

The Researchers Report 2012

Country Profile: Cyprus



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	5
<i>Measures supporting women researchers in top-level positions</i>	5
<i>Quotas to ensure a representative gender balance</i>	5
<i>Maternity leave</i>	6
4. OPEN, TRANSPARENT AND MERIT-BASED RECRUITMENT	6
<i>Recruitment system</i>	6
<i>Open recruitment in institutions</i>	6
<i>EURAXESS Services Network</i>	7
5. EDUCATION AND TRAINING	7
<i>Measures to attract and train people to become researchers</i>	7
<i>Doctoral graduates by gender</i>	7
<i>Funding of doctoral candidates</i>	8
<i>Measures to increase the quality of doctoral training</i>	8
<i>Skills agenda for researchers</i>	8
6. WORKING CONDITIONS	9
<i>Measures to improve researchers' funding opportunities</i>	9
<i>Remuneration</i>	9
<i>Researchers' Statute</i>	9
<i>'European Charter for Researchers' & the 'Code of Conduct for the Recruitment of Researchers'</i>	9
<i>Autonomy of institutions</i>	9
<i>Career development</i>	9
<i>Social security benefits (sickness, unemployment, and old-age)</i>	10
7. COLLABORATION BETWEEN ACADEMIA AND INDUSTRY	10
8. MOBILITY AND INTERNATIONAL ATTRACTIVENESS	10
<i>Measures aimed at attracting and retaining 'leading' national, EU and third country researchers</i>	10
<i>Inward mobility (funding)</i>	11
<i>Outbound mobility</i>	11
<i>Promotion of 'dual careers'</i>	11
<i>Portability of national grants</i>	11
<i>Access to cross-border grants</i>	11
<i>Measures encouraging inter-sectoral mobility</i>	11

