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PP	Restricted to other programme participants (including the Commission Services)	
RE	Restricted to a group specified by the consortium (including the Commission Services)	
CO	Confidential, only for members of the consortium (including the Commission Services)	

The awareness-raising rally took place from 20 to 28 September 2005. It included four seminars in different Bulgarian cities – on 20 September in Plovdiv, on 21 September in Stara Zagora, on 27 September in Varna and on 28 September in Rouse. As considered in the project proposal, the seminars had a common part with speakers coming from Sofia or from abroad, a regional part – with local speakers invited by the project participants, and a brainstorming session devoted to the research profession and the on-going survey on this matter. At all seminars was broadcasted a short movie of the production ‘High Tech’ of Nova Televisia devoted to the researchers’ profession.

In general, the seminars provided a forum at regional level for discussing policy-related issues and the respective tools concerning researchers’ career. The regional addition to the main program focused on issues of interest to the regional community and was aimed at raising the public awareness on scientific aspects. The seminars succeeded in gathering policy makers, researchers and industrialists at regional level to discuss topics related to researchers’ career development.

Finally the impact at regional level could be seen in raising the awareness of the public in three directions:

- The importance of research human resources for building the European and the Bulgarian knowledge economy and society
- Bulgarian and Europe-wide initiatives related to researchers
- The career and job opportunities for young scientists in Europe

PLOVDIV SEMINAR, 20.09.2005

In Plovdiv, the one-day seminar entitled “Profession - Scientist” took place on September 20 in University of Plovdiv “Paisii Hilendarski”, Bulgaria. The seminar was carried out according to the objectives and the workplan of the REKS project.

The opening remarks of the seminar were delivered by Prof. Ivan Kutsarov, D.Sc, Rector of University of Plovdiv, Dr. Asen Rahnev, Assoc. Prof., Vice Dean of the Faculty of Mathematics and Informatics at University of Plovdiv and head of Department "Computer Technologies", and Mr. Ivan Sokolov, "Association for Plovdiv".

Assoc. Prof. Rahnev greeted the participants and introduced the guests - representatives of the University board, faculty deans and lecturers from Plovdiv University and other Higher Schools. Assoc. Prof. Rahnev asked Prof. Kutsarov to open the seminar.

Prof. Kutsarov greeted the attendants on behalf of the University board and expressed his great satisfaction with the fact that Plovdiv University is host of this seminar. Prof. Kutsarov also noted that there were many colleagues from different Higher Schools. In addition, he expressed his hope that recent seminar would result in better understanding the problems and opportunities in front of researchers.

In his opening remarks Mr. Ivan Sokolov sent regards on behalf of "Association for Plovdiv" and of Mayor of Plovdiv Dr. Ivan Chomakov. Mr. Sokolov noted that one of the Association objectives was to assist business-science partnership and added that Plovdiv University as active member of "Association for Plovdiv" had always had ideas in this direction.

Lastly, a congratulatory letter from the Vice-Minister of Education and Science Mr. Kricho Atanasov was read by Assoc. Prof. Rahnev.

Assoc. Prof. Rahnev also paid special attention to the importance of activities like awareness-raising rally in the process of meeting the objectives of REKS project.

Ms Elisaveta Gurova, Sofia University "Sv. Kliment Ohridski", focused in her presentation on basic aspects of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers. She stressed that these two documents were key elements in the EU policy to make research an attractive career. Further, she emphasized the issue of women and science. She noted that in most European countries, the numbers of female graduates were proportionately higher than those of male graduates but in spite of this the scientific labor market had remained male-dominated. Dr. Gurova gave more details about this issue concerning Bulgaria.

Ms Katalin Nagy, environment attaché at the Permanent Representation of Republic Hungary to the EU, devoted her presentation to the International Scientific Career. She outlined a number of important factors in making an international research career. In her opinion personal motivation, personal qualities and basic skills were most significant for successful use of opportunities. Mrs. Nagy described her own career as example of international perspective and collaboration.

Ms Mariela Gasharova, Bulgarian Academy of Sciences, presented Maria Curie activities in the field of "Human Resources and Mobility" and talked about their aim and role. She noted that Marie Curie Actions were open to researchers in all fields of scientific and technological research from the EU Member States, from associated countries and from third countries. Ms Gasharova explained also that the eligibility for the various schemes was based on research experience and expertise, not age and the actions were also open to business, universities and institutions active in research.

The presentation of Miss Stanimira Yordanova, Sofia University "Sv. Kliment Ohridski", was devoted Instruments supporting Researchers' Mobility. She presented the EU Mobility Strategy and particularly the European Network of Research Mobility Centres (ERA - MORE) and the Bulgarian Network of Research Mobility Centres. Miss Yordanova outlined as well the objectives, activities and the services covered by the Bulgarian Network of Research Mobility Centres according to the BulRMCNet project. She stressed in particular the role of the National Research Mobility web-Portal and its European counterpart.

