

The Researchers Report 2012

Country Profile: Croatia



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1. Key data

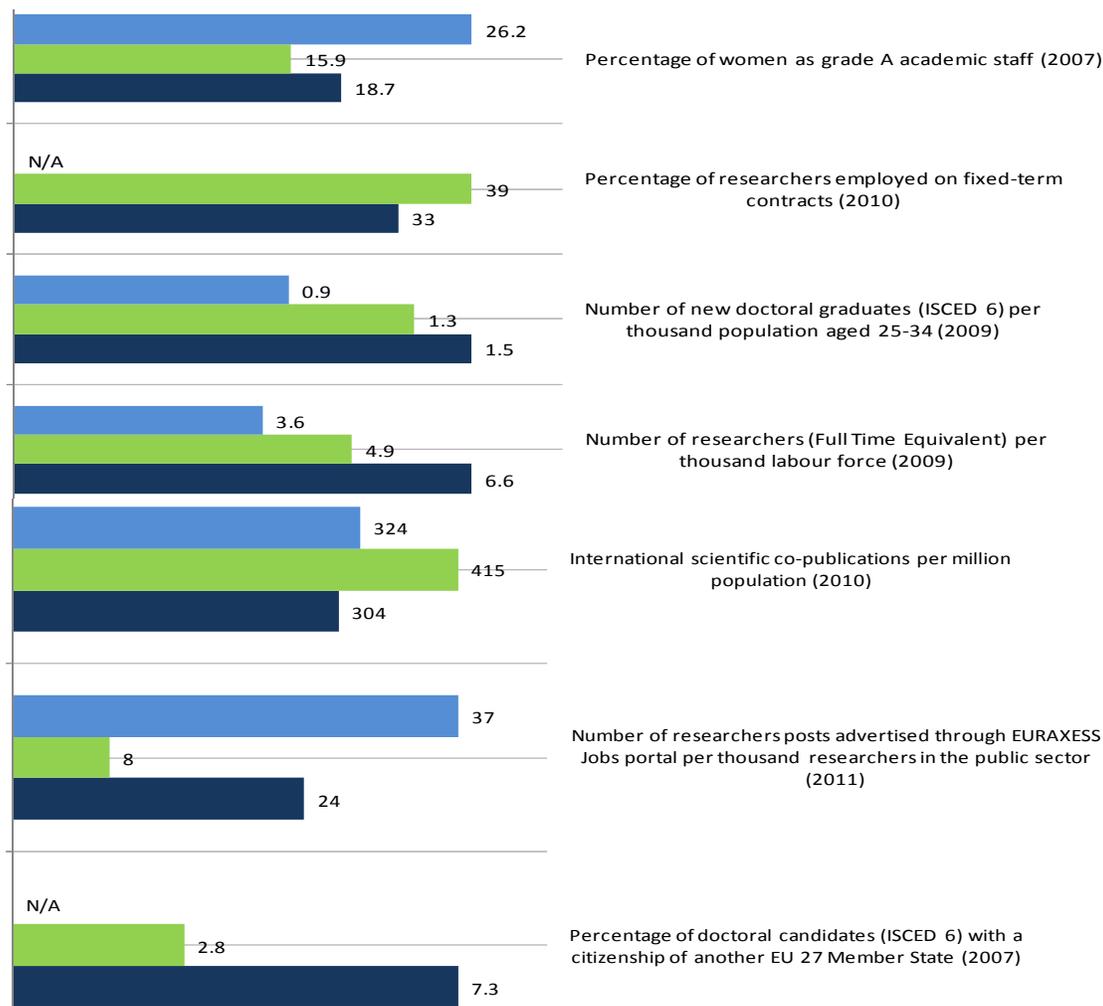
National R&D intensity target

“Croatia had an R&D intensity of 0.84% in 2009, a value which is considerably lower than the EU average of 2.01%. R&D intensity in Croatia has fluctuated over the last decade. More precisely, it decreased from 1.05% in 2004 to 0.76% in 2006, slightly increased to 0.9% in 2008, before decreasing in 2009 to 0.84%. These fluctuations are mirrored by fluctuations in the R&D intensity of both private and public sector (Government plus Higher Education) over the same period. In 2009 the business enterprise expenditure on R&D as a% of GDP was 0.34% and the public sector expenditure (Government plus Higher Education) was 0.50%, these values being above the Reference Group countries' average. Given the trend scenario presented below, Croatia would still be below the EU average in 2020, at an R&D intensity level of 0.68%. Even if the Associated countries to the European research cooperation does not form part of the Europe 2020 strategy of the European Union, certain countries do envisage fixing an objective for research investment and initiatives for fast growing innovative enterprises. This strategy could be justified if based on a consultation with the stakeholders in the country.”¹