1. Key data

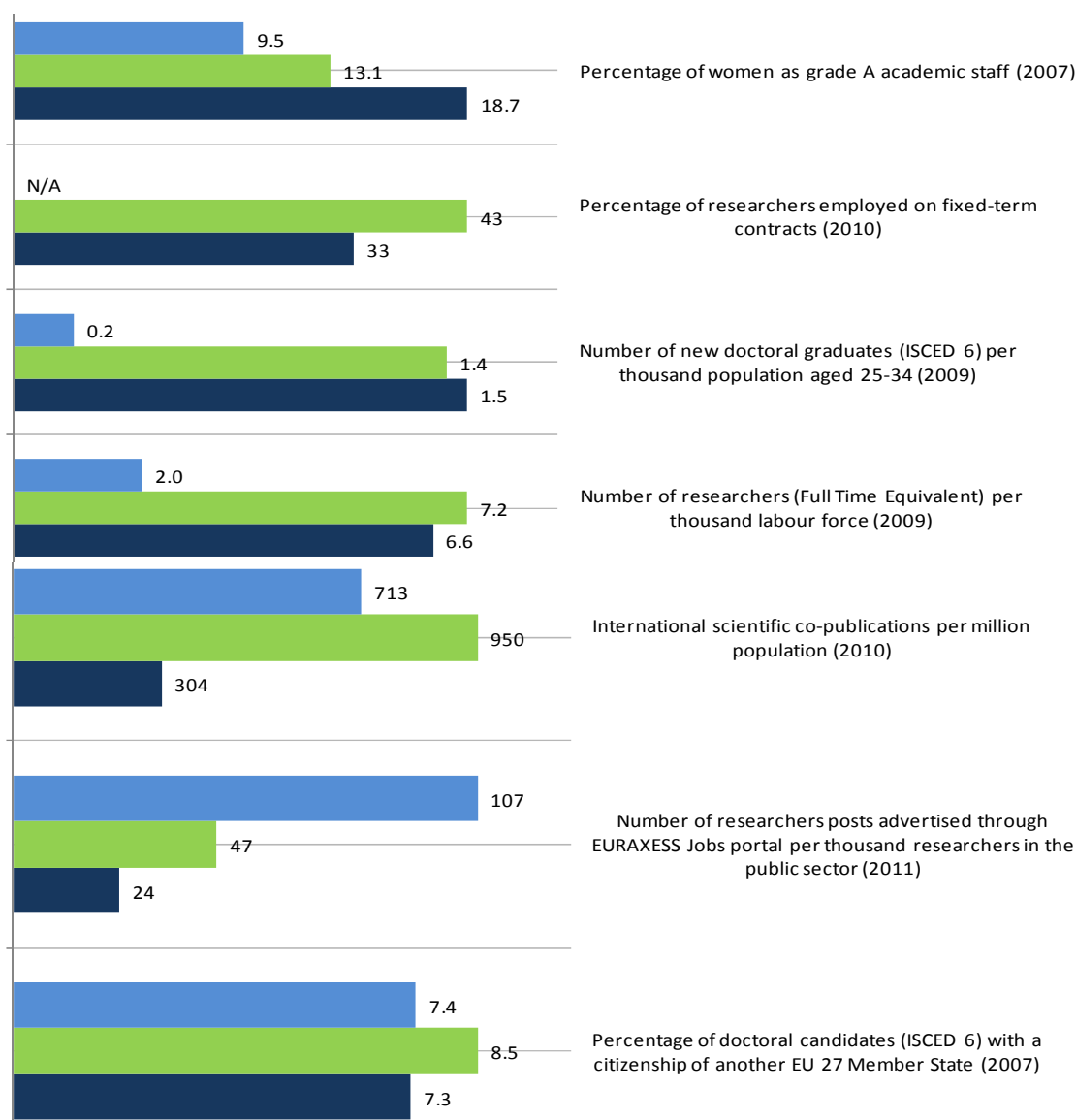
National R&D intensity target

“Despite a very low level of R&D intensity, 0.46% of GDP in 2009, a positive trend is observed over the past decade. The research system, practically developed in the last twenty years, is, however, much less developed than the rest of economy and is predominantly financed by the public sector. Cypriot authorities consider that the R&D system has reached a point of saturation and they set a target for R&D intensity of 0.5% of GDP in 2020. A more ambitious target would be nevertheless possible to achieve according to the overall development of economy of Cyprus in the last decade and the current positive trend of the R&D intensity. One key feature is currently a high contrast between a high level of investment in education and a low level of investment in research, which may create a potential risk for brain drain.”¹

Key indicators measuring the country’s research performance

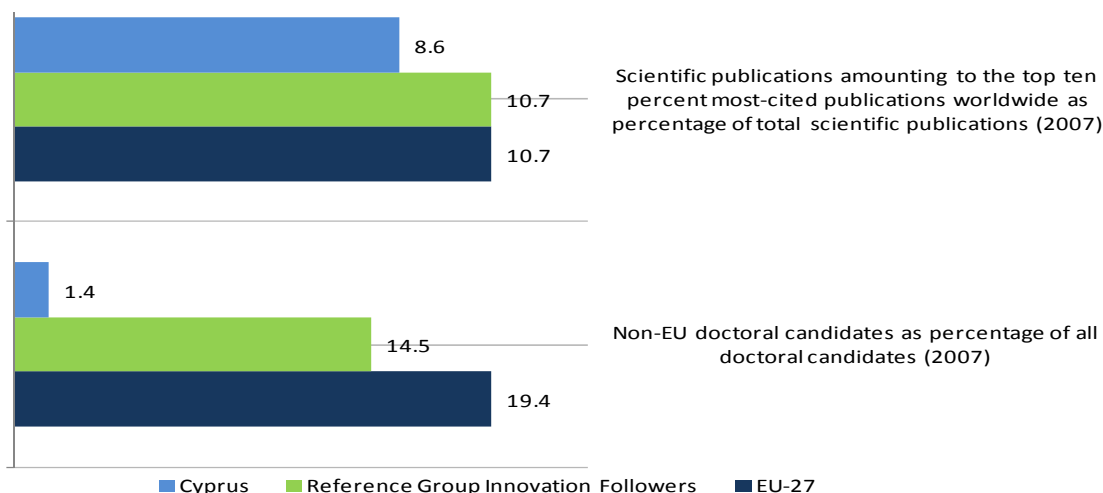
The figure below presents key indicators measuring the Cyprus’s research performance against a reference group and the EU-27 average².