Prof. Ivan Minkov, Dr of Biological Sciences, presented the participation of Plovdiv University in EU Framework Programs 5 and 6 in Agriculture related areas. He provided an overview of participants, rationale, objectives and means. Prof. Minkov also outlined the main new elements of Framework Program 7 compared to FP6.

Within the morning session was broadcasted a 30-minutes movie of the production "High Tech" of Nova Televisia devoted to the research profession. The movie presented first a small part of the film distributed by the European Commission on researchers. Later, the film focused on a survey of the public opinion on the researchers' profession, and outlined the attitude of young people to start such career path.

Prof. Georgi Andreev, Dr of Chemistry Sciences, Vice-Rector for Science and International Cooperation of Plovdiv University "Paisii Hilendarski", examined how institutional financing of Universities in Bulgaria relates to the problems in developing science in Bulgaria as a whole. Prof. Georgi Andreev suggested several concrete steps to improve Institutional financial support to Universities in Bulgaria according to their research activities and results. In his opinion there are a number of Higher Schools in Bulgaria receiving better financing compared to the University of Plovdiv in spite of their weak scientific results. Prof. Georgi Andreev called his colleagues for more active position when demanding more balanced financing in High-Education institutions.

The presentation of Eng. Valya Nedeva, director of Scientific and Applied Works of Plovdiv University "Paisii Hilendarski", focused on the Development of Scientific Research in Plovdiv University "Paisii Hilendarski". She presented the variety of EU, National and University projects in Plovdiv University. She also made some comparative analysis in respect to previous years.

Assoc. Prof. Mancho Manev focused on the experience of Faculty of Mathematics and Informatics of Plovdiv University "Paisii Hilendarski" with International Projects. He outlined the primary directions for further development of High Education until year 2010. Assoc. Prof. Mancho Manev underlined the high conformity of education in Faculty of Mathematics and Informatics with EU standards.

The Round Table: "Barriers and opportunities for the researches' profession" was chaired by Assoc. Prof. Lina Anastasova, Bourgas Free University. She presented partial results and conclusions from a survey on the researcher's profession carried out recently. In her opinion this special survey on the state-of-the-art in researchers' profession would help to raise the awareness of policy making bodies and research administrations on some obstacles and good practices in the area. Assoc. Prof. Anastasova highlighted some factors that influence the researchers' career and paid special attention to the issue of encouraging more young people to embark on careers in research area.

During the following discussion session a range of questions were asked. Although some of them closely followed the seminar's topics, many of the participants took advantage to ask a variety of questions.

The first part of the discussion focused on some of the results of the survey on researcher's profession presented by Assoc. Prof. Anastasova. Prof. Andreev stated that the decrease of the number of scientific publications recent years was mostly result of aged researchers. Assoc. Prof. Anastasova added that in her opinion the main reason was insufficient payment. Assoc. Prof. Rahnev argued Prof. Anastasova and explained that insufficient payment was most often excuse for the lack of activity and fear to take the initiative. In his opinion recently there were many projects and researcher's funds giving chance to colleagues who really want to work. Prof. Andreev agreed that there really was need of initiative but he also stated that more important for achieving a long-term result was a total reconstruction of the High education in Bulgaria.

The second part of the discussion focused on the broader issues of improving the appreciation of researchers in society and by young people in particular. Special attention was also paid to the role of mass media. Assoc. Prof. Anastasova expressed her regret to find out that mass media most often were looking for yellow news instead of scientific

achievements. Dr. Gurova noted that this was one of the reasons to invite Nova Televisia to prepare special TV transmissions.

Further remarks on institutional financing of Universities in Bulgaria were offered by Assoc. Prof. Dimitar Mekerov, Dean of the Faculty of Mathematics and Informatics of Plovdiv University and by Prof. Andreev. They both agreed that University of Plovdiv had no real perspective for development because of the dependence on government support for realizing its projects.

STARA ZAGORA SEMINAR, 21.09.2005

The seminar “Profession Researcher” took place on 21 September 2005 in Stara Zagora. It was organized by the Department for Information and In-Service Teachers Training (DIITT) at the Trakia University with the active participation of the Regional Research Mobility Centre, and was part of the national awareness raising rally, devoted to the necessity of raising public recognition of researchers and development of researchers’ careers.

At the seminar participated: the coordinator and the experts of the project, invited lecturers from the EU, BAS, TV team of Nova Televisia, representatives of the local administration, Trakia University, regional research institutes, organizations, secondary schools and business sector (see annex 1). The total number of the registered participants in the seminar was 108.

