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COMMISSION STAFF WORKING DOCUMENT

**National measures in support of ERA
Associated Countries to the Framework Programme**

Accompanying the document

**REPORT FROM THE COMMISSION TO THE COUNCIL AND THE EUROPEAN
PARLIAMENT**

EUROPEAN RESEARCH AREA PROGRESS REPORT 2013

{COM(2013) 637 final}

Iceland

ERA Priority	ERA Action	National Measure contributing to ERA	Year Adoption	How the measure contributes to ERA
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Act N. 2/2003 on the Science and Technology Policy Council Act N. 3/2003 on Public Support for Scientific Research	2003	Provides legal basis for the national R&I system. It also defines the operational modalities of the Icelandic Centre for Research (RANNIS), under the auspices of the Ministry of Education, Science and Culture.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Act N. 75/2007 on Government Support for Technology, Research and Industry Development	2007	Provides legal basis for the national R&I system. It also defines the operational modalities of the Innovation Centre Iceland, under the auspices of the Ministry of Industries and Innovation.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Higher Education Institutions Act N.63/2006	2006	The Ministry of Education, Science and Culture has the overall responsibility for higher education on Iceland. This legal act applies to all educational institutions providing higher education leading to a degree and which have been accredited by the Ministry of Education, Science and Culture, according to rules on accreditation no. 1067/2006. Each higher education institution is accredited in particular fields of study and subdivisions therein.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Act on Public Higher Education Institutions N. 85/2008	2008	All higher education institutions receive state funding. The Ministry of Education, Science and Culture concludes performance-related contracts with all higher education institutions under its administration.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	National Qualification Framework for Higher Education no. 530/2011	2011	All higher education institutions in Iceland, accredited by the Minister of Education, Science and Culture according to the Higher Education Act no. 63/2006, shall follow this framework
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Rules on Accreditation of HE - No 1067/2006	2006	Accreditation of HEIs is afforded according to an international standards and is set in place to guarantee that Icelandic Higher Education Institutions fulfil all the necessary standards of quality assurance and can withstand international comparison.

Iceland

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More effective national research systems	Competitive funding through calls for proposals and institutional assessments	National Policy on Science and Research 2010-2012	2010	The policy for 2010-2012 was dedicated to the importance of fostering and strengthening research and innovation in Iceland under the guiding principles of cooperation and sharing; quality and rewards and international research and innovation. The Science and Technology Policy Council (STPC) is currently drafting a new research and technology policy for the period 2013-2015.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Investment Plan for Iceland 2013-2015.	2013	Increase in funding for competitive funds.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Policy on public universities	2010	The objective is threefold: First, to promote university teaching, research and innovation to strengthen the future development of Icelandic society. Second, to optimise the financial administration of the universities to maximise the efficiency of financial resources. And third, to maintain strong and varied higher education nationwide.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	"Building on solid foundations" - Science and technology policy for Iceland	2010	Enhance the achievements assessments at universities, industry, research institutions and competitive funds. External reviews sought outside of Iceland
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Participation in Joint Research Initiatives		Iceland is participating in one JPI (Healthy and productive seas and oceans) and is also an active partner in 9 ERA-NETs (M-era.net, EraSME, CORNET, EuroNanoMed, HERA, NORFACE, MARIFISH, MATERA+, SEAS-ERA).

Iceland

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Optimal levels of transnational co-operation and competition	Cross-border interoperability of national programmes	Nordic Top-level Research Initiative		NORIA, the Nordic Research and Innovation Area, is responsible for Nordic R&D cooperation in the fields of research and innovation. This involves Nordic research funding institutions, fixed-term research programmes, Nordic Centres of Excellence, the Top-level Research Initiative (the largest joint Nordic research and innovation initiative to involve the very best agencies and institutions in the Nordic region, and promote research and innovation), grant schemes, and the coordination and planning of major infrastructure investments among the Nordic countries
Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	The Strategic Research Programme	2012	Increase investment in infrastructure.
Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	Participation in ESFRI		Iceland participates in the following ESFRI infrastructures : CLARIN, ESSurvey, EPOS, LIFEWATCH, BBMRI, ECRIN, ELIXIR, ESSneutrons.

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Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	Membership in other international RI		Iceland also is a member of other international infrastructures such as EMBL, GBIF, GEANT, ICDP, IODP, NOT
A more open labour market for researchers	Open, transparent and merit based recruitment of researchers	Act on Public Universities (Act no. 85/2008)	2008	The act introduces a new management structure for university councils in public universities, with the majority of members coming from external bodies. The Rector of each university is appointed by the Ministry of Education, Science and Culture based on a recommendation from the University Council, and for a limited period of time, normally four or five years. These institutions (both public and private) have private boards and they have a significant degree of autonomy. They can for example decide on such matters as admission requirements, progression of students from one year to the next, certification, etc.
A more open labour market for researchers	Cross-border access to and portability of national grants	START Postdoctoral Fellowship Programme		The START programme targets career development of early post doctoral researchers and promotes international mobility for researchers. The START programme is open to researchers from all fields of research who have completed their PhD within the last five years.
A more open labour market for researchers	Cross-border access to and portability of national grants	The Icelandic Research Fund for Graduate Students		The objective of the Icelandic Research Fund for Graduate Students is to allocate grants to research-related graduate studies undertaken at a university, or in collaboration with research institutions or companies, under the responsibility of the university. This applies both to studies in Iceland and abroad.

