



Researchers' Report 2014

**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 2011¹. 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%).”²

Key indicators measuring the country's research performance

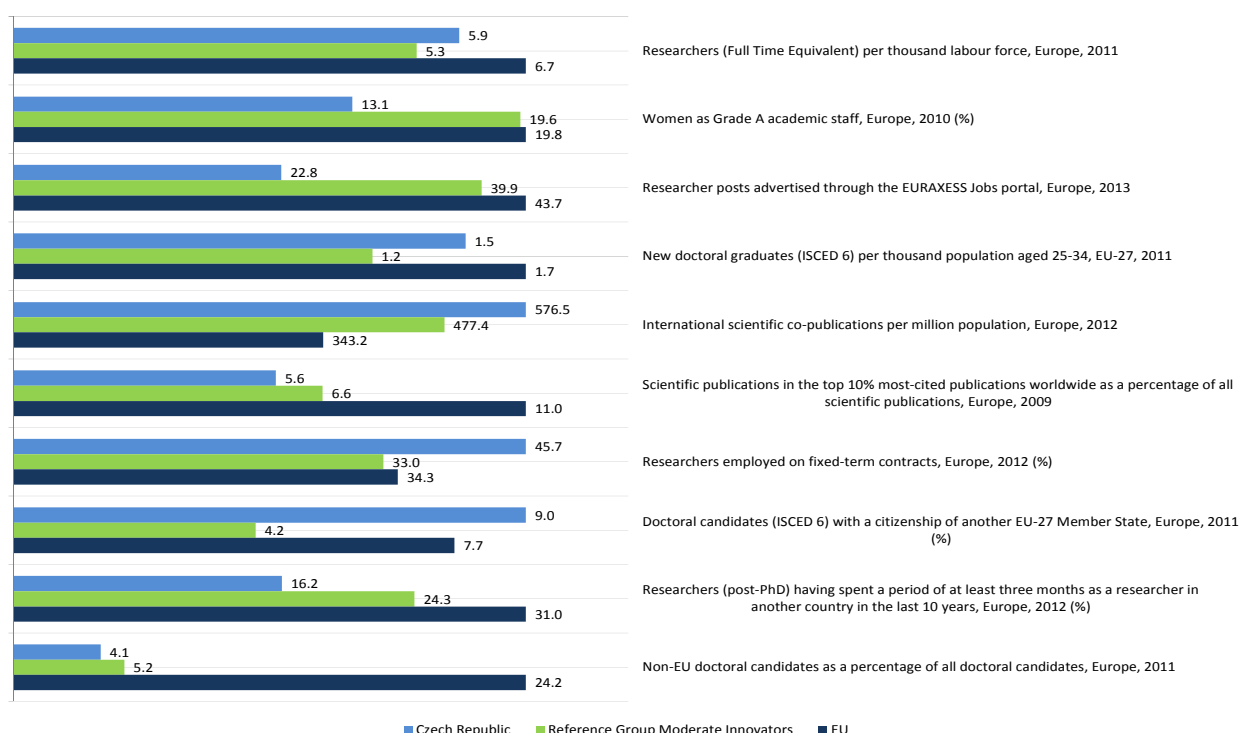
The figure below presents key indicators measuring Czech Republic's performance on aspects of an open labour market for researchers against a reference group and the EU average³.

¹ In 2012, R&D expenditure was 1.88% (Eurostat, 2014).

² European Commission (2013), “Research and Innovation performance in EU Member States and Associated countries. Innovation Union progress at country level 2013”

³ The values refer to 2013 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 2014, MORE2.

Notes: Based on their average innovation performance across 25 indicators, Croatia, Czech Republic, Greece, Hungary, Italy, Lithuania, Malta, Poland, Portugal, Slovakia and Spain show a performance below that of the EU average. These countries are “Moderate innovators”⁴.

