This document provides a summary record of the first RIHR meeting which was held on 18 and 19 May 2009.

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SUMMARY RECORD OF THE FIRST MEETING OF THE WORKING PARTY ON RESEARCH INSTITUTIONS AND HUMAN RESOURCES (RIHR)

18-19 May 2009

Held at OECD Headquarters
2 rue André-Pascal
Paris 75016

Monday 18 May

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<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>Notes</th>
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<tr>
<td>Item 1</td>
<td>Election of the Chair and Bureau</td>
<td>In accordance with OECD committee practice, the RIHR elected a Chair (Dr. Renate Fischer – Austria) and a bureau (Dr. Sveva Avveduto – Italy, Prof. Shinichi Kobayashi – Japan, Mr. Asgeir Flotre – Norway and Mr. Jose Luis Garcia – Spain) for 2009.</td>
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<td>Item 2</td>
<td>Statement by the Secretariat</td>
<td>Delegates welcomed the overview of CSTP activities presented by Mr. Gillespie (Secretariat). Mr. Gillespie noted that the RIHR is the only group working on human resource and public research issues and that its work will be a crucial input to the Innovation Strategy. Oral report</td>
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<td>Item 3</td>
<td>Adoption of the draft agenda</td>
<td>The RIHR adopted the agenda. Delegates noted the change in the order of items 1-4. DSTI/STP/RIHR/A(2009)1</td>
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<td>Item 4</td>
<td>Approval of the summary record of the sixth SFRI meeting</td>
<td>The RIHR approved the summary record of the sixth SFRI meeting. DSTI/STP/RIHR/M(2009)1</td>
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<td>Item 5</td>
<td>Renewal of the RIHR Mandate</td>
<td>The Secretariat noted that the RIHR mandate expires at the end of 2009 and that the CSTP will discuss its renewal at its October 2009 meeting. The Secretariat noted that the mandate aims to provide a framework or “mission statement” for RIHR work and is designed to be broad enough to capture possible new areas of work under the broad themes of human resources and PRIs. Delegates discussed the current RIHR mandate and agreed major revisions were not required as it was extensively revised prior to its approval in 2008. DSTI/STP/RIHR(2009)2</td>
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**Item 6: Skills for Innovation**

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<tr>
<th>Item 6a</th>
<th>Measuring skills in the Programme for the International Assessment of Adult Competencies (PIAAC)</th>
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<td>Mr. Thorn (OECD/EDU) gave an overview of the PIAAC project, which aims to assess adult skills and competencies as well as generic skills required in the workplace. The PIAAC is third in a series of OECD skills surveys, following the International Adult Literacy Survey (IALS) and the Adult Literacy and Life skills Survey (ALLS). The PIAAC will provide a direct assessment of text/reading literacy and its components, numeracy, and problem solving in a technology-rich environment. A further module will seek adults’ views of the generic skills used in the workplace, such as cognitive skills, interaction/social skills, physical skills and learning skills. Mr. Thorn noted that the main data collection will take place in 2011-2012, with a report due in autumn 2013.</td>
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<td>Oral report</td>
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<th>Item 6b</th>
<th>Measuring skills for innovation</th>
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<td>Ms. Colecchia (Secretariat) updated delegates on the work of the measurement working group for the OECD Innovation Strategy in developing measures of skills for innovation. Ideas under discussion include adding a module to the Community Innovation Survey to obtain data on employees’ background and job trajectory and updating the <em>Canberra Manual</em>.</td>
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<td>Delegates noted the importance of indicators being dynamic, in order to keep pace with changing skills needs. The group expressed interest in work providing information or indicators of both workers’ skills and the skill requirements of firms and countries.</td>
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<td>Oral report</td>
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<th>Item 6c</th>
<th>Advancing innovation: human resources, education and training – Workshop summary</th>
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<td>Ms. Weidemann (Secretariat) presented a brief summary of the joint RIHR/CERI workshop held in Germany in November 2008.</td>
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<td>DSTI/STP/RIHR(2009)1</td>
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<th>Item 6d</th>
<th>Guest presentation: Mr. Toner (University of Western Sydney) – “Workforce Skills and Innovation”</th>
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<td>Mr. Toner presented his literature review on workforce skills and innovation. He noted that there are many unresolved debates, such as what are the skills for innovation and what are the optimal public policy measures to improve the links between skills and innovation. The academic literature continues to question whether earnings are more influenced by education or innate ability, whether innovation is skill-intensive and leading</td>
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<td>DSTI/STP/RIHR(2009)3</td>
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to wage inequality, and whether certain skills can be taught in a classroom environment. However, there are also some established trends, including that innovation firms are more likely to train workers, that required skills are broader than S&T skills, that vocational training is important for diffusion and adaptation of existing ideas, and that work organisation matters for workforce skills.

