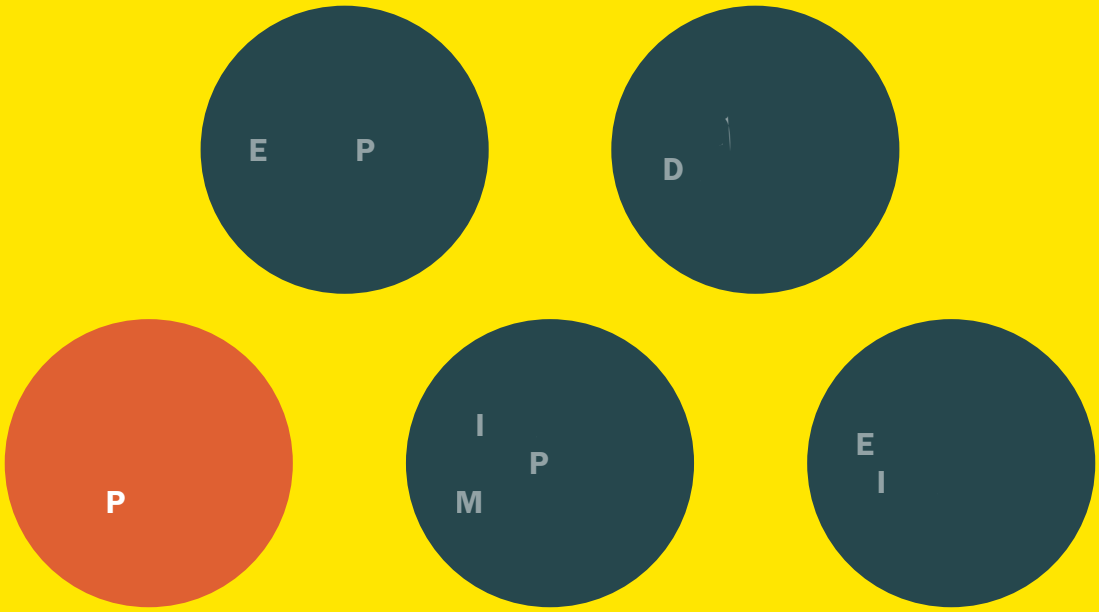
SWPS 2021 01 (Ja a)



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Roberto Camerani R.Camerani@sussex.ac.uk

A **E** **A**

Karoline Rogge Tim Foxon	Energy Policy	K.Rogge@sussex.ac.uk T.J.Foxon@sussex.ac.uk
Ben Martin Ohid Yaqub	Science and Technology Policy	B.Martin@sussex.ac.uk O.Yaqub@sussex.ac.uk
Andrew Stirling Rob Byrne	Sustainable Development	A.C.Stirling@sussex.ac.uk R.P.Byrne@sussex.ac.uk
Carlos Sato Josh Siepel	Innovation and Project Management	C.E.Y.Sato@sussex.ac.uk J.Siepel@sussex.ac.uk
Maria Savona Alberto Marzucchi	Economics of Innovation	M.Savona@sussex.ac.uk A.Marzucchi@sussex.ac.uk

E **A**

Melina Galdos Frisancho M.galdos-frisancho@sussex.ac.uk

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23$'9"&*'+"/"'.1-%5$'-.$+'81%'1-%'_-"*/&/"/&:$'"*"#>.&.'51*.&./.'18'"'+"/"6".$'51*/"&*&*,'&*81%9"/&1*'1*'4-6#&5"/&1*."M2&/#$@'(6./%"5/@'[$>71%+.@'(-/31%.@'(88&#&"/&1*.G'"*+'/3$&%'5&/"/&1*.'8%19'/3$'A$6'18'L5&$*5$'MA1LG'6&6#&1,%"43&5'+"/"6".$'4%1+-5$+'6>'2319.1*'J$-/$%.'M*D+$&#-&1:/+,:+@'PECDG;'\&:$*'/3"/'0.0267.00K.04618431

<-%' 9 "&*'"*"#>.&.'51*.&./.'18'&+$*/&8>&*,'+&88$%$*/'/14&5.'7&/3&*'03",".'%$.$"%53@"*+'./-+>&*,'317'/3$>':"%>'"5%1..'%$,&1*.'"*+'/&9$'4$%&1+.;''

