

Ladies, Gentlemen,

I thank you very much for the invitation to this hearing.

As a representative of employees in research institutions out of universities I follow the development of the GSI in Darmstadt since about 25 years as employee as well as works council and for nearly the same time the developments in German research policy. Before I have worked around 15 years in the industry. I have no academic degrees - but I'm studying the working life and research structures since more than 80 semesters from very different perspectives and I am so far from being at the end. That means: Lifelong learning.

The AGR (MPG, FhG, HGF, WGL) has always distinguished itself not only to considerate the direct interests of the various employee groups but also to put a focus on the societal interests and political developments. (Thesen www.agbr.de)

The State Secretaries Storm and Rachel are right when they refer on the central importance of the motivation of employees and characterize the staff in research as a treasure that has to be lift. Or, as Edelgard Bulmahn quoted at the last SPD scientific conference: "At the end of the day, it's all about the people."

The formation of a European research area ERA claims new and high demands on everyone involved - even to us, we will face this challenge with engagement. International workforces require social, cultural and labour law integration. It is an illusion to establish a research area in Europe with equal rights for all staffs without approaching the regulations. This would result in a patchwork like Germany in the middle ages. The federalism reform has been a step in the wrong direction.

Prof. Kleiner, the President of the DFG, has mentioned at the last KOWI meeting in Göttingen 5 Characteristics of a specified ERA:

- Productive Diversity
- Solid funding
- Developed infrastructure
- A unified labour market
- European Union research funding

One can agree to this.

The EU Charter and the Code of Conduct are good approaches to this objective on the way to a socially just approach to Europe. We support this, together with the unions GEW and Verdi and we like to participate in its design.

The German research organizations, and especially the state governments should abandon their reticence and support - as well as the EIRO forum (CERN, ESRF, EMBL, ESA, ILL, ...) the intentions through concrete measures rather than merely proclaiming power politics and sovereignty issues and the principle of subsidiarity.

Bureaucratization or simplification

Research was always integrated in a manifold international network. The multiplication of the partners with new networks, finance concepts and new reports without proper discharge will lead to an administrative explosion, which rather hinders the research - according to the opinion of our researchers.

The formation of more and more new institutions with new partners has more press items, but often not the substance of a better research. One is more concerned with money than busy with the research. This is a real efficiency problem, which has to be resolved in view of achievement, motivation and the taxpayer. The new progress report of the 7th RP EU offers insightful information on the necessary assistance.

I come from a very successful organization of basic research and large-scale operation - the GSI Helmholtz Zentrum in Darmstadt, I am in the Supervisory Board since 12 years and I was allowed to actively witness how these successes against certain resistance have been realized.

The GSI would never have had its breakthrough successes in the heavy elements program and in cancer therapy on the basis of short-term financing or staff with temporary contracts and permanent hype of evaluation

The success of such approaches is in the long run a great joint effort of researchers, infrastructure, administration and political leaders. With regard to the financing requirement a full scope is needed, which is now getting smaller - this has already pointed out by the scientific council in his evaluation system in 2001.

We are the cream of science - and always the plan was fulfilled and more than that - about problems nobody wants to hear. The pattern is known - and we know it, not innovative!

Common spirit, arguments about the goals at eye level with and within the Executive Board, margins, responsible use of resources, involvement from the base up to the top, little arrogance and a lot of mutual respect should be considered. No topdown model like it is feudally getting modern nowadays.

To carry over the advantages of this model into the next few decades when 15 nations work together in the FAIR project in Darmstadt (XFEL in Hamburg) will not be easy. Therefore, I expect your questions and suggestions with interest.

Nobody is smarter than everyone. Who is only thinking about elite has not understood the wisdom of the ancient Egyptians. Pyramids have the tip above - to ensure that it remains like this you will need the broad base and its participatory involvement, such as written in the guidelines of the BMBF in 1971 for the large-scale research programs.

We consider it an important task of the EU politics to develop such guidelines - and this would be an important German contribution - even for the European research area - in the spirit of the employees and the lifting of the treasure - and thus the success on the merits:

- The development and strengthening of an attractive and excellent ERA, which also includes the integration of the employees into the social security system and a regulated collective payment
- Excellence and greater participation are not a contradiction. The participation of staff representatives e.g. in the transformation of university and FZ Karlsruhe KIT as a guest at the supervisory body should be taken for granted by the partners of the KIT - but it is not yet!

I would finally emphasize again that for me it is a short-sighted policy into the wrong direction to have further extension of always shorter contracts and to shove off

employee groups - such as doctoral students and post docs - into scholarships with PPP school contracts.

Initiatives for researcher passes and pension funds are to be welcomed and have to be designed practicably. I offer the constructive cooperation of the staff representatives of the extramural research in finding solutions to these problem areas.

- <http://biwifo.verdi.de/publikationen/report/data/biwifo2008-03.pdf>
- http://biwifo.verdi.de/arbeitsgruppen/forschung/#empfehlung_der_eu-kommission_ueber_die_europaeische_charta_fuer_forscher
- http://www.gew.de/Binaries/Binary39467/Dok-HuF-2008-15_GEW-Stellungnahme_KomMit_Forscher-Partners.pdf