The seminar agenda included:

1. Opening session of the seminar
2. Introduction to the REKS project
3. Aspects of policy for researchers
4. Film production of “High Tech” – Nova Televisia
5. Research experience in the region of Stara Zagora
6. Free announced presentations
7. Discussion: „Barriers and opportunities for the researchers’ profession”

1. Opening session of the seminar

Mr. Dancho Danev, deputy governor of Stara Zagora, welcomed the participants and the organizers of the seminar on behalf of the local administration. Assoc. Prof. PhD Veselina Gadgeva, deputy rector for research work, welcomed the audience on behalf of the rector of Trakia University. The chairwoman of the seminar’s first session was Assoc. Prof. PhD Galia Kozhuharova, Director of DIITT, Trakia University. Ms Kozhuharova presented briefly all invited lectures, organizers and active participants in the REKS project and their role in the project activity.

2. Introduction to the REKS project

The coordinator of Stara Zagora project team Assistant Prof. Valentina Sharlanova (Trakia University) welcomed the participants, presented the REKS project and informed the audience about its main goal and objectives. She briefly reported about the essential Europe-wide initiatives, programs and documents, which constituted the fundamental base of the project. Speaking about the basic idea of the Lisbon Communication, more

exactly, about the triangle of knowledge consisted of education, science and innovation, she stressed upon the necessity to raise the awareness of Bulgarian society on the importance of research human resources for building a knowledge economy and society in Bulgaria as part of European ones.

3. Aspects of policy for researchers

The presentation of Ms Elissaveta Gurova, Sofia University, focused on “Profession Researcher in Europe”. Ms Gurova made the public aware of the “European Charter of Researchers” and the “Code of Conduct for the recruitment of Researchers”. She highlighted the roles, responsibilities and entitlements of researchers and funding organizations. She pointed out the main postulate of these documents, aimed to provide individual researchers the same rights and obligations wherever they would like to work throughout the EU. The participants of the seminar welcomed this European initiative, focused on the relationship between researchers, their employments and funding organizations, contributing to successful performance in the generation and transfer of knowledge and to the career development of researchers.

The second presentation “Marie Curie activities in the field of “Human Resources and Mobility”” was made by Ms Mariela Gasharova, Bulgarian Academy of Sciences. She exposed the different types of training, mobility and career development opportunities both for young researchers and for experienced ones, covered under Maria Curie Actions and the EU’s Sixth Framework Programme. Ms Gasharova focused on the unique chance for researchers, offered by Maria Curie Actions, to share their scientific knowledge, experience and careers perspectives, to show their research activities. A special accent was made on the significant progress from the side of the EU on the road to attracting associated countries and third countries researchers. Finally, Mrs. Gasharova accented Maria Curie Actions as one of the most visible means of development and enhancing human resources in European Research Area and informed the audience about some useful Internet sites and addresses, connected with Maria Curie Actions. The participants of the seminar highly estimated the presentation and asked a lot of questions about useful sites, addresses, links and necessary applications, required for participation.

Ms Stanimira Yordanova, Sofia University, made a presentation on “Instruments supporting the mobility of researchers”. She presented the Bulgarian Network of Research Mobility Centres as part of ERA-MORE – the European Network of Research Mobility Centers. Ms Yordanova provided information about the National Research Mobility Portal focusing on its different sections, such as “Organizations”, “Researchers”, “Mobility Centres”; “Research and Universities”; “Relocation and Living”; “Tourist Destinations”; “Other Career Resources” and “Discussion Forum”. The audience expressed a deep interest and some questions were asked about the links and tools of Mobility Portal.

Ms Katalin Gara Nagy made a presentation on “Making international research career”. She tried to define and precise all the skills, abilities, theoretical and practical qualities and competences, a researcher needs in order to make successful research career in Europe. She underlined the necessity to have a strong personal motivation, to define concretely one’s own values, strengths and weaknesses. She mentioned about the basic skills such as knowing of foreign languages (most of all English), thinking skills and

ability to write, read and speak correctly in foreign languages, to have good social and communication skills, to have profound knowledge in one's concrete research sphere and etc. Especially she accentuated the necessity to combine harmoniously three main priorities in a researcher's personal life: work, family and material interest. Finally she appealed to the participants of the seminar not to be afraid of changes in their professional activity, trying themselves in different spheres of social life (science, business, administration, diplomacy, etc.) and realizing effective self-management. Her presentation excited a great public interest. There were a lot of questions but because of time-limit the reporter didn't have the opportunity to answer them at once. Most of them were answered during the next breaks.