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A more open labour market for researchers	Cross-border access to and portability of national grants	Centre of Excellence Programme	2009	In Iceland, the Centre of Excellence Programme (2009) was established to create better cooperation and circulation of knowledge between the university, Public Research Organisation (PRO) and business sectors, such as the Centre for artificial intelligence and simulation technologies, the Centre for geothermal research or the Centre for gender/equality research.
A more open labour market for researchers	Cross-border access to and portability of national grants	ABEL Extraordinary Chair	2009	The initiative is created as part of the project on 'Improving student, researchers' and artist's mobility and cooperation between Spain, Norway, Iceland and Liechtenstein'. The programme aims to promote the temporary incorporation of high level researchers from Spain in research centres in Norway, Iceland and Liechtenstein.
A more open labour market for researchers	Support coordinated personalised information and services to researchers through EURAXESS	EURAXESS Iceland		Iceland's EURAXESS webpage provides information for researchers on social security access and health insurance.
A more open labour market for researchers	Implementation of the Human Resources Strategy for Researchers	Implementation of the 'European Charter for Researchers' & 'Code of Conduct for the Recruitment of Researchers'		All seven Icelandic universities have signed up to the 'Charter & Code': <ul style="list-style-type: none"> - Agricultural University of Iceland; - Bifröst University; - Hólar University College; - Iceland Academy of the Arts; - Reykjavík University; - University of Akureyri; - University of Iceland.

Iceland

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Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Act on Equal Status and Equal Rights of Women and Men No. 10/2008	2008	<p>The aim of the act is to establish and maintain equal status and equal opportunities for women and men, and thus promote gender equality in all spheres of society. It focuses on: Gender mainstreaming in all spheres of the society; Increasing education and awareness-raising on gender equality; Working towards equal influence of women and men in decision-making and policy-making in the society; Analysing statistics according to gender; Increasing research in gender studies; Working against wage discrimination and other forms of gender-based discrimination on the employment market; Working against gender-based violence and harassment; Enabling both women and men to reconcile their work and family life; Changing traditional gender images and working against negative stereotypes regarding the roles of women and men.</p> <p>The Government has highlighted gender mainstreaming as a key method within the governmental sector in accordance to the act on gender equality (No. 10/2008, art. 17).</p>

Iceland

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Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Parliamentary resolution on a four year gender equality action programme (2011-2014)	2009	Government action plan on gender equality. Access of women and men to funding for scientific research. Funds under the Ministry of Education, Science and Culture that operate on the basis of the Act on public support for scientific research should systematically collect information on the gender composition of expert councils, applicants and grantees, and grant amounts in all categories for the year 2012. Thus, in 2013 it will be possible to assess how the activities of the funds benefit both sexes. If an uneven distribution is found between the grantees of either sex it should be examined whether action should be taken to correct this inequality, for example, by making grant applications more accessible, or reviewing the allocation rules. Information and appropriate action should also extend to projects that Rannis (The Icelandic Centre for Research) finances for reallocation.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Access of women and men to funding for scientific research	2012	Funds and public support for scientific research should systematically collect information on the gender composition of expert councils, applicants and grantees, and grant amounts. If an uneven distribution is found between the grantees of either sex it should be examined whether action should be taken to correct this inequality, for example, by making grant applications more accessible, or reviewing the allocation rules.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Nordic report on gender balance in academia	2012	In 2012 the Ministry of Education, Science and Culture took part in a Nordic project on gender balance in academia. The aim of the project was to compare the developments in gender equality legislation, statistics and policy in the Nordic countries and find good examples of successful instruments and measures that have improved the gender balance in academia in these countries.
Gender equality and gender mainstreaming in research	At least 40% of the under-represented sex in committees	The act on gender equality no 10/2008 Parliamentary resolution on a four year gender equality action programme, 2011-2014	2012	To correct eventual inequality if either sex is less than 40% of committee members if members are more than 3.

Iceland

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Optimal circulation and transfer of scientific knowledge, including through digital ERA	Policies on access to and preservation of scientific information	Open access	2013	All research and scientific findings funded by RANNIS (the government) shall be available in open access.