A$'-.$'/3$'9$/31+'18'/14&5'91+$##&*,'/1'+&.51:$%'5199 1*'2#5/:0'"5%1..'"'51##$5/&1*'18'+15-9$*/.;'Z*'4"%/&5-#"%@'7$'-.$'^"/$*/'H&%&53#$/'"##15"/&1*'M^H(G'81%'8&//&*,'/3$'/14&5'91+$#;'23&.'9$/31+1#1,>'51*.&+$%.'$"53'+15-9$*/'".'"'+&./%&6-/&1*'18'/14&5.@"*+'$"53'/14&5'".'"'+&./%&6-/&1*'18'71%+.;'23&.'"##17.'+15-9$*/.'/1'%$#"/$'/1'.$:$%"#'/14&5.'7&/3'+&88$%$*/'#$:$#.'18'&*/$*.&/>'@'%"/3$%'/3"*'6$&*,'.$4"%"/$+'&*/1'+&.5%$/$',%1-4.;'M0"..&'$/'"#;@'PECYI'J16&*.1*'N'L&#,$@'PECYG;'S"53'/14&5'&*'^H('&.'"'9-#/&*19&"#'+&./%&6-/&1*'1:$%'/3$'/$%9.'&*'/3$':15"6-#"%>'18'/3$'51%4-.;'A$'%8%'/1'/3$'4%16"6&#&/>'18'/$%9','6$&*,',$*$%"/$+'6>'/14&5'6'".'!"#$$_{mn}$;'H15-9$*/.'"%$'%$#"/$+'/1'/14&5.'6>'$./&9"/&*,'/3$'4%141%/&1*'18'71%+.'8%19'$"53'"6./%"5/'/3"/'"%$',$*$%"/$+'8%19'$"53'/14&5;'A$'%$8$%'/1'%$&&$_{im}$'".'/3$'4%16"6&#&/>'18'+15-9$*/'/&6$#1*,&*,'/1'/14&5'6;''

A$' "44#>' /14&5' 91+$##&*,' /1' 1-%' .-6?."94#$

'A$'-.$'"*[illegible]/%&5'"44%1"53'/1[illegible]3"*+'51%%$#"/$'[illegible]/3'/14&5.'18'
,%$"/$%'+$[illegible]/3$*'4%15$$+'/[illegible]..&[illegible]@'1[illegible]81%'$"53',%1-4'[illegible]18'/3$'81%9F'

[illegible]' ( ) * +$_i$, (- [illegible] , .$_i$[illegible]

f1[illegible]-6#&5"/&1*'/&18'>$"%'2;[illegible]$%$'%$_i^?$[illegible]&.'/3$'.-9'18'%$&&$$_{im}$'%$#"/&*,'4-6#[illegible]/&1*'/'1'/14&5.'&*'\%1-4',;'
+$_i$[illegible]&.'"':$5/1%'18':"%&"6#$.[illegible]3"%"5/$%&)&*,'4-6#&5"/&1*'/&M.4$5&&$+'6$#17G@''-[illegible]"%$'/&9$'8&=$+'$88$5/.'1*'/3$'
>$"%'18'4-6#&5"/&1*@'"*+'.$_i$(&.'"'%"*+19'$%%1%^{8};'

23$'$=4#"*"/1%>':"%&"6#$.'&*'1-%'%$,%$..&1*.'"%$F'

? M,2+)N/,02/2(2/#,&:#""%$#)%2/#,@'0194-/$+'".'*-96$%'18'&*./&/-/&1*.'&*:1#:$+'&*'/3$'4-6#&5"/&1*'

? M,2+)

%11/$+'&*'#''5B'18'%$#$:''*/'B*17#$+,$'&*'/3$'4-6#&5'41#&5>'''%$*'''6-/'''#.1'1*'41#&/&5''#'8%&5/&1*.'73&53'''%$'*1/'
$=4#''&*$+'6>'B*17#$+,$'.31%/'',$.;''

U$/@'&/'7''.'9$*/&1*$+'&*'9-#/&4#$'&*/$%:&$7.'8%19'&*+&:&+-''#.'7&/3':''%&1-.'6''5B,%1-*+.@'/3''/'%$.$''%53'1*'
03'',''.'*$$+.'/1'8-%/3$%'&*5#-+$'/3$'.15&''#'4$%.4$5/&:$'18'/3$'4%16#$9@'$.4$5&''##>'&*'/3$'41#&5>''%$*'';'
J$.$''%53'1*'''##'/3$'1/3$%'.15&1$51*19&5'53''%''5/$%&./&5.'.-53'''.'9''%,&*''#&)''/&1*@'+&.5%&9&*''/&1*@'''*+'.15&''#'
:-#*$%''6&#&/>'7$%$'9$*/&1*$+'''.'5$*/%''#'/1'/3$'8&,3/''',''&*./'/3&.'4%16#$9;'K-/':$%>'5#$''%#>'6>'''*'&941%/''*/'
9$96$%'18'''4-6#&5'1%,''*&)''/&1*'71%B&*,'1*'03'',''.F'