Prof. Sava Grozdev, BAS made a presentation on "Preparation of students-researchers". At the beginning he pointed out the difference between mathematics and other sciences concerning the most productive and creative period in one scientist's life. In this connection he accentuated the importance to attract young people as early as possible to the mathematics. He exposed the different ways of attracting young capable school-students to mathematic research sphere throughout their preparation and active participation in Olympiads, local, national and international competitions. He described in details the various methods of group and individual work with them, practiced in the Institute of Mathematics and Informatics, BAS and the Institute of Mechanics, BAS.

6. Film production of "High Tech" – Nova Televisia

Within the morning session was broadcasted a 30-minutes movie of the production "High Tech" of Nova Televisia devoted to the research profession. The movie presented first a small part of the film distributed by the European Commission on researchers. Later, the film focused on a survey of the public opinion on the researchers' profession, and outlined the attitude of young people to start such career path.

7. Research experience in the region of Stara Zagora

The first presentation "Research Work in Trakia University – Conditions and Problems" was made by the Deputy Rector, Assoc. Prof. PhD Veselina Gadgeva. She presented some successful achievements in research of different Trakia University departments and laboratories. She provided the audience with some statistical data concerning the increase of subsidies in research. In particular, she accentuated the increase of the number of people, who had attained academic ranks and defended dissertations. Ms Gadgeva stated that more projects had been registered, too.

The chief secretary, Assoc. Prof. PhD Alexandar Pavlov, made a presentation on "Mobility of University Teachers and Students". He provided exact data concerning the participation of Trakia University in international programs and projects. Active cooperation was mentioned with the following American Universities during 1992-1999: Mississippi State University and Missouri State University. He stressed intensive participation in the following programs: Socrates I (1995-1999), Socrates II (2000-2006), Leonardo de Vinci (now). As far as difficulties and problems are concerned, there were stressed three items: inadequate activity on part of the teachers, insufficient language education and financial problems.

The presentation “Achievements and challenges of Union of Scientists in Bulgaria, Stara Zagora Branch” was made by Prof. PhD Vidjo Videv – chairman of this organization. He focused on a broad activity of the Union of Scientists, Stara Zagora Branch as the most effective and well-functioned Branch in Bulgaria. He described the structure of the organization, its educative, training, publishing and scientific activities. He stressed the existence of a separate section “Foreign members” (14 world-famous scientists) and special Research Laboratory for the school-students, which were unique and the only one of this kind of structures in the country. He also accented one of the most significant manifestation of the Union’s activity – “National conference with international participation”, which was traditionally organized every year in Stara Zagora. Finally, Prof. Videv examined the problems of science in the region, connected with human resources, necessary equipment, informational insurance and volume of contribution to research sphere.

At the end of the second session, PhD D. Kuchukova (Trakia University) presented “Research and mobility of PhD students – shared self experience”. She described her personal way, impressions and self experience, connected with her specialization as PhD student in Medicine abroad. Ms Kuchukova stressed the importance and usefulness of such kind of experience in the career development of every young researcher.

8. Free announced presentations

The first presentation “Possibilities for quality of continuing medical training on otology in accordance with European standards” was made by Assoc. Prof. Pavel Dimov – a chief of a chair of otolaryngology and ophthalmology (Trakia University). Mr. Dimov underlined the necessity to postulate and accept the basic criterions and principals, concerning the quality of medical treatment and training, with the aim to adapt Bulgarian otology to European standards. He briefly described the essence of deafness, defined its main features and negative effects on one’s private and social life. He also pointed out the increase of this disease all over the world. Mr Dimov mentioned the seminars, meetings and courses on otology and neuro-otology with broad international participation, organized every year in Stara Zagora.

The next presentation “Students in Trakia University and research activity” was prepared by Denitza Vlajkova and Julian Ananiev – the leaders of Students’ Council and Association of Medical students. They exposed the main principals, functions and activities of the Students’ Council and the Association such as organization of special student research community; publication of scientific articles, reports and etc.; assistance in organization of seminars and conferences; exchange of students, sociological investigations and different kinds of programs – for example, prevention to AIDS, drug habit and high blood pressure. Then they shared self experience, connected with their participation in such student exchange programs as CEEPUS, LIMSC and others.

9. Discussion: „Barriers and opportunities for the researchers’ profession”

Assoc. Prof. PhD Lina Anastasova presented initial results of the survey questionnaire in order to support the round-table discussion on researchers’ profession. She provided the audience with some interesting statistic and sociological data. According to her opinion and conclusions, Bulgarian researchers as total were satisfied with their profession despite many difficulties and problems and there was very low percentage of researchers

who would like to change their professional orientation and try themselves in other spheres. During the discussion a great number of interesting opinions, thoughts and considerations of the participants were presented. The most interesting speeches were delivered by Teodosii Teodosiev (a famous Bulgarian teacher from Kazanlik, who has prepared many talented school-students for participation in different kind of international competitions and Olympiads) and Alexej Stoev (a chief of Public Astronomical Observatory “Juri Gagarin”). They shared their experience and good practices, connected with attracting young capable school-students to mathematics and astronomy. At the end Assoc. Prof. PhD Antonina Koleva analyzed and generalized the results of the discussion.

