

The Researchers Report 2012

Country Profile: Greece



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1. Key data

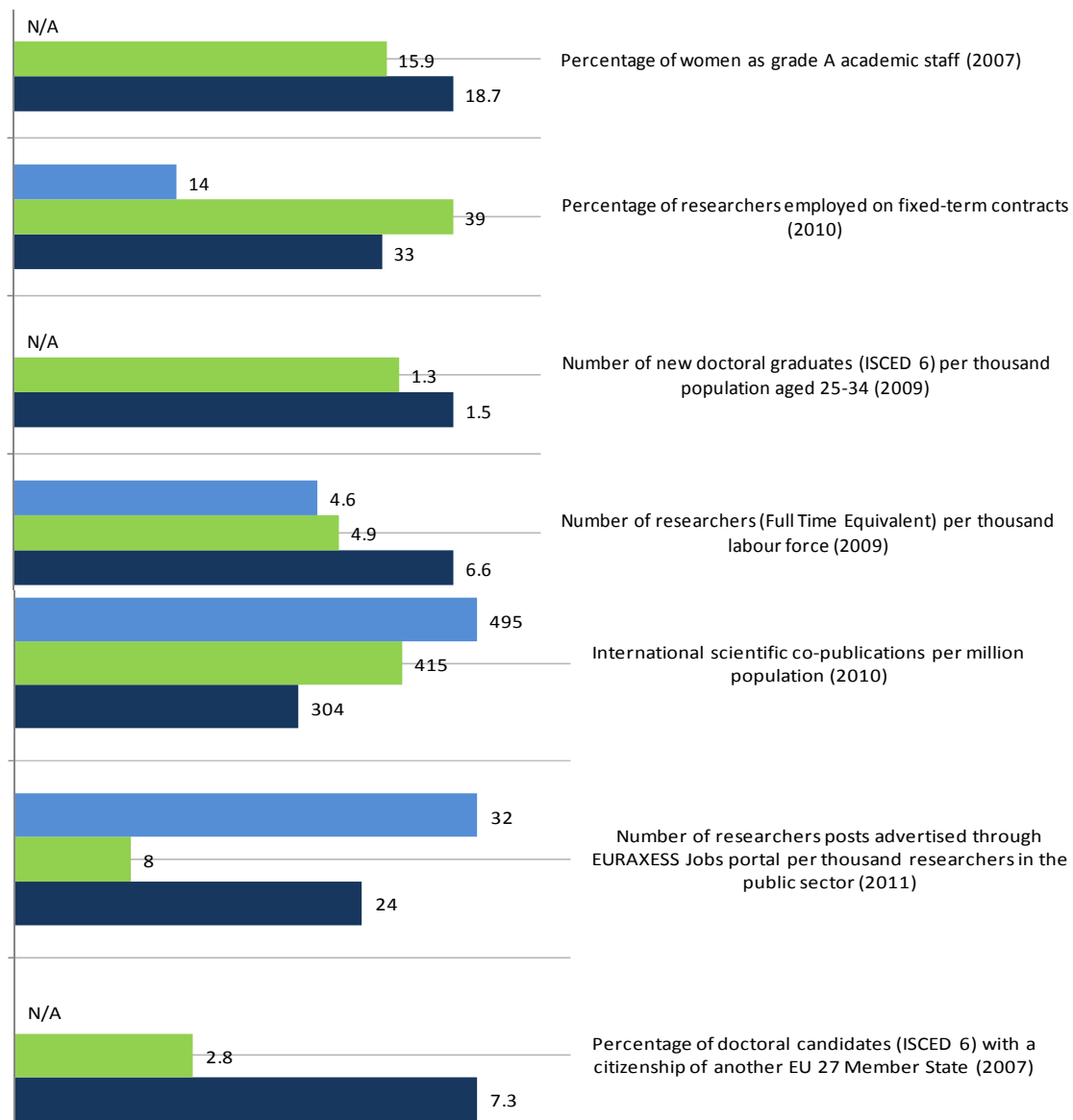
National R&D intensity target

“In the last decade, R&D intensity in Greece has stagnated remaining at 0.58% of GDP. This stagnation has been caused by a decrease in the already very low private R&D intensity, which fell from 0.19% to 0.16% in 2007, i.e. an average annual fall rate of 2.1%. Public R&D intensity, on the other hand, slightly increased, passing from 0.39% to 0.42%. It should be noted that overall GERD investment growth in Greece has been significant, but this growth was not as high as the rapid GDP growth during the years 2000-06, hence the fall in R&D intensity.”¹

