

# The Researchers Report 2012

## Country Profile: Switzerland



## TABLE OF CONTENTS

<b>1. KEY DATA</b> .....	<b>3</b>
<i>National R&amp;D intensity target</i> .....	3
<i>Key indicators measuring the country's research performance</i> .....	3
<i>Stock of researchers</i> .....	4
<b>2. NATIONAL STRATEGIES</b> .....	<b>4</b>
<b>3. WOMEN IN THE RESEARCH PROFESSION</b> .....	<b>5</b>
<i>Measures supporting women researchers in top-level positions</i> .....	5
<i>Quotas to ensure a representative gender balance</i> .....	6
<i>Maternity leave</i> .....	6
<b>4. OPEN, TRANSPARENT AND MERIT-BASED RECRUITMENT</b> .....	<b>6</b>
<i>Recruitment system</i> .....	6
<i>Open recruitment in institutions</i> .....	6
<i>EURAXESS Services Network</i> .....	7
<b>5. EDUCATION AND TRAINING</b> .....	<b>7</b>
<i>Measures to attract and train people to become researchers</i> .....	7
<i>Doctoral graduates by gender</i> .....	8
<i>Funding of doctoral candidates</i> .....	8
<i>Measures to increase the quality of doctoral training</i> .....	8
<i>Skills agenda for researchers</i> .....	9
<b>6. WORKING CONDITIONS</b> .....	<b>9</b>
<i>Measures to improve researchers' funding opportunities</i> .....	9
<i>Remuneration</i> .....	10
<i>Researchers' Statute</i> .....	10
<i>'European Charter for Researchers' &amp; 'Code of Conduct for the Recruitment of Researchers'</i> .....	10
<i>Autonomy of institutions</i> .....	10
<i>Career development</i> .....	10
<i>Shift from core to project-based funding</i> .....	11
<i>Social security benefits (sickness, unemployment, old-age)</i> .....	11
<b>7. COLLABORATION BETWEEN ACADEMIA AND INDUSTRY</b> .....	<b>11</b>
<b>8. MOBILITY AND INTERNATIONAL ATTRACTIVENESS</b> .....	<b>11</b>
<i>Measures aimed at attracting and retaining 'leading' national, EU and third country researchers</i> .....	11
<i>Inward mobility (funding)</i> .....	11
<i>Outbound mobility</i> .....	12
<i>Promotion of 'dual careers'</i> .....	12
<i>Portability of national grants</i> .....	12
<i>Access to cross-border grants</i> .....	12
<i>Measures encouraging inter-sectoral mobility</i> .....	13

