

## GAP Analysis (Charter and Code Checklist)

Case number: 2022SE491924

Name Organisation under review: University of Gothenburg

Organisation's contact details: Box 100, 405 30 Göteborg, Sweden

Date endorsement charter and code: 2022-02-08

### GAP Analysis overview

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation. In order to help the organisation's recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

### European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

- **Status:** to what extent does the organisation meet the following principles?
- Implementation (++, +/-, -/+, --):
  - ++ fully implemented
  - +/- almost but not fully implemented
  - -/+ partially implemented
  - insufficiently implemented
- **GAP:** In case of --, -/+, or +/-, please **indicate the actual "gap"** between the principle and the current practice in your organisation.
- **Implementation impediments:** If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation
- **Initiatives undertaken/new proposals:** If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status				
	Ethical and Professional Aspects	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
1	Research freedom	++	<p><b>National regulation</b></p> <p><a href="#">The Instrument of Government</a> Art.18 The freedom of research is protected according to rules laid down in law.</p> <p><a href="#">The Fundamental Law on Freedom of Expression</a></p> <p><a href="#">The Freedom of the Press Act</a></p> <p><a href="#">The Swedish Higher Education Act (1992:1434)</a> Chapter 1 Initial provisions, section 6 Higher education institutions must operate under the general principle that academic freedom must be promoted and protected:</p> <ol style="list-style-type: none"> <li>1. research issues may be freely selected,</li> <li>2. research methodologies may be freely developed, and</li> <li>3. research results may be freely published.</li> </ol> <p><a href="#">Swedish Research Council – Good research practice</a> Addresses relevant legislation and ethical requirements and recommendations against the background of questions that may arise in research work. Provided by the Swedish Research council (Sw: Vetenskapsrådet, VR) which is an authority within the Ministry of Education and Research. It has a leading role in developing Swedish research of the highest scientific quality, thereby contributing to the development of society.</p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Policy, rules and plans/Research</a> Policies, rules and plans that apply to the whole university regarding</p>	<p><b>Ongoing initiatives:</b> Finish revision of the new IPR policy and plan for its implementation.</p>

			<p>research.</p> <p><a href="#">The University of Gothenburg's vision</a>  “Academic freedom and the pursuit of universal knowledge define the framework and direction of teaching and research....” p3</p>	
2	Ethical principles	++	<p><b>National regulation</b></p> <p><a href="#">Swedish Research Council – Good research practice</a></p> <p><a href="#">Codex - Rules &amp; guidelines for research, Professional ethics</a>  CODEX is a website to give researchers and other interested parties access to and information on the guidelines, ethics codes and laws that regulate and place ethical demands on the research process. The website is operated by The Centre for research ethics &amp; bioethics at Uppsala University and was created in cooperation with the Swedish Research Council.</p> <p><a href="#">The state values – common principles for good governance (SWE)</a>  The state's values consist of six principles. The principles are derived from constitutions, laws and regulations and apply to all employees in the state, regardless of activities and profession.</p> <p><a href="#">The Act (2019: 504) on responsibility for good research practice and assessment of misconduct in research (SWE)</a></p> <p><a href="#">Swedish Ethical Review Authority (SWE)</a>  The Swedish Ethical Review Authority is a state authority under the Ministry of Education. It is divided into six business regions of which one is located in Gothenburg. Each region has a medical section and a section that reviews other research.</p> <p><a href="#">The National Board for Assessment of Research Misconduct</a>  Governmental agency that investigates research misconduct (defined by law 2019:504 as a serious breach of good scientific practice in the form of fabrication, falsification or plagiarism that is committed intentionally or with gross negligence in the planning, performance or reporting of research)</p>	