Figure 1: Key indicators – Cyprus



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

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



Source: Deloitte

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

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

Stock of researchers

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

Table 1: Human resources – Stock of researchers

Indicator	Cyprus	EU Average
Head Count per 1 000 active labour force (2008)	3.94	9.45
Head Count (2008)	1 565	-
FTE per 1 000 active labour force (2009)	2.04	6.63
Full time equivalent (FTE) (2009)	820	-

Source: Deloitte

Data: Eurostat

2. National strategies

The government of the Republic of Cyprus has adopted a package 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 Cyprus’s R&D targets, to promote attractive working conditions, and to address gender and dual career aspects.

Table 2: National strategies

Measure	Description
Development of Human Resources in Research, Pillar II of the National Framework Programme (2009-2010)	<p>The goal of the Development of Human Resources in Research pillar was the quantitative and qualitative development of human resources engaged in research activities by:</p> <ul style="list-style-type: none"> – attracting and incorporating to the R&D&I sector new researchers, who had recently completed their doctoral programmes; – training and guiding new scientists, who were currently preparing their doctoral dissertations, so that they would become the next generation researchers; – preparing the younger generations to become researchers by promoting research careers as an excellent option for professional development. <p>The second pillar was composed of the following three programmes:</p> <ul style="list-style-type: none"> – Didaktor Programme (see chapter 5 “Education and training”); – Support for the Penek Programme (see chapter 5 “Education and training”);

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

Measure	Description
	<ul style="list-style-type: none"> – Development of Research and Innovative Culture Programme. The total budget was EUR 6.1 million.
The National Framework Programme for Research and Technological Development and Innovation (2008-2010)	<p>The National Framework Programme 2008-10 aimed to increase the growth of scientific research, technological growth and innovation by targeting various research institutions, enterprises and various public organisations. Its basic objectives were:</p> <ul style="list-style-type: none"> – develop the work of quality in a wide spectrum of thematic units; – increase the total number of researchers; – improve the competitiveness of enterprises; – create upgraded infrastructures; – strengthen international networking and collaboration.
The National Strategy for Research and Innovation 2012-15 (planned)	<p>The National Strategy for Research and Innovation 2012-15 will take into account the relatively restricted research capacity of the country due to the small number of researchers. The Strategy will set out specific policy measures for attracting foreign researchers (both Cypriot researchers working abroad and researchers from third countries) and school children/young people into research to increase the number of doctorates. The National Strategy will also take gender balance into account.</p>
The Research Promotion Foundation (RPF) (since 1996)	<p>The RPF is the national organisation for the promotion of scientific and technological research in Cyprus. The Foundation promotes the improvement of researchers' funding opportunities through the coordination and management of the National Network of National Contact Points and the FP7 Programme Committee Representatives as well as networks, programmes and initiatives, such as the ESF (European Science Foundation), COST (European Cooperation in Science and Technology), EUREKA, CERN, JPI (Joint Programming Initiatives), Enterprise Europe Network and EURAXESS. The RPF also promotes the 'Charter & Code' and the Human Resources Strategy for Researchers (HRS4R) which supports measures and strategies for researcher careers.</p>

Source: Deloitte

3. Women in the research profession

Measures supporting women researchers in top-level positions

In 2007, the percentage of women grade A academic staff was 9.5% in the Republic of Cyprus compared with 13.1% among the Innovation Union reference group and an EU average of 16.8%⁴.