# 1. Key data

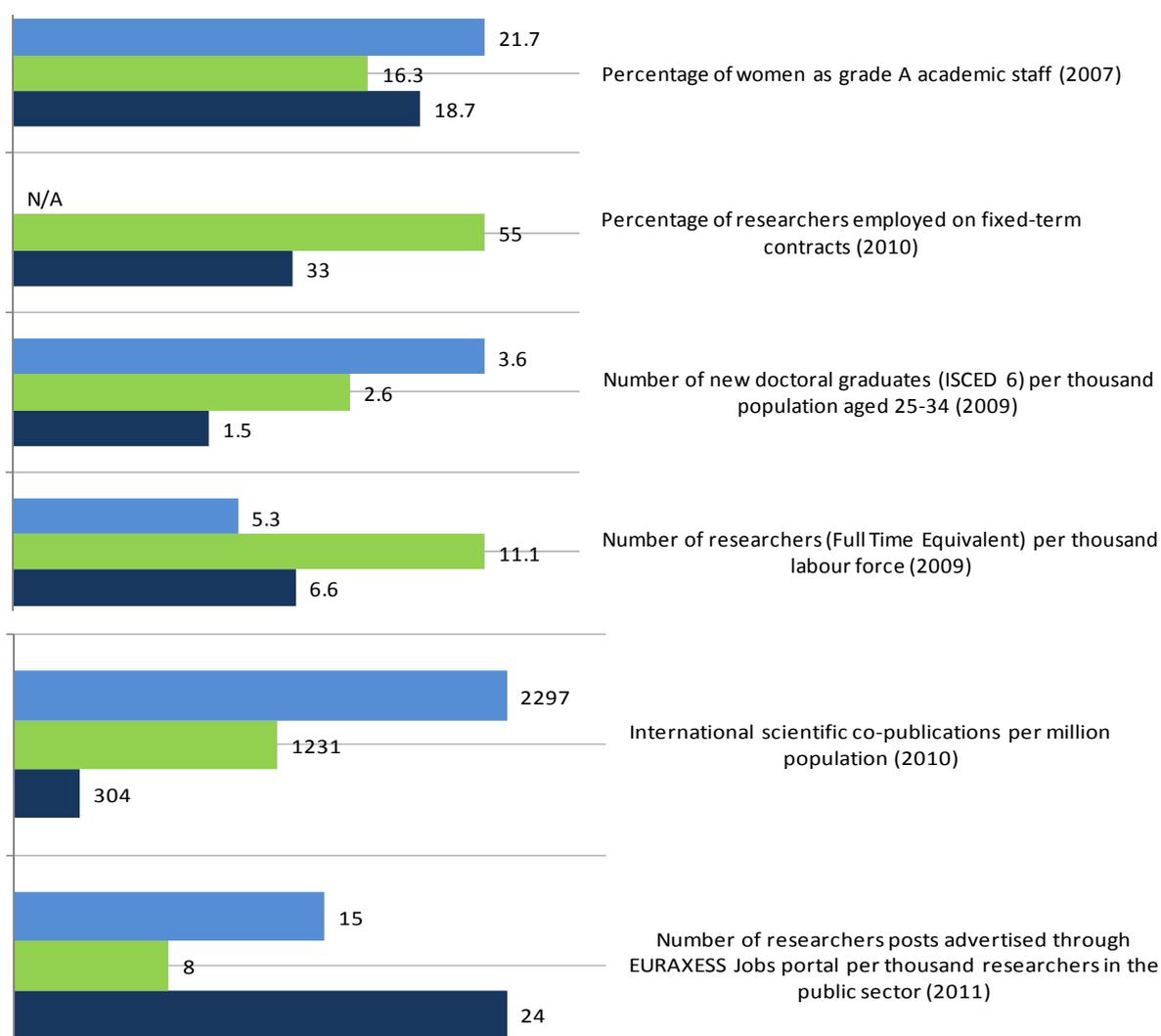
## National R&D intensity target

“R&D intensity in Switzerland in 2009 was 3% of GDP, one of the highest in Europe and in the world. The private sector performed 74 % of the total R&D and the higher education sector, 24%. In the last decade, R&D intensity grew at an average annual growth rate of 2.1%, well above the 0.9% of the EU, passing from 2.53% in the year 2000 to 3% in 2009. If this trend continued, Switzerland would reach a R&D intensity of 3.86% in 2020. Even if the associated countries to the European research cooperation do 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.”<sup>1</sup>

## Key indicators measuring the country’s research performance

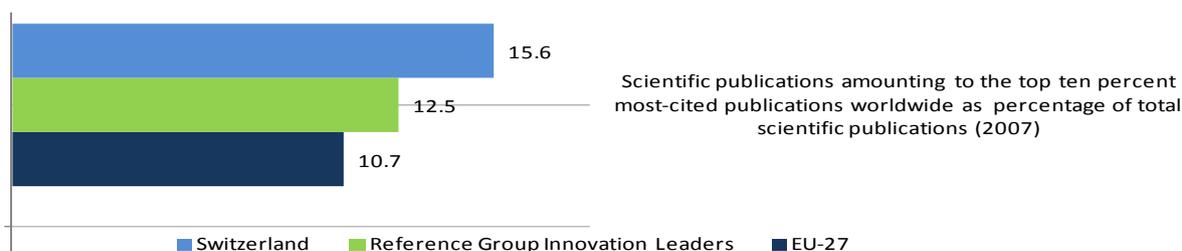
The figure below presents key indicators measuring Switzerland’s research performance against a reference group and the EU-27 average<sup>2</sup>.

Figure 1: Key indicators – Switzerland



<sup>1</sup> European Commission (2011), “Innovation Union Competitiveness Report 2011”.

<sup>2</sup> 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 its average innovation performance across 24 indicators Denmark, Finland, Germany, Sweden and Switzerland show a performance well above that of the EU-27. These countries are the Innovation leaders<sup>3</sup>.

## 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	Switzerland	EU Average
Head Count per 1 000 active labour force population (2008)	9.79	9.45
Head Count (2008)	45 874	-
FTE per 1 000 active labour force population (2009)	5.28	6.63
Full time equivalent (FTE) (2009)	25 142	-

Source: Deloitte

Data: Eurostat

## 2. National strategies

The Swiss Confederation 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 Switzerland's R&D targets, to promote attractive working conditions, and to address gender and dual career aspects.