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 (2011)	8.79	10.55
Head Count (2011)	45 902	2 545 346
FTE per 1 000 active labour force (2011)	5.87	6.75
Full time equivalent (FTE) (2011)	30 682	1 628 127

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
International Competitiveness Strategy	The International Competitiveness Strategy is consistent with the European strategy Europe 2020, the National Reform Programme of the Czech Republic 2011 ⁵ and other

⁴ European Commission (2014), “Innovation Union Scoreboard 2014”

Measure	Description
for the Czech Republic (2012-2020)	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 th strategic area 'Innovation' aims to "create financial, material, personnel and other conditions for the development of excellent research (...)".
National Innovation Strategy (NIS) of the Czech Republic (2004-2010)	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: – PART I analysed the Czech Republic's innovation system, infrastructure, and entities (including research funding, development and innovation activities); and – PART II dealt with the establishment of smoothly functioning systems of education, research, development, and innovation, and their effective state management.
National Research, Development and Innovation Policy of the Czech Republic for the years 2009-2015 with an outlook to the year 2020	The National Research, Development and Innovation Policy of the Czech Republic for the years 2009-2015 with an outlook to the year 2020 was updated in 2013. It follows the principles of the "Europe 2020" strategy and the "Innovation Union", and focuses on four strategic areas: 1) A High-quality and Productive Research System; 2) Effective Knowledge Transfer for Innovation; 3) Innovative Enterprises; and 4) A Stable, Effective and Strategy-Oriented R&D&I System.
New Operational Programme "Research, development and education) (2014-2020)	The Programme aims to support amongst others: – human resources in research and innovation; – equality and quality of education and research; – knowledge of management research and development; – popularisation and communication of research results; – knowledge-sharing; – excellent teams; and – mobility.
The National Innovation Strategy of the Czech Republic (NIS) (2011)	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. 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.

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 the Czech Republic compared with 19.6% among the Innovation Union reference group and the EU average of 19.8%⁶.

No measures to increase the number of women researchers in high-level positions in research, technology and innovation have been adopted as such. 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 sector⁷, R&D&I falls outside the jurisdiction of

⁵ 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.

⁶ See Figure 1 "Key indicators – Czech Republic".

⁷ It is an advisory body to the government.

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 for women and men and incorporating the gender equality dimension in curricula, textbooks and methodology materials for all grades of school.

In September 2013, the Ministry adopted a document on the State of Gender Equality and a Proposal of a Mid-Term Strategic Plan in the Field of Gender Equality within the Remit of the Ministry of Education, Youth and Sports. This contains a section dedicated to research and development. If it remains on the policy agenda and funding is available, the intention is that the mid-term strategy will, in future, be reflected in the annual departmental plan of activities.

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.

In 2011, the Ministry of Education, Youth and Sports also established a Working Group of the ERA Committee to Support Development of Human Resources and Gender Equality in Research and Development, which replaced the Working Group on Women and Science.

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.

Parental leave

In the Czech Republic, there is no legislation dealing exclusively with the possibility of interrupting and extending grants due to maternity leave. Researchers on fixed-term contract are not protected; their contract runs for the agreed terms irrespective of whether it runs out during maternity or parental 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, an Ombudsman's report investigating discrimination in a case against the Czech Science Foundation found in January 2013 that indirect discrimination had occurred because of the impossibility of postponing the start date of a grant in the event of pregnancy. The report also addressed additional gender-related grievances that were not the subject of the original submission, e.g. the two deadlines for requesting extension. The Ombudsman found that the current system breaches the law in relation to social benefits (maternity allowance) because women researchers who are granted an interruption of their grant lose out on their legally defined social benefits unless the pregnancy (start of maternity leave) coincides with one of the Czech Science's Foundations two deadlines each year for a request for grant interruption.

On 11 March 2013, the Czech Science Foundation released an answer to the Ombudsman's report, promising to take appropriate measures in the statute for the competition for postdoctoral grants with start date in 2015. The Czech Science Foundation also promised to obtain "a truly independent gender audit" within six months following the Ombudsman's report, but no information has yet been released.

A one-strike provision for the award of postdoctoral grants is still in place. If a woman submits an application for a postdoctoral grant from the Czech Science Foundation, then becomes pregnant and is simultaneously awarded the postdoctoral grant, she cannot request postponement of the grant implementation, and in many cases the Foundation recommends that she return the grant. Due to the application of the one-strike rule, 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.

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.