G4;+&%3&T+&02%)2&0++/,=&7;%=%0&%0&%&0#:/%''&5)#$''+6B&T+&T/'''&$+&%$''+&2#&02%)2&)+*(:/,=&7;%=%0&/,&#()&*
:#(,2)3HI&MK1#&5>'9''B$%G'*

A&/3&*''/3&.'.15&''#'4$%.4$5/&:$@'.19$'B$>'&..-$.'7$%$'%''&.$+'.-53''.''/3$'*$$+'81%'%$.$''%53'1*'317'/1'
&94#9*/'41#&5&$.'%$#''/$+'/1'03'',''.'&*'/3$'91./'$88$5/&:$'9''**$%'1%'/3$'*$$+'81%'%$.$''%53'1*'317'/1'6$./'
''44%1''53'$+-5''/&1*'&*'03'',''.'&*'1%+$%'/1'51:$%'/3$'&941%/''*/','4.'&*'&*81%9''/&1*'''61-/'/3&.'4%16#$9'''5%1..'
''',%$''/'4''%/'18'/3$'414-#''/&1*;'Z*'/3$'71%+.'18'''*'$=4$%/'&*'/3$'8&$#+'18'03'',''.'1*'/3&.'&..-$F'

U(:%2/#,&/,&7;%=%0&;%0&$++,&(,*+)+02/6%2+*&RVS&%0&/-&/2&T+)+&,#2&)+%''&)+0+%):;&RVSH&M,&2;/0&5)#$''+6%2/:&*
R7;%=%0S&-1(&)+1(4600)(/)-1(6%)-1(2)-1(+)-1(*)-1(&)-8(R)-1(V)(H)-2(6%)-1(2)-1(1(2((()-1(,)-1(*)-1(+)-1())-1(+)-1(0*

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NŒŒ*9%#'3*5%4-$'()*&-/6$+/*

'Z*'1%+$%'/1'"*"#>)$'/3$'+&88$%$*/'"%$".'7&/3&*'03",".'%$.$"%53@'7$'+&:&+$'1-%'51%4-.'&*/1'/7$#:$'/14&5.@'".'/3&.',&:$."'5#$"%'&+$"'18'/3$'+&88$%$*/'8&$#+.'7&/3&*'03",".'%$.$"%53[13];''

L%$+"'/,=&2#5/:0&

23$'81##17&*,'#&*B',&:$."'55$..'/1'"*'&*/$%"5/&:$':&.-"#&)"/&1*'18'1-%'/14&5'9"4'7&/3'CP'/14&5.F'^ZQ[;'S"53' 5&%5#$'&*'/3$'#$8/'4"*$#'%$4%$.$*/.'"'/14&5;'23$'.&)3$'53$'5&%5#$'&&

'23&.'&*+&5"/1%'.317.'/3$'+&./%&6-/&1*'18'%$.$"%53'"5%1..'1*$'51-*/%>'M5194"%$.'/14&5.'7&/3&*'"'51-*/%>G;' 23$'%$#"/&:$'.4$5&"#&)"/&1*'&*+&5"/1%'81%'51-*/%>':'"*+'/14&5'6&5194"%$.'/3$'&*+$='+&.4#">$+'"61:$'7&/3'/3$' ":$%",$'%$&&$$_{im}$'81%'/14&5'6'"5%1..'"##'+15-9$*/.'&*'/3$'51%4-.;'23-.'&/'&.',&:$*'6>'/3$'":$%",$'18' %$&&$$_{im}$''81%'"##'/3$'+15-9$*/.'7&/3'"-/31%.'"88&#&"/$+'/1'51-*/%>':@'+&:&+$+'6>'/3$'":$%",$'18(%$&&$$_{im}$'' 81%'"##'+15-9$*/.'&*'/3$'51%4-.'MMG;''

$$?01_{cm} \;' \; \frac{\dfrac{2_{i\in c}\,\%\$\&\&\$_{im}}{3(4-(56789:\$\#94;<(-=4\&(:46;\#=>(:}}{\dfrac{2_{i\in I}\,\%\$\&\&\$_{im}}{3(56789:\$\#94;<(9;(:4=56<}},$$