The Government of the Republic of Cyprus has not put in place measures to increase the number of women researchers in top-level positions and decision-making bodies. Nevertheless, it has endorsed a number of measures to safeguard equal opportunities and non-discrimination in national programmes:

- All proposals submitted undergo a preliminary check before their scientific evaluation, and one of the criteria checked is whether beneficiaries commit themselves to observe national legislation and EU regulations on the environment, gender equality, non-discrimination, employment and provision of information/publicity;
- In the proposal submission forms, the host organisation's legal representative must sign a Declaration which includes the statement that "in case of funding of the present project, all participating organisations undertake the responsibility to adhere to the national legislation and EU rules on gender equality and avoidance of discrimination";
- During the scientific evaluation of the proposal, under the criterion "Added Value and Benefit", evaluators are urged to take into consideration the degree of positive contribution to gender equality, non-discrimination and the enhancement of conditions for environmental sustainability (where applicable).

Quotas to ensure a representative gender balance

The Government of the Republic of Cyprus has not introduced measures to ensure a representative gender balance for researchers.

⁴ See Figure 1 "Key indicators – Cyprus".

Maternity leave

All publicly funded programmes include the provisions necessary to facilitate and allow maternity leave. In addition, during the implementation of projects, if a researcher is on maternity leave, the project is put on hold and an extension of its duration is granted. Employees on maternity leave receive a benefit for the duration of the project duration, to which the State contributes 75% and the University 25%. If the maternity period extends beyond the research programme ending date, only the State contribution (75%) carries on.

4. Open, transparent and merit-based recruitment

Recruitment system

Recruitment for research positions in Cyprus is considered open and transparent. All publicly-funded vacancies are published on the Cyprus Government Gazette official website, on local press websites and on the Cyprus EURAXESS portal. Job vacancies are often published in English.

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	Yes	All publicly-funded funded vacancies are published in the Cyprus Government Gazette official website, on local press websites and on the Cyprus EURAXESS portal.
– publish job vacancies on relevant Europe-wide online platforms (e.g. EURAXESS)	Yes	All publicly-funded funded vacancies are published in the Cyprus Government Gazette official website, on local press websites and on the Cyprus EURAXESS portal.
– publish job vacancies in English	Yes	Job vacancies are often published in English.
– systematically establish selection panels	Yes	Institutions form ad-hoc selection panels during the recruitment process.
– establish clear rules for the composition of selection panels (e.g. number and role of members, inclusion of foreign experts, gender balance, etc.)	Yes	The institutions define clear rules for the compositions of selection panels.
– publish the composition of a selection panel (obliging the recruiting institution)	No	The institutions are not required to publish the composition of selection panels. However, some institutions foresee implementing such provisions in the near future.
– publish the selection criteria together with job advert	Yes	The selection criteria are always published together with the job advert.
– regulate a minimum time period between vacancy publication and the deadline for applying	Yes	Specific laws will be passed 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	The Cyprus Law and the universities' regulations 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	As a general rule, the institutions send response/feedback letters (whether positive or negative) to applicants.
– offer applicants the right to appeal	Yes	The Cyprus Law and the universities' regulations offer 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 107 in the Republic of Cyprus compared with 47 among the Innovation Union reference group and an EU average of 24⁵.

Information on entry conditions, transfer of social security, pension contributions, accommodation and administrative assistance is available through the following platforms:

- The Cypriot EURAXESS National Portal (www.euraxess.org.cy);
- The RPF web portal (www.research.org.cy) and its “Researcher’s Guide to Cyprus”;
- EURES Cyprus.

All publicly funded research jobs have to be advertised online on the EURAXESS jobs portal. In addition, the social security services of the Republic of Cyprus have created a portal for employers and the employees on social security legislation and the implementation of Council Regulation 1408/71 on “the application of social security schemes to employed persons, to self-employed persons and to members of their families moving within the Community”.

5. Education and training

Measures to attract and train people to become researchers

The table below summarises the key measures aimed at attracting and training young people to become researchers.