10. Closing session

Finally Assoc. Prof. PhD Kojuharova - Director of DIITT, Trakia University, thanked the audience for its active participation in the seminar and expressed the hope that such kind of events would initiate the increasing of general public’s awareness on the importance of research human resources for building the knowledge economy and society.

VARNA SEMINAR, 27.09.2005

On September 27th 2005 at the Technical University of Varna a One-day Information Seminar “Profession Researcher” was held, funded through the Project REKS “Researchers in European Knowledge Society”, FP6-019363.

About 100 PhD post-graduate students, professors, researchers and administrative managers from the following institutions and organizations participated in the Seminar:

- Technical University of Varna;
- Researchers from the “Academician Angel Balevsky” Metal Science Institute, Bulgarian Academy of Science;
- Fishery and Aquaculture Institute;
- Bulgarian Maritime Training Centre;
- Medical University of Varna;
- Hydro- and Aerodynamics Institute, Bulgarian Academy of Science;
- The “N. Y. Vaptzarov” Naval Academy, Varna
- Institute of Technology, “Chernorizetz Hrabar” Free University of Varna;
- “Chernorizetz Hrabar” Free University of Varna;
- Department for Information and In-service Teacher Training, Trakia University of Stara Zagora;
- “St. Kliment Ohridski” Sofia University;
- Bourgas Free University
- A team from the “Nova Televizia” Television Company

The Vice Rector for Science and International Co-operation of the Technical University of Varna Assoc. Prof. Dr. Hristo P. HRISTOV welcomed the guests and participants in the Seminar and gave the floor consequently to Assoc. Prof. Dr. Stefan BARUDOV, Rector and to Assoc. Prof. Dr. Kamelia STEFANOVA, Project Manager, to address the participants and officially open the Seminar.

The session was chaired from 9.30 to 10.50 by Assoc. Prof. Dr. Hristo HRISTOV, and from 11.10 to 13.00 by Assoc. Prof. Dr. Kamelia STEFANOVA.

Dr. E. GOUROVA, Sofia University held a Presentation: “Researcher’s Profession in Europe”. After the presentation a discussion was held on the topics: What is science? What means “a young researcher”? What means “a researcher”? Is the PhD postgraduate student a researcher? Ms E. GOUROVA clarified that the Project objective is to attract the attention of community to the researcher’s profession and to collect information on researchers. As far as basic definitions and terms are concerned even at European level standards of these definitions do not exist yet.

Mrs. M. GASHAROVA, Bulgarian Academy of Science held a Presentation: “Marie Curie Actions - Human Resources and Mobility”.

Mr. P. HAMAMIS, Business School, University of Westminster, London held a presentation “The Road to Academia: a Different Experience”. Assoc. Prof. Dr. K. TENEKEDJIEV, TU of Varna asked whether there are institutions which are dealing with research and there are others that are dealing with education and training. Are there any students at the first ones? Mr. P. HAMAMIS replied that there are predominantly PhD post-graduate students and “Master degree” students who are engaged in research. Further, Assist. Prof. Yavor DETCHEV – “N.,Y. Vaptzarov” Naval Academy” asked if the following problem exist in the United Kingdom: A certain person reaches some scientific level and stops his or her development in this direction, but has and continues to be at an important administrative position, at the same time creating obstacles for other researchers’ scientific development? Mr. P. HAMAMIS clarified that by Law and the regulations in the UK such managers have to continue their development in the research area. There is a continuous process of learning, education and scientific development. So the only solution is that people at administrative positions continue with their research activities. At the same time it is always a matter of compromise between administrative and research engagement and strongly depends on the personality himself.

Mr. B. CLEMENTS, EC-JRC IPTS held a Presentation: “EC Policy with Respect to Researchers: the Role of the EC Joint Research Center”

The next speaker was Ms. S. YORDANOVA, Sofia University, who made a presentation on “Instruments Supporting Researchers Mobility”

During the regional session Assoc. Prof. K. TENEKEDJIEV, PhD - Industrial Management Dept., Technical University of Varna made a presentation on “Problems and Perspective before Young People that Have Chosen the Scientific Career”.

Further, Assoc.Prof. T. TONEV, PhD - State Agricultural Institute – General Toshevo, Dobrich Municipality, presented the topic “The Forest Shelter Belts Network in Dobrudzha and its Influence on Agricultural Production”.