Norway

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More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Research Council of Norway	2009	Approximately 30 per cent of public funding for research is channelled through the Research Council of Norway (RCN). The remaining is mostly allocated directly to the research institutions (universities, hospitals, research institutes) and to cover Norwegian participation in the EU Framework Programmes for Research. RCN is the Government's key instrument for implementing national research policy priorities. RCN answers to sixteen ministries and has a broad set of system-wide responsibilities to ensure that, for example, allocations of research funding apply to the core principle of international peer review. In 2011, 77 per cent of the overall budget of RCN was allocated to project-based funding based on international peer review.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Meld. St. 18 (2012–2013) Long-term perspectives – knowledge provides opportunity	2013	This White paper proposes that priority is given to: "assessing whether the overall funding of universities and university colleges is suitable for fostering high quality in research and education and encouraging institutions to focus on fields in which they have special advantages" (p.21)
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Performance-based reallocation of institutional basic funding		In addition to the Research Council of Norway – which is the main arena for competitive funding through calls of proposal, the Norwegian government has introduced performance-based funding systems with the purpose to reallocate significant parts of institutional core funding in the higher education sector (introduced in 2002), the research institute sector (in 2009) and in the health trusts (university hospitals and other hospitals)(in 2004). Funding is reallocated from research institutions with low performance to institutions with high performance. These reallocation systems of core R&D-funds are based on a predefined set of performance indicators which are well-known to all institutional actors.

Norway

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More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Revision of the performance-based funding system for the Norwegian research institutes		In 2012 the Norwegian Ministry of Education and Research commissioned an independent evaluation of the performance-based system for the reallocation of core funding to the Norwegian research institutes, which is in action since December 2008. On the basis of the findings and recommendations from this evaluation the Norwegian Government is revising in 2013 the indicators used in the system and their relative weights.
More effective national research systems	Apply the core principles of international peer review	Research Council of Norway	1993	RCN has a broad set of system-wide responsibilities to ensure that, for example, allocations of research funding apply to the core principle of international peer review. The main conclusion from the evaluation of RCN in 2012 was that the Research Council functions satisfactorily and its services are generally considered by users as relevant and of high quality. A large part of the available funding through the RCN is open for competitive funding and in the evaluation of RCN in 2012 the evaluators find that the evaluation processes for allocation of funds in RCN are of good quality and trustworthiness.
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Meld. St. 18 (2012–2013) Long-term perspectives – knowledge provides opportunity (chap. 4)	2013	The strategy stipulates to "increase internationalisation in parts of the research system and ensure more effective coordination in the use of national and international policy and funding instruments" (p.5). For these reasons, the Norwegian Government will develop a national strategy for participation in Horizon 2020 and for ERA with clearly defined goals and priorities.
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	The Norwegian RD&D CCS programme (CLIMIT)	2012	CLIMIT is primarily a national programme. A smaller share of its funds is allocated to joint research activities concerning testing/demonstration of technology that incorporates carbon capture and storage, between United Kingdom, Greece, Poland and Norway. CLIMIT is only one example of how a large number of national R&D programmes facilitate and fund joint research agendas addressing grand challenges.

Norway

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Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Allocation of funding from the RCN to transnational cooperation activities		Through the RCN, in close cooperation with six ministries, Norway is participating in all ten common Joint Programming Initiatives (JPIs) and the SET-plan. Norway is, together with Spain and Belgium, the coordinator of the JPI on healthy and productive seas and oceans. Norway is also an active partner in ERA-NETs. Today, approximately two percent of the overall funding from the RCN is allocated to transnational cooperation activities supported by the EU Framework Programme (ERA-NET, ERA-NET plus, Joint Programming Initiatives, Article 185 initiatives). Current focus in the national JPI work is to establish and prepare implementation of joint research agendas. Both the RCN and the Government are in process to address how the structure of JPIs and other transnational cooperation activities should find its place as an integrated part of the Norwegian research system.
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	International cooperation Strategy 2010-2020 of the Research Council in Norway	2009	Based on this strategy, the Norwegian Council of Norway shall work for facilitating participation in transnational joint research programmes when these address grand challenges or if these are expected to strengthen the Norwegian research or the knowledge-based business sector.
Optimal levels of transnational co-operation and competition	Cross-border interoperability of national programmes	Taking away barriers to allow joint financing of projects (ongoing process)		The RCN in cooperation with relevant ministries are in process to address whether there are legal or other barriers to the cross-border interoperability of national programmes to permit joint financing of actions. We are also participating in initiatives to develop new models for cross-border cooperation, e.g. the Lead-Agency model.

Norway

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Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	National Financing Initiative for Research Infrastructures	2009	<p>The National Financing Initiative for Research Infrastructure was launched as part of the follow-up to the government white paper on research, Climate for Research (2009), and Norway's national strategy for research infrastructure, Tools for Research (2008-2017). The strategy document establishes a clear division of responsibility for investment in research infrastructure, distinguishing between basic equipment and nationally-oriented research infrastructure. Under the infrastructure initiative, funding may be sought for nationally oriented research infrastructure with investment costs of more than NOK 2 million (260k euro). The maximum amount of funding that may be sought from the Research Council is NOK 200 million. Funding for Norwegian participation in Nordic, European and other international cooperation on research infrastructure, including Norwegian participation in the implementation phase of projects on the ESFRI Roadmap, is provided under The National Financing Initiative for Research Infrastructure. Norway is currently participating in 12 different ESFRI projects and is hosting three of the projects (ECCSEL, CESSDA and SIOS). All 12 projects have received funding from the national financing initiative for research infrastructure. In addition, Norway takes part or participates in 11 other preparatory phase projects on the ESFRI Roadmap. Decisions on Norway's commitments to these ESFRI projects will be taken based on the outcome of open, competitive calls in the National Financing Initiative for Research Infrastructure.</p>

