



# Identity Based Encryption: An Overview

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# Structure of Presentation

- Conceptual overview and motivation.
- Some technical details.
- Brief algebraic background.
- Some constructions.
- News from the industry.



# Conceptual Overview and Motivation

# Science of Encryption

## Evolution

- **Classical cryptosystems.**
  - encryption and decryption keys are same.
  - both are secret.
  - **Problems:** key distribution and management.
- **Public key cryptosystems. A paradigm shift.**
  - encryption and decryption keys are different.
  - encryption key is public; decryption key is secret.
  - **Problems:** Operational issues.

# Public Key Encryption (PKE)

- Alice has two keys
  - $pk_A$  : Available in a public directory.
  - $sk_A$  : Kept secret by Alice.
- Bob encrypts a message using  $pk_A$ .
- Alice decrypts the ciphertext using  $sk_A$ .
- **Problem:** (Wo)man in the middle.
  - Eve impersonates Alice.
  - Puts a public key  $pk_E$  in Alice's name.
  - Eve decrypts any message encrypted using  $pk_E$ .

# Digital Signature Protocol

- Consists of algorithms (Setup, Sign, Verify).
- Setup generates  $(pk_C, sk_C)$  for Charles.
- $pk_C$  is made public (placed in a public directory).
- Charles signs message  $M$  using  $sk_C$  to obtain signature  $\sigma$ .
- Anybody can verify the validity of  $(M, \sigma)$  using  $pk_C$ .

# Certifying Authority (CA)

- Consider Charles to be CA.
- Alice obtains certificate.
  - Alice generates  $(pk_A, sk_A)$ ; sends  $pk_A$  to CA.
  - CA signs (Alice,  $pk_A$ ) using  $sk_C$  to obtain  $\sigma$ ;  
Alice's certificate: (Alice,  $pk_A, \sigma$ ).
- Bob sends message  $M$  to Alice.
  - Verifies (Alice,  $pk_A, \sigma$ ) using  $pk_C$ .
  - Encrypts  $M$  using  $pk_A$ .

# X.509 Certificates

## Structure.

- version number
- serial number
- signature algorithm ID
- issuer name
- validity period
- subject name (i.e., certificate owner)
- certificate owner's public key
- optional fields
- the CA's signature on all previous fields



# Setting Up an SSL Session

- **Hello:** I am Alice (client); I am Bob (server); agree on specific cryptographic algorithms to be used during the session;
- Bob sends his certificate to Alice;
- Alice verifies certificate using CA's public key;
- Alice generates a random master secret key MS;
- Alice encrypts MS using Bob's public key and sends to Bob;
- Using MS, both Alice and Bob generate two keys  $K_1$  and  $K_2$ .
- $K_1$ : used for authentication;  
 $K_2$ : used for encryption.

# CA: Operational Issues

- How long will Alice's certificate be valid?
  - CA publishes certificate status information.
  - This information has to be fresh (to a day, for example).
  - Bob has to verify that Alice's certificate has not been revoked.
- Does Bob trust Alice's CA?
  - Alice and Bob may have different CAs.
  - This may lead to a chain (or tree) of CAs.
  - CAs have to certify each other.

# Public Key Infrastructure

- Consists of certifying authorities and users.
- Certificate status information.
  - Certificate revocation list (CRL).
  - Online certificate status protocol (OCSP).
  - One-way hash chains.
- A major stumbling block for widespread adoption of PKE.

# Certificate Revocation Lists

- CA periodically issues the list of revoked certificates.
  - Delta-CRL: incremental update;
  - Example: issue new CRL every month and delta-CRL every day.
- **High transmission cost:**  
complete list must be downloaded by any party who wants to check the status of a certificate.

# OCSP

- CA maintains an online server.
- Responds to any certificate status query by generating a fresh signature on the current status.
- Reduces transmission cost to a single signature per query.
- Substantially increases computation load for the server.
  - Vulnerable to a denial-of-service attack if server is centralized;
  - If the service is distributed, then compromising any server compromises the entire system.

# One-Way Hash Chains

“Novomodo” (Micali): simplified description.

- Suppose Alice’s certificate is to be valid for  $n$  days.
- For Alice, CA chooses a random value  $X_0$  and computes

$$X_1 = H(X_0), X_2 = H(X_1), \dots, X_n = H(X_{n-1});$$

$H$  is a one-way hash function.