Table 4: Human Resources – Key programmes and initiatives

Measure	Description
Didaktor Programme (RPF) (2009-10)	The main objective of the Programme was the immediate integration of young post-doctoral scientists (under the age of 40) in the RTDI system of Cyprus in order to implement high level research projects.
Penek – Young Researchers of Cyprus Programme (RPF) (2009-10)	The Penek Programme aimed to prepare the next generation of researchers for employment in the Research, Technological Development and Innovation (RTDI) system of Cyprus. The main objective was to promote the involvement of young scientists in the working environment of research units/laboratories in research centres and enterprises, and their acquisition of experience in modern research methodologies and research project management in cutting-edge scientific and technological fields. The Programme targeted young doctoral candidates (under the age of 35).
The Foito Programme – (Students in Research) (RPF) (ongoing)	The Foito Programme targets university students with the aim of promoting the research profession within the educational system. The programme is run in cooperation with the RPF (which financially supports it) and the University of Cyprus.
The Mera and Teke Programmes (Students in Research) (Research Promotion Foundation – RPF) (ongoing)	The Programmes target elementary and secondary school children (of six to eighteen years old) with the aim of promoting research at school level. They are run in cooperation with the RPF (which supports it financially) and the University of Cyprus.

Source: Deloitte

Doctoral graduates by gender

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

Table 5: Doctoral graduates by gender

Indicator	Cyprus	EU average
New doctoral graduates (ISCED 6) per 1 000 population aged 25-34 (total) (2009)	0.2	1.5
Female Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2009)	0.2	1.4
Male Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2009)	0.3	1.6

Source: Deloitte

Data: Eurostat

⁵ See Figure 1 “Key indicators – Cyprus”.

Funding of doctoral candidates

Information on the proportion of the total population of doctoral candidates receiving funding (fellowship, stipend, grant, employment contract, or equivalent providing funding for at least 3 years) is not available.

Measures to increase the quality of doctoral training

The Government of the Republic of Cyprus has not developed any measures to increase the quality of doctoral training.

Skills agenda for researchers

The Human Resource Development Authority of Cyprus (HRDA) has developed the following schemes to improve researchers' employment skills and their competencies.

Table 6: Programmes to improve researchers' competencies

Measure	Description
High-Priority Multi-company Continuing Training Programmes (HRDA) (ongoing)	The High-Priority Multi-company Continuing Training Programmes aim at providing continuing training for meeting the training needs of employees through their participation in training programmes implemented by public or private training institutions and organisations on specific high-priority issues. Utilising its research forecasting studies, the HRDA each year sets thematic priorities for these programmes in order to guide and direct training providers. The most relevant thematic priorities for researchers are: strategies for productivity improvement, utilisation of new technologies, strategies for promoting R&I in enterprises, innovative approaches in human resources development, environmental management and sustainable growth, efficient utilisation, and management of energy and natural resources.
Job placement and training of unemployed tertiary education graduates (HRDA) (ongoing)	The scheme for job placement and training of unemployed tertiary education graduates aims to strengthen the management capacity of enterprises and organisations through the employment and training of young university and other tertiary education graduates. The scheme provides incentives to enterprises to provide employment, practical training and work experience to young graduates. Enterprises, such as universities, research institutes and major industries, may utilise these programmes for the customised training of newly employed researchers.
Multi-company Continuing Training Programmes Abroad (HRDA) (ongoing)	The Multi-company Continuing Training Programmes Abroad aim at improving and enriching the knowledge and skills of senior personnel of the enterprises in various aspects of business organisation, administration and technology by acquiring practical knowledge and experience from similar successful business units abroad. Entities such as universities, research institutes and major industries may utilise these programmes to address the common training needs for their researchers that cannot be satisfied in Cyprus.
Scheme for the promotion of innovation in training and development of human resources (HRDA) (ongoing)	The scheme for the promotion of innovation in training and development of human resources aims at encouraging enterprises and organisations to prepare and implement proposals that include research and development of innovative ideas for the training and development of the human resources. This scheme is open amongst others to entities such as universities, research institutes and major industries, which deal with research and innovation in human resources issues.
Single-company Continuing Training Programmes Abroad (HRDA) (ongoing)	The Single-company Continuing Training Programmes Abroad have as their primary objective the training and development abroad of employees of an enterprise, in order to meet an enterprise's specific needs for the effective utilisation of its personnel. Entities such as universities, research institutes and major industries can be involved in these programmes in order to meet specific training needs of their researchers that cannot be satisfied in Cyprus, particularly in the areas of innovation, new technologies and technological know-how.
Standard Multi-company Continuing Training Programmes (HRDA) (ongoing)	The Standard Multi-company Continuing Training Programmes aim at providing continuing training for meeting the training needs of employees through their participation in training programmes implemented by public or private training institutions and organisations. Utilising its research forecasting studies, the HRDA each year sets thematic priorities for these programmes in order to guide and direct training providers. The most relevant thematic priorities for researchers are: product development, development of human resources, improvement of