The afternoon session was chaired by Assoc. Prof. Dr. Angel DIMITROV, Technical University of Varna.

The first topic was “Women-Scientists and their Problems” presented by Chief. Ass. Prof. G. KOVACHEVA, PhD, Computer Science Dept., Technical University of Varna. Assoc. Prof. Dr. K. TENEKEDJIEV, Technical University of Varna asked her if there is an objective reason for the existing lack of balance? Assoc. Prof. Dr. L. ANASTASOVA, Bourgas Free University also asked if there are statistical data for the lower than the Rector’s position administrative levels? Assoc. Prof. Dr. K. TENEKEDJIEV, Technical

University of Varna, expressed the opinion that step by step we can reach the conclusion that no such “professor-researcher” problem exists. The teaching activities and the research activities are totally different.

Mrs. D. DRAGANCHEVA, Hydro- and Aerodynamics Institute, Varna made a presentation on “The Hydro- and Aerodynamic Institute’s Experience in Researchers’ Mobility Support”.

During the coffee break of the afternoon session was broadcasted a 30-minutes movie of the production “High Tech” of Nova Televisia devoted to the research profession. The movie presented first a small part of the film distributed by the European Commission on researchers. Later, the film focused on a survey of the public opinion on the researchers’ profession, and outlined the attitude of young people to start such career path.

Moderator of the Round table was Assoc. Prof. Dr. Lina ANASTASOVA, Bourgas Free University. The Discussion Topic was “Obstacles and Opportunities before Researchers”.

Assoc. Prof. Dr. Lina ANASTASOVA from the Bourgas Free University reported the results of a survey held prior to the Seminar among researchers in Bulgaria.

Afterwards a discussion about the necessity for making popular the results of the REKS Project was held. A question emerged what part of the research activities results is applied in practice. It came out that such information is insufficient and almost missing.

Assoc. Prof. Dr. K. TENEKEDJIEV, Technical University of Varna expressed the opinion that the merely research activities in the United Kingdom are much better funded than in Bulgaria and the funding there is four times greater than the funding coming from the industry and other sectors.

E. GOUROVA summarized the results of the Seminar as a whole and formulated the identified factors that are obstructive to the researchers in Bulgaria.

Prof. Dr. RUSSEV, Technical University of Varna stated that in the last several years the responsibilities for the academic staff at Higher Education institutions in Bulgaria for carrying out research activities are to a great extent abolished. The principal professor’s duty is to cover the required volume of lecturing academic hours. As a result there is insufficient motivation for research as a part of the whole spectrum of professional activities. If the norms for teaching activities are not covered, professors are released from the Universities. At the same time there is no clear vision and the respective quantified basis for taking into account the time-consuming research process does not exist, i.e. there are no norms for research. As a final result the academic staff is not motivated for engaging in R&D activities and they are not expressed clearly in the employment contracts.

Assoc. Prof. Dr. K. TENEKEDJIEV underlined the necessity for stronger investments from the state for editing textbooks, manuals and scientific literature in the context of the discussion topic. He also stressed that thesis development in English should become one of the priorities.

At the end the System for validation of scientific degrees in Bulgaria and the need for more simple and effective procedures in this aspect was widely discussed. Special

attention was paid to the need for giving more freedom to the academic institutions and for reducing the interference of the state authorities.

The Seminar was closed by Dr. E. GOUROVA. She thanked the participants and summarized the Seminar results. She specially pointed out to the important objective of attracting and retaining young people in the research community.

ROUSSE SEMINAR, 28.09.2005

The seminar 'Profession researchers' took place on 28 September 2005 in Hotel Riga, Rousse. It was organized by the Rousse University 'Angel Kantchev'.

The first guests arrived at 8.45 am. These were the members of the Bulgarian-Swiss Society Lui Aier, Prof. N. Nancheva, Prof. N. Orloev, Prof. V. Gagov and others. Around 9.00 a.m. there were almost 30 guests. At 9.10 a.m. the hall was full – around 80 guests.

Prof. Veliko Ivanov, Vice-Rector in Research & Staff Development and team leader of REKS at the University of Rousse opened the seminar with a welcoming message from the University of Rousse. As he said, this is the first seminar of its kind here.

First session: Chairman Professor Kameliya STEFANOVA, PhD, Deputy Director, Centre for Technologies of the Information Society, Sofia University "Kl. Ohridski"

Professor Stefanova expressed her delight that the project has such partners like the University of Rousse. Her introduction speech presented to the public the chief aim of the project – the integration of researchers in Bulgaria. The researchers are also on the market like other specialists but they are not organized. The researchers have to answer the question how should their profession develop adequately? What is the researcher's role?

