

RECOMMENDATIONS ON THE STATUS OF SCIENTIFIC RESEARCHERS

The UNESCO resolution on "Conditions for Success on the part of Scientific Researchers" emphasised

- that scientific researchers require moral support and material assistance as conducive to successful performance.
- that scientific researchers should be provided with conditions of work and pay commensurate with their status and performance without discrimination on the basis of sex, language, age, religion or national origin and recommends

Career Development

- that challenging opportunities for researchers to do significant scientific work in accordance with their abilities are offered to participate to young scientific researchers for which they should be offered direct employment with adequate career development prospects and facilities.

On Permanent Self Education

- that scientific researchers, be given the opportunity for keeping themselves up to date in their own and related subjects by:—

- (i) attendance at conferences,
- (ii) free access to libraries and other sources of information.
- (iii) participation in educational or vocational courses.

- and (iv) where necessary have the opportunity to undergo further scientific training with a view to transferring to another scientific activity.

The resolution stresses that appropriate facilities should be provided for this purpose.

On Mobility

- that measures should be taken to encourage and facilitate the interchange or mobility of scientific researchers within the governmental, the higher educational and the productive sectors.

On Participation in International Seminars

- that Member States should recognize that scientific researchers encounter with increasing frequency situations in which scientific research and experimental development.....has an international discussion, and should therefore
- actively promote the interplay of ideas and information among scientific researchers and towards this end take all measures necessary to ensure

that scientific researchers are enabled throughout their careers to participate in international scientific and technological gatherings.

On Promotion, Appraisal, Expression and Recognition of Creativity

- that Member States should make every effort to 'stimulate creative performance in the field of science and technology'.

Therefore as regards scientific researchers they should:

- enable and encourage those scientific researchers, in whom the capacity for creative work is inherent; accepting that this capacity seldom "manifests itself in a constant and unfluctuating form".

As elements pertinent to the appraisal of creativity, Member States should ensure that scientific researchers

- are allowed to 1) participate, unhindered in discussions with colleagues throughout the world, and 2) enjoy international acclaim warranted by scientific merit and recommends that.

- the publication of the results obtained by scientific researcher should be encouraged and facilitated.

On Recognition

emphasise that

- Member States should demonstrate that high importance is attached to the scientific researcher receiving appropriate moral support and material compensation for the creative effort, bearing in mind that

- the degree to which scientific researchers receive credit for and acknowledgement of their proven creativity may affect their level of perceived job satisfaction.

- job satisfaction is likely to affect performance in scientific research generally, and may affect specifically the creative element in that performance.

On Flexibility in the interpretation and application of texts setting out the terms and conditions of employment of scientific researchers stresses that:

- the performance of scientific research and experimental development should not be reduced to pure routine and the particularly texts setting out the terms of employment for, conditions governing the work of scientific researchers should be framed and interpreted with a degree of flexibility.

On the Advance of the interests of scientific researchers in association

- that it is wholly legitimate and indeed desirable that scientific researchers should associate to protect and promote their individual and collective interests, in bodies such as trade unions, professional associations and learned societies.