

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: Overview workshop I.

	Charther and code principles	National legislation and organisational regulation	UoB – Survey - page
Ethical and Professional Aspects			
1. Research freedom	<p>Research Freedom</p> <p>Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices.</p> <p>Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.</p>	<p>The universities and University Colleges Act § 1-5.</p> <p>http://regler.app.uib.no/regler_en/Part-2-Research-Education-Dissemination/2.1-Research/2.1.4-Etikk-og-personvern-i-forskning/Reglement-og-retningslinjer-fastsatt-av-universitetsstyret/Ten-Ethical-Principles-for-the-University-of-Bergen</p> <p>http://regler.app.uib.no/regler/Del-2-Forskning-utdanning-og-formidling/2.1-Forskning/2.1.5-Formidling-og-forvaltning-av-forskningsresultater/Reglement-om-haandtering-av-ansattes-rettigheter-til-forsknings-og-arbeidsresultater-ved-Universitetet-i-Bergen</p>	
2. Ethical	Ethical principles	The Research Ethics Act	

principles	<p>Researchers should adhere to the recognised ethical practices and fundamental ethical principles appropriate to their discipline(s) as well as to ethical standards as documented in the different national, sectoral or institutional Codes of Ethics.</p>	<p>The Universities and University Colleges Act The Health and Research Act The Biotechnology Act</p> <p>These Acts give mandates to the Norwegian National Research Ethics Committees, the Regional Research Ethics Committees (REC) and the National Commission for the Investigation of Research Misconduct.</p>	
3. Professional responsibility	<p>Professional responsibility</p> <p>Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere.</p> <p>They must avoid plagiarism of any kind and abide by the principle of intellectual property and joint data ownership in the case of research carried out in collaboration with a supervisor(s) and/or other researchers. The need to validate new observations by showing that experiments are reproducible should not be interpreted as plagiarism, provided that the data to be confirmed are explicitly quoted.</p> <p>Researchers should ensure, if any aspect of their work is delegated, that the person to whom it is delegated has the competence to carry it out</p>	<p>The Universities and University Colleges Act. Universities have a responsibility to society with respect to disseminate results of research. Patent act regulates intellectual property rights. The Copyright Act regulates copyright (text, audio, images), including citation.</p> <p>The Health and Research Act, Research Ethics Committees (REC) and The Personal Data Act (NSD) regulates approval of research projects</p> <p>Rights to research and work results are governed by the Regulation on handling employees' rights to the results of work and research at the University of Bergen.</p> <p>http://regler.app.uib.no/regler/Del-2-Forskning-utdanning-og-formidling/2.1-Forskning/2.1.5-Formidling-og-forvaltning-av-forskningsresultater/Reglement-om-haandtering-av-</p>	UoB Survey page 23

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4. Professional attitude	<p>Professional attitude</p> <p>Researchers should be familiar with the strategic goals governing their research environment and funding mechanisms, and should seek all necessary approvals before starting their research or accessing the resources provided.</p> <p>They should inform their employers, funders or supervisor when their research project is delayed, redefined or completed, or give notice if it is to be terminated earlier or suspended for whatever reason.</p>	<p>National legislation: Norwegian Social Science Data Services (NSD) Regional Committees for Medical and Health Research Ethics (REK), Local routines: internal reporting of research progress and through publications and peer revieweiving.</p>	
5. Contractual and legal obligations	<p>Contractual and legal obligations</p> <p>Researchers at all levels must be familiar with the national, sectoral or institutional regulations governing training and/or working conditions. This includes Intellectual Property Rights regulations, and the requirements and conditions of any sponsor or funders, independently of the nature of their contract. Researchers should adhere to such regulations by delivering the required results (e.g. thesis, publications, patents, reports, new products development, etc) as set out in the terms and</p>	<p>National Legislation: The universities and University Colleges Act Statsansatteloven: https://lovdata.no/NL/lov/2017-06-16-67 Statens personallhåndbok 2018: https://lovdata.no/pro/#document/SPH/sph-2018</p>	

	conditions of the contract or equivalent document.		
6. Accountability	<p>Accountability</p> <p>Researchers need to be aware that they are accountable towards their employers, funders or other related public or private bodies as well as, on more ethical grounds, towards society as a whole. In particular, researchers funded by public funds are also accountable for the efficient use of taxpayers' money. Consequently, they should adhere to the principles of sound, transparent and efficient financial management and cooperate with any authorised audits of their research, whether undertaken by their employers/funders or by ethics committees.</p> <p>Methods of collection and analysis, the outputs and, where applicable, details of the data should be open to internal and external scrutiny, whenever necessary and as requested by the appropriate authorities.</p>	<p>The Research Ethics Act § 4</p> <p>Local legislation: UiBs politikk for åpen tilgang til forskningsresultater ble satt i 2012. ^[1] Universitetets policy for og ordninger med Open Access (sak 88): http://www.uib.no/filearchive/2012-088.pdf</p> <p>Retningslinjene er vedtatt av UiBs styre og er tilgjengelig på UiBs hjemmesiden: http://www.uib.no/ub/72255/budsjettpost-%C3%A5pen-publisering-ved-universitetet-i-bergen</p>	
7. Good practice in research	<p>Good practice in research</p> <p>Researchers should at all times adopt safe working practices, in line with national legislation, including taking the necessary precautions for health and safety and for recovery from information technology disasters, e.g. by preparing proper back-up</p>	<p>The Health and Research Act chapter 7</p>	