Delegates discussed whether there are common skills required by all types of researchers and questioned whether the style of innovation (top-down or bottom-up) would influence required skills in firms. Given the variety of skills involved, delegates asked what should be the focus of measurement. Delegates also noted that skills alone are not sufficient and that cultures and supporting infrastructure have a large impact on the use of skills.

**Item 6e**

**Guest presentation: Ms. Greenan (Centre d'Etude de l'Emploi and TEPP – CNRS) – “The learning organisation”**

Ms. Greenan presented an analysis of “learning organisations”. After describing some common definitions that have developed, Ms. Greenan noted that there is a trade-off in organisational design, between dynamism, adjustment and innovation on the one hand, and stability, standardisation and routines for efficiency on the other. There is also an issue around employee openness to change. Ms Greenan then discussed two areas of empirical work from the paper. The first analysed data from the European Working Conditions Survey and the Community Innovation Survey; results suggested that countries with a high proportion of “learning” jobs also had more firms that were “lead innovators”. More evaluation, job security and collective performance pay were also associated with “learning” and “lead” organisations. The second area of empirical work found a puzzle, with work complexity dropping between 1995 and 2005 for the EU-15. This was driven mainly by results for the United Kingdom, Germany, Italy and Spain, and further work will explore this more deeply. Ms. Greenan suggested surveys linking employer and employee data would give useful information for innovation policy and noted that this type of data already exists in some countries such as Australia, the United Kingdom, the United States and some European countries.

**Item 6f**

**Innovation in Education**

Mr. Vincent-Lancrin (OECD/EDU-CERI) updated delegates on the work of CERI, noting the two strands of the work: skills for innovation; and innovation in education. On the former, Mr. Vincent-Lancrin questioned whether the education system can develop competences such as creativity and entrepreneurship and whether curriculums should be broad or
narrow. On the latter, education is often not seen as innovative, yet surveys suggest people do identify various methodological and knowledge innovations in the sector. There is much less public research expenditure in the education sector compared to the health sector. However, there has been strong growth in patents in education technologies, and marketing innovations have increased alongside increased use of markets in the education sector. Pedagogic innovation is more limited, and Mr. Vincent-Lancrin questioned whether this is due to student assessment methods discouraging new innovative methods.

Item 6g Skills for innovation

The Chair reminded delegates that RIHR must deliver an output on human capital by end-2010, in accordance with the CSTP’s programme of work, and also contribute to the Innovation Strategy. Ms Basri (Secretariat) presented a progress report on RIHR’s human capital work. Discussions commenced with the November 2008 workshop in Germany, for which ten countries contributed a short note on how human capital is included in their national innovation strategies. A common element was the involvement of many ministries and institutions, although the focus of strategies differed across countries. Following the workshop, the Secretariat commissioned work from Mr. Toner and Ms. Greenan on workforce skills and innovation and learning organisations. Potential next steps could be to look at financial crisis stimulus packages in the context of human capital requirements, or to expand the coverage of notes on human capital and innovation strategies.

Work on the impacts of the financial crisis, based on existing information collected by the OECD, was supported. Delegates expressed interest in updating and expanding the work on national skills strategies. Austria and Finland wished to update their notes to reflect current policy initiatives.