Table 2: National strategies

Measure	Description
<b>Federal Council Dispatch on the Promotion of Education, Research and Innovation for 2008-2011 (2007)</b>	<p>This strategy aims to promote education, research and innovation in Switzerland for the period 2008-11. It has the following objectives:</p> <ul style="list-style-type: none"> <li>- Offer an appealing, world-class educational system by: <ul style="list-style-type: none"> <li>▪ raising the quality of teaching;</li> <li>▪ reforming the basic study programmes and development of Master's and doctoral programmes;</li> </ul> </li> <li>- Provide attractive working conditions and encourage equal opportunities by: <ul style="list-style-type: none"> <li>▪ developing a tenure track system to foster the development of the next generation of teachers and researchers;</li> <li>▪ improving the position of teaching and research assistants through the clarification of titles and roles;</li> </ul> </li> <li>- Foster equal opportunities at all levels by: <ul style="list-style-type: none"> <li>▪ putting in place instruments and measures in support of equal opportunities;</li> <li>▪ supporting childcare facilities.</li> </ul> </li> </ul>
<b>12 universities' planning for the period 2012-16, Strategic Planning (Rectors' Conference of the Swiss Universities - CRUS) (2010)</b>	<p>In 2010, the CRUS adopted a strategy to develop doctoral and post-doc training and improve the working conditions and career prospects of young researchers.</p>

Source: Deloitte

<sup>3</sup> European Commission (2011), "Innovation Union Scoreboard 2010".

### 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 21.7% for Universities and Universities of Applied Sciences in Switzerland compared with 16.3% among the Innovation Union reference group and an EU average of 18.7%<sup>4</sup>.

The Swiss government has introduced a number of measures to raise the proportion of women in high level positions in research, technology and innovation. The table below provides an overview of key initiatives supporting women in the research profession.

**Table 3: Women in the research profession - Key programmes and initiatives**

Measure	Description
<b>Academequal Portal Gender Campus (ongoing)</b>	The national platform Gender Campus (portal academequal) for gender equality and the promotion of gender-sensitive careers in higher education lists all national institutions, statistics, training offers and links in the respective research field <sup>5</sup> .
<b>Diversity@CTI Initiative (The Innovation Promotion Agency – Commission for Technology and Innovation – CTI) (2009)</b>	The CTI encourages greater diversity and aims to increase significantly the proportion of women involved in innovative projects and entrepreneurship. The Diversity@CTI initiative fostered diversity by increasing the number of female researchers, inventors, mentors, experts and coaches on its staff.
<b>Equal Opportunity at Universities of Applied Sciences Programme (The Federal Office of Professional Education and Technology - OPET) (2008-12)</b>	This programme promotes equal opportunities between men and women. Universities of Applied Sciences (UAS) are free to develop their own equal opportunity measures and projects. The general objective is sustainable integration of the equal opportunity principle in all performance and management agreements.
<b>Gender and Research Promotion (GEFO-Studie) (SNSF 2008)</b>	This report aimed at identifying and quantifying the drop outs of women in the academic career (leaky pipeline) with respect to the role played by the SNSF in the processes of research promotion and access to grants.
<b>Gender equality measures at the Swiss Federal Institutes of Technology ETHZ/EPFL</b>	The ETHZ has earmarked 0.4% of its global budget to gender equality measures of various kind (e.g. "fix the leaky pipeline", gender monitoring 09, 11 etc.). The EPFL has put a focus on programs regarding STEM.
<b>GRIPS Gender Report (Swiss National Science Foundation) (2001)</b>	The Report, commissioned by the Swiss National Science Foundation in collaboration with the Equal Opportunities Commission, examines issues related to gender mainstreaming and offers recommendations on the basis of its findings.
<b>Marie Heim-Vögtlin (MHV) Programme (SNSF)</b>	This programme supports well-qualified women scientists (docs and post-docs) who have interrupted their research career for family-related reasons with their professional integration at Swiss universities or which have re-located following their (academic) partner.
<b>Swiss Federal Equal Opportunity at Universities Programme (CRUS) (2000-11/12)</b>	The Federal programme for the promotion of equal opportunity for women and men at Swiss universities aimed to promote equal opportunities in the researcher profession. The Programme consisted of three modules: <ol style="list-style-type: none"> <li>1. The incentive programme for the promotion of female professors encouraged universities to hire women professors. At the end of each academic year, the total budget was distributed according to the number of newly hired female professors who had received a permanent contract. The annual budget was CHF 0.8 million (some EUR 0.66 million) for the period 2008-11;</li> <li>2. The mentoring programme for the promotion of female junior researchers supported mentoring projects for female junior researchers. The annual budget was CHF 0.8 million (some EUR 0.66 million) for the period 2008-11;</li> <li>3. The work-life programme for greater balance between academic career and family encouraged Swiss universities to introduce childcare measures. In addition, it encouraged them to provide support for dual-career couples. The annual budget was CHF 0.3 million (some EUR 0.25 million) for the period 2008-11.</li> </ol>
<b>Swiss Federal Equal Opportunity /Gender Studies Swiss Universities Conference SUC Programme 2013-2016</b>	From 2013 onwards, the universities will set up their own action plans for gender equality measures under the support of the gender equality delegates. The Federal Programme will be a Programme supported by the Swiss University Conference (SUC) for a 4-years period 2013-2016.

<sup>4</sup> See Figure 1 "Key indicators – Switzerland".

<sup>5</sup> The portal is: <http://www.academequal.ch>. It is available in German and French.

