

Consensus on the policy about society issues, adopted by all the nodes¹ at Maratea, the 2004-09-19/22

- i. In evaluating scientific production, emphasis will be placed on quality, creativity and ingenuity rather than on mere quantity.
- ii. In evaluating scientific production, mass/quantity should be renormalized according to the time spent on career breaks (e.g. for family reasons).
- iii. In each postdoctoral contract, the contract duration will be as long as possible in order to increase the postdoc stability, allowing the possibility of taking time to achieve important personal projects when made possible by the legislation of the country.
- iv. Assisting incoming researchers with family-related relocation issues, including child care, housing, schools, contacts for jobs for a partner.
- v. Provision of a crèche during facility meetings.
- vi. To appoint “mentors”: each young person entering the ETSF will be in contact with a permanent scientist, when possible belonging to a node not involved in the scientific project, to whom he/she can refer in case of major problems.
- vii. Each graduate/postdoc will be interviewed by his/her mentor, about his experience of the Facility policy. A report will be given to be included in the deliverable.
- viii. To make the postdocs familiar with the management of scientific projects
- ix. To involve the postdocs in the ETSF decision making, by systematically inviting their representative at appropriate meetings, with a consultative voice.

¹ York, BFHI, FUB, Jena, Louvain, Lund, Milan, Paris, Rome, San Sebastián