Key indicators measuring the country's research performance

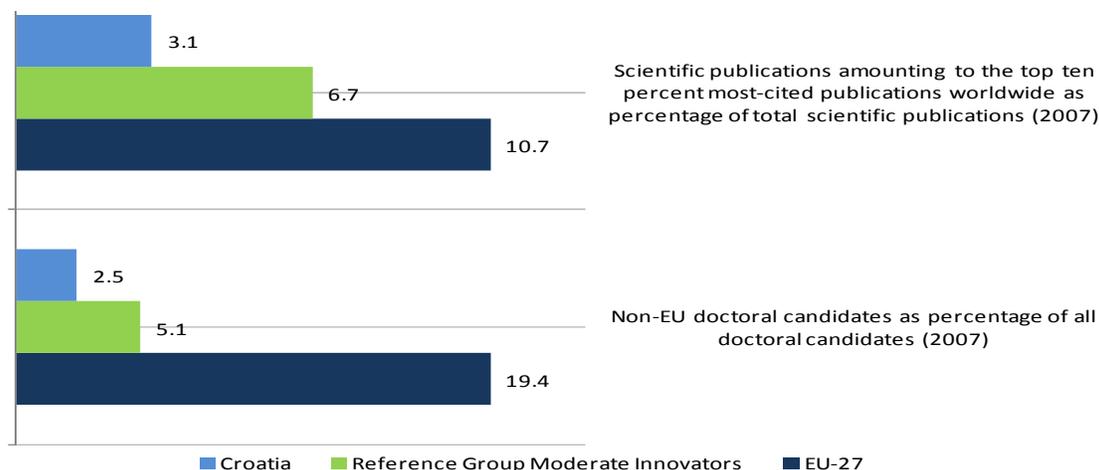
The figure below presents key indicators measuring Croatia's research performance against a reference group and the EU-27 average².

Figure 1: Key indicators – Croatia



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 the average innovation performance, Croatia belongs to the group of Moderate innovators showing a performance below that of the EU-27³.

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	Croatia	EU Average
Head Count per 1 000 active labour force (2008)	6.16	9.45
Head Count (2008)	11 915	-
FTE per 1 000 active labour force (2009)	3.60	6.63
Full time equivalent (FTE) (2009)	6 931	-

Source: Deloitte

Data: Eurostat

2. National strategies

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

Table 2: National strategies

Measure	Description
Action Plan for the Mobility of Researchers (2011-2012)	<p>The Action Plan for the Mobility of Researchers for the period 2011-12 was prepared by the Committee for the Mobility of Researchers and accepted and signed by the Minister of Science, Education and Sports in December 2010. This Action Plan will ensure the continuance of actions planned and achieved under the Action Plan for the Mobility of Researchers 2009-2010. It is based on the Europe 2020 Flagship initiative. The Action Plan is based on the following structure:</p> <ol style="list-style-type: none"> 1. Recruitment of foreigners to scientific and scientific-educational positions; 2. Creation of better working conditions for researchers; 3. Streamlining the provision of temporary residence permits for the purpose of scientific research; 4. Further development of the infrastructure for the mobility of researchers; 5. Encouraging inter-sectoral mobility of researchers; 6. Development of researcher competencies.

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

Measure	Description
Action Plan to Encourage Investment into Science and Research (2008)	The main purpose of the Action Plan is to set up a strategic framework and define policy measures for increasing investment in science and technology in Croatia. The Action Plan follows the Lisbon goals of transition to knowledge society and implies increased investments in science and technology. The Action plan is in essence an operational plan for the implementation of Science and Technology Policy of the Republic of Croatia 2006-10 and complements the Action Plan 2007-2010 Science and Technology Policy of the Republic of Croatia. The document stresses that the 3% of GDP for research and development should be considered as the leading motivational factor for future investments is research.
The Ministry of Science, Education and Sports' Global grants scheme (2011)	The Ministry of Science, Education and Sports is responsible for the development of the global grant scheme funded under the European Social Fund, which aims to strengthening human resources in science and research with a view to Croatia's EU accession. The MSES launched a public call in 2011 for junior researchers' positions at public universities and institutes, in order to further strengthen and ensure long-term sustainability and adequate 'rejuvenation' of the domestic science and research system.