Elisaveta GUROVA, PhD, Sofia University "Kl. Ohridski" made a presentation on "Researchers' Profession in Europe". Dr Gurova expressed her gratitude towards the organizers for the invitation. In her speech she presented the basic documents of EU, which concern the researchers in Europe, and the latest initiative of EU in the frame of which this seminar is being realized. Dr Gurova disclosed data for the researches in Europe – number, distribution by gender, by social spheres, by fields of knowledge, expenditure in the member-states, trends. The guests were introduced to the researchers' Charter that was published in 2005 year. The student mobility in Europe was also introduced using Eurostat data.

During the following discussion Prof. Gagov, UR, asked: Could you clarify the connection between the universities, science and business? Don't they overlap? According to your data source there are 10 400 researchers in Bulgaria. To which of these three areas do they belong? Dr Gurova replied that the aim is the connection between the scientific centers, the universities and the business. These 10 400 researchers belong to all of the three spheres of science. The categorization of the researchers is made according to 1. Education (at least doctoral degree) and 2. Qualification. Prof. Gagov stated that as far as he knows the researchers in Bulgaria are 15 000. Prof. Stefanova: There really is an overlapping of the three spheres. We are trying to outline their functions in order to promote their development. Prof. Valchev, Business and

Management Faculty mentioned that any data presented to the public must be substantiated. The three spheres should not be outlined separately.

Bernard CLEMENTS, EC-JRC IPTS made a presentation on “Policy of the EC for Researchers' Mobility: Role of the Integrated Research Centre of the EC”. Mr. Clements introduced to the public the department of EU JRC – Joint Research Center and its division in Spain where his workplace is. Mr. Clements talked about his professional career from which it became clear that mobility occupies an important part in his life. Mr. Clements acquainted the public with the structure of the Center and the ways of rising inside it. The JRC, compared to other Directorates General of EU, is more independent. The JRC has taken part in more than 70 legislation projects of EU. The Center conducts researches according to a plan given by the management. Its members give expert opinions, when asked. Private or national interests do not influence the Center. The members of JRC are 2200. There are 7 divisions, which do not work in isolation. The financing of the divisions is direct – up to 5 % and indirect – through programmes or from the Directorates General. Those working in the Center fall in two groups: permanent members and temporary members – doctoral students, post-doctoral students and famous scientists.

Mariela GASHAROVA, Bulgarian Academy of Science made a presentation on "Marie Curie" Actions in the area "Human Resources and Mobility". Mrs. Gasharova introduced to the public the 6th Framework programme, actions Marie Curie.

Professor Panos HAHAMIS, Westminster Business School, Great Britain made a presentation on “The Road to Academia: A Different Experience”. Mr. Hahamis delivered in a very artistic way the story of his professional development and his entering into the academic world. He made an overall introduction to research in UK and talked about the coming launch of the Centre for Business Information, Organization and Process Management in Westminster Business School which will help the development of researchers.

Second session: Chairman Professor Veliko IVANOV, DSc, Vice Rector in Research & Staff Development and Team leader of REKS, "Angel Kanchev" University of Rouse

Prof. Ivanov introduced to the guests the international contacts of the UR. During the second session, teachers from the UR with international research experience delivered reports.

Stanimira IORDANOVA, Sofia University "Kl. Ohridski" presented “Instruments, supporting the mobility of researchers”. Mrs. Iordanova talked about the newly built Bulgarian Network of Researchers' Mobility Centers – its aims and activities, and introduced the Researcher's Mobility Portal on the Europa Server.

Professor Vladimir VITLIEMOV, DSc, Team leader of FP6 projects and of FP6 RESCUER № IST-2003-511492 Project, "Angel Kanchev" University of Rouse presented “Participation in projects within the scientific programs of the EC”.

Prof. Vitliemov acquainted the public with the 10 year long research activities of his department, supported by EU programmes and realized in collaboration with partners

abroad. A short video showing the result of one of the 6th FP projects was shown. In it a rehabilitation robot was shown how it is utilized in a medical institute in Hungary.

Professor Rousko SHISHKOV, DSc, Head of the Department of Material Science & Technology of Materials, "Angel Kanchev" University of Rouse made a presentation on "The university professor - leading researcher". Prof. Shishkov, in a very fascinating manner, talked about the importance of self-education and self-preparation of the teacher who also acts as a researcher. He must take part in mobility schemes. The researcher must follow his own research plan and must be devoted to his aims. A teacher has to be a leading figure for the students, has to show an independent views on basic questions, broad general knowledge and significant scientific achievements. Apart from the published report, Prof. Shishkov outlined some problems in Bulgaria concerning the researchers, for example the antiquated and the useless character of the Bulgarian Academy of Science, the necessity of changes in legislation. Prof. Shishkov expressed his opposition to the research in the military sphere because this kind of research is nonsense. The science exists for helping mankind make progress and military science does the opposite – it serves destruction.

