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Researchers' Report 2014
Country Profile: Cyprus



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1. Key data

National R&D intensity target

“The research and innovation system in Cyprus is relatively new. It has evolved mainly over the last two decades and it relies predominantly on public expenditure. In 2011, 70.6% of total R&D expenditure (GERD) was financed by government, the highest percentage in the EU and considerably above the EU average of 34.9%. The economy of Cyprus is dominated by the service sector, mainly tourism, transport and (until lately) finance, with manufacturing representing only around 7% of GDP. Most firms tend to concentrate on low-value added products and services, and do not take risks on new products or export markets. In addition, that R&I activity which is carried out is unrelated to that of local enterprises. An exception are the ICT enterprises. These are very active in developing innovative applications and can also cooperate with companies in other sectors to assist them in innovating. There is indeed a persistent problem of underinvestment in research and innovation by the business sector. Business R&D expenditure (BERD) as a % of GDP was equal to 0.11% in 2011, the lowest level in the EU. In its National Reform Programme Cyprus set a very modest R&D intensity target of 0.5% for 2020, the lowest R&D intensity target in the EU, and in fact this target had been reached in 2010. However, the R&D intensity decreased to 0.49% of GDP in 2012¹. Cyprus has been affected by the financial crisis with the result that the R&D budget and several measures related to innovation have been put on hold during the process of fiscal consolidation.

In the last decade, a significant increase of public RTDI funding has taken place across various disciplines without focusing on the limited number of scientific fields where the national innovation system could be expected to excel. There is a low involvement of firms in research and innovation activities in terms of participation and expenditure on R&D and innovation. In 2011 only 14.4% of total R&D expenditure (GERD) was performed by business enterprise compared to an EU average of 61.5%. This share has decreased from 22.8% in 2008.

Conversely, research performed by the higher education sector has increased over the same period from 43.7% to 53.5% of GERD, a value which is more than twice the EU average. In 2011 the government budget for R&D amounted to 0.44% of GDP to be compared with the EU average of 0.76%. In 2011, 14.1% of R&D was financed from abroad compared to an EU average of 8.4%. The main source of foreign funding has been the EU Framework Programme for Research and Technological Development (FP7). Cyprus is successful in raising funds from the FP7. Around one third of the EU funds raised by Cypriot participants through the FP7 up to February 2012 were directed to SMEs i.e. EUR 18.7 million out of EUR 52.55 million. Cyprus has most FP7 collaborative links with the United Kingdom, Germany and Greece.”²