Key indicators measuring the country’s research performance

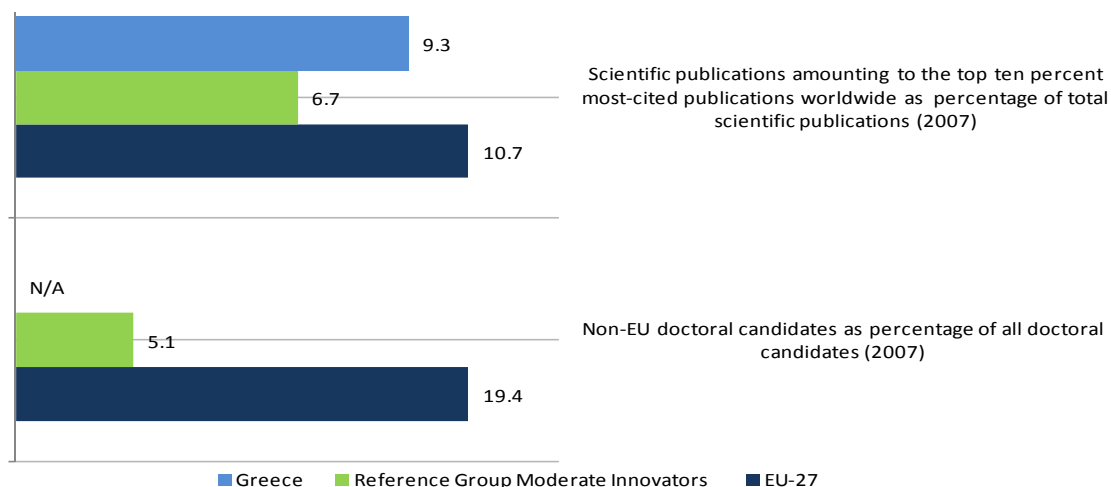
The figure below presents key indicators measuring Greece’s research performance against a reference group and the EU-27 average².

Figure 1: Key indicators – Greece



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 the Czech Republic, Greece, Hungary, Italy, Malta, Poland, Portugal, Slovakia and Spain show a performance below that of the EU27. These countries are the Moderate innovators³.

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
Head Count per 1 000 active labour force (2008)	7.59	9.45
Head Count (2008)	37 468	-
FTE per 1 000 active labour force (2009)	4.58	6.63
Full time equivalent (FTE) (2009)	22 821	-

Source: Deloitte

Data: Eurostat

2. National strategies

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

Table 2: National strategies

Measure	Description
General Secretariat for Research and Technology (GSRT) of the Ministry of Education, Life Long Learning and Religious Affairs (1985-ongoing)	The GSRT is 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: – research and production activities; – technology transfer; – management initiatives for research, technology and innovation; – human resource exchanges; – information visits; – international training abroad.
Law 4009/2011 on Higher Education	This Law sets out reforms in the Greek education system related to the management and function of higher education institutions, staff salary structures, redundancies and academic appointment.
Law on Research, Technology	This new law will introduce institutional reforms aimed at boosting Greece's research

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

Measure	Description
and Innovation (planned)	sector. The objectives include: – 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; – 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); – adopt a National Research Infrastructures Plan.
National Strategic Reference Framework (NSRF) (2007-2013)	The National Strategic Reference Framework maps three strategic objectives in support of the Knowledge Society and Innovation thematic priority ⁴ : 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; 3. Achieve digital convergence through the incorporation and systematic use of information and communication technologies.
Strategic Plan for the Development of Research, Technology and Innovation under the NSRF (2007)	The Strategic Plan presents a strategy to boost Greece's competitiveness and to pave the way for the development of a knowledge-based society. The document sets out the following objectives: – create centres of excellence (Advanced Research & Development Thematic Networks (RDTNs) and Research and Education Thematic Networks (RETNs)); – create knowledge-intensive clusters and innovation clusters; – strengthen cooperation between business and Science & Technology (S&T) organisations; – support new enterprises and SMEs in bilateral, multilateral and regional S&T cooperation schemes. The implementation of the Strategic Plan is supported by Sectoral and Regional Operational Programmes under the 2007-2013 NSRF (e.g. the Entrepreneurship and Competitiveness, Education and Life Long Learning and Digital Convergence Operational Programmes).