Measure	Description
<b>120% Model (SNSF) (planned)</b>	The Swiss National Science Foundation plans to implement a '120% employment model' allowing parenting post-doctoral researchers to work part-time at 60%. The position will be complemented with an additional 60% for an assistant supporting the post-doctoral researcher in their work. Facultywise (e.g. Vetsuisse Faculty Berne) this model has already been tested in the course of the federal programme for equal opportunity.

Source: Deloitte

### Quotas to ensure a representative gender balance

The Swiss Federal Equal Opportunities Programme 2008-11/12 aims to increase the proportion of category I Professors from 14% in 2006 to 25% by the end of 2012. For the period 2013-16, the CRUS will set targets for the nomination of female Category I professors and assistant professors in the forthcoming Federal Programme for Gender Equality/Gender Studies.

The Swiss National Science Foundation promotes a representative gender balance in the election of researchers in SNSF's evaluation committees. A decision by the SNSF bodies not to include female researchers must be explicitly justified.

### Maternity leave

Women researchers receive 80% of their salary during maternity leave (for 14 months). Institutions usually pay the difference should the amount exceed the 80% threshold.

## 4. Open, transparent and merit-based recruitment

### Recruitment system

The recruitment (reappointment and new appointment) of professors at Swiss universities is set down in University regulations. Generally, a committee is responsible for the organisation of reappointments, and new appointments of professors and newly created chairs. The department concerned defines the profile and description of job vacancies together with the structural committee. Recruitment vacancies must be open and transparent. The best suited candidates are selected on the basis of transparent selection criteria. Guidelines for gender fair recruitment procedures have been developed in the course of the Swiss Federal Equal Opportunities at the Universities Programme 2000-2012.

At the doctoral level, recruitment and selection are either effected by the (future) doctoral supervisor or, with the introduction of programmes, operated more and more often by a committee. In addition, there are the traditional recruitment and selection processes (doctoral candidates contact future supervisors or are recruited by them) and there are calls for candidates. The latter have become more common and have an acknowledged merit, but recruitment and selection by future supervisors who "discover" promising students have retained their value, especially in the humanities and social sciences.

### Open recruitment in institutions

The table below presents information on open recruitment in higher education and public research institutions.

Table 4: Open recruitment in higher education and public research institutions

Do institutions in the country currently have policies to ...?	Yes/No	Description
– publish job vacancies on relevant national online platforms	No	Such rules may exist at faculty level.
– publish job vacancies on relevant Europe-wide online platforms (e.g. EURAXESS)	No	Such rules may exist at faculty level.
– publish job vacancies in English	No	
– systematically establish selection panels	Yes	Institutions systematically establish selection panels for the recruitment of professors (see also "Recruitment system" above).
– establish clear rules for the composition of selection panels (e.g. number and role of members, inclusion of foreign experts,	Yes	Institutions establish clear rules for the composition of selection panels for the recruitment of professors while ensuring a representative composition and gender

Do institutions in the country currently have policies to ...?	Yes/No	Description
<b>gender balance, etc.)</b>		balance.
– <b>publish the composition of a selection panel (obliging the recruiting institution)</b>	No	Institutions inform university management of the composition of a selection panel for the recruitment of professors.
– <b>publish the selection criteria together with job advert</b>	No	Institutions publish selection criteria together with the job advert individually on request of the applicants.
– <b>regulate a minimum time period between vacancy publication and the deadline for applying</b>	No	-
– <b>place the burden of proof on the employer to prove that the recruitment procedure was open and transparent</b>	No	-
– <b>offer applicants the right to receive adequate feedback</b>	Yes	Institutions offer applicants the right to receive adequate feedback upon the applicant's request.
– <b>offer applicants the right to appeal</b>	No	-

Source: Deloitte

### EURAXESS Services Network

In 2011, the number of researcher posts advertised through the EURAXESS Jobs portal per thousand researchers in the public sector was 15 in Switzerland compared with 8 among the Innovation Union reference group and an EU average of 24.

Publicly funded research jobs are published on the respective job portals of the universities, the universities of applied sciences and research institutes. Not all applications are published on euraxess.ch.

Information on entry conditions and transfer of social security and pensions contributions is available on the following platforms (in English and other languages):

- websites of the Federal Office for Migration;
- the Federal Social Insurance Office;
- the European Job Mobility Portal (EURES);
- the EURAXESS Jobs portal;
- the EURAXESS Service Centres;
- the Mobility Centres of the universities of applied sciences.

## 5. Education and training

### Measures to attract and train people to become researchers

The key drivers for the recruitment of young researchers are excellence in research, attractive working conditions and promising career prospects. Switzerland is well positioned internationally in attracting the most talented researchers. This is reflected in the high number of foreign students.

The table below summarises measures aiming to attract and train young people to become researchers.