Measure	Description
	productivity, technology and information technology, promotion of R&I in enterprises and green skills.

Source: Deloitte

6. Working conditions

Measures to improve researchers' funding opportunities

The establishment of the Research Promotion Foundation by the Republic of Cyprus in 1996 to act as the national organisation for the promotion of scientific and technological research in Cyprus improved researchers' funding opportunities. The RPF encourages the Cypriot research community to create personal and professional contacts with international research organisations and supports the participation of Cypriot organisations in FP7 Programmes and Activities.

The RPF has developed a Programme of Measures for Supporting International Collaboration. This incorporates five actions, three of which relate to the participation of the Republic of Cyprus in the 7th Framework Programme:

1. Matching Funds;
2. IDEAS-2nd Opportunity;
3. Participation in FP7;
4. ESF Exploratory Workshops;
5. Participation in International Conferences.

Remuneration

In the Republic of Cyprus, researchers employed for the implementation of a national research programme receive a higher salary than researchers working for a university or a private company. The remuneration (work) packages describe the financial and administrative terms and conditions required for participation in the national programmes and require signed work contracts (at least for the duration of the projects) before the signature of the Grant Agreement, thus constituting very attractive working conditions for researchers who win grants.

Researchers' Statute

Researchers in the Republic of Cyprus do not enjoy a special social security statute. Depending on their type of contract, they can choose to be insured under the General Social Security Scheme as either employed or self-employed. For instance, post-doctoral researchers can be insured as employed persons.

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

The RPF serves as the Bridgehead Organisation and Service Centre for the EURAXESS Network in Cyprus. The RPF has responsibility for promoting the implementation of the 'Charter & Code' through its networking activities with the research institutes and the dissemination of promotional material. All universities and research institutes in Cyprus have endorsed the 'Charter & Code'. The Planning Bureau of the Republic of Cyprus supports the implementation of the Human Resources Strategy for Researchers (HRS4R) with information activities.

Autonomy of institutions

In the Republic of Cyprus, the public universities⁶ and public research organisations are autonomous in deciding on the profiles of their academic staff as well as on the differentiation of researchers' salaries. For example, in the University of Cyprus, researchers' salaries vary depending on the level of researchers' skills, expertise, experience and qualifications. This differentiation is also reflected in their employment status/position title (e.g. "Postdoctoral Researcher" compared to "Junior Assistant Researcher").

Career development

In public universities, members of the academic staff have the right to apply for positions within the same university as long as minimum requirements are met. Within the evaluation criteria of proposals submitted under the Didaktor Programme (aimed at young post-doctoral researchers under 40 years of age), evaluators

⁶ University of Cyprus, the Cyprus University of Technology and the Open University of Cyprus.

are specifically asked to judge whether the post-doctoral scientist will be included in the National System for Research, Technological Development and Innovation and will remain in the system after the end of the project.

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

In the Republic of Cyprus, researchers are entitled by law to receive fully paid sick leave for 42 calendar days for each year of continuous research work. When a researcher is on sick leave for a considerable period of time during the implementation of a nationally funded project, the project is put on hold and an extension of its duration is granted. Employed researchers may apply for unemployment benefits, provided that they have worked for a minimum of 26 weeks and have contributed to the Social Insurance Fund during the previous year. The self-employed are not entitled to unemployment benefits.