- Puts  $X_n$  in Alice’s certificate, i.e.,

$$(Alice, pk_A, X_n, \text{sign}_{sk_C}(Alice, pk_A, X_n)).$$

# One-Way Hash Chains (contd.)

- If Alice's certificate is valid on the  $i$ -th day, CA sends  $X_{n-i}$  to the directories; otherwise it does not.
- Bob checks freshness by reading  $X_{n-i}$  and verifying

$$X_n \stackrel{?}{=} H^i(X_{n-i}).$$

- **Advantages.**
  - **Computational:** hashing is much faster than signing.
  - **Transmission:** the directory's response to a status query is  $X_{n-i}$ ;
  - **Security:** the directories need not be trusted.



# Identity Based Encryption



# Identity Based Encryption

- Alice's e-mail id `alice@gmail.com` is her public key.
- Alice authenticates herself to an “authority” and obtains the private key corresponding to this id.
- Bob uses `alice@gmail.com` and some public parameters of the “authority” to encrypt a message to Alice.
- Alice decrypts using her private key.
- No CA; no certificates; no CRLs; no chain of CAs!

# Hierarchical IBE (HIBE)

“authority” is called a private key generator (PKG)

- Delegate the capability for providing private keys to lower level entities.
- This creates a hierarchy.
- There are no lower level public parameters. Only the PKG has public parameters.
- Alice obtains her private key from her “local” key generation centre.
- Bob does not have to bother about who generated Alice’s private key.

# IBE Problems

- Sending Alice's private key requires a secure channel.
- Inherent key escrow: Alice's private key is known to the PKG.
- How does Alice regain her privacy?
  - Basic idea: double encryption; combine a PKE and an IBE; many subtleties to take care of.
  - Examples:
    1. Certificateless encryption.
    2. Certificate based encryption.

# Some Historical Milestones

**Classical:** . . . , Enigma, DES, AES.

**Public key:** Diffie-Hellman, 1976.

- RSA, 1978.
- El Gamal, 1984.
- Cramer-Shoup, 1998.

**IBE:** Proposed by Shamir, 1984.

- Cocks, 2000 (or earlier).
- Sakai-Ohgishi-Kasahara, 2000.
- Boneh-Franklin, 2001.  
Led to major research effort.



# Some Technical Details

# Definition of IBE

## Set-Up:

Input: desired security level.

Output: PP and msk for the PKG.

## Key Generation:

Input: identity ID, PP and msk.

Output:  $d_{ID}$ , the secret key for ID.

## Encryption:

Input: identity ID, msg  $M$ , PP.

Output: ciphertext  $C$ .

## Decryption:

Input: ID,  $C$ ,  $d_{ID}$ .

Output:  $M$  or bad.

# Who Does What?

- **PKG runs Set-Up.**
- **PKG runs Key Generation.**
- **Bob runs Encryption.**
- **Alice runs Decryption.**

# Adversary Does What?

## Intuitive goals of an adversary.

- Get the master secret key of the PKG.
- Get the decryption key of Alice.
- Try to decipher a ciphertext intended for Alice.
- Indistinguishability of ciphertext distributions.
  - Obtain the decryption keys of some other persons.
  - Ask Alice to decrypt a few other (possibly mal-formed) ciphertexts.



# Modelling Paranoid Security

Adversarial goal: **Weak.**

Notion of indistinguishability.

- Let  $M_0$  and  $M_1$  be two distinct equal length messages.
- Let  $\mathcal{C}_0$  be the set of all ciphertexts which can arise from  $M_0$ . Similarly define  $\mathcal{C}_1$ .
- Task: given  $C$  from  $\mathcal{C}_b$ , for a randomly chosen  $b$ , determine  $b$ .

Oracles.

- Allowed to obtain other decryption keys.
- Allowed to ask Alice for decryption of other ciphertexts.

# Modelling Paranoid Security

Adversarial resources: maximum practicable.

Probabilistic algorithm.

- **Asymptotic setting:** polynomial time (in the security parameter) computation.
- **Concrete setting:** relate success probability to running time.

# Security Definition

Game between adversary and simulator.

Set-Up: **simulator**

- Generates PP and msk.
- Provides the adversary with PP.
- Keeps msk secret.