On 31 January 2013 the Senate of the Parliament of the Czech Republic adopted an amendment to the Higher Education Act No. 111/1998 Coll., which strives to improve the conditions of women who decide to have a child during their studies. On 15 February 2013 the President of the Republic signed the bill into law. As a result, students are entitled to interrupt their studies on account of parenthood (pursuant to Sections 195–198 of Act No. 262/2006 Sb., Labour Code) and to return to their study programme from maternity and parental leave at any time. The entitlement can be claimed repeatedly; the period during which a parent is on maternity and parental leave is not included in the maximum period allowed for study or in the so-called ‘unpaid study’ (standard period of study extended by a year); women who have borne a child retain the status of a student during any interruption of their studies on account of parenthood, and retain the tax and social security status of students; women who have borne a child are entitled to an extension of the period of study by the time spent on maternity leave even if they decide to continue to study while on maternity leave and do not interrupt their studies.

4. Open, transparent and merit-based recruitment

Recruitment system

In the Czech Republic, each institution is an autonomous employer with its own personnel 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 pan-European EURAXESS Jobs portal. This tool is used increasingly by Czech public research organisations/institutes and universities.

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	-Online platforms and online publication of jobs is common sense.
– publish job vacancies on relevant Europe-wide online platforms (e.g. EURAXESS)	Yes	The Ministry of Education, Youth and Sports has recommended publication of job vacancies on the EURAXESS Jobs portal.
– publish job vacancies in English	-	It is up to the autonomous institutions.
– systematically establish selection panels	-	It is up to the autonomous institutions.
– establish clear rules for the composition of selection panels (e.g. number and role of members, inclusion of foreign experts, gender balance, etc.)	-	It is up to the autonomous institutions.
– publish the composition of a selection panel (obliging the recruiting institution)	-	It is up to the autonomous institutions.
– publish the selection criteria together with job advert	-	It is up to the autonomous institutions.
– regulate a minimum time period between vacancy publication and the deadline for applying	-	It is up to the autonomous institutions.
– place the burden of proof on the employer to prove that the recruitment procedure was open and transparent	-	It is up to the autonomous institutions.
– offer applicants the right to receive adequate feedback	-	It is up to the autonomous institutions.

Do institutions in the country currently have policies to ...?	Yes/No	Description
– offer applicants the right to appeal	-	It is up to the autonomous institutions.

Source: Deloitte

EURAXESS Services Network

In 2013, the number of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was 22.8 in the Czech Republic compared with 39.9 among the Innovation Union reference group and an EU average of 43.7⁸.

There are currently 160 Czech research organisations registered on the EURAXESS Jobs Portal. The Ministry of Education, Youth and Sports recommends that all open vacancies in R & D be advertised on the EURAXESS Jobs Portal.

Among others, information on entry conditions, transfer of social security and pension contributions, accommodation and administrative assistance is available at www.euraxess.cz.

Currently, there are two Service Centres in the EURAXESS Network (Prague and Brno) and eight EURAXESS Contact Points. In 2013, the EURAXESS Czech Republic network staff assisted over 700 researchers, finding solutions for over 11,000 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.

In most cases EURAXESS staff are in contact with incoming researchers and foreigners. The goal of the EURAXESS Network is to assist incoming and outgoing researchers and their family members and host organisations to address specific situations related to their arrival or departure with 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 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 2013, there were 24 755 doctoral students at HEIs in the Czech Republic, compared to 24 803 in 2012 and 16 491 in 2001.

Active doctoral studies in sciences (including mathematics, technology and engineering) accounted for 49.8% of all doctoral studies in 2013. If medical, pharmaceutical, - and life sciences are included, the proportion rises to 65.2 %. 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 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.

⁸ See Figure 1 “Key indicators – Czech Republic”

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 (2011)	1.5	1.7
Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2011)	1.4	1.6
Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2011)	1.7	1.8

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 2012, HEIs spent CZK 1.049 million (some EUR 38 million) in total on scholarships for doctoral students. Of this, CZK 999 million (some EUR 36 million) 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 adopted, as far as possible, a skills agenda to improve researchers' employment skills and competencies. For more information, see chapter 2 "National Strategies".

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 Academy of Sciences of the Czech Republic organises 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 Academy of Sciences of the Czech Republic, the Czech Republic funds a number of national, international and operational programmes and tools to promote attractive working conditions for researchers.

Remuneration

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

Researchers' Statute

The Czech government has already accepted the internationally acknowledged definition of the researcher as described in the Frascati manual¹⁰.

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 to other related Acts, each university and public research institute is required 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'" and included some of the principles to their career system

The ASCR also joined the Charles University's '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.