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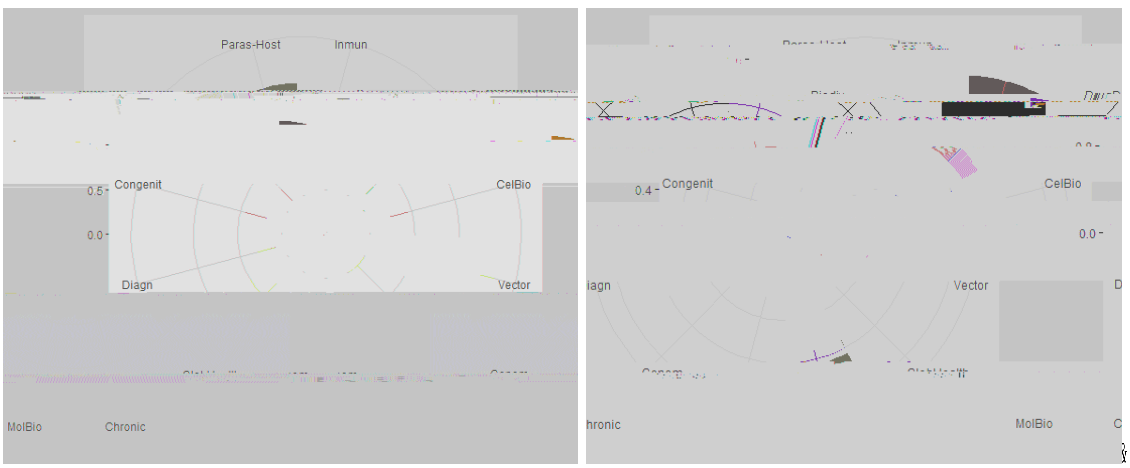
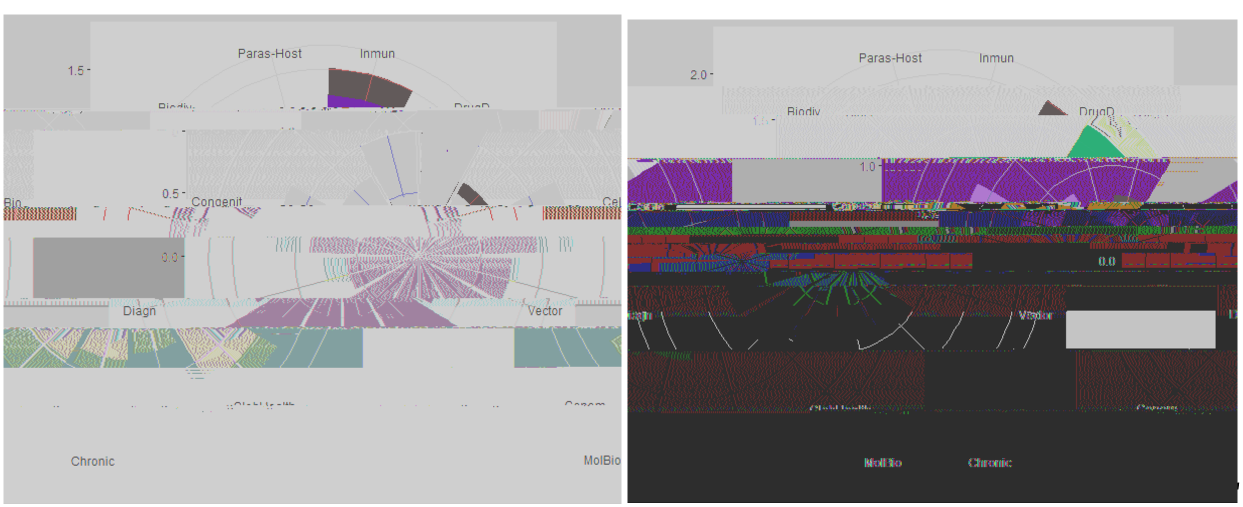
23&.'&*+$='5194"%$.'317'%$#$:"*/'$"53'/14&5'&.'&*'/3$'.-6.$/'18'4-6#&5"/&1*.'"88&#&"/$+'/1'"'5$%/"&*'51-*/%>' /1'/3$'%$#$:"*5$'18'/3$'/14&5'&*'/3$'731#$'51%4-.;'23-.@'&/'"##17.'-.'/1'5194"%$'/3$'&941%/"*5$'18'/14&5.' "5%1..'51-*/%&$.;'23$'81##17&*,'&9",$.'.317'/3$'+&./%&6-/&1*'18'/3$.$'&*+&5"/1%.'81%'81-%'.$#$5/$+'51-*/%&$.' M/71'3&,3?&*519$'"*+'/71'#17?&*519$G'"*+'"5%1..'/3$'CP'/14&5.;'23$'"6.1#-/$'.4$5&"#&)"/&1*'&*+&5"/1%'&.' +&.4#">$+'&*'%$+'73&#$'/3$'%$#"/&:$'.4$5&"#&)"/&1*'&.'.317*'&*'6#-$F'