Phase 1: **adversarial queries.**

- **Key extraction oracle:** ask for the key of any identity.
- **Decryption oracle:** ask for the decryption of any ciphertext on any identity.
- **Restriction:** cannot ask for decryption using ID, if a key for ID has been asked earlier.

# Security Definition (contd.)

## Challenge:

- Adversary outputs  $ID^*$  and two equal length messages  $M_0$  and  $M_1$ .
- Adversary should not have asked for the private key of  $ID^*$ .
- Simulator chooses a random bit  $b$ ; encrypts  $M_b$  using  $ID^*$  to obtain  $C^*$ ; gives  $C^*$  to the adversary.

## Phase 2: adversarial queries.

- Same as Phase 1.
- **More restrictions:**  
cannot ask for the private key of  $ID^*$ ;  
cannot ask for the decryption of  $C^*$  under  $ID^*$ .

# Security Definition (contd.)

## Guess:

- adversary outputs a bit  $b'$ ;
- adversary wins if  $b = b'$ .

## Advantage:

$$\epsilon = 2 \times |\Pr[b = b'] - 1/2|.$$

$(\epsilon, t)$ -adversary: running time  $t$ ; advantage  $\epsilon$ .

# Security Definition (contd.)

- Strongest definition:  
Full model: adaptive-ID and CCA-secure.
- Weaker definitions:
  - Adaptive-ID and CPA-secure.  
Adversary not provided with the decryption oracle.
  - Selective-ID.  
Adversary has to commit to the target identity even before the protocol is set-up.
    - CPA-secure.
    - CCA-secure.



# Brief Algebraic Background

# Bilinear Map

$$e : G_1 \times G_1 \rightarrow G_2.$$

- $G_1, G_2$  are cyclic groups of same prime order  $p$ ;
- $G_1$ : additively written,  $G_1 = \langle P \rangle$ ;
- $G_2$ : multiplicatively written.
- **Known examples:** Weil and Tate pairings.
  - $G_1$ : subgroup of an elliptic curve group.
  - $G_2$ : subgroup of the multiplicative group of a finite field.



# Bilinear Map: Properties

**Binlinearity:**

$$e(aP, bP) = e(P, P)^{ab}.$$

**Non-degeneracy:**  $e(P, P) \neq 1$ .

**Computability:**  $e(Q, R)$  can be “efficiently”  
computed.

# Gap DH Groups

Consider DDH in  $G_1$ .

- **Instance:**  $(P, aP, bP, Z)$ .
- **Verify**

$$e(P, Z) \stackrel{?}{=} e(aP, bP).$$

- **Verification succeeds iff  $Z = abP$ .**

Thus,  $G$  is a group where it is *easy* to solve DDH but *hard* to solve CDH.

# Hardness Assumption

## Bilinear Diffie-Hellman Problem (BDH)

Instance:  $(P, aP, bP, cP)$ .

Task: compute  $e(P, P)^{abc}$ .

## Decisional Bilinear Diffie-Hellman Problem (DBDH)

Instance:  $(P, aP, bP, cP, Z)$ .

Task: Decide between

- $Z = e(P, P)^{abc}$  (i.e.,  $Z$  is real)
- $Z$  is random.

Several variants of the DBDH assumption are also used.

# DBDH Advantage

Let  $\mathcal{A}$  be a probabilistic algorithm

- input:  $(P, P_1, P_2, P_3, Z) \in G_1^4 \times G_2$ ;
- output: a bit  $b$  (denoted by  $\mathcal{A} \Rightarrow b$ ).

Advantage of  $\mathcal{A}$ .

$$\begin{aligned} \text{Adv}(\mathcal{A}) &= |\Pr[\mathcal{A} \Rightarrow 1 | Z \text{ is real}] \\ &\quad - \Pr[\mathcal{A} \Rightarrow 1 | Z \text{ is random}]|. \end{aligned}$$

$\text{Adv}(t)$  is the supremum of advantages over all algorithms  $\mathcal{A}$  running in time at most  $t$ .

DBDH is  $(\epsilon, t)$ -hard if  $\text{Adv}(t) \leq \epsilon$ .

# Joux's Key Agreement Protocol

3-party, single-round.