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

There is no policy at government level in the Czech Republic to offer clear career prospects to researchers. However, an increasing number of institutions, especially natural science institutes of the Academy of Sciences

⁹ Available at:

https://urad.msm.cz/euraxess/pdf/research_policies/more2/country_files_more2/DanaInfo=.aedBhywuilo5+2013_07_05_country_profile_CZ.pdf

¹⁰ 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".

of the Czech Republic, require graduated doctoral students to leave the institution for a postdoctoral fellowship elsewhere.

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.

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.

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 2011, the percentage of doctoral candidates (ISCED 6) with citizenship of another EU-27 Member State was 9.0% in the Czech Republic compared with 4.2% among the Innovation Union reference group and an EU average of 7.7%¹¹. In the same year, the percentage of non-EU doctoral candidates as a percentage of all doctoral candidates was 4.1% in the Czech Republic compared with 5.2% among the Innovation Union reference group and an EU average of 24.2%¹².

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

The Návrát (Return) programme (2012-2019) – 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.

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.

¹¹ See Figure 1 "Key indicators – Czech Republic"

¹² Ibid

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 being 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, 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
ERC CZ (2012-2019) by the Ministry of Education, Youth and Sports	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." In 2014, the programme has so far supported eight projects.
Installation grants within EMBC (European Molecular Biology Conference) via the Ministry of Education, Youth and Sports (ongoing)	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 2014, the MEYS has so far supported six projects.
Mobility Support Activity funded by the Ministry of Education, Youth and Sports (2011-2018)	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. Annually, the programme supports more than 100 new projects.
NAVRAT Programme funded by the Ministry of Education, Youth and Sports (2012-2019)	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.
SoMoPro programme of South Moravian Region, COFUND (FP7) (2009-2013)	The aim of SoMoPro is to attract distinguished foreign researchers and reintegrate Czech scientists into the South Moravian region. The total budget was EUR 3 887 158. SoMoProII is planned for the period 2012-2017. The total budget is EUR 4 766 562.

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
KONTAKT I – (1996-2012) KONTAKT II – (2011-2017) Programmes of the Ministry of Education, Youth and Sports (ongoing)	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 recommended for support. The programme supports researchers' mobility and supports cooperation with third countries. The time limit for completing projects is four years. In 2013, the programme supported 126 projects. Since 1 January 2014, 55 new projects have started under the Programme.
Mobility Support activity funded by the Ministry of Education, Youth and Sports (2011-2018)	See chapter 8 "Mobility and International Attractiveness". The time period for completing projects is two years. In total, more than 200 projects have been funded.
Participation of the Czech Republic in EMBC (European Molecular Biology Conference) via the Ministry of Education, Youth and Sports (2008-ongoing)	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.

Measure	Description
SCIEX-NMSch – Scientific Exchange Programme between the New Member States of the EU and Switzerland via DZS/- – a contributory organisation directly run by the MEYS COFUND (2009-2016)	A Sciex Fellowship consists of the costs for research training placements of Sciex Fellows (employer's salary costs, travel) and the costs for knowledge exchange of the Sciex Mentors (three reciprocal visits). All Sciex payments are issued to the Swiss Host Institution. The Swiss Host Institution administers the Fellowship. Research training placements for Sciex Fellows are reserved for promising doctoral candidates and post-doctoral researchers from the new Member States (no age restriction). The conditions are: – The fellows must be in doctoral education or conducting post-doctoral research; – Placements last between a minimum of six months and a maximum of 18 (for PostDocs) and 24 (for Doctoral Candidates); – For doctoral fellowships, the start of a fellowship is possible one year after having started the PhD studies, at the earliest; – For post-doctoral fellowships, the start of a fellowship is possible five years after obtaining the doctorate, at the latest; – Swiss Host Institutions finance all costs related to the work of the Fellow which are not covered by the Sciex Fellowship. There is neither a possibility of applying for an extension, nor for a follow-up project (since the 7th Sciex Call - deadline: November 1st 2012). Short-term Visits: Three short-term visits are provided for both mentors from the New Member States and from Switzerland of an approved Sciex project. The aims are: – Mentoring visits to support the Fellow; and – Networking of the Mentors (intensify their cooperation and discuss joint research projects).

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.