>/=()+&]@&P$0#"(2+&%,&)+"%2/9+&05+:/%"/8%2/#,&/,*/:%2#)0&5+)&:#(,2)3*

P)=+,2/,%&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&')%8/"&*



^1P&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&&15%/,&



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Z*'/3$'8&$#+'18'.4$5&''#&)''/&1*'18'(%,$*/&*'''M\%1-4'C@'*U:#*"&N&`+:2#)G@'61/3'51##''61%''/&1*'''*+'&*/$%+&.5&4#&*''%&/>'
+1'*1/'.$$9'/1'+%&:$'%$.$''%53;'23&.'.317.'/3''/'%$.$''%53'&*'/3&.'''%$'''&*'(%,$*/&*'''&.'8%'',9$*/$+'''*+'%$.$''%53'
,%1-4.'+1'*1/'3':$'9-53'&*/$%''5/&1*@'$&/3$%'*''/&1*''##>'1%'&*/$%*''/&1*''##>;''

(%,$*/&*$'&*./&/-/&1*.'/$*+'/1'4-6#&.3'1*'7#,=+,&N&./%=,'M\%1-4'PG'&*'51##''6]TJETQq0.24''%5

23$'./-+>'-.$.'_-"*/&/"/&:$'"*+'_-"#&/"/&:$'/$53*&_-$.'/1'$=4#1%$'/3$'"..15&"/&1*'6$/7$$*'+$9"*+'"*+'.-44#>'18'.5&$*/&8&5'%$.$''%53'&*'/3$'5".$'18'03",".@'"'*$,#$5/$+'/%14&5"#'+&.$".$@'7&/3'''815-.'1*'(%,$*/&*$"*'+$9"*+;'Z*'1%+$%'/1'"*"#>)$'/3&.'"#&,*9$*/@'7$'51*.&+$%'61/3',#16"#'"*+'#15"#'%$.$"%53'.-44#>;'A$'"..$..'/1'73"/'$=/$*/'%$#$:"*/'B*17#$+,$'3".'6$$*'4%1+-5$+'71%#+7&+$'"*+'73$/3$%'(%,$*/&*"'3".'+$:$#14$+'%$.$"%53'5"4"6&#&/&$.'/1'4%1+-5$'-.$8-#'B*17#$+,$'1%'/1'"6.1%6@'-.$'"*+'"+"4/'&/'8%19'/3$'&*/$%*"/&1*"#'%$.$"%53'

6$$*'51*5$*/%"'/$+'"#/31-,3'61/3'.317'+$5%$".&*,'/%$*+.'"5%1..'/&9$;'23&.'5"*'&*+&5"/$'/3"/@'1*'1*$'3"*+@'/3$'5-%%$*/'B*17#$+,$'6".$'81%'/3$.$'"%$".'&.'.-88&5&$*/'/1'9$$/'5-%%$*/'+$9"*+.@'"*+'1*'/3$'1/3$%'3"*+@'/3"/'/3&.'%$.$"%53'51*./&/-/$.'"',$*$%"#'"*+'6".&5'B*17#$+,$'6".$'*$$+$+'/1'+$:$#14'%$.$"%53'1*'/3$'1/3$%'/14&5.;'23-.@'/3$',%17/3'18'/3$.$'"%$".'&*'/3$'4"./'9">'3":$'"##17$+'81%'/3$'4%1,%$..'18'%$.$"%53'&*'/3$'1/3$%'/14&5.'/1+">;'