- Three users  $U_1, U_2$  and  $U_3$ ;
- $U_i$  chooses a uniform random  $r_i$  and broadcasts  $X_i = r_i P$ ;
- $U_i$  computes  $K = e(X_j, X_k)^{r_i}$ , where  $\{j, k\} = \{1, 2, 3\} \setminus \{i\}$ ;

$$K = e(P, P)^{r_1 r_2 r_3}.$$



# Some Constructions

# Cocks' IBE

- $N = pq$ ;
- $J(N)$ : set of elements with Jacobi symbol 1 modulo  $N$ ;
- $QR(N)$ : set of quadratic residues modulo  $N$ .

## Public Parameters.

- $N$ ;  $u \stackrel{\$}{\leftarrow} J(N) \setminus QR(N)$ ;  
 $u$  is a random pseudo-square;
- hash function  $H()$  which maps identities into  $J(N)$ .

**Master Secret Key:**  $p$  and  $q$ .

# Cocks' IBE (contd.)

## Key Generation for ID:

- $R = H(\text{ID})$ ;
- $r = \sqrt{R}$  or  $\sqrt{uR}$  according as  $R$  is square or not;
- secret key corresponding to ID is  $d_{\text{ID}} = r$ .



# Cocks' IBE (contd.)

Encryption of a bit  $m$  using an identity ID.

- $R = H(\text{ID}); t_0, t_1 \stackrel{\$}{\leftarrow} \mathbb{Z}_N;$
- compute  $d_a = (t_a^2 + u^a R)/t_a$  and  $c_a = (-1)^m \cdot \left(\frac{t_a}{N}\right);$
- ciphertext:  $((d_0, c_0), (d_1, c_1)).$

Decryption of  $((d_0, c_0), (d_1, c_1))$  using ID and  $d_{\text{ID}} = r:$

- $R = H(\text{ID});$  set  $a \in \{0, 1\}$  such that  $r^2 = u^a R;$
- set  $g = d_a + 2r;$  (note  $g = \left(\frac{(t_a+r)^2}{t_a}\right)$  and so,  $\left(\frac{g}{N}\right) = \left(\frac{t_a}{N}\right);$ )
- compute  $(-1)^m$  to be  $c_a \cdot \left(\frac{g}{N}\right).$

# Cocks IBE: Issues

- One main problem: size of the ciphertext is very large; two elements of  $\mathbb{Z}_N$  per bit.
- Boneh, Gentry and Hamburg:
  1. An IBE which encrypts a single bit. (A general description of which the Cocks-IBE is *not* an instantiation.)
  2. Reuse of randomness for encrypting more than one bit.
- Significantly reduces the size of the ciphertext.
- Trade-off: substantial increase in encryption time.
- Better balance: ongoing research work.

# Boneh-Franklin IBE

- **Setup:**  $\langle P \rangle = G_1$ ,  $s \xleftarrow{\$} \mathbb{Z}_p$ ,  $P_{\text{pub}} = sP$   
 $\text{PP} = \langle P, P_{\text{pub}}, H_1(), H_2() \rangle$ ,  $\text{msk} = s$ .
- **Key-Gen:** Given ID compute  $Q_{\text{ID}} = H_1(\text{ID})$ ,  
 $d_{\text{ID}} = sQ_{\text{ID}}$ .
- **Encrypt:** Choose  $r \xleftarrow{\$} \mathbb{Z}_p$ ,  
 $C = rP, M \oplus H_2(e(Q_{\text{ID}}, P_{\text{pub}})^r)$
- **Decrypt:** Given  $C = \langle U, V \rangle$  and  $d_{\text{ID}}$  compute  
 $V \oplus H_2(e(d_{\text{ID}}, U)) = M$ .

# The Pairing Magic

Public parameter:  $p_{\text{pub}} = sP$ .

Decryption key:  $d_{\text{ID}} = sQ_{\text{ID}}$ .

Encryption Mask:  $e(Q_{\text{ID}}, P_{\text{pub}})^r$ .

Decryption Mask:  $e(Q_{\text{ID}}, P_{\text{pub}})^r$ .

**Correctness:**

$$\begin{aligned} e(d_{\text{ID}}, U) &= e(sQ_{\text{ID}}, rP) \\ &= e(Q_{\text{ID}}, sP)^r \\ &= e(Q_{\text{ID}}, P_{\text{pub}})^r. \end{aligned}$$

# BF-IBE (contd.)

- Basic construction: CPA-secure.
- Can be converted to CCA-secure protocol.
- Corrected analysis due to Galindo.
- Drawbacks.
  - Assumes all the hash functions to be random functions.
  - Has a large security degradation.