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).

Quotas 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 are engaged in academic careers. Only 5.3% of all women researchers are employed in the business sector.

Maternity 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 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.

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.

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 indicating an increase in the number of vacancies published on the EURAXESS portal since 2009.
– publish job vacancies in English	No	Institutions have no policies to publish job vacancies in English.
– systematically establish selection panels	Yes	Institutions systematically establish selection panels in accordance with national legislation (for all researcher positions R1 to 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 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

EURAXESS Services Network

In 2011, the number of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was 32 in Greece compared with 8 among the Innovation Union reference group and an EU average of 24⁵.

In Greece, the EURAXESS Services Network is becoming more and more useful for the Greek authorities as well as 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, compared to an anticipated figure of 200. This is a significant increase over the 2009 figure of 60.

⁵ See Figure 1 “Key indicators – Greece”.

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
PENED Programme 2001 & 2003 (2001-2003)⁶	The PENED Programme (supported by the GSRT) provided funding to young researchers. In addition, it offered research training to young researchers for three years while writing their doctoral thesis. S&T companies (located either in Greece or abroad) co-funded the Programme and thus supported the beneficiary to accomplish his/her research. The company was allowed to exploit the research results, which could enter the market as scientific products and services.
Post-docs Programme under the National Strategic Reference Framework (2007-2013)	The NSRF-supported post-docs Programme (2007-2013) offers fellowship programmes for doctorates and post-doc researchers in Greek universities. The scheme supports young researchers in their research activities and thus in establishing a research career in Greece. Priority is given to young researchers in economic difficulty.

Source: Deloitte

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

The number of PhD holders in science, technology, engineering and mathematics (STEM) subjects is relatively high. Consequently, the Greek Government has not adopted concrete policy measures to increase the number of graduates in STEM.

Doctoral graduates by gender

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

Table 5: Doctoral graduates by gender

Indicator	Greece	EU average (2008)
New doctoral graduates (ISCED 6) per 1 000 population aged 25-34 (total) (2008)	0.8	1.6
Female Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2008)	0.7	1.5
Male Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2008)	1.0	1.7

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, Life Long Learning and Religious Affairs under the Hrakleitos 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

⁶ The Post-docs programme along with the "Support of private companies to hire highly qualified scientific personnel for conducting R&D" programme, both under the NSRF 2007-2013, are considered as successors to the PENED programme.

Funding scheme	Description
	as well as under the FP7 Actions Excellence and Synergy (employment contracts 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 the law 4009/2011 for higher education institutions, lifelong learning activities are a matter for the concrete regulations of 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, state budget expenditure on R&D has been protected despite the enormous pressure to cut public expenditure due to the economic and financial crisis.

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

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 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.

Law 4009/2011⁷ reforming the higher education and the legislation on the national R&D system strongly promotes the 'Charter & Code' principles on excellence and innovation.

Autonomy of institutions

In Greece, national legislation provides full autonomy to institutions 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

⁷ Law 4009/2011 (Government Gazette A'195/2011) on Higher Education as well as the planned Law on Research, Technology and Innovation.

- 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 (i.e. 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 related to researchers' confidentiality rights, membership in management bodies, freedom to carry out research and access to information.
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 ⁸ . Researchers in Greece are on a four-grade career ladder, depending on their research activity, their international recognition and contribution in 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 new Law for Research, Technology and Innovation develops mechanisms for the career development of researchers, and especially, women. See also chapter 6 "Working conditions".

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

In Greece, 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. 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.

⁸ 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".