Norway

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Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	Meld. St. 18 (2012–2013) Long-term perspectives – knowledge provides opportunity (chap. 4)	2013	The White paper announces a long term planning for the entire public funding of Norwegian research and will influence the budgets for the establishment of research infrastructures and development of systems.
Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	Tools for Research – Norway’s national strategy for research infrastructure 2012-2017	2012	The strategy should ensure that the Norwegian research community and trade and industry have access to relevant, up-to-date infrastructure that facilitates high-calibre research, which in turn will help to solve major knowledge challenges facing society (p.5). This strategy is a revision of the first version of Tools for Research published in 2008. The revised edition was published in 2012.
Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	Research Infrastructure (INFRASTRUKTUR)	2008	Supports Norwegian participation in establishing research infrastructure on the ESFRI Roadmap.

Norway

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Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	National research infrastructure roadmap	2010	The first edition of the Norwegian National research infrastructure roadmap was published in 2010, and a revised second edition was published in 2012.
A more open labour market for researchers	Open, transparent and merit based recruitment of researchers	LOV 2005-04-01 nr 15 Law relating to universities and university colleges	2005	Law regulates the common principles of recruitment. Universities and colleges should active and systematically work towards equal recruitment.
A more open labour market for researchers	Cross-border access to and portability of national grants	Research Council of Norway Top-fund scheme	2008	The objective of this funding scheme is to provide compensation to Norwegian host institutions for additional costs incurred when employing (foreign) Marie Curie fellows at applicable salary levels in Norway. From 2013 this scheme will also fund outgoing mobility for researchers from Norway with grants from the Marie Curie Actions Intra-European Fellowships for Career Development (IEF) and International Outgoing Fellowships (IOF). For these Norwegian researchers the scheme will top up the difference between mobility allowance covered by the Marie Curie scheme and the RCN's own mobility allowance rates.
A more open labour market for researchers	Cross-border access to and portability of national grants	Rules for applicants for research funding from abroad	2008	Applicants from abroad must as a rule have a formal affiliation with a Norwegian institution to be eligible to seek Norwegian funding. However, some financing opportunities are specifically designed for foreign researchers and partners.

Norway

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A more open labour market for researchers	Support coordinated personalised information and services to researchers through EURAXESS	Web portal EURAXESS Norway		All higher education institutions have received two invitation letters to become members of the EURAXESS Service Network and to implement the Declaration of Commitment. RCN coordinates the network and offers network members to take part in national and European working groups, to bring up typical problems hampering researchers' mobility, to take part in training activities and to take part in mutual learning seminars and exchange of experiences. Several stakeholders are informed about the EURAXESS Service Network and the network is an active dialogue partner with the Immigration Directorate, Social Security Administration, tax offices, municipalities, private relocation organisations, chambers of commerce and umbrella organisations.
A more open labour market for researchers	Support structured innovative doctoral training programmes	Meld. St. 18 (2012–2013) Long-term perspectives – knowledge provides opportunity (chap. 4)	2013	The strategy introduces a scheme to increase the number of doctoral degrees in public institutions similar to the existing Industrial Ph.D. Scheme. The objective is also to raise the number of Phd Candidates in public institutions.

Norway

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A more open labour market for researchers	Implementation of the Human Resources Strategy for Researchers	Implementation of the Charter and Code	2008	<p>To support the implementation of the Charter and Code, the RCN has sent personalised invitations to universities and university colleges to endorse the Charter and Code principles. RCN has also discussed implementation strategies with institutions on a bilateral basis and with the national group mirroring the Human Resources Strategy for Researchers (HRS4R) mutual learning seminars, as well as in relevant seminars where HR-policy is taken up. RCN has together with the Association of Norwegian Research Institutes (FFA), taken the initiative to carry out a national gap analysis for the independent research institute sector on the Charter and Code principles. The analysis looks into relevant national legislation and common practises among the institutes. RCN has through its action plan for the Charter and Code 2010-2013 incorporated the Charter and Code into its funding instruments. RCN has thus included a reference to the Charter and Code in information to applicants under 'General requirements for applications', saying that RCN wants the principles of the Charter and Code to be followed up in projects funded by the Council. It has also been agreed to include a statement in the RCN calls for applications that projects headed by women are given priority in cases where professional quality and relevance are rated equal. As part of the RCN Charter and Code action plan 2013-2015, RCN will consider whether to include a requirement for the portability of funding in contracts with institutions. On the Norwegian Charter and Code web page (part of EURAXESS NORWAY), it is indicated which research institution signed the charter and code and are then responsible for implementation.</p>

Norway

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Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	General legislation on gender equality in boards, panels and committees		Gender equality is implemented in legislation, including a minimum of 40 per cent of each gender in boards, panels and committees. This is also valid for higher education and research institutions. Practicing gender balance as a standard requirement has successfully brought Norway and other Nordic countries to a European lead position of the share of women on scientific boards and in management positions. However, Norway is at the European average when it comes to the total share of women faculty and women in grade A positions.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Committee for Gender Balance in Research	2004	A primary task of the committee is to provide recommendations on national and local measures to promote the integration of gender equality work in the institutions in the university and university college sector and the research sector gender balance in research. Another task is to raise awareness about relevant issues related to gender equality. The committee is required to provide input and support to all research institutions, ministries and the Research Council of Norway.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Gender Balance in top academic positions and research management (BALANCE)	2013	The program will support the cultural and structural changes in order to improve the gender balance at senior level in the Norwegian research sector through new knowledge, mutual learning between different parts of the research system (both public and private) and innovative measures. This new program will fund innovative measures and support mutual learning, both in the public sector and in private industry. A first call of 15 million NOK was launched in 2013.