# Subsequent Work

**Goal:** Remove the random oracle heuristic.

- **Weaker security model:**
  - **selective-id:** Canetti-Halevi-Katz, 2003;  
**construction:** Boneh-Boyen, 2004;
  - **generalised selective-id (model and construction):** Chatterjee-Sarkar, 2006.
- **Stronger hardness assumptions:**  
**the instance contains more information.**
  - **DBDHE:** Boneh-Boyen, 2005;  
**special case (mBDDH):** Kiltz-Vahlis, 2008.
  - **$q$ -ABDHE:** Gentry, 2006.
  - **Others.**

# Subsequent Work (contd.)

- Adaptive-id, CPA-secure IBE:
  - Boneh-Boyen, 2004.
  - Waters, 2005.  
A very important work for several reasons.
  - Chatterjee-Sarkar (2006), Naccache (2006).  
Improvement of Waters protocol.
- Adaptive-id, CPA-secure HIBE:
  - Gentry-Silverburg, 2002: uses random oracles.
  - Waters, 2005.
  - Chatterjee-Sarkar, 2006: most efficient till date.

# From CPA to CCA-Security

- Canetti-Halevi-Katz, 2003: generic construction.
- Boneh-Katz, 2005: generic construction with efficiency improvement.
- Boyen-Mei-Waters, 2005: non-generic, but applies to many protocols.



# Basic Setting

Full model security:

- adaptive-id and CCA-security.

Assumptions:

- DBDH assumption  
(basic assumption in the area);
- no random oracles.

Efficiency:

- speed of encryption/decryption/key generation;
- size of keys and public parameters;
- depends on desired security level;

# Basic Setting: Protocol

Sarkar-Chatterjee (2007).

- Based on Chatterjee-Sarkar extension of Waters CPA-secure IBE.
- Incorporates BMW techniques to achieve CCA-security.
- Uses hybrid encryption.
- Uses a few other techniques.
- Can be used to obtain a HIBE.

Currently known most efficient protocol in the basic setting.

# Set-Up

**Pairing:**  $e : G_1 \times G_1 \rightarrow G_2, G_1 = \langle P \rangle.$

**PP:**  $P, P_1, P_2, U'_1, U_1, \dots, U_l$  and  $W.$

- $P_1 = \alpha P$ , where  $\alpha \xleftarrow{\$} \mathbb{Z}_p;$
- $P_2, U'_1, U_1, \dots, U_l$  and  $W$  are random elements of  $G_1;$
- $H_s : G_1 \rightarrow \mathbb{Z}_p$  is randomly chosen from a UOWHF.

**Master secret key:**  $\alpha P_2.$

# Key Generation

Identity  $ID = (ID_1, \dots, ID_l)$ , each  $ID_i$  is an  $(n/l)$ -bit string, considered to be an element of  $\mathbb{Z}_{2^{n/l}}$ .

(modified) Waters hash.

$$V(ID) = U'_1 + \sum_{i=1}^l ID_i U_i.$$

(Waters' proposal:  $l = n$ .)

$$d_{ID} = (d_0, d_1).$$

- $d_0 = \alpha P_2 + rV(ID)$ , where  $r \stackrel{\$}{\leftarrow} \mathbb{Z}_p$ .
- $d_1 = rP$ .

# Encryption

**Input:** Identity  $ID$ ; message  $M$ .

**Output:**  $(C_1, C_2, B, \text{cpr}, \text{tag})$ .

- $C_1 = tP, B = tV(ID)$ , where  $t \xleftarrow{\$} \mathbb{Z}_p$ .
- $K = e(P_1, P_2)^t$ .
- $(IV, dk) = \text{KDF}(K)$ .
- $(\text{cpr}, \text{tag}) = \text{AE.Encrypt}_{dk}(IV, M)$ .
- $\gamma = H_s(C_1); W_\gamma = W + \gamma P_1$ .
- $C_2 = tW_\gamma$ .