Table 5: Human Resources – Key programmes and initiatives

Measure	Description
<b>Ambizione Programme (SNSF) (ongoing)</b>	This supports excellent (foreign) post-doc researchers in conducting, managing and leading an independently planned project at a Swiss university. The Programme targets qualified researchers from Switzerland who are spending time abroad or have returned from a stay abroad, e.g. as part of a fellowship for advanced researchers.
<b>National Programmes (ongoing)</b>	The Confederation supports a plethora of measures aimed at attracting (young) people into a researcher career: <ul style="list-style-type: none"> <li>– Project days and sponsorships with schools organised in cooperation with industry;</li> <li>– Education and training of teachers, sensitising them to the needs of industry;</li> <li>– A so-called 'matching platform', providing information on activities related to Science, Technology, Engineering and Mathematics (STEM) subjects.</li> </ul>
<b>Starting Programme (Swiss Universities)</b>	Swiss universities invest substantially in the recruitment and training of future researchers. Future doctoral candidates are identified already at the Bachelor and Master's level. Qualified students are at the same time recruited from other universities in Switzerland and abroad. The

Measure	Description
<b>(ongoing)</b>	Starting Doc Programme fosters the recruitment of women researchers.
<b>Strategic Planning Programme for 2012-16 (CRUS) (ongoing)</b>	The Programme aims to improve researchers' working conditions and their career prospects. Young researchers will be relieved of a substantial part of their teaching duties and will be encouraged to dedicate more time to scientific activities and research projects. In addition, all doctoral candidates should receive a salary for their thesis work.
<b>Swiss National Science Foundation (SNSF) Programmes (ongoing)</b>	The SNSF strongly promotes researchers' education at all stages of their careers. It invests approximately one fifth of its annual budget (the total volume of the budget is CHF 830.3 million, some EUR 686.2 million) in assisting doctoral theses, training of researchers and supporting scientific publications. The Foundation also offers fellowships to PhD students and post-docs for research stays abroad. The SNSF supports basic research in all disciplines and does not take special measures to favour STEM disciplines. Approximately one third of the annual funding is allocated to mathematics, natural and engineering sciences, 40% to biology and medicine, 16% to interdisciplinary research and 12% to social sciences and humanities.
<b>Swiss Youth Science Foundation (ongoing)</b>	The Swiss Youth Science Foundation, an independent non-profit organisation, aims to stimulate young people's interest in science. It supports adolescents in gaining first insights into their preferred field of science and enables them to get into contact with the private sector and the universities.

Source: Deloitte

### Doctoral graduates by gender

Between 2000 and 2010, the number of doctoral degrees awarded increased by 27%<sup>6</sup>. The table below shows the ratio of doctoral graduates in Switzerland by gender to the total population cohort.

Table 6: Doctoral graduates by gender

Indicator	Switzerland	EU average
<b>New doctoral graduates (ISCED 6) per 1 000 population aged 25-34 (total) (2009)</b>	3.6	1.5
<b>Graduates (ISCED 6) per 1 000 of the female population aged 25-34 (2009)</b>	2.9	1.4
<b>Graduates (ISCED 6) per 1 000 of the male population aged 25-34 (2009)</b>	4.2	1.6

Source: Deloitte

Data: Eurostat

### Funding of doctoral candidates

The table below summarises different funding opportunities for doctoral candidates.

Table 7: Funding schemes available to doctoral candidates

Funding scheme	Description
<b>Private sector fellowships</b>	No data are available.
<b>Stipends/grants</b>	The SNSF offers the following types of stipend/grant: <ul style="list-style-type: none"> <li>– Mobility fellowships for doctoral students and post-docs (12-36 months);</li> <li>– Doc.CH (supporting mobility inside Switzerland for doctoral students in the humanities and social sciences).</li> </ul>
<b>Employment contracts</b>	The majority of doctoral candidates is employed at a university institute and receives either university funding or other, notably project funding by the SNSF.
<b>Other</b>	Approximately 10% of all doctoral students (particularly in the fields of humanities and social sciences) receive no funding for their thesis. <sup>7</sup>

Source: Deloitte

### Measures to increase the quality of doctoral training

The Confederation aims to upgrade and improve doctoral programmes in order to maintain the high quality of the Swiss university research system. The table below presents two measures aimed at increasing the quality of doctoral training.

<sup>6</sup> Swiss Federal Statistical Office.

<sup>7</sup> Huber, Odilo (2008), "Zur Lage der Doktorierenden in der Schweiz. Ergebnisse einer Befragungsstudie".

**Table 8: Measures to increase the quality of doctoral training**

Measure	Description
<b>Doctoral Programme (CRUS) (ongoing)</b>	The Doctoral Programme, the successor to the ProDoc Programme, provides financial support to inter-institution programmes. It aims to support research networking and improve integration of doctoral students. The long-term objective is to offer appropriate training schemes to doctoral students, including those in humanities and social sciences.
<b>ProDoc Programmes (SNSF + CRUS) (until end 2011)</b>	These inter-institution programmes provided training schemes for researchers in order to enable them to complete their doctorate.