21'51*5#-+$@'73$*'"*"#>)&*,'.5&$*5$'41#&5&$.'&*'%$#"/&1*'/1'.15&$/"#'*$$+.@'7$'.$$'/3"/'9-#/&4#$'4"/3.'$=&./'/1'#&*B'.-44#>'"*+'+$9"*+'8"5/1%.;'A3&#$'&*'.19$'5".$.'81./$%&*,'#15"#'B*17#$+,$'&.'6$*$8&5&"#@'&*'1/3$%.'4%191/&*,'51##"61%"/&1*'7&/3'&*/$%*"/&1*"#'&*./&/-/$.'.$$9.'/3$'4%$8$%%$+'14/&1*;'W17$:$%@'&*'"##'5".$.'/3$%$'&.'"'*$$+'/1'71%B'5#1.$#>'7&/3'/3$'+&:$%.&/>'18'./"B$31#+$%.'&*:1#:$+'&*'/3&*B&*,'"*+'+$:$#14&*,'.1#-/&1*.'81%'03",".'9-#/&+&9$*.&1*"#'4%16#$9.;'23&.'7&##'"##17'/1'&+$*/&8>'/3$'%$.$"%53'4%&1%&/&$.'91%$'$88$5/&:$#>'"*+'/1'-*+$%./"*+'317'.$:$%"#'03",".?%$#"/$+'&..-$.'&*/$%"5/'/1'"53&$:$'"*'&*/$,%"#'",$*+"'/17"%+.'.-./"&*"6#$'+$:$#149$*/;'<4$*&*,'-4'/3$'41#&5>'",$*+"'/1'6%&*,'81%7"%+'/3$':"#-$.'"*+'B*17#$+,$'18'9-#/&4#$'./"B$31#+$%.'"*+'$*,",$'/3$9'&*'+$.&,*&*,'.1#-/&1*.'9">'"#.1'51*/%&6-/$'/1'+$:$#14'91%$'&*/$,%"#'.1#-/&1*'/1'03",".;@'73&53'7".'/3$'3&,3$./'4%&1%&/>'7$'&+$*/&8&$+;'

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e1%/)@'\;@'N'2319".@'W;'MPECDG;'K"%".&/$.@'6-,.'"*+'6"*B.F'K%16#$9.'"*+'51*./%"&*/.'18'+$.&,*&*,'
41#&5&$.'"*+'/$53*1#1,&$.'/3"/'/%"*.81%9'JNH'&*/1'3$"#/35"%$'.1#-/&1*.F'/3$'5".$'18'03",".'
+&.$".$'&*'(%,$*/&*"'MPEEYmPECYG;'M,,#9%2/#,&%,*&.+9+"#56+,2@'YMPG@'PPXmPTa;'
3//4.Fgg+1&;1%,gCE;CEREgPCXYDaEn;PECD;CXbYDET'
e-.3@'!;'MCDTX"G;'*1:/+,:+B&2;+&+,*"+00&-)#,2/+)*

HQH&;'MPECRG;' *d PhMO ! &4XUP4 d UO4&1P>UX&PO . & d WXU&U>>U74M `U&>WX&AUWALU&LM `MO ! &DM4 b& 7 bP ! P1& . M1UP1U*;'H%- , .'81%'Q$, #$5/$+'H&.$".$.'Z*&/&''/&:$;'