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 26.2% in Croatia compared with 15.9% among the Innovation Union reference group and an EU average of 18.7%⁴.

According to She Figures 2009 – Statistics and Indicators on Gender Equality in Science, published by the DG Research & Innovation, Croatia's percentage of 44% women researchers is one of the highest in the EU-27. The ratio of women in the higher education sector is 43%, in government 49% and in business 34%.

Since 2007, the Croatian UNESCO Committee, the Ministry of Culture and L'Oréal Adria have handed out yearly awards for Women in Science in an effort to raise awareness of excellent young female scientists and reward them for their contribution. The award also encourages female students to pursue a career in the life sciences.

Gender equality and non-discrimination in research is included in the the Constitution (Articles 14 and 15), the Act on Scientific Activity and Higher Education (OG 123/03, 198/03, 105/04, 174/04, 46/07 and 45/09), the Labour Act (OG 149/09, 61/11), the Gender Equality Act (OG 82/08), the Act on Prohibition of Discrimination (Official Gazette 85/08) and the National Policy for Gender Equality 2011-2015 (OG 88/11).

Maternity leave

In the event of maternity leave, the Croatian Science Foundation allowed candidates to postpone or pause research covered by the Foundation's fellowships/postdoctoral grants.

4. Open, transparent and merit-based recruitment

Recruitment system

Croatian citizenship is a prescribed prerequisite by majority of calls for publicly funded research jobs. According to the 'Act on Scientific Activity and Higher Education' (Article 40), an appointment to a research position within public scientific research organisations must be based on a public competition, published in the Official Gazette of the Republic of Croatia, and on the official internet site of the scientific research organisation.

Employment in all types of institutions and higher education is based on public call for tenders so that equal access to public services for all citizens is guaranteed.

In scientific organisations, the term of appointment to scientific positions must be five years. The general requirement for scientific appointments must registered in the 'Register of Scientists', in line with Article 40 of the Act on Scientific Activity and Higher Education. The criteria and procedure for appointment must be published in the Official Gazette and on the website of the institution, and should also be advertised by the

⁴ See Figure 1 "Key indicators – Croatia".

Croatian Employment Service. A scientific research organisation may stipulate additional requirements for the appointment.

Candidates appointed to scientific job positions conclude an employment contract for a period of five years with the obligation of re-appointment or promotion every five years. Candidates appointed to scientific or associate grades employed on a temporary project may conclude a temporary employment contract for the full or partial duration of the project.

A researcher may be appointed to a job position of research associate or senior research associate only twice.

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	Under the Act on Scientific Activity and Higher Education (art. 40), an appointment to a job position in a public scientific research organisations shall be carried out based on a public competition published in the Official Gazette of the Republic of Croatia, and at the official Internet site of the scientific research organisation.
– publish job vacancies on relevant Europe-wide online platforms (e.g. EURAXESS)	No	
– publish job vacancies in English	No	
– systematically establish selection panels	Yes	The Act on Scientific Activity and Higher Education (art. 35) implies the establishment of selection panels.
– establish clear rules for the composition of selection panels (e.g. number and role of members, inclusion of foreign experts, gender balance, etc.)	No	
– publish the composition of a selection panel (obliging the recruiting institution)	No	
– publish the selection criteria together with job advert	Yes	Some institutions, depending on their internal rules, publish the selection criteria. The criteria and selection procedure must be published in the Official Gazette and on the website of the institution.
– regulate a minimum time period between vacancy publication and the deadline for applying	Yes	The Collective Agreement for Science and Institutions of Higher Education regulates the time period between vacancy publication and the deadline for applying.
– place the burden of proof on the employer to prove that the recruitment procedure was open and transparent	Yes	Institutions place the burden of proof to prove that the recruitment procedure was open and transparent.
– offer applicants the right to receive adequate feedback	Yes	The Collective Agreement for Science and Institutions of Higher Education gives the applicants the right to receive adequate feedback.
– offer applicants the right to appeal	Yes	The Collective Agreement for Science and Institutions of Higher Education gives the applicants the right to receive adequate feedback.