Source: Deloitte

### Skills agenda for researchers

Swiss Universities and Swiss Universities of Applied Sciences offer continuing education to researchers. Researchers acquire transferable skills by conducting independent research. At the same time, the skills and competencies of researchers are increasingly becoming an explicit part of doctoral training. This aspect is given special consideration in the development of new doctoral programmes (see chapter 5 “Education and training”). The mentoring programmes of the Federal Programme for Equal Opportunity offered structural courses to improve the necessary skills of young (women) academics.

## 6. Working conditions

The SNSF fixes a minimum salary for doctoral students in all funded projects, within all disciplines and at all research institutions.<sup>8</sup> It is the explicit intention of the Foundation gradually to increase salaries for doctoral students. Doctoral students in a full-time position on funded projects are entitled to work at least 50% of the time on their thesis.<sup>9</sup> The SNSF plans to further increase this percentage in the near future. Doctoral students receive funding for four years to allow them time to finish their thesis. Post-docs are paid according to local norms (the SNSF pays as much as the universities would pay to their ‘own’ post-docs).

### Measures to improve researchers’ funding opportunities

The SNSF supports approximately 7’200 researchers each year. Almost 80% of these are aged 35 years or younger. It supports basic research in all disciplines, from philosophy and biology to the nanosciences and medicine. The best applicants are funded by the SNSF in an annual total amount of CHF 700 million (some EUR 582 million).

The SNSF offers a range of research funding schemes, each with its individual budget. It supports fair competition by evaluating applications based on a competitive procedure. The SNSF distinguishes between different forms of funding for projects, career development, research programmes, infrastructures and public science communication.

**Table 9: Measures to improve researchers’ funding opportunities**

Measure	Description
<b>Career development</b>	The funding instruments for career funding include: <ul style="list-style-type: none"> <li>– Fellowships for prospective and advanced researchers (doctoral or postdoctoral) enable young scientists to benefit from a stay abroad in order to increase their knowledge and scientific reputation;</li> <li>– Marie Heim-Vögtlin Programme (see chapter 3 “Women in the research profession”);</li> <li>– Ambizione Programme (see chapter 5 “Education and training”);</li> <li>– SNSF Professorships enable junior researchers with several years of recognised research experience to take a significant step forward in their academic careers. A SNSF Professorship funds the establishment of an independent team to implement a research project. In addition, it enables researchers to resume their careers at a Swiss higher education institution upon return from a stay abroad.</li> </ul>
<b>Infrastructures</b>	The funding of infrastructures and science communication involves highly specific, earmarked grants whose duration is often very short.

<sup>8</sup> For a detailed listing of salaries, please visit: [http://www.snf.ch/SiteCollectionDocuments/allg\\_doktorierende\\_d.pdf](http://www.snf.ch/SiteCollectionDocuments/allg_doktorierende_d.pdf)

<sup>9</sup> For more information, see the Swiss National Science Foundation: <http://www.snf.ch/E/services-for-researchers/Pages/documents-for-researchers.aspx>

Measure	Description
<b>Project funding</b>	Project funding can be requested by applicants who receive a salary from their home institution but who still need additional funds to carry out their research project. The applicants' own salaries are not covered by the project funding scheme.
<b>Programmes</b>	<p>The funding instruments for programmes include:</p> <ul style="list-style-type: none"> <li>– National Research Programmes (NRPs) to generate scientific knowledge aimed at solving Switzerland's most pressing problems. The topics are specified by the Federal Council;</li> <li>– With the National Centres of Competence in Research (NCCRs), the SNSF promotes long-term research networks in areas of strategic importance for Swiss science, the Swiss economy and Swiss society;</li> <li>– International cooperation programmes serve to promote cooperation between researchers in Switzerland and abroad, particularly in certain countries. There are also a number of programmes without geographical restrictions;</li> <li>– The special programmes for biology and medicine offer researchers the possibility of receiving financial support for large-scale research projects that are conducted by consortia or networks;</li> <li>– The Sinergia programme offers researchers from all disciplines the possibility of carrying out disciplinary and interdisciplinary research in small networks.</li> </ul>

Source: Deloitte

## Remuneration

Annually, approximately 80% of the funds approved by the SNSF (some EUR 600 million) are used to cover researchers' salaries and social security contributions. Approximately 78% of the salaried researchers are 35 or under (95% in the case of personnel at doctoral level and 56% for other scientists).

Doctorates are financed via employment in a research project, working as an assistant at a university, or research grants. The sources of funding are diverse, including funds provided by the institutions or governing authorities (the canton or the federal government), subsidies (contributions from the federal government), funds from research promotion by the SNSF and the CTI, EU-funded programmes as well as third-party funding.