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)	The objectives of the Cooperation 2011 Programme are: – 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; – establish international cooperation through networking and collaboration with entities from European and other countries. The Programme targets domestic partnerships between productive-commercial businesses of all sizes, research centres, institutes, higher educational institutes, technological, public and other bodies for the implementation of R&D projects in specific manufacturing and services sectors. Businesses and research bodies are the key beneficiaries, whereas the rest participate as technology/services/products end-users.
CREATION - Support to new innovative enterprises, notably highly knowledge intensive (spin off and spin out) (2007-2013)	The CREATION initiative supports: – 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; – small innovative firms. Applications have to contain an agreement on the Intellectual Property Rights (IPRs) between the organisation producing the knowledge and the organisation exploiting it.
Innovation Vouchers for SMEs (2009-2015)	The scheme fosters exchange of expertise and consultant services between 'innovation agents' (i.e. universities, research centres) and companies. It targets: – SMEs active in the manufacturing sector, software industry and research and development firms; – 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.
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 public and private sector undertakings and/or from any sector of the economy and irrespective of size. The total budget is EUR 15 million.

Source: Deloitte

8. Mobility and international attractiveness

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.

Table 9: Measures to attract and to retain leading national, EU, and third-country researchers

Measure	Description
Career offer to Greek-speaking researchers from abroad (1997-2000)	The "Career offer to Greek-speaking researchers from abroad" Programme aimed at inviting young Greek-speaking researchers from abroad to Greek laboratories for a three to four year period. The Programme financed Greek universities or public research institutions to host Greek-speaking researchers in selected areas (environment, life sciences, informatics, new materials and production processes, culture, technology and society). The budgets were in the order of EUR 150 000 -

Measure	Description
	per project (including the salary of the Greek-speaking researcher, possibly a grant for a young trainee, consumables, mobility grants for two trips/year and overheads). Of 171 project proposals, 97 were approved, but finally only around 60 Greek-speaking scientists remained at the Greek laboratories for the full duration of the projects. The highest sources of demand were the USA (55 proposals), the UK (34 proposals), Germany (19 proposals) and France (16 proposals). Life sciences were highly represented among the proposals submitted (62 proposals), followed by the environment (25 proposals) and informatics (21 proposals). According to a very preliminary assessment, ten of the Greek-speaking researchers who participated in the Programme managed to find permanent jobs in Greece, mainly in provincial Universities.
Programme for incorporation of foreign PhD researchers into the Greek RTD system - ENTER (2000-2006)⁹	The Programme for incorporation of foreign PhD researchers into the Greek RTD system aimed at enhancing technology and know-how transfer from the international research community to Greek research entities and vice versa and promoting research institutions' international networking. The programme was different in that: – it did not target Greek-speaking researchers alone, but was open to all foreign researchers wishing to work in Greek laboratories for a period of three to twenty four months, which could be extended up to forty eight months; – proposals were submitted from Greek Universities or public research centres, but they provided co-funding at a 10% minimum of the total budget of the project from an entity from the productive sector (enterprise or other non-research oriented private or public body in a position to take advantage of the project's results). The participation of such entities in the projects increased the job opportunities for foreign researchers wishing to make a career in Greece. The fields covered were telecommunications and information technologies, life sciences, environment, water management and natural hazards, new materials, recycling, renewable energy sources and energy saving, economy, new concepts for regional development and competitiveness, employment and professional training, culture, sports and tourism.

Source: Deloitte

Presidential Degree 128/2008¹⁰ *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* 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.

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.

Cross-border access to 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.

⁹ The "Post-docs" programme and the "ARISTEIA" (Excellence) programme are considered successors. Both programmes are open to foreign researchers; in particular ARISTEIA's main concept is very close to that of ENTER.

¹⁰ Government's Gazette A'190/15-9-2008.

Measures encouraging inter-sectoral mobility

Under Presidential Degree 274/2000¹¹ and Law 3777/2009¹², 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 the national research centres to conduct a specific research project or cooperate on a partial employment basis.

¹¹ Presidential Degree. 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.

¹² Law 3777/2009, Article 18 "Amendment of Presidential Degree. 274/2000" (The title of Presidential Degree. 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.