Source: Deloitte

EURAXESS Services Network

In 2011, the number of researchers posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was 37 in Croatia compared with 8 among the Innovation Union reference group and an EU average of 24⁵.

⁵ See Figure 1 “Key indicators – Croatia”.

EURAXESS HR contains information on entry conditions, transfer of social security and pension contributions, finding accommodation, administrative assistance, etc. (<http://www.euraxess.hr/>). Information on entry conditions is also available on the web pages of the Ministry of interior (http://www.mup.hr/main.aspx?id=1266#Temporary_stay) and on the web pages of all Croatian embassies abroad (<http://us.mfa.hr/?mv=1047&mh=181>).

As of June 2011, 328 publicly funded research jobs had been published on the EURAXESS portal and 88 research organisations from Croatia had registered for this activity. Advertising a large number of publicly funded research jobs on the central EURAXESS portal is felt to have increased the visibility of Croatian research organisations and has increased their prospects for international cooperation, joint research etc.

5. Education and training

Measures to attract and train people to become researchers

In the 2010/2011 academic year, a total of 1 762 students were enrolled in postgraduate specialist studies. Of these 1 191 (67.6%) were women. The field chosen most often chosen was social sciences (45.5%), followed by biomedicine and health (42.5%), engineering (5.7%), life sciences (1.9%), interdisciplinary fields (1.6%), biotechnical sciences (1.4%), humanities (1.0%) and artistic fields (0.5%)⁶.

Doctoral graduates by gender

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

Table 4: Doctoral graduates by gender

Indicator	Croatia	EU average
Doctoral graduates (ISCED 6) per 1 000 population aged 25-34 (total) (2009)	0.9	1.5
Female Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2009)	0.9	1.4
Male Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2009)	1.0	1.6

Source: Eurostat (2011)

Data: Eurostat

Funding of doctoral candidates

In the academic year 2010-11, out of the total number of doctoral candidates, 92.7% of them were employed and 7.3% were unemployed. By activities, the largest number of doctoral candidates were employed in education (42.1%), in health and social welfare (18.8%), in professional, scientific and technical activities (17.4%), in public administration and defence, compulsory social security (5.3%), in information and communication, as well in manufacturing (2.6% in each activity), in arts, entertainment and recreation (1.8%) and in other activities (9.4%)⁷.

Measures to increase the quality of doctoral training

To date, the government of the Republic of Croatia has not taken any concrete action or developed plans for PhD training development.

6. Working conditions

Measures to improve researchers' funding opportunities

The following table summarises programmes designed to improve researchers' funding opportunities.

Table 5: Funding opportunities for researchers

Measures	Description
Grant Scheme – Science and Innovation Investment Fund (SIIF) - Technical Assistance Phase II (2012-2014)	The Directorate for Science of the Ministry of Science, Education, and Sports and the Human Dynamics Consortium for Technical Assistance (TA) launched a 2nd Call under the "Science and Innovation Investment Fund" (SIIF) grant scheme with an allocated total amount of EUR 6.7 million. The dual objective of the call is to create value from research results and intellectual property rights (IPR) as well as build the technology

⁶ Ibid.

⁷ Croatian Bureau of Statistics, "Students Enrolled on Postgraduate Specialist Studies, 2010/2011 Academic Year", available at: http://www.dzs.hr/default_e.htm