Key indicators measuring the country’s research performance

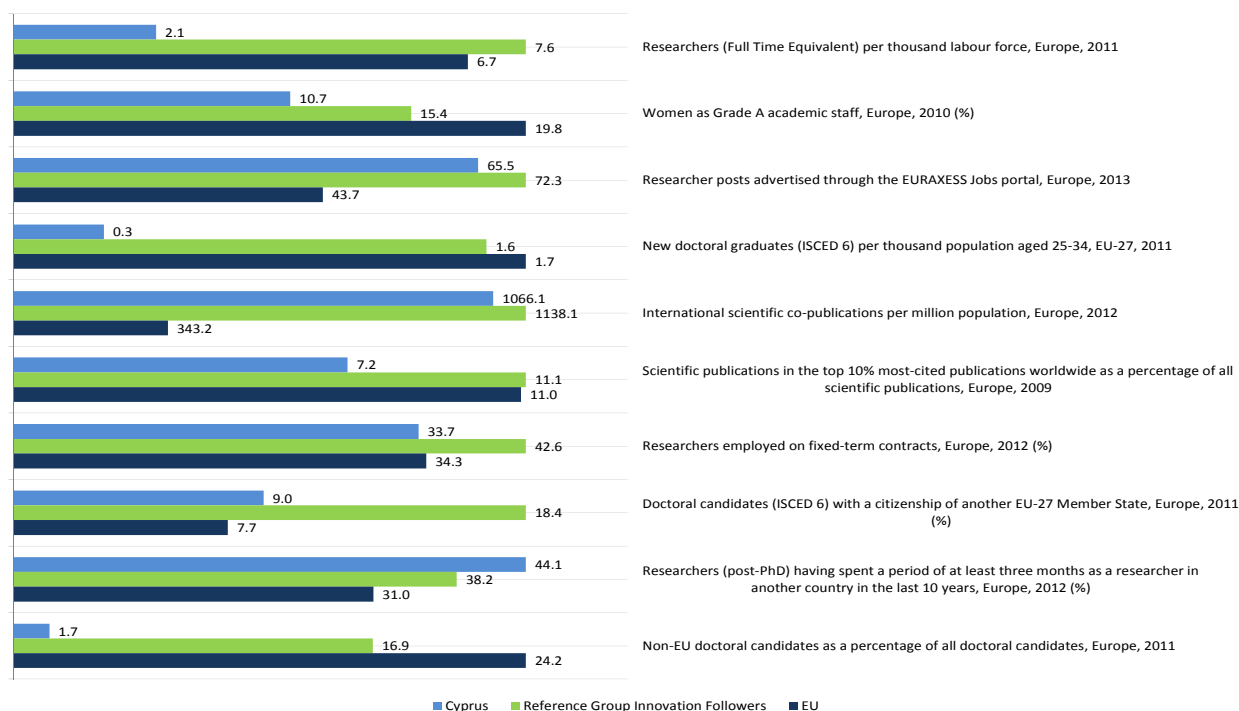
The figure below presents key indicators measuring Cyprus’s performance on aspects of an open labour market for researchers against a reference group and the EU average³.

¹ In 2012, R&D expenditure was 0.47% (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 – Cyprus



Source: Deloitte

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, Austria, Belgium, Cyprus, Estonia, France, Ireland, Luxembourg, Netherlands, Slovenia and the UK show a performance above or close to that of the EU average. These countries are the "Innovation followers"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	Cyprus	EU Average/Total
Head Count per 1 000 active labour force (2011)	4.48	10.55
Head Count (2011)	1 937	2 545 346
FTE per 1 000 active labour force (2011)	2.12	6.75
Full time equivalent (FTE) (2011)	915	1 628 127

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 Cyprus's R&D targets, to promote attractive working conditions, and to address gender and dual career aspects.

In the recent past, however, the severe economic crisis and the fiscal austerity measures have led to a considerable reduction in the budget for research and innovation. This hampered the adoption and implementation of any new strategy.

⁴ European Commission (2014), "Innovation Union Scoreboard 2014"

On the positive side, however, the new government as of March 2013 announced that a significant effort would be made in the area of research and innovation as an attempt to exit the financial crisis. As a result, a National Committee on Research, Innovation and Technological Development (NCRITD) was set up by the Council of Ministers in September 2013. This was made up of distinguished experienced scientists from the Cypriot academic, research and business sectors. Their remit was to review the national R&I system and to provide relevant recommendations on governance to the President of the Republic of Cyprus. The NCRITD reported back to the President in March 2014.

A plan has been drawn up to make the Smart Specialisation Strategy an ex-ante condition for the utilisation of European Structural and Investment Funds (ESIF) for R&I in Cyprus in 2014 as part of the Smart Specialisation Strategy. This will apply to the following sectors: tourism, energy, construction, shipping, health, ICT and the environment.

The outcomes of the work described above are expected to prove useful in drawing up the National 2014-20 R&I Strategy. It is expected that this will be finalised by the end of 2014. This Strategy will mainly be implemented through the programmes of the Research Promotion Foundation, which is the main funding agency for research and innovation in Cyprus. The Technology Service of Ministry of Energy, Commerce, Industry and Tourism will implement its scheme specifically to promote business innovation in parallel.

Given the prevailing economic crisis in the country and the consequent liquidity constraints, the ESIF are expected to be the main source of public funding for the implementation of the new R&I Strategy for the period 2014-20.