7. Collaboration between academia and industry

The following table summarises programmes designed to enhance collaboration between academia industry and industry and to foster doctoral training in cooperation with industry.

Table 7: Collaboration between academia and industry

Measure	Description
Innovation Clusters Programme (expected launch date: 2012)	The Innovation Clusters Programme promotes networking between national enterprises and academia and increases in the number of joint proposals to receive funding.
Mediation Agencies (since 2009)	Five Mediation Agencies have been established in five of the universities in the Republic of Cyprus. The Agencies aim to strengthen the links between academia and enterprises, leading to projects of joint interest and to the exploitation of the research results by the enterprises.
The Kinhtikothta Action (2003-06)	This targeted doctoral students and supported them in working in an enterprise that funded a research project.

Source: Deloitte

8. Mobility and international attractiveness

In 2007, the percentage of doctoral candidates (ISCED 6) who were citizens of another EU-27 Member State was 7.4% in the Republic of Cyprus compared to 8.5% among the Innovation Union reference group and an EU average 7.3%⁷. In the same year, non-EU doctoral candidates were 1.4% of all doctoral candidates in the Republic of Cyprus compared with 14.5% among the Innovation Union reference group and an EU average of 19.4%⁸.

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 EU, third-country and national researchers.

Table 8: Measures to attract and retain leading researchers

Measure	Description
New Infrastructure Programme (ongoing)	The New Infrastructure Programme aims to encourage the implementation of high-quality research and the production of new knowledge as well as the development of modern technology and the promotion of innovation. Within this Programme, leading national researchers are welcome to play an important role in the development of a critical mass of researchers and the enhancement of the research potential of organisations in Cyprus through the creation of new research units and laboratories.
Proselkysh Programme (2009-10)	The Proselkysh Programme aimed to create strong co-operation between researchers from abroad and Cypriot organisations in undertaking high quality research projects. Cypriot researchers as well as researchers from another EU and third countries were eligible beneficiaries of the Programme. Researchers were given the opportunity to participate in international research networks. This increased their potential to participate in high international level research projects and enhanced the human resources of Cyprus in research.

Source: Deloitte

⁷ See Figure 1 "Key indicators – Cyprus".

⁸ Ibid.

Inward mobility (funding)

Funding opportunities, language barriers and the cost of accommodation remain the major mobility obstacles for incoming researchers. In addition, the low demand for researchers and PhD holders by the local industry impedes inward mobility. However, the fully operational EURAXESS Service Centre in Cyprus, along with the adoption and implementation of the Scientific Visa Package, are two factors that are increasing the number of researchers from abroad coming to Cyprus. The Proselkysh Programme (see chapter 8 “Mobility and international attractiveness”) targeted both young and experienced researchers not residing in Cyprus but wishing to carry out research within a Cypriot host research organisation.

Outbound mobility

The Government of the Republic of Cyprus has not implemented measures encouraging researchers to spend time as a researcher in another country. However, universities permit their academic staff to take ‘sabbatical leave’ on request for the purpose of expanding their research interests/aspirations, but such provision is not provided for non-academic research staff. Researchers also have the right to participate in research projects/conferences in accordance with the research programme provisions.

Promotion of ‘dual careers’

The Republic of Cyprus does not actively promote measures to support researchers’ dual careers.

Portability of national grants

In the Republic of Cyprus, the portability of grants to other EU countries is not allowed for publicly funded projects.

Access to cross-border grants

The RPF’s Programmes are open to research organisations and to individual researchers from abroad. The Penek, Didaktor and Proselkysh Programmes (see chapter 5 “Education and training”) are also open to individual researchers without any restriction of nationality.

Measures encouraging inter-sectoral mobility

The Republic of Cyprus has not put in place measures to encourage researchers to move from the public to the business sector and vice-versa. However, there are a number of programmes designed to develop (more) partnerships between industry and academia and to foster doctoral training in cooperation with industry (see chapter 7 “Collaboration between academia and industry”).