Norway

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Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Incentive scheme to encourage the institutions to appoint women to permanent academic positions	2010	Norway's incentive scheme encouraging HEI institutions to appoint women to permanent top academic positions (associate professor and professor) in mathematics, natural sciences and technology runs from 2010 to 2014. The scheme was evaluated in the spring 2013. The evaluation shows that the measure helped to strengthen gender equality work at the institutions' central level, but it does not contribute to any significant increase of appointed women in top academic positions. On this ground, the evaluator does not recommend the continuation of the measure after 2013. The Ministry of Education and Research has not decided yet what future actions to take on this matter.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	In the Vanguard of Research Strategy for the Research Council of Norway	2009	Increases the participation of women in research, especially in high-level positions, by following up the measures set out in the Research Council's Policy for Gender Equality and Gender Perspectives in Research.
Gender equality and gender mainstreaming in research	Partnerships to foster cultural and institutional change on gender	Gender equality Award	2007	In order to improve gender balance in academia, this gender equality prize was established by the Ministry and is awarded to the higher education institution or the research institute with best results on improving gender balance within the institution.
Gender equality and gender mainstreaming in research	Partnerships to foster cultural and institutional change on gender	KILDEN - information centre for gender research		Regarding the gender dimension in research programmes, an information centre for gender research in Norway, KILDEN, is affiliated under the RCN. KILDEN has the national responsibility for promotion and information about Norwegian gender research nationally and abroad and promotes the documentation of resources and activities within gender research in Norway. KILDEN's target groups are gender researchers, the academic communities in general, journalists, politicians, public administrators, students and the public in general.

Norway

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Gender equality and gender mainstreaming in research	Partnerships to foster cultural and institutional change on gender	Binding action plans for gender equality		All state higher education institutions are expected to adopt binding action plans for gender equality.
Gender equality and gender mainstreaming in research	At least 40% of the under-represented sex in committees	MORE entrepreneurship (research program)	2008	The Government's overall objective is that the proportion of women among new entrepreneurs should be at least 40% by 2013. This project should accumulate the knowledge for the achievement of this goal. On the basis of the action plan the Research Council of Norway will work for a significant increase in the proportion of women in their business-oriented applications. Ideas Bank contains ideas for how to develop new instruments and measures to achieve the goal of a more equitable gender balance in the Research Council programs.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Policies on access to and preservation of scientific information	Meld. St. 18 (2012–2013) Long-term perspectives – knowledge provides opportunity (chap. 4)	2013	In principle, it is the Government's view that all research that is wholly or partially funded through public allocations must be made openly available. The Government will require that all scientific articles that are wholly or partially publicly funded must either be published as open access articles or self-archived as agreed on with the publisher. There is ongoing work in the RCN to implement these policy goals and to develop national policies on both open access to publication and to scientific data.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Policies on access to and preservation of scientific information	Norwegian Open research Archives	2004	The system, an online digital archive, aims to increase the proportion of publicly available scientific articles in Norway.

Norway

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Optimal circulation and transfer of scientific knowledge, including through digital ERA	Policies on access to and preservation of scientific information	Current Research Information System In Norway (CRISTin)		CRISTin is a research information system for hospitals, research institutes, and universities and university colleges. One of the primary purposes of the system is to collect all the registration and reporting of research activities of institutions within the three R&D sectors in a common system. CRISTin shall also demonstrate, present, and make publicly available quality-assured data for scientific publication in a national database as a basis for the performance-based financing systems in universities and colleges, research institutes and the health trusts. CRISTin is a national point of reference for open access policies, and coordinates the negotiation of agreements around the procurement of electronic research resources.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Open innovation (OI) and knowledge transfer (KT) between public and private sectors through national strategies	Meld. St. 18 (2012–2013) Long-term perspectives – knowledge provides opportunity (chap. 4)	2013	Open research and innovations instruments are the priority of Norwegian Government. Further development of policies that facilitate knowledge transfer will be prioritised in the coming period.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Open innovation (OI) and knowledge transfer (KT) between public and private sectors through national strategies	University Act and the Employee Invention Act as basis for knowledge transfer	2003	Since the change of the University Act and the Employee Invention Act in 2003, Norway has undertaken a great number of activities promoting knowledge transfer, like coordinating IP policy measures for universities, launching several research programs aimed at commercialization, innovation and co-operation between research communities and actors within the business sectors, NGOs and public sector. There has also been an increased awareness within policy development of phenomena like open innovation, digital infrastructure developments and harmonization of policies.