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”); – Development of Research and Innovative Culture Programme. <p>The total budget was EUR 6.1 million.</p>
National Committee on Research, Innovation and Technological Development (NCRITD) (2013-2014)	<p>The work of the NCRITD, a group of distinguished experienced scientists from the Cypriot academic, research and business sectors set up in 2013 to review the national R&I system was completed in March 2014 and its outcomes submitted to the President. The study is currently being reviewed by the Presidency and will provide input for the National Framework Programme. The report proposed the creation of a new system structured at four levels (strategic, political, operational/implementation and research stakeholders) and integrating research, innovation and entrepreneurship. Among the proposals were the appointment of a Commissioner for Research, Innovation and Entrepreneurship, the creation of a new Directorate-General for Research, Innovation and Entrepreneurship within the Ministry of Finance, the establishment of an Advisory Committee and the redesign of the role of the Research Promotion Foundation (RPF) in order to accommodate Technology Transfer activities. The study was being reviewed by the Presidency at the time of this report.</p>
National Framework Programme for R&I – DESMI 2014-2020 (Planned)	<p>The bulk of the funding that allocated for R&I will be spent through the DESMI 2014-2020, which is the National Framework Programme for R&I designed and implemented by the Research Promotion Foundation.</p>
The Research Promotion Foundation (RPF) (since 1996)	<p>The RPF is the national organisation responsible for the implementation of government policy and the promotion of scientific and technological research in</p>

Measure	Description
	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. These include the ESF (European Science Foundation), COST (European Cooperation in Science and Technology), EUREKA, CERN, JPI (Joint Programming Initiatives), the Enterprise Europe Network and EURAXESS. The RPF also promotes the 'Charter & Code' and the Human Resources Strategy for Researchers (HRS4R). The Research Promotion Foundation has not announced any Call in the last three years.
Smart Specialisation Strategy (Planned)	The Smart Specialisation Strategy for R&I, an ex-ante condition for the utilisation of European Structural and Investment Funds (ESIF) for R&I in Cyprus, was due to be finalised in Spring 2014. It will apply to the following sectors: tourism, energy, construction, shipping, health, ICT and environment.
Technology Service of Ministry of Energy Commerce, Industry and Tourism (MECIT)	The Technology Service of Ministry of Energy, Commerce, Industry and Tourism implements schemes specifically to promote business innovation. The Technology Service undertook an intense initiative in 2011 to promote business innovation through the development of a programme to support business innovation with a view to encouraging local enterprises to develop innovative products and services on their own or in cooperation with other enterprises or research centres. The programme was announced in 2012 and is currently being implemented, with encouraging results. The overall budget is EUR 4 million; the maximum funding per project is EUR 150,000. The intention is to implement a new business innovation programme over the period 2014-2020, with increased aid amounts.
The National Framework Programme for Research and Technological Development and Innovation (2008-2010)	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: <ul style="list-style-type: none"> – Develop work of quality in a wide spectrum of thematic units; – Increase the total number of researchers; – Improve the competitiveness of enterprises; – Create upgraded infrastructures; and – Strengthen international networking and collaboration.

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 10.7% in the Republic of Cyprus compared with 15.4% among the Innovation Union reference group and an EU average of 19.8%⁵.

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 is whether beneficiaries commit themselves to observe national and EU legislation 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, evaluators are urged under the criterion "Added Value and Benefit", to take into consideration the degree of positive contribution to gender equality, non-discrimination and the enhancement of conditions for environmental sustainability (where applicable).

⁵ See Figure 1 "Key indicators – Cyprus"

Parental 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 end 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 on 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 on 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 composition 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.
– 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 are envisaged 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	Cypriot 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	Cypriot law and the universities' regulations offer applicants the right to appeal.

Source: Deloitte

Data: Information provided by national authorities

EURAXESS Services Network

In 2013, the number of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was 65.5 in the Republic of Cyprus compared with 72.3 among the Innovation Union reference group and an EU average of 43.7⁶.

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”; and
- EURES Cyprus.