Delegates were also interested in better defining the skills required for innovation and better measuring/assessing impacts. Norway noted that a common denominator in the literature and national innovation policies seems to be that at least two broad kinds of skills are beneficiary for innovation:

1. Soft skills – to be able to collaborate in teams with people of different expertise, to be open minded, creative and so forth.
2. A systematic ability to learn (as a result of learning how to learn).

Most innovation strategies thus have measures to strengthen such skills. Less common are provisions to assess whether or not the measures are effective, i.e. whether or not the resources are well spent. Norway suggested that the further work on skills
for innovation would benefit from including considerations on
this issue. Tools to assess soft skills and the ability to learn have
been developed in the context of the PISA exercise (but have not
yet been used in large-scale national surveys).

Inter-sectoral mobility issues were also mentioned as an area for
further work. Delegates asked that previous RIHR/SFRI work be
fed into the Innovation Strategy.

The Secretariat requested written comments on the work to-date,
gaps and future priorities for the RIHR’s work on human capital
by **Friday 5 June**. Countries were also asked to indicate interest
in participating in an expanded inventory of national skills
strategies by **Friday 5 June**; if there is sufficient interest, the
Secretariat would contact countries with timelines and
information on submission of inputs.

### Item 7: Human Resources for Science and Technology

#### Item 7a The careers of doctorate holders

Ms. Auriol (Secretariat) presented the latest results on the
Careers of Doctorate Holders (CDH) project. This is a joint
project with Eurostat and the UNESCO Institute for Statistics.
Results to-date, using data on doctorates who graduated between
1990 and 2006, show that doctorate graduates have high job
satisfaction but low satisfaction with salaries and opportunities
for advancement. A reasonably large proportion of doctorate
holders are employed in jobs that are unrelated to their degrees
or for which they are overqualified. This work will be discussed
at the forthcoming NESTI meeting in early June 2009, and a
working paper will be released in late 2009. A new data
collection is planned for 2010.

Delegates noted that RIHR can use the CDH data to formulate
policy recommendations. The Netherlands noted that they would
be releasing a report on doctorate holders prior to or just after
summer.

#### Item 7b Inter-sectoral mobility of the highly skilled

Ms. Weidemann (Secretariat) presented an overview of work on
this topic, noting that little has been done since 2001. The
literature is diverse and comparative data are limited. Ms. Auriol
(OECD/STI) discussed the potential for using CDH data from
the next round of data collection to analyse inter-sectoral
mobility.

Delegates agreed that this work is important for RIHR to follow.
The EC noted that it is conducting surveys this year that should
also provide some data.
Tuesday 19 May

Item 8  Future work: Performance-based funding: Project proposal

Mr. Sivertsen (NIFUSTEP) discussed the use of performance-based funding systems in a number of countries, highlighting the variety of methods used and the ongoing changes. He suggested an up-to-date intergovernmental study of country experiences would be valuable and saw a role for the OECD in co-ordinating this. The Secretariat (Ms Weidemann) presented a project proposal to take this work forward. The Secretariat noted that the RIHR is the only OECD group doing this type of analysis.

Delegates expressed strong interest in the work and in exploring the positive and negative effects of this type of funding. Norway believed the work had high political relevance for both the research sector and other sectors, and offered to contribute EUR 10 000, participate in the steering group and host a workshop at the end of the project, if it went ahead.

Delegates were requested to indicate their interest in contributing financially to the project and in participating in a steering group, by contacting the Secretariat by Friday 19 June. The Secretariat noted that to start work on the project, financial contributions needed to cover the cost of one staff member for a year.

Item 9: The Transformation of PRIs: Implications for science and innovation policy

Item 9a  Analysing the transformation of PRIs

The Secretariat presented the first results from the PRI project. Ms. Basri gave an overview of PRIs, using existing indicators based on the Frascati Manual definition of the government research sector. The data show that the share of R&D performed in the government sector has declined, while higher education expenditure on R&D has expanded. Ms. Box (Secretariat) presented some insights from the country context notes completed by 15 participating countries. The notes revealed a wide variety of experiences across countries and numerous examples of institutional change were recorded. Ms. Auriol presented a pilot analysis for Norway, using the list of Norwegian PRIs meeting the RIHR project definition to re-estimate the size and orientation of the government research sector.