Norway

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Optimal circulation and transfer of scientific knowledge, including through digital ERA	Harmonise policies for public e-infrastructures and associated digital research services	eInfrastructure (part of eScience - Infrastructure, Theory and Application (eVITA))	2008	Programme designed to address computing- and data-intensive challenges in science, technology and medicine. Develops the scientific case foreInfrastructure that can best serve Norwegian research groups and operions.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Harmonise policies for public e-infrastructures and associated digital research services	Research Infrastructure (INFRASTRUKTUR)	2008	These scheme of 37,5 mln euro supports the Norwegian participation in establishing research infrastructure on the ESFRI Roadmap. It also allows for advanced solutions for the large datasets, and making those available for all researchers.

Switzerland

ERA Priority	ERA Action	National Measure contributing to ERA	Year Adoption	How the measure contributes to ERA
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Financial message on the promotion of education, research and innovation for 2013-2016	2012	Increases the amount of grant funding awarded on a competitive basis for research and innovation. The Federal Council aims for a growth rate of expenditures for education, research and innovation of 3.7% per year. Total planned federal expenditure for ERI over the 2013-2016 period stands at around CHF 26 billion
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Competitive funding as core principle throughout the promotion system for research and innovation		Assures the high level of excellence in the selection of projects. Swiss National Science Foundation (SNSF) funds basic research on a competitive basis and is evaluated by independent experts. Furthermore its high quality of operation is assured through institutional international peer reviews. Commission for Technology and Innovation (CTI) funding applied research and innovation on a competitive basis evaluated by independent experts and its institution process is peer-reviewed.
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Institutional evaluation involving international experts (SNSF, CTI)		Increases the efficiency and effectivity of the institutional funding
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	National Centres of Competence in Research (NCCRs) promote long-term research projects in areas of vital strategic importance for the development of science in Switzerland		Increases the level of scientific based knowledge
More effective national research systems	Competitive funding through calls for proposals and institutional assessments	National Research Programmes (NRPs) generate scientific knowledge aimed at solving Switzerland's most pressing problems.		Increases the level of scientific based knowledge

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More effective national research systems	Competitive funding through calls for proposals and institutional assessments	Financial supplement message on the promotion of energy research 2013-2016	2013	Increases the amount of grant funding specifically awarded for energy research, however still on a competitive basis
More effective national research systems	Apply the core principles of international peer review	International independent peer review as default for research project evaluation (SNSF: majority of foreign experts, English proposal forms, international peer panels, co-evaluation with other countries.)		Maintains an independent evaluation up to international standards
More effective national research systems	Apply the core principles of international peer review	Evaluation of innovation projects with independent experts embedded in national science and industry community.		Maintains an independent evaluation up to real needs of the Swiss economy and promotes high innovation potential in the industry
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Participation in Joint Research Initiatives		Switzerland participates in 5 Joint Programming Initiatives and 20 ERA-NETs . Switzerland contributes considerable amount of co-funding for FET-Flagships and Art. 185 initiatives (e.g. Eurostars and AAL).
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Participation in COST actions		COST contributes to reducing the fragmentation in European research investments and opening the European Research Area to cooperation worldwide. The State Secretariat for Education, Research and Innovation SERI provides and manages funding opportunities for collaborations within COST Actions
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Participation in EUREKA	1985	EUREKA contributes to synchronizing national innovation promotion funds for trans-national cooperation of companies within ERA with the goal to increase their competitiveness. The State Secretariat for Education, Research and Innovation SERI provides access to national funding instruments for EUREKA projects and access to funding for Eurostars projects
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Other joint research initiatives		The SNSF also manages European Science Foundation (ESF) initiatives such as Eurocores and Research Networking Programmes. (e.g.SNSF/ International short visits, SNSF /International exploratory workshops).

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Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Swiss Programme for Research on Global Issues for Development (r4d programme)		The joint SNSF-SDC programme for research on global issues in and with developing and emerging countries will support projects generating knowledge and innovative solutions in Africa, Asia and Latin America as of 2012
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Scientific Exchange Programme Sciex-NMS		The Scientific Exchange Programme between Switzerland and the New Member States of the European Union (Sciex-NMSch) run by the CRUS offers fellowships to researchers. Doctoral Candidates and Post Docs are able to develop a research project for a period of 6 to 24 months under the joint supervision of the Mentor at their own institution and the Mentor at the Swiss institution. The Fellows will develop part of their research at a Swiss institution
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Bilateral research programmes with new Member States		<p>Bilateral research programmes with Poland: Joint research projects (implemented by at least one Polish and one Swiss research institution) in the fields of Information and Communication Technologies, Renewable energy sources, Nanotechnologies, Health, Environment. Budget: CHF 27 Moi</p> <p>Bilateral research programmes with Hungary: Research topics: Joint research projects in the fields of environmental technology (including energy), health and life science; institutional partnerships in applied research, as well as sabbatical and academic exchange in social science. Budget: CHF 5,8 Moi</p> <p>Bilateral research programmes with Romania: Joint research projects in the field of civilisatory diseases, impact of waste and pollutants on environment and climate, sustainable energy, economic growth and social disparities. Budget: CHF 9,750 Moi</p> <p>Bilateral research programmes with Bulgaria: Joint research projects in the field of social sciences and natural sciences Budget: CHF 4 Moi</p>

