Host Institution. The Swiss Host Institution administers the Fellowship.</p> <p>Research training placements for Sciox Fellows are reserved for promising doctoral candidates and post-doctoral researchers from the new Member States (no age restriction). The conditions are:</p> <ul style="list-style-type: none"> <li>– The fellows must be in doctoral education or conducting post-doctoral research;</li> <li>– Placements last between a minimum of six months and a maximum of 18 (for PostDocs) and 24 (for Doctoral Candidates); and</li> <li>– Swiss Host Institutions finance all costs related to the work of the Fellow, which are not covered by the Sciox Fellowship.</li> </ul> <p>There is no possibility of applying for an extension. However, projects can apply with a follow-up project. This is evaluated using the same evaluation procedure as new projects and the funding is allocated on a competitive basis. The follow-up project should bring clear added value to the former project.</p> <p>Short-term Visits: Three short-term visits are provided for both mentors from the New Member States and from Switzerland of an approved Sciox project. The aims are:</p> <ul style="list-style-type: none"> <li>– Mentoring visits to support the Fellow; and</li> <li>– Networking of the Mentors (intensify their cooperation and discuss joint research projects).</li> </ul>

Source: Deloitte

## Portability of national grants

In the Czech Republic, publicly funded grants or fellowships are not portable to other EU countries. (Nor are they portable within the Czech Republic).

## Access to cross-border grants

The majority of the grants are open to Czech and foreign candidates regardless of their nationality. By law, the recipient of the financial support is always a research institution with its headquarters in the Czech Republic.