Measures	Description
	transfer and commercialisation capacities of higher education institutions (HEIs) and public research organisations (PROs).
Croatian Science Foundation	
Collaborative research programmes	The Collaborative Research Programmes are research programmes carried out by universities, faculties and public institutes that involve a number of content-related research projects – a minimum of three research groups of which at least 2 come from different legal entities. Collaborative Research Programme must be approved by the Senate of the University, the Academic Council of the Faculty or the Scientific Council of the Public Institute or another scientific institution registered in the Republic of Croatia, and comply with the priorities of the applicant’s home institution. The project leader must be an internationally recognised, qualified and productive researcher. The ultimate goal of the programme is to encourage the development and strengthen the cooperation of research groups to be able to create internationally competitive programmes and provide the conditions for development of Centres of Excellence.
Homing Programme	The objective of the Homing Programme is to provide possibilities for research activities in Croatia for researchers who have built an independent research career abroad. The programme targets Croatian and foreign researchers from abroad with a career of at 3 years of independent research and a full-time position at a scientific institution in Croatia. The annual budget per project is EUR 100 000 and it is awarded for the establishment of research infrastructure in Croatia.
Installation grants	The objective of the Installation grants is to help leading scientists with two to five years of postdoctoral experience to set up their research in Croatia and rapidly establish a reputation in the European scientific community. The grants are available to Croatian and foreign researchers with two to five years of postdoctoral experience in Croatia or abroad with proven institutional support. Projects are submitted within three research fields. Successful applicants receive up to HRK 350 000 (some EUR 47 000) annually for three years.
Postdoc Programme	The objective of the Postdoc programme is to improve the professional competencies of young researchers holding a PhD and to support their early scientific independence. The programme targets Croatian postdoctoral students from Croatian research institutions and foreign postdoctoral students coming to Croatia in order to carry out research projects. Personal grants are given for research stays lasting from three to twelve months and the monthly budget per grant is approximately HRK 9 750 (some EUR 1 300).
Research Projects Call	The primary aim of the “Research Projects” Call is to create new and enhance existing knowledge, supporting research groups that are working on internationally competitive issues, and whose leaders have been recognised for their scientific achievements.. It is the main support instrument for international cooperation but also serves to promote and develop the strategic priorities of the Republic of Croatia. The ultimate goal of the call is to create a critical mass of research groups that will be competitive at an international level.
Senior Programme	The objective of the Senior Programme is to provide employment for researchers from abroad, enable them to carry out research projects and train young researchers at Croatian universities and institutes. The programme targets foreign and Croatian full professors or their host institutions. The annual budget per award is EUR 100 000. Institution participation and co-financing of 30% is mandatory.
Visitor programme	The objective of the Visitor programme is to enable researchers from abroad to carry out research projects in Croatia. The programme targets researchers from abroad and their host institutions. The annual budget per project is EUR 75 000 (including salary, equipment and travel expenses). Participation of an institution and co-financing of 30% is mandatory.

Source: Deloitte

Researchers’ Statute

The Government of the Republic of Croatia does not provide a ‘statute’ or equivalent for researchers.

‘European Charter for Researchers’ & the ‘Code of Conduct for the Recruitment of Researchers’

The implementation of the ‘Charter & Code’ principles is publicly promoted and supported by The Ministry of Science, Education and Sports. The promotion of the ‘Charter & Code’ principles is also foreseen in the Action Plan for Mobility of Researchers and the Action Plan to Encourage Investment into Science and Research.

To date, all public research institutions (including higher education institutions) as well as the Croatian Academy of Sciences and Arts, the Croatian Science Foundation and three research organisations from the private sector have endorsed the 'Charter & Code' and they are working on improving their HR strategy for researchers in accordance with those principles.

The Ministry, together with the Agency for Mobility and EU Programmes, offers support and information about the implementation process.

Eight public and one private research organisation have completed the HRS4R and received the acknowledgment of the European Commission.

Autonomy of institutions

The Constitution of the Republic of Croatia, international agreements and the Act on Scientific Activity and Higher Education (2003) provide higher education institutions with academic freedom for all members of the academic community, self-governance and autonomy.

The following table summarises the academic freedoms, academic self-government and university autonomy in the Republic of Croatia.

Table 6: Academic freedoms, academic self-government and university autonomy

Academic freedoms	Academic self-government	University autonomy
<ul style="list-style-type: none"> – Freedom of scientific and artistic research and creativity; – Teaching; – Mutual cooperation; – Freedom of association. 	<ul style="list-style-type: none"> – Regulation of study and students' admission; – Selection of leadership and teachers; – Management of resources at the disposal of higher education institutions; 	<ul style="list-style-type: none"> – Organisation of internal structure; – Determination of educational, scientific, artistic and professional programmes; – Financial autonomy in accordance with the Act; – Decision-making on the approval of projects and international collaboration; – Other forms of autonomy, in accordance with the Act.
<p>Academic freedoms, academic self-government and university autonomy also include the responsibility of the academic community towards the social community within which institutions operate.</p>		

Source: Deloitte

Career development

The table below presents the different scientific titles and corresponding scientific-educational titles in the Republic of Croatia.