^-*+:"##@'e;?v;'MPECECG;'O%2/#,%"&1302+60&#-&M,,#9%2/#,@&4#T%)*0&%&4;+#)3&#-&M,,#9%2/#,&%,*&M,2+)%:2/9+&
L+%),/,=;'(*/3$9'K%$..;'
O$#&*@'\;@'N'K$%..1*@'<;'MCDDbG;'L/-+>&*,'%$.$"%53'51##"61%"/&1*'-.&*,'51?"-/31%.3&4.;'1:/+,2#6+2)/:0@'
]gMaG@'abamaYY;'3//4.Fgg+1&;1%,gCE;CEEYgefEPCPDbEE'
O&##$%@'0;'(;'MPEEYG;'H$915%"/&)"/&1*@'&*/$%*"/&1*"#'B*17#$+,$'&*./&/-/&1*.@'"*+',#16"#',1:$%*"*5$;'
!#9+),%,:+@'\[MPG@'aPXmaXY;'L514-.;'3//4.Fgg+1&;1%,gCE;CCCCgh;CTbR?ETDC;PEEY;EEaXD;='
O1*/,19$%>@'L;'K;@'K"%&.$@'O;'S;@'H1/.1*@'S;'O;@'N'e&"#$B@'L;'J;'MPECbG;'A3"/'H1'A$'[*17'(61-/'
03",".'H&.$".$'&*'/3$'k*&/$+'L/"/$.`'4;+&P6+)/:%,&e#(),%"&#-&4)#5/:%"&d+*/:/,+&%,*&b3=/+,+@'
YcMbG@'CPPXmCPPY;'3//4.Fgg+1&;1%,gCE;TPbDg"h/93;Cb?EPCa'
Q$#.1*@'J;'J;'MPECCG;'23$'911*'"*+'/3$',3$//1'%$:&.&/$+;'1:/+,:+&%,*&A($"/:&A#"/:3@']ZMDG@'bRCmbDE;'
L514-.;'
J16&*.1*@'H;@'N'L&#,$@'l;'MPECYG;'4+K2&d/,/,=&T/2;&X@&P&4/*3&P55)#%:;;'<VJ$&##>;'
L"#/$%@'(;'l;@'N'O"%/&*@'e;'J;'MPEECG;'23$'$51*19&5'6$*$8&/.'18'4-6#&5#>'8-*+$+'6".&5'%$.$"%53F'('5%&/&5"#'
%$:&$7;'X+0+%):;&A#"/:3@'][MaG@'XEDmXaP;'L514-.;'3//4.Fgg+1&;1%,gCE;CECbgLEETR?YaaaMEEGEEEDC?
a'
L"*9"%/&*1'M011%+;G@'O;'MPECXG;'b%$"%6#0&*+&7;%=%0H&P5#)2+0&5%)%&R)+S5+,0%)&"%&5)#$"+6j2/:%&:#,&(,%&
6/)%*%&/,2+=)%"H&7#,2+,20@&P6/+9%B&7HB&'%"0%"#$)+B&PHB&7%))/""#B&7HB&d%)2/B&!HB&d+*#,+B&AHB&
d#)*+="/%B&7HB&X+:;+B&`HPHB&1%,6%)2/,#B&dHB&1:%88#"%B&dH1H'0<QZ0S2;'
L"*9"%/&*1@'O;'MPECXG;'.#:(6+,2%"&L(:;%0&7%65+0/,%0&>)+,2+&%"&7;%=%0;'
3//4.Fgg77 7;>1-/-6$;5119g7"/53`:w_SBe[eY#Q/O'
L"%$7&/)@'H;'MPECYG;'L"#:"%'#"'5&$*5&";'X+9/02%&*+&U:#,#6k%&M,02/2(:/#,%"@'?YMaYG@'aC;'
3//4.Fgg+1&;1%,gCE;CRbECgECPTXDDb;:CD*aY;Ea'
L"%$7&/)@'H;@'N'K&$#B$@'J;'(;'MPEEYG;'23$'*$,#$5/$+'3$"%/'18'.5&$*5$'41#&5>F'J$51*5&#&*,'.-44#>'18'"*+'
+$9"*+'81%'.5&$*5$;'U,9/)#,6+,2%"&1:/+,:+&l&A#"/:3@'?[MCG@'XmCb;'
3//4.Fgg+1&;1%,gCE;CECbgh;$*:.5&;PEEb;CE;EEC'
L531/@'l;@'N'L/$&*9-$##$%@'A;'S;'MPECRG;'23%$$'8%"9$.'81%'&**1:"/&1*'41#&5>F'JNH@'.>./$9.'18'&**1:"/&1*'
"*+'/%"*.81%9"/&:$'53"*,$;'X+0+%):;&A#"/:3@'aiMDG@'CXXTmCXbY;'
3//4.Fgg+1&;1%,gCE;CECbgh;%$.41#;PECR;ER;ECC'
L&$:$%/@'0;@'N'L3&%#$>@'[;'MPECTG;'^H(:&.F'('9$/31+'81%':&.-"#&)&*,'"*+'&*/$%4%$/&*,'/14&5.;'A)#:++*/,=0&
#-&2;+&D#)<0;#5&#,&M,2+)%:2/9+&L%,=(%=+&L+%),/,=B&`/0(%"/8%2/#,B&%,*&M,2+)-%:+0@'bamYE;'
3//4.Fgg+1&;1%,gCE;aCCXg:CgACT?aCCE'
L9&/3@'O;'l;@'A$&*6$%,$%@'0;@'e%-*"@'S;'O;@'N'(##$.&*"@'L;'MPECTG;'23$'L5&$*/&8&5'Z94"5/'18'Q"/&1*.F'
l1-%*"#'K#"5$9$*/'"*+'0&/"/&1*'K$%81%9"*5$;'AL#1&WOU@'YMCEG@'$CEDCDX;'
3//4.Fgg+1&;1%,gCE;CaYCgh1-%*"#;41*$;ECEDCDX'
L4"'4$*@'l;@'N':"*'H%11,$@'^;'MPECCG;'Z*/%1+-5&*,'x4%1+-5/&:$'&*/$%"5/&1*.V'&*'.15&"#'&94"5/'"..$..9$*/;'
X+0+%):;&U9%"(%2/#,&N&XU1&U`PL^P4@'\[@'PCCmPCR;'
3//4.Fgg+1&;1%,gCE;aCXPgEDXRPEPCCnCPDTCaYCRYbYTP'
L/&%#&*,@'(;'MPEERG;'c<4$*&*,'-4d'"*+'c5#1.&*,'+17*dF'K17$%@'4"%/&5&4"/&1*@'"*+'4#-%"#&.9'&*'/3$'.15&"#'
"44%"&."#'18'/$53*1#1,>;'1:/+,:+&4+:;,#"#=3&%,*&b(6%,&`%"(+0@']]MPG@'PbPmPDT;'L514-.;'
3//4.Fgg+1&;1%,gCE;CCYYgECbPPTaDEYaCCPbX'
k*&/$+'Q"/&1*.;'MPECXG;'4)%,0-#)6/,=&#()&T#)"*@&4;+&\[][&P=+,*%&-#)&1(02%/,%$"+&.+9+"#56+,2;'
3//4.Fgg.-./"&*"6#$+$:$#149$*/;-*;1%,g41./PECXg/%"*.81%9&*,1-%71%#+g4-6#&5"/&1*'