	<p>strategies. They should also be familiar with the current national legal requirements regarding data protection and confidentiality protection requirements, and undertake the necessary steps to fulfil them at all times.</p>		
<p>8. Dissemination, exploitation of results</p>	<p>Dissemination, exploitation of results</p> <p>All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.</p>		<p>UoB Survey page 24, 25, 26</p>
<p>9. Public engagement</p>	<p>Public engagement</p> <p>Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns</p>	<p>Formidlingspris ved fakultetene</p>	

10. Non discrimination	<p>Non-discrimination</p> <p>Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.</p>	<p>Act relating to equality and a prohibition against discrimination (Equality and Anti-Discrimination Act): https://lovdata.no/dokument/NLE/lov/2017-06-16-51</p> <p>Act relating to the Equality and Anti-Discrimination Ombud and the Anti-Discrimination Tribunal (Equality and Anti-Discrimination Ombud Act) https://lovdata.no/dokument/NLE/lov/2017-06-16-50</p>	
11. Evaluation/ appraisal systems	<p>Supervision</p> <p>Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly.</p> <p>Such arrangements should clearly define that the proposed supervisors are sufficiently expert in supervising research, have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee appropriate support and provide for the necessary progress and review procedures, as well as the necessary feedback mechanisms.</p>	<p>http://regler.app.uib.no/regler/Del-2-Forskning-utdanning-og-formidling/2.1-Forskning/2.1.1-Administrasjon-av-forskerutdanning/Forskrift-for-graden-philosophiae-doctor-PhD-ved-Universitetet-i-Bergen</p>	
Training and Development			
36. Relation	<p>Relation with supervisors</p>	<p>http://regler.app.uib.no/regler/Del-2-Forskning-</p>	UoB Survey page 40-45

with supervisors	<p>Researchers in their training phase should establish a structured and regular relationship with their supervisor(s) and faculty/departmental representative(s) so as to take full advantage of their relationship with them.</p> <p>This includes keeping records of all work progress and research findings, obtaining feedback by means of reports and seminars, applying such feedback and working in accordance with agreed schedules, milestones, deliverables and/or research outputs</p>	utdanning-og-formidling/2.1-Forskning/2.1.1-Administrasjon-av-forskerutdanning/Forskrift-for-graden-philosophiae-doctor-PhD-ved-Universitetet-i-Bergen	
37. Supervision and managerial duties	<p>Supervision and managerial duties</p> <p>Senior researchers should devote particular attention to their multi-faceted role as supervisors, mentors, career advisors, leaders, project coordinators, managers or science communicators. They should perform these tasks to the highest professional standards. With regard to their role as supervisors or mentors of researchers, senior researchers should build up a constructive and positive relationship with the early-stage researchers, in order to set the conditions for efficient transfer of knowledge and for the further successful development of the researchers' careers.</p>	http://regler.app.uib.no/regler/Del-2-Forskning-utdanning-og-formidling/2.1-Forskning/2.1.1-Administrasjon-av-forskerutdanning/Forskrift-for-graden-philosophiae-doctor-PhD-ved-Universitetet-i-Bergen	UoB Survey page 40-45
38. Continuing Professional	<p>Continuing Professional Development</p>		UoB Survey page 40-45

Development	<p>Researchers at all career stages should seek to continually improve themselves by regularly updating and expanding their skills and competencies. This may be achieved by a variety of means including, but not restricted to, formal training, workshops, conferences and e-learning.</p>		
39. Access to research training and continuous development	<p>Access to research training and continuous development</p> <p>Employers and/or funders should ensure that all researchers at any stage of their career, regardless of their contractual situation, are given the opportunity for professional development and for improving their employability through access to measures for the continuing development of skills and competencies.</p> <p>Such measures should be regularly assessed for their accessibility, takeup and effectiveness in improving competencies, skills and employability.</p>		UoB Survey page 40-45
40. Supervision	<p>Supervision</p> <p>Employers and/or funders should ensure that a person is clearly identified to whom early-stage researchers can refer for the performance of their professional duties, and should inform the researchers accordingly.</p>	<p>http://regler.app.uib.no/regler/Del-2-Forskning-utdanning-og-formidling/2.1-Forskning/2.1.1-Administrasjon-av-forskerutdanning/Forskrift-for-graden-philosophiae-doctor-PhD-ved-Universitetet-i-Bergen</p> <p>http://www.uib.no/phd/96651/standardavtale-</p>	

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Any additional issues			