Table 7: Scientific titles and corresponding scientific-educational titles

Scientific titles	Corresponding scientific-educational titles
– Scientific associate	– Assistant professor
– Senior scientific associate	– Associate professor
– Scientific adviser	– Full professor

Source: Deloitte

Procedures for appointment to scientific titles and scientific-educational titles must be carried out according to the Act on Scientific Activity and Higher Education (2003).

Researchers' career paths in Croatian research organisation are quite rigid and do not encourage mobility.

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

Doctoral and postdoctoral grants from the Croatian Science Foundation only cover the short-term stay of researchers (3 to 12 months) in foreign academic institutions while employed at their home institutions. Therefore, sickness benefits depend entirely on each institution's individual policies and not on the Foundation's fellowships and grants schemes.

Likewise, the grants of the Croatian Science Foundation do not provide any old-age benefits (pensions) for researchers, regardless of their employment status.

7. Collaboration between academia and industry

A number of Croatian strategic documents recognise the importance of industry - academia cooperation in line with the objectives of the 'Europe 2020' strategy. These documents include 'the Economic Recovery Programme' (2010), 'the Pre-Accession Economy Programme' (2010 and 2012) and the Action Plan for the Mobility of Researchers 2011-2012.

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

Table 8: Collaboration between academia and industry

Publicly funded programmes	Description
Business Innovation Center Croatia (BICRO) (ongoing)	<p>The Business Innovation Center of Croatia was founded by the Croatian Government to implement technology development and innovation support programmes. It is a central institution in the national innovation system for supporting innovation and technology advancement. Its funded programmes are:</p> <ul style="list-style-type: none"> – RAZUM – provides initial funding for newly established knowledge-based companies as well as funding research and development of new products or services in existing companies; – TEHCRO - supports commercialisation of research outputs and the transfer of knowledge from universities and scientific institutions to business and also supports development of Technology Business Centres, Technology Incubators and Research and Development Centres; – VENCRO - ventures capital funds for fast growing small and medium companies based on innovation and advanced technologies; – IRCRO - supports cooperation between industry and technology institutions, facilitates maximum usage of infrastructure in scientific research centres and supports industrial companies to substantially increase their R&D activities; – EUREKA - supports innovative SMEs for their international collaborative market-oriented R&D project and is open to all technological areas.
Croatian Science Foundation, Partnership in Research Programme (ongoing)	<p>The Croatian Science Foundation funds the Partnership in Research Programme. The programme aims to improve cooperation between research institutions, industry and entrepreneurship and thus increase extra budgetary investments in research. The budget per project is approximately HRK 500 000 (some EUR 67 000) (for projects lasting up to three years) including material expenses, equipment, salaries, travel costs and cooperation. Partner institution participation and co-financing of 50% is mandatory.</p>
Unity through Knowledge Fund (UKF) (ongoing)	<p>The objective of the Unity through Knowledge Fund is to unite scientific and professional potential in Croatia and the Diaspora in development of the knowledge based society. Through the annual approval of around a dozen 'Young Researchers and Professionals' projects and the '3C Research in Industry and Academia Grants', UKF encourage the competitiveness of national research at an international level, fosters research that creates new values in the Croatian economy and funds projects that help the development of research infrastructure in Croatia.</p>

Source: Deloitte

8. Mobility and international attractiveness

In 2007, the percentage of non-EU doctoral candidates as a percentage of all doctoral candidates was 2.5% in Croatia compared with 5.1% among the Innovation Union reference group and an EU average of 19.4%⁸.

In the academic year 2010-11, by place of usual residence, 97.8% of students were residents of the Republic of Croatia and 2.2% were residents of other countries. By citizenship, of the total number of students, 98.0% were citizens of the Republic of Croatia and 2.0% of foreign countries⁹.

⁸ See Figure 1 "Key indicators – Croatia".

⁹ Croatian Bureau of Statistics, "Students Enrolled on Postgraduate Specialist Studies, 2010/2011 Academic Year", available at: http://www.dzs.hr/default_e.htm

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

The table below summarises key measures aimed at attracting and retaining leading national, EU and third-country researchers.