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Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	SCOPES 2013-2016	2013	SCOPES is a programme for research collaboration with Eastern European Countries and the New Independent States of the former Soviet Union. SCOPES 2013–2016 (of budget of CHF 16 million) includes Joint Research Projects (JRPs) providing funding for researchers from partner countries to carry out innovative projects at the Eastern European and Swiss research facilities involved, and Institutional Partnerships (IPs), which contribute to the development and modernisation of institutional aspects of research and teaching institutions in Eastern Europe and the NIS.
Optimal levels of transnational co-operation and competition	Implement joint research agendas addressing grand challenges	Transnational cooperation and building of network with EU and non-EU countries		Switzerland pursues bilateral relations and programmes with selected partner countries outside of Europe such as China, India, Russia, Japan, Brazil, South Africa and South Korea. Swiss science and technology network of counsellors, who are stationed in strategically important regions around the world; swissnex, Swiss houses for scientific and technological exchange abroad, that help raise the level of awareness of Switzerland as a location for expertise and know-how
Optimal levels of transnational co-operation and competition	Cross-border interoperability of national programmes	Improvement of the federal law for R&I for a more efficient process to conclude an agreement for transnational joint programming based on international binding laws	2014	Enables a more efficient process for transnational research and innovation cooperation'
Optimal levels of transnational co-operation and competition	Cross-border interoperability of national programmes	Improved legal basis for internationalization regarding: the direct funding of industry in international programmes. More efficient federal process to take part in international contracts based on like PPP's, JTI, AAL, Eurostars II	2014	Allows a more compatible federal legal basis for cooperation in transnational European projects

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Optimal levels of transnational co-operation and competition	Lead-Agency, Money-Follows-Cooperation Line, Money-Follows-Researcher and other models for cross-border cooperation	Lead Agency agreements	2008	The Swiss National Science Foundation (SNSF) has signed two Lead Agency Agreements: a trilateral agreement with the German Research Foundation (DFG) and the Austrian Science Fund (FWF) and a bilateral, agreement with the Fonds National de la Recherche du Luxembourg (FNR).
Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	Message on the promotion of education, research and innovation for 2013-2016	2012	Identification of research infrastructures to be supported for the programming period.
Optimal levels of transnational co-operation and competition	Financial commitments for the construction and operation of ESFRI, national, regional Research infrastructures of pan-European interest	Swiss Roadmap for Research Infrastructures	2011	Switzerland is a member in all the eight EIROforum intergovernmental research organisations. It also invests funds in national Top Research infrastructures accessible to foreign partners such as Swissfel, Swiss Light source, CSCS and others.
A more open labour market for researchers	Open, transparent and merit based recruitment of researchers	Implementation of Code of Conduct for the Recruitment of Researchers and European Charter for Researchers	2005	All universities and most of the other research institutions have signed the Charter for Researchers and the Code on Conduct for the Recruitment of Researchers. There are no recruitment procedures that may hinder the openness or discourage participation of non-national applicants.

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A more open labour market for researchers	Open, transparent and merit based recruitment of researchers	Ambizione Programme		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 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).
A more open labour market for researchers	Cross-border access to and portability of national grants	Money-follows-the-researcher		With respect to the portability of grants, the main principle is money-follows-the-researcher: researchers who move abroad can ask for on-going SNSF funding to continue. In some cases, continuation of the project is possible even in countries outside Europe. The SNSF decides on a case-by-case basis on how the funding may be used.
A more open labour market for researchers	Cross-border access to and portability of national grants	Sinergia		Supports small networks where a synergetic approach is needed to tackle complex research questions

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A more open labour market for researchers	Cross-border access to and portability of national grants	SNSF Schemes		<p>SNSF Professorship: 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%.</p> <p>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.</p> <p>SNSF Short Visits Initiative 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.</p>
A more open labour market for researchers	Support coordinated personalised information and services to researchers through EURAXESS	Euraxess Switzerland: Strategies 2012/2013	2011	Consists of consolidation and expansion of the network; further development of the website; increasing the visibility of EURAXESS.
A more open labour market for researchers	Support structured innovative doctoral training programmes	Excellence through research	2011	Represents the official position of the Rectors' Conference of the Swiss Universities (CRUS) on the setting up and running of structured innovative doctoral training programmes. There are no national policies, initiatives or pieces of legislation aimed at applying the Principles for Innovative Doctoral Training.

