

1 Executive Summary

Creating a climate of confidence, facilitating mobility and addressing gender issues are necessary for the development of a culture of cooperation amongst the people involved in the ETSF e-infrastructure, and, to a certain extent, between ETSF scientists and ETSF users. The ETSF social policy is the main tool used by the researchers of the network to guaranty the best possible working conditions to ETSF members, and in particular to the youngest scientists.

To be efficient, this social policy must be well known and understood by all ETSF members.

Building on a pre-existing consensus between the ETSF nodes, a guide written for those acting as mentors to early-stage researchers, and the appointment of two ombudspersons, the work carried out for this deliverable was as follows:

1. To define the most important needs in terms of social policy publicity:
 - publicity to be addressed to two communities: non-permanent and permanent researchers;
 - mentoring process in particular to be described because it is the most used by the researchers and the most complex part of the social policy;
 - background of the ETSF social policy to be outlined for newcomers;
 - indicative list of potential mentors to be provided for incoming young researchers.
2. To create articles that explain the ETSF social policy:
 - why an ETSF social policy?
 - The consensus;
 - the mentoring process;
 - the mentors' guide dedicated to senior researchers;
 - the mentors' guide dedicated to young researchers;
 - indicative list of mentors;
 - the ombudspersons.
3. To create the “folders” for the two targeted communities, and to publish the folders.

The folders of material are made available to all ETSF scientists and other staff via the members' area of the ETSF web site¹.

¹ <http://www.etsf.eu/>