# Decryption

**Input:** Identity ID; ciphertext  $(C_1, C_2, B, \text{cpr}, \text{tag})$ .

**Output:** Message  $M$  or bad.

- $\gamma = H_s(C_1); W_\gamma = W + \gamma P_1$ .
- If  $e(C_1, W_\gamma) \neq e(P, C_2)$  return  $\perp$ .
- $K = e(d_0, C_1)/e(B, d_1)$ .
- $(IV, dk) = \text{KDF}(K)$ .
- $M = \text{AE.Decrypt}_{dk}(IV, C, \text{tag})$ .  
(This may abort and return  $\perp$ ).

# Correct Decryption

- The test  $e(C_1, W_\gamma) \stackrel{?}{=} e(P, C_2)$ ,  
 $C_1 = tP$  and  $C_2 = tW_\gamma$

$$\begin{aligned} e(C_1, W_\gamma) &= e(tP, W_\gamma) \\ &= e(P, tW_\gamma) \\ &= e(P, C_2). \end{aligned}$$

# Correct Decryption (contd.)

- Reconstruction of  $K$ .

During encryption:  $K = e(P_1, P_2)^t$ .

During decryption:

$$\begin{aligned} K &= \frac{e(d_0, C_1)}{e(B, d_1)} \\ &= \frac{e(\alpha P_2 + rV(\text{ID}), tP)}{e(tV(\text{ID}), rP)} \\ &= e(\alpha P_2, tP) \times \frac{e(rV(\text{ID}), tP)}{e(tV(\text{ID}), rP)} \\ &= e(P_1, P_2)^t. \end{aligned}$$



# Efficiency

Recall  $e : G_1 \times G_1 \rightarrow G_2$ .

- Public parameters:  $(l + 4)$  elements of  $G_1$ ; 1 element of  $G_2$ .
- Decryption key: 2 elements of  $G_1$ .
- Key generation:  $2[\text{SM}] + 1[\text{H}_{n,l}]$ .
- Encryption:  $4[\text{SM}] + 1[\text{e}] + 1[\text{H}_{n,l}]$ .
- Decryption:  $1[\text{SM}] + 1[\text{VP}] + 2[\text{P}]$ .
- Cost of symmetric operations not mentioned.

$[\text{SM}]$ : scalar multiplication in  $G_1$ ;  $[\text{e}]$ : exponentiation in  $G_2$ ;  $[\text{P}]$ : pairing;  $[\text{VP}]$ : pairing based verification;  $[\text{H}_{n,l}]$ : modified Waters hash.

# Security

A proof is given to show that the scheme is secure assuming

- DBDH problem is hard;
- $H_s$  is a secure UOWHF;
- KDF is a secure key derivation function;
- AE provides both privacy and authenticity.

A rather long and complex proof is used to show this.

The techniques and ideas used in the proof have evolved gradually in several papers.

# Security

$(\epsilon_{ibe}, t, q_{ID}, q_C)$ -secure.

$$\epsilon_{ibe} \leq 2\epsilon_{uowhf} + \frac{\epsilon_{dbdh}}{\lambda} + 4\epsilon_{kdf} + \epsilon_{enc} + 2q_C\epsilon_{auth}.$$

- $\epsilon_{xxx}$  denotes advantage of an adversary in breaking component XXX.
- $\lambda \approx 1/(8ql2^{n/l})$ ,  $q = q_{ID} + q_C$ .
- Security degradation (with respect to  $\epsilon_{dbdh}$ ) is  $1/\lambda \approx 8ql2^{n/l}$ .



# News From the Industry

# Companies and Products

- Voltage Security: USA based.
  - Secure e-mail.
  - Uses BF-IBE.
  - Boneh and his students are founders.
- Identum: UK based.
  - Secure e-mail.
  - Uses SK-IBE.
  - Smart (University of Bristol) is one of the technical advisors.

# Standards

## IEEE P1363.3 standard.

- Boneh-Franklin: secure under random oracle heuristic.
- Boneh-Boyen: selective-id security.
- Chen et al (modified Sakai-Kasahara): secure under random oracle heuristic.

## IETF standard.

- Boneh-Boyen: selective-id security.
- others . . . .

# Indian Scenario

- Market for crypto products.
  - Huge and (mostly) untapped.
  - Lack of crypto awareness; security does not come for free.
- Indian crypto industry: **lack of vision.**
  - Import and sell approach.
  - Development requires major investment; recruit and retain super specialised people; high salary levels; (possibly higher than financial jobs!)
- Academic administration: **sluggish.**  
Prevents meaningful industry interaction.

Thank you for your kind attention!