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A more open labour market for researchers	Implementation of the Human Resources Strategy for Researchers	HR Strategy for Researchers		Three universities have been granted with the HR logo.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	National Platform for Gender equality, gender studies and the promotion of gender-sensitive careers in higher education Gender Campus.ch		Lists all national institutions, programmes, statistics, training offers and offers in the respective research fields. Network Swiss Gender Studies (Universities Basel, Bern, Fribourg, Genève, Lausanne, Neuchâtel, St. Gallen and Zurich)
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	SNSF - funding schemes 120% support grant SNSF Mobility fellowships SNSF professorships		Flexible age limit in all career funding instruments of the SNSF. 120% support grant - The aim of the 120% support grant is to help researchers achieve a balance between their academic career and family life and thus make a career in academia more appealing for young scientists. This measure was initiated for the benefit of postdoctoral researchers who need to look after children during an important stage in their careers and who therefore need more flexibility for a limited period. To be eligible for the scheme, researchers must have at least an 80% job in the project and assume family care duties. The 120% support grant will enable them to reduce their work-time percentage for a limited period and hire a support person at the same time. SNSF Mobility fellowships/Doc.mobility; EarlyPostdocMobility Advanced PostdocMobility: The amount of the fellowship is based on the applicant family status and family obligations as well as cost of living in the host countries SNSF professorships: From the beginning of the funding the target of 30% women scientist was set for the SNSF professorship. This target has been reached over the last years. The proportion can vary, like in 2013 (23%). The SNSF will continue its efforts to increase the proportion of female scientists.

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Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Equal Opportunity of women and men at universities and universities of applied science 2013-2016: gender action plans		Federal government provides funding for gender equality actions on the basis of the universities' individual action plans, which must address the issue of gender equality on a structural level in all key areas of activity: teaching, research and community service. The aim is institutional and cultural change.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Marie Heim-Vögtlin MHV grant by the Swiss National Science Foundation		Specific SNSF grant for women returning after a career break. Grants are aimed at doctoral students and postdocs with excellent qualifications.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Gender objectives are part of all performance agreements with ETH, KTI and SNSF	2013	Equal opportunities is one of the core issues of the ETH-Board. The Leistungsvereinbarung (performance agreement) of the Swiss Confederation demands to enhance the participation of women on all levels. (Ziel 10, Unterziel 2), as well as to promote flexible working schemes to improve work-life balance of researchers.
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	FEMDAT.ch		Data collection of women experts and platform for women's career since 2005; (financing: public private)
Gender equality and gender mainstreaming in research	Recruitment, retention and career progression of female researchers	Diversity@CTI	2009	Aims to increase the number of female experts and coaches used by the CTI; introduces mentoring and networking; establishment of best practices and benchmarking.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Policies on access to and preservation of scientific information	Common strategy on Open access (under preparation)		Swiss R&I stakeholders work towards a common strategy on Open access; project related competitive funding for open access is being considered. Some Universities are running an institutional repository. Swiss universities fund a common e-Library.

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Optimal circulation and transfer of scientific knowledge, including through digital ERA	Policies on access to and preservation of scientific information	The ARAMIS Ordinance	1999	Creates a database with detailed information on federally funded or run research projects. The Federal Statistical Office (FSO) and the State Secretariat for Education, Research and Innovation (SERI) are able to use this detailed information for statistical and other assessment purposes.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Open innovation (OI) and knowledge transfer (KT) between public and private sectors through national strategies	Federal Law on the Promotion of Research and Innovation	2012	The Law specifies that research institutions must take care that their research results are available for the public. They also must support analysis and utilisation of research work.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Open innovation (OI) and knowledge transfer (KT) between public and private sectors through national strategies	Innovation Parks: Adaption of Federal Law on the Promotion of Research and Innovation	2014	In 2014 the new Federal Law on the Promotion of Research and Innovation shall provide the legal basis to support the establishment of Swiss Innovation parks with the aim to support to develop a common adapted strategy on how to link research partners between academia and industry and vice versa.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Open innovation (OI) and knowledge transfer (KT) between public and private sectors through national strategies	Promotion of cooperative research between higher education institutions and private companies		National Centres of Competence in Research (NCCR) and National Research Programmes (NRP) involve a variable amount of private public research projects and give rise to a number of spin-off companies. Market-oriented research projects of private companies (in particular SMEs) conducted in universities are co-financed by the CTI. In 2013, the CTI launched KTT programs including national thematic networks between businesses and public research institutes in different areas of innovation, the services of eight innovation mentors' in addition to regional and cantonal technology advisors as well as web-based platforms

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Optimal circulation and transfer of scientific knowledge, including through digital ERA	Open innovation (OI) and knowledge transfer (KT) between public and private sectors through national strategies	Regional promotion of innovation has been harmonized with national KTT strategy of CTI	2012	Seemless and taylor made support from regional to national and finally to international cooperation of potentially innovative industry mainly targeted on SME's. Mandated cantonal organisations like i-net, AGIRE supporting this strategy.
Optimal circulation and transfer of scientific knowledge, including through digital ERA	Open innovation (OI) and knowledge transfer (KT) between public and private sectors through national strategies	BREF Programme (Gebert RUF Foundation + KFH)		The BREF Programme promotes collaboration between Switzerland's business sector and the Universities of Applied Sciences
Optimal circulation and transfer of scientific knowledge, including through digital ERA	National strategies for e-identity for researchers and transnational access to digital research services	Federal law on the certification services in the e-signature domain.	2008	Extends the applicability of electronic signatures to a wider range of contracts.