Table 9: Measures to attract and retain leading researchers

Measure	Objectives
Return of Croatian scientists in the country project (ongoing since 2004)	The Ministry of Science, Education and Sports had a project aimed at attracting prominent Croatian scientists currently working abroad, and assist them in achieving the conditions for realisation of scientific-research careers in the country.
Unity through Knowledge Fund	
Homeward Grant (ongoing)	The objective of the Homeward Grant is to attract Croatian scientists and experts from abroad to return home in order to enhance Croatia's competitiveness. Eligible candidates are all outstanding experienced researchers and experts of Croatian nationality or origin, who have built their career abroad and still live abroad, but have been offered a position at an organisation in Croatia or have returned to Croatia and took a position at an organisation in Croatia within past two years.
Croatian Science Foundation	
EMBO Installation Grant (EMBO IGs) (ongoing)	The objective of the programme is to help leading life scientists set up their labs in Croatia and rapidly establish a reputation in the European scientific community. The programme targets Croatian and foreign life science researchers who have spent two consecutive years outside Croatia and Croatian institutions and universities. The successful applicant receives EUR 50 000 annually for three to five years.
Homing Programme (ongoing)	The objective of the Homing Programme is to provide possibilities for research activities in Croatia for researchers who have built an independent research career abroad. For more information, see chapter 6 "Working conditions".
International Collaborative Workshops (ongoing)	The objective of the programme is to foster and strengthen cooperation between Croatian and foreign research groups in the preparation of joint projects and research cooperation. The programme targets Croatian higher education institutions in cooperation with foreign institutions. Up to approximately HRK 70 000 (some EUR 9 400) is allocated for projects lasting up to 6 months, including transportation and accommodation costs for workshop participants, publishing costs, organisational costs for workshops in Croatia and research stay costs. Institutional co-funding of 10% is obligatory.
Support for Joining European Science Foundation Programmes (ongoing)	The objective of the programme is to integrate Croatian scientists into the European Research Area (ERA) via the scientific and EUROCORES programmes of the European Science Foundation (ESF).

Source: Deloitte

Inward mobility (funding)

The Republic of Croatia has so far published two action plans for mobility of researchers:

- Action Plan for the Mobility of Researchers 2009-10;
- Action Plan for the Mobility of Researchers 2011-12.

Publicly-funded research jobs often require Croatian citizenship, which excludes incoming researchers of different citizenship.

The Croatian Science Foundation provides fellowships for Doctoral Students. The objective of the fellowships is to improve the research standard and quality of doctoral studies and to promote international mobility of young researchers during their doctoral studies. The fellowship programme targets:

- Doctoral students employed by Croatian universities and research institutions (assistants and junior researchers);
- Doctoral students from foreign research institutions carrying out a research project within an accredited doctoral study programme in Croatia.

The personal grants for research stays lasting from three to twelve months and the monthly budget per grant is HRK 7 500 (some EUR 1 000).

See also chapter 6 “Working conditions” (The Croatian Science Foundation programmes – Homing, Installation Grants and Visitor Programmes).

Promotion of ‘dual careers’

The Government of the Republic of Croatia does not actively promote policies/measures supporting researchers’ dual careers.

Portability of national grants

In Croatia, publicly funded grants or fellowships are not portable to other EU countries.

Access to cross-border grants

Doctoral and postdoctoral grants of the Croatian Science Foundation can be awarded to successful candidates:

- a) with Croatian citizenship, who are already employed by Croatian universities and research institutes;
- b) without Croatian citizenship – foreign doctoral students who plan to conduct a research project at one of the Croatian scientific and academic institutions as part of accredited doctoral study in Croatia (regardless of their employment status).

See also chapter 6 “Working conditions” (Installation grants, Postdoc, Senior and Visitor programmes).

Measures encouraging inter-sectoral mobility

Inter-sectoral mobility is gaining in importance and is included in the Economic Recovery Programme, the Pre-Accession Economic Programme and the Action Plan for Mobility of Researchers.

See also chapter 7 “Collaboration between academia and industry” (Business-Innovation Center Croatia – IRCRO programme and Croatian Science Foundation - Partnership in Research programme).