! $#31@'^;'MPECCG;'^"'5&$*5&"'>'#1.'4"%"+&, 9".'+$'#"'41#t/&5"'5&$*/t8&5"@'/$5*1#s,&5"'>'+$'&**1:"5&s*;'

U02(*/#&1#:/%"&*+&L%&7/+,:/%&3&L%&4+:,#"#=k%&.+0*+&P6m)/:%&L%2/,%@'DDmCPX;'

A"##"5$@'O;'^;@'N'J]81#.@'Z;'MPECRG;'Z*./&/-/&1*"#'.3"4&*,'18'%$.$"%53'4%&1%&/&$.F'('5".$'./-+>'1*'":&"*'

&*8#-$*)";'X+0+%):;&A#"/:3@'ai MCEG@'CDYXmCDRD;'L514-.;'

3//4.Fgg+1&;1%,gCE;CECbgh;%$.41#;PECR;EY;EEX'

D+$&#-&1:/+,:+;'MPECDG;'7 7 7;7$618B*17#$+,$;51 9'

AW<;'MPECX"G;'M,9+02/,=&2#&#9+):#6+&*+&="#$%"&/,:#6+&#-&,+="+:2+*&2)#5/:%"&*/0+%0+0;'A 1%#+'W$"#/3'

<%,"*&)"/&1*;'

AW<;'MPECX6G;'7;%=%0&*/0+%0+&/,&L%2/,&P6+)/:%@&P,&+5/*+6/#"#=/:%"&(5*%2+&$%0+*&#,&\[?[&+02/6%2+0;'

A 1%#+'W$"#/3'<%,"*&)"/&1*;'

3//4.Fgg"44.;731;&*/g&%&.g6&/./%$"9g3"*+#$gCEbbXgPTPaCbgA S J DEEbuaa?

TT;KHf`.$_-$*5$wCN"94I&.(##17$+w>'

AW<;'MPEPE"@'O"%53'CCG;'7;%=%0&*/0+%0+&R%"0#&<,#T,&%0&P6+)/:%,&2)35%,#0#6/%0/0S;'

3//4.Fgg 7 7 7;731;&*/g$*g*$7.?%119g8"5/?.3$$/.g+$/"&#g53",".?+&.$".$?M"9$%&5"*?/%>4"*1.19&".&.G'

AW<;'MPEPE6@'(4%&#'YG;'1;+&/0&#,+&#-&]YB[[[

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Science Policy Research Unit
University of Sussex, Falmer
Brighton BN1 9SL
United Kingdom

SPRU website: . . . / - /
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