Mr. Polt (Joanneum Research) drew on his previous experience with PRI studies to highlight the importance of case studies. A minimum of six to eight countries, with a variety of types of PRI, was considered necessary. Mr. Polt proposed five blocks of
questions to be included in the survey, covering rationale, functions, organisational characteristics, modes and channels of financing, and external linkages and internationalisation. Mrs. Löytökorpi (Ministry of Education, Finland) discussed the current processes underway in Finland’s innovation system and suggested a case study looking at internationalisation would be interesting. Mr. Kiselev (Russian Federation) presented a proposal for looking at Russia’s State Research Centres, which are currently undergoing reform.

Delegates agreed on the importance of PRI case studies. There was interest in looking at the issue of the role and impact of PRIs versus other research bodies and universities. There was some discussion of the definition of PRI used for the project, especially the use of the word “public”.

It was agreed that the project steering group would look again at the definition of PRIs. The steering group will also consider a set of questions for the case studies. Comments to the steering group may be submitted through the Secretariat. A project meeting could be convened if there is wider interest.

Delegates were requested to send written comments to the Secretariat on the paper and express interest in participating in case studies, by Friday 5 June. Those countries which had not contributed country context notes were invited to do so if they wished and to contact the Secretariat to indicate interest.

**Item 9b Evaluation of science and technology**

Mr. Cervantes (Secretariat) presented the CSTP work on evaluation. This work will be presented at the forthcoming TIP meeting on 29 June – 1 July. Mr. Cervantes noted that TIP plan to further improve evaluation methods and practice, particularly improving the comparability of evaluation methodologies and producing a taxonomy of evaluation methods.

**Oral report**

**Item 9c Strengthening the impact of PRIs**

Ms. Box presented the results of recent evaluation exercises related to PRIs. The evaluations highlighted a variety of issues, including the use of evaluations for policy-making purposes, the development of methodologies that keep pace with the changing environment and increasing numbers of stakeholders, and the translation of knowledge into value.

Delegates agreed to provide written comments to the Secretariat by 3 June 2009, in particular noting what messages from RIHR’s work should be fed into the CSTP report.
The Secretariat (Ms. Koreen) provided an update of the OECD Innovation Strategy and posed some questions to the group regarding human capital and skills. For example, what are the implications of trends such as internationalisation and collaboration, what is the impact of the financial crisis on required skills, what policy responses are needed on human capital, and how do we achieve policy coherence on human capital policy?

Ms. Koreen informed delegates of the schedule for preparation of the final Innovation Strategy report:

- A background report is to be delivered at the OECD Ministerial Meeting of 24-25 June 2009, with a focus on innovation and the crisis.
- Draft policy recommendations for the final report are to be completed by autumn 2009 and the full draft report will be completed by spring 2010, for delivery to Ministers at the 2010 Ministerial Meeting.

Ms. Koreen noted that the Innovation Strategy will also signal the research agenda for 2011 and beyond. The Strategy will aim to present general principles and draw on country experiences, in recognition of different country contexts.

Delegates were invited to discuss the key potential inputs to the Innovation Strategy from the RIHR work programme and the main policy messages the RIHR group wants to convey in the final report. Delegates noted that the last chance to influence policy messages for the final report will be the CSTP meeting in October 2009.

Delegates were asked to consider the RIHR’s past and current work and to send their views to the Secretariat on important policy messages on human capital and PRIs that they would like to see in the final Innovation Strategy report by Friday 19 June.

Delegates elected Dr. Renate Fischer (Austria) as Chair and Dr. Sveva Avveduto (Italy), Prof. Shinichi Kobayashi (Japan), Mr. Asgeir Flotre (Norway) and Mr. Jose Luis Garcia (Spain) as the Bureau for 2010.

Delegates agreed to hold the next meeting in early 2010 (likely late January/early February), and smaller project meetings on a needs-basis.
Participants list for the Meeting of the Working Party on Research Institutions and Human Resources (RIHR)/
Liste des participants pour la Réunion du Groupe de travail sur les institutions et les ressources humaines de la recherche (IRHR)

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