Positions held by young researchers at the beginning of their career are financially less attractive than positions offered in the private sector. The CRUS therefore places emphasis on improving young researchers' working conditions.

## Researchers' Statute

Switzerland does not have a statute for researchers. Anyone engaged in research or higher education activities is usually employed under a contract which includes the following rights: salary, career prospects, social security coverage, freedom of research and participation in decision-making processes.

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

In 2005, the CRUS adopted the 'European Charter for Researchers' and 'Code of Conduct for the Recruitment of Researchers'. All Swiss universities, research institutes, and some Universities of Applied Sciences have now endorsed the 'Charter & Code'. Almost half are currently implementing the 'Charter & Code' via the 'HR Strategy for Researchers' (HRS4R). The SNSF has adopted the 'Charter & Code', even if – as a funding agency – it does not directly employ researchers (see chapter 6 "Working conditions").

## Autonomy of institutions

Swiss universities and the Universities of Applied Sciences are autonomous. Both the CRUS and the KFH<sup>10</sup> support the unity of research and teaching.

## Career development

In support of researchers' career development, universities generally offer career services, such as websites and electronic platforms, careers advice, training and information meetings and mentoring programmes (especially for women researchers).

<sup>10</sup> The Rectors' Conference of the Swiss Universities of Applied Sciences (KFH).

The SNSF offers a range of funding schemes that support researchers at all stages of their career, starting with the doctorate (see chapter 6 “Working conditions”).

### Shift from core to project-based funding

The Universities of Applied Sciences are not affected by the shift from core to project-based funding as their research activities are based on project-based (short-term) research funding. The shift from core to project-based research funding does not directly change researchers’ working conditions.

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

Fellows (doctoral and post-doc) funded by SNSF or the Scientific Exchange NMS<sup>ch</sup> Sciex Programme<sup>11</sup> enjoy the same social security benefits (accident, unemployment, sickness, old-age) as researchers employed by universities under employment contracts. (Note: in Switzerland health insurance is private, but compulsory).

## 7. Collaboration between academia and industry

The table below summarises key programmes designed to boost collaboration between academia and industry, and to foster doctoral training in cooperation with industry.

Table 10: Collaboration between academia and industry

Measure	Description
<b>Commission for Technology and Innovation (CTI) (ongoing)</b>	The CTI supports R&D projects, entrepreneurship and the development of start-up companies. Moreover, it helps optimise knowledge and technology transfer through the use of thematic and regional networks and platforms with a budget of some EUR 100 million. The CTI funds Universities of Applied Sciences in the development of research projects in close collaboration with industrial partners.
<b>BREF Programme (Gebert Rűf Foundation + KFH) (ongoing)</b>	The BREF Programme promotes collaboration between Switzerland’s business sector and the Universities of Applied Sciences.
<b>KTT Initiative (CTI) (ongoing)</b>	This fosters the transfer of Knowledge and Technology Transfer (KTT) between the universities and regional businesses. KTT consortia support SMEs and the universities in establishing contacts and developing projects.
<b>National Research Programmes (SNSF) (ongoing)</b>	The National Research Programmes promote innovative solutions aimed at solving Switzerland’s most pressing problems in collaboration with industrial partners.

Source: Deloitte

## 8. Mobility and international attractiveness

In 2007, foreign doctoral candidates were 45% of all doctoral candidates in Switzerland compared with 11% among the Innovation Union reference group and an EU average of 19.4%<sup>12</sup>.

### Measures aimed at attracting and retaining ‘leading’ national, EU and third country researchers

The State Secretariat for Education and Research has set up Swiss Houses for Scientific and Technological Exchange (so-called swissnex offices) in key overseas locations and has appointed science counsellors all over the world in order to develop bilateral cooperation partnerships with partner countries in the areas of education, research and innovation. The swissnex offices and science counsellors build and maintain personal and institutional networks which can be used by Swiss scientists, universities, the Universities of Applied Sciences and business.

### Inward mobility (funding)

The table below summarises key measures in support of researchers’ inward mobility.

Table 11: Measures supporting researchers' inward mobility

Measure	Description
<b>Ambizione Programme (SNSF) (ongoing)</b>	The Ambizione Programme is aimed at qualified researchers from Switzerland who are spending time abroad or have returned from a stay abroad, e.g. as part of a fellowship for advanced researchers. The Programme also aims to attract the best, next-generation foreign talents to carry out research work in Switzerland. During

<sup>11</sup> For information on the Scientific Exchange Programme, see <http://www.sciex.ch>

<sup>12</sup> Ibid.

Measure	Description
	2008-10, more than 50% of the beneficiaries were “returning”, i.e. they received their doctorate in Switzerland or had an SNSF grant earlier in their career. More than 40% were incoming, i.e. without earlier research activities in Switzerland (though they might still be Swiss citizens or residents).
<b>SNSF Professorship (SNSF) (ongoing)</b>	SNSF Professorships enable returning researchers to resume their careers at a Swiss higher education institution upon return from a stay abroad. Applicants need to have a Swiss university degree or at least two years’ activity at a Swiss university. The proportion of researchers returning with an SNSF professorship in 2011 was 33%.