All publicly funded research jobs must 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 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 (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 supports it financially) 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 them 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 (2011)	0.3	1.7
Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2011)	0.3	1.6
Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2011)	0.3	1.8

Source: Deloitte

Data: Eurostat

⁶ 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 (HRFDA) 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 to meet the training needs of employees through their participation in training programmes on specific high-priority issues 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: 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, and 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 scheme aims to improve and enrich the knowledge and skills of enterprises' senior personnel 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 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 to encourage enterprises and organisations to prepare and implement proposals that include research and development of innovative ideas for the training and development of 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 to meet 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 productivity, technology and information technology, promotion of R&I in

Measure	Description
	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's Programme of Measures for Supporting International Collaboration incorporates five actions, three of which related 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 those 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.

For further information, see the country profile on remuneration of researchers from the MORE2 study on the EURAXESS website.⁷

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'. Moreover, the University of Cyprus (the largest public university in Cyprus) and the Cyprus Institute of Neurology and Genetics (CING) have received the European Commission's 'HR Excellence in Research Logo'. 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 universities⁸ 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").

⁷ <http://ec.europa.eu/euraxess/index.cfm/services/researchPolicies>

⁸ University of Cyprus, the Cyprus University of Technology and the Open University of Cyprus

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 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 (planned)	The Innovation Clusters Programme promotes networking between national enterprises and academia and increases in the number of joint proposals to receive funding.
University-Industry Liaison Offices (since 2010)	<p>A University-Industry Liaison Offices Network was established in 2010 at the major universities in Cyprus, The network is composed of six Liaison Offices, with full human resources in place, and a shared web portal and database hosting registered profiles e.g. of academics, laboratories, businesses & students.</p> <p>The main priorities of the network are to ensure benefits to business and industry through academic research results and vice versa, to maximise opportunities and employment potential of students/graduates through a student placement framework, to promote cross-national agreements/partnerships with universities in Europe (with similar activities) through student placements and internships, to promote the exploitation of universities' research results by Cypriot businesses, and to encourage research in business and society in Cyprus.</p> <p>The operation of the network has proved extremely successful, in particular as regards student placements. There have been more than 900 compared to an initial target of 400.</p>

Source: Deloitte

8. Mobility and international attractiveness

In 2011, the percentage of doctoral candidates (ISCED 6) who were citizens of another EU-27 Member State was 9.0% in the Republic of Cyprus compared to 18.4% among the Innovation Union reference group and an EU average 7.7%⁹. In the same year, non-EU doctoral candidates were 1.7% of all doctoral candidates in the Republic of Cyprus compared with 16.9% among the Innovation Union reference group and an EU average of 24.2%¹⁰.

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.

⁹ See Figure 1 "Key indicators – Cyprus"

¹⁰ Ibid

Table 8: Measures to attract and retain leading researchers

Measure	Description
New Infrastructure Programme (ongoing)	<p>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.</p> <p>This programme was launched in 2008, covering two types of actions:</p> <ul style="list-style-type: none"> - Creation of new research infrastructure that could be utilised by a large number of interested parties. The maximum grant per project is of the order of EUR 0.8 million; - Creation and operation of strategic Infrastructures in new and advanced scientific and technological fields which have the potential, from an embryonic first stage, to evolve into large institutes or research centres utilising national or international funding. Nine such strategic infrastructures have been selected for funding, with a grant per project between EUR 0.8 and EUR 2 million. <p>A programme for “Upgrading of Existing Infrastructure” was launched in 2009, through which seven projects are being financed with a total grant of the order of EUR 2 million.</p> <p>A further programme to fund public infrastructure was launched in 2011 with a total grant of the order of EUR 2 million and a maximum grant per project of EUR 0.5 million. Implementation of four projects started before the end of 2011.</p>
Proselkysh Programme (2009-10)	<p>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-level international research projects and enhanced the human resources of Cyprus in research.</p>

Source: Deloitte

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 from 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 without any restriction of nationality.