After the presentation Mr. Hahamis asked how does the university help the researcher? Prof. Shishkov explained that he cannot answer that question, but he would rather talk about the self-education of a scientist. Mr. Hahamis repeated his question underlying that Prof. Shishkov acts as a head of a department and could tell the public what the university does for the development of the researchers – e.g. plans, seminars, etc. Prof. Shishkov stated that the development of the researchers is helped by securing participation in joint projects with foreign departments – exchange of colleagues, information, lectures. The department maintains contacts with Glivice (Poland), the Czech republic, Germany, etc.

Another questions of the audience focused on the issue weather the scientist must be an encyclopedist, does the report concern only the engineering science, and if change in the legislation is the conclusion of the speaker. Prof. Shishkov replied that he does not claim to be exhaustive and he insists on a broad general knowledge but within a specific area, and that the scientist must always be one step ahead.

Third Session: Chairman Professor Kiril BARZEV, PhD, Head of the Centre for International Cooperation & Mobility, "Angel Kanchev" University of Rouse

Professor Stepan TERZIYAN, DSc, Head of the Department of Mathematical Analysis and participant in individual scientific projects abroad, "Angel Kanchev" University of Rouse focused on "Mobility of researchers and the application of computer algebra systems in education". Prof. Terziyan completed the sentence by Prof. Shishkov "A man is a man when he is on the road" with the phrase "when he is in the road and is thinking" and related it to the researcher's profession. Prof. Terziyan acquainted the public with his research work, international specializations and published books. He underlined the importance of being mobile in one's career, of taking part in international projects and activities. His report included the very interesting graphics, created with the computer programs Maple and Mathenatica by his students.

Professor Nikola ORLOEV, PhD, Head of the Department of Industrial Design, "Angel Kanchev" University of Rouse presented "Strategic aspects of the scientific mobility in

design". Prof. Orloev made quite a concise presentation of his report as he wanted to give "their majesty", the students the opportunity to present their developments in the sphere of the engineering, the industrial and the informational design.

Four multimedia presentations of bachelor and master students were presented before the public (Momchil Vasilev, Ivan Belchev, Jivko Dushinovski, Boris Mitrofanov/Boyan Petkov).

Prof. Orloev underlined the importance of introducing of courses on creative thinking. Such courses are essential for the scientific mobility.

Professor Diana ANTONOVA, PhD, Vice Dean of the Business & Management Faculty, "Angel Kanchev" University of Rousse focused on "A school model as a democratic citizenship media". Prof. Antonova suggested naming the seminar "The Researcher's Vocation" because no one has become rich while being a researcher and because this sort of activity requires time, devotion, and dedication. Prof. Antonova has chosen to talk about the high school because she thinks that continuity must be build between high school and universities. One of the themes of the report is the volunteer organization SAGE, members of which are school and university teachers, parents, and figures connected to the secondary education. Many of the former members are now occupying high positions in different organizations. An example is the present rector of the University of Rousse Mr. Marko Todorov. Prof. Antonova presented one of the projects of SAGE supported by the EC programme *Democratic citizenship through education*. The project aims at building a European network of schools without violence.

Professor Georgi MITEV, PhD, Head of a research laboratory, "Angel Kanchev" University of Rousse, made a presentation on "The researchers' mobility as a way of improvement". Prof. Mitev announced that he changed the title of his report from "The teacher's mobility as a way of improvement" to "The teacher's and the researchers' mobility as a way of improvement". According to Prof. Mitev, Bulgaria has to step on the way of establishing of Centres of science and education. The aim of a researcher is to establish contacts and the way to do this is to participate in specializations, projects, and exchanging experience. The prerequisites are mastering of one of the official UN languages, being a "seeking soul", stepping out of the limits of the "subject code", having a clear vision for the aims.

Katharina LAMPE, Visiting lecturer, Department of European Studies, "Angel Kanchev" University of Rousse, presented "Robert Bosch" Foundation - activities in Central & Eastern Europe". The lecturer presented the history and the activities of Robert Bosch Foundation, which has as its aim the reaching of understanding between nations. She stressed on its activities in Central and Eastern Europe.

Fourth session: Chairman Professor Kiril BARZEV, PhD, Head of the Centre for International Cooperation & Mobility, "Angel Kanchev" University of Rousse

Professor Galia KRUMOVA, PhD, Professor at the Department of Physics, "Angel Kanchev" University of Rousse presented "Modern approaches for defining nuclear systems and reactions". Prof. Krumova focused on her research activities in the sphere of physics, realized in an international team.

The seminar finished with a film of "High Tech" on Researchers' profession.