Source: Deloitte

## Outbound mobility

The Swiss research system contains a variety of incentive measures encouraging researchers to spend some time abroad. For example, professors have the possibility of taking sabbatical leave to spend time in another country. Research experience abroad is a pre-condition for ‘habilitation’ (certification as a Professor). The table below summarises key measures encouraging researchers to spend some time in another country.

**Table 12: Measures supporting researchers' outbound mobility**

Measure	Description
<b>China Programme (KFH) (ongoing)</b>	This supports cooperation with Chinese partners/institutions. Financial support is provided by the Sino-Swiss Science and Technology Cooperation Programme (SSSTC). The SSSTC encourages long-term partnerships and aims to provide opportunities for collaboration between Swiss and Chinese research institutions.
<b>Cotutelles de thèse Initiative (State Secretariat for Education and Research – SER) (ongoing)</b>	The SER provides financial support for ‘cotutelles de thèse’ (joint doctorate) projects which are based on a cooperation agreement between a Swiss university and a partner university abroad (Europe). The maximum amount of assistance is CHF 10 000 (some EUR 8 300). The funds are mainly intended to cover travel and living expenses incurred by the doctoral candidate and his/her supervisor(s).
<b>SNSF Fellowships (SNSF) (ongoing)</b>	SNSF Fellowships support prospective and advanced researchers in spending some time abroad. The funding includes personal subsistence, a fixed sum for travel expenses and support for research and conference expenses. The funding scheme is open to advanced doctoral candidates and to postdoctoral researchers (for up to five years after they have received their doctorate). The SNSF Fellowship funding scheme was evaluated in 2010 <sup>13</sup> .
<b>SNSG Short Visits Initiative (SNSF) (ongoing)</b>	This allows researchers working in Switzerland to go abroad or third-country researchers to come to Switzerland. The visits can last between one week and three months. The main aim of this funding instrument, which is open to all fields of research, is to initiate or to consolidate international collaboration. There are no geographic limitations.

Source: Deloitte

## Promotion of ‘dual careers’

The Swiss Federal Institute of Technology Zurich (ETHZ) and the CRUS offer Dual Career Projects for incoming academic couples.

## Portability of national grants

All SNSF grants are portable to other countries (worldwide) under the EUROHORCS Money Follows Researcher scheme if the project leader moves to another country during the grant period. The project leader can either manage the project from abroad or take the funds – including employees – to their new institution. In 2010, 47 SNSF grants were transferred in this way, with a total transferred amount of CH 5 million (some EUR 4.2 million).

## Access to cross-border grants

The table below presents funding schemes which are open to non-residents.

<sup>13</sup> Swiss National Science Foundation (2010), “Evaluation of the Programme of fellowships of the Swiss National Science Foundation (SNSF)”.

**Table 13: Funding schemes open to non-residents**

Measure	Description
<b>Ambizione and SNSF Professorships (SNSF) (ongoing)</b>	The programmes are open to applicants from outside Switzerland as long as they conduct research at a Swiss research institution (see also above “Measures supporting researchers’ inward mobility”).
<b>DACH Agreement (DFG, FWF, SNSF,) (ongoing)</b>	Within the scope of collaboration across the D-A-CH countries (Germany, Austria, Switzerland), the Deutsche Forschungsgemeinschaft (DFG, German Research Foundation), the FWF (Austrian Science Fund, Austria) and the SNSF have signed an agreement, which simplifies researcher mobility and the execution of cross-border research projects by opening up each other’s national funding schemes to researchers in the other countries.
<b>International Short Visits Initiative (SNSF) (ongoing)</b>	See also above “Measures supporting researchers’ outbound mobility”.
<b>Sinergia Programme (SNSF) (ongoing)</b>	This supports established researchers in carrying out collaborative research projects in small networks. One of the research groups may come from outside Switzerland.
<b>Scientific Cooperation Between Eastern Europe and Switzerland (SCOPES) Programme (SNSF + Swiss Agency for Development and Cooperation – SDC)</b>	This promotes scientific cooperation between research groups and institutions in Switzerland and Eastern Europe, including the Western Balkans, the South Caucasus, Central Asia, Ukraine, Moldavia, Russia, Croatia and the Eastern European members of the EU.

Source: Deloitte

### Measures encouraging inter-sectoral mobility

Researchers working in the Universities of Applied Sciences have gained experience in higher education teaching and in the private sector (‘double profile’). Thus, almost all researchers have moved at least once from the business to the public sector and vice versa during their career. Researchers maintain close contacts with the business sector as most research projects are carried out in collaboration with industrial partners.