		<p><a href="#">The Act (2003:460) concerning the Ethics Review of Research Involving Humans. Revised in SFS2018:1092(SWE)</a></p> <p><a href="#">Animal Welfare Act (SFS 1988:534).</a></p> <p><b>Organizational regulation</b>  UGOT webpage:  <a href="#">Research ethics</a>  The University of Gothenburg aims to uphold the quality, integrity, and independence of research, which assumes that it is conducted in accordance with good research practice. The responsibility for this rests with management as well as with individual researchers.</p> <p>In March 2021 the UGOT Ethics Committee was established  The task of the committee is to support researchers and management in matters that concern research ethics, such as legislation, regulations, guidelines, ethics, health, and the environment.</p> <p>Vice-chancellor decision U2018/513 - the faculties at UGOT must provide a mandatory ethics course for their doctoral students</p> <p>Staff portal:  <a href="#">Policy, rules and plans/Research</a>  Policies, rules and plans that apply to the whole university regarding research.</p> <p><a href="#">Administrative procedures on suspicion of serious deviation from good research practice</a></p> <p><a href="#">Environmental management system at the University of Gothenburg</a></p> <p><a href="#">Rules of Procedure</a>  The Head of Department is responsible for ensuring that University-wide and Faculty-wide decisions, rules and regulations, and policies are followed within the Department (7.2.1).</p>	
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			<p><a href="#">Policy for research on animals</a></p> <p><a href="#">Laboratory Animal Science</a> The course Laboratory Animal Science is a statutory course for everyone who wants to work with laboratory animals in Sweden.</p> <p><a href="#">Animal experimentation at the University of Gothenburg – some insights</a></p>	
3	Professional responsibility	+-	<p><b>GAP</b> The number of courses (especially for managers) in English are few.</p> <p><b>National regulation</b> <a href="#">The Swedish Higher Education Act (1992:1434)</a> Chapter 1 Initial provisions, section 3a: 'In the course of their operations, higher education institutions shall uphold academic credibility and good research practice. Ordinance (2000:1370)'.  <a href="#">The Act (2019: 504) on responsibility for good research practice and assessment of misconduct in research (SWE)</a></p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Policy, rules and plans/Research</a>  <a href="#">Administrative procedures on suspicion of serious deviation from good research practice</a>  <a href="#">Policy for utilization of the University of Gothenburg's intellectual property rights (SWE)</a>  <a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a> The rules and regulations apply to all third-cycle studies at the University of</p>	<p><b>Ongoing initiatives:</b> Finish revision of the new IPR policy and plan for its implementation.</p> <p><b>Action needed:</b> Perform an overview of courses for managers in English, regarding both context and content.</p>

			<p>Gothenburg and are designed to safeguard that the University provides its students with high-quality education, full legal security and a good psychosocial work environment.</p> <p><a href="#">Programme for managers and directors (SWE)</a> Mandatory course for all managers and directors at UGOT.</p> <p><a href="#">For the manager (SWE)</a> Webpage with information for managers.</p> <p><a href="#">Skills development programme</a> Seminars and courses within the university skills development programme aimed at all staff of the University of Gothenburg, including an introductory course.</p> <p><a href="#">Leadership courses (SWE)</a> Management training courses in how to communicate and act as leaders in different situations, for all personnel having a leadership role.</p> <p><a href="#">Research Leader Initiative, REAL</a> The initiative is designed for our future research leaders and covers leadership, group development, grant writing, ethics and utilization.</p> <p><a href="#">Supervision in Postgraduate Programme</a> A course directed to lecturers/researchers who supervise or plan to supervise in postgraduate programmes.</p> <p><a href="#">Advice for doctoral supervisors</a> Website informing about situations that doctoral supervisors may encounter.</p>	
4	Professional attitude	++	<p><b>National regulation</b> The professional attitude is unambiguously linked to the professional responsibility and the contractual and legal obligations to which each researcher must adhere. The Swedish legislation embraces ethical aspects in a number of laws and regulations, referred to in this document under each paragraph, and thus set</p>	

		<p>the frames for each researcher's personal accountability.</p> <p><a href="#">The Act (2019: 504) on responsibility for good research practice and assessment of misconduct in research (SWE)</a></p> <p><a href="#">Act (2003:460) concerning the Ethics review of research involving humans</a> <a href="#">The General Data Protection Regulation</a></p> <p><a href="#">Patient Data Act (2008:355)</a></p> <p><a href="#">Medicines Act (2015:315)</a></p> <p><a href="#">The Act (2002: 297) on biobanks in the health service</a></p> <p><a href="#">The Swedish Radiation Safety Authority's Regulations on General Obligations in Medical and Dental Practices using Ionising Radiation. (SSMFS 2008:35)</a></p> <p><a href="#">Codex - Rules &amp; guidelines for research, Professional ethics</a></p> <p><a href="#">The Professional Ethical Foundations for all State Employees</a></p> <p><b>Organizational regulation</b> Staff portal: <a href="#">The University of Gothenburg's vision</a></p> <p><a href="#">New at work – about the university and your employment</a></p> <p><a href="#">The role as a government employee (webtraining)</a></p> <p><a href="#">Rules of procedure</a></p> <p><a href="#">Rules and regulations for third-cycle students at the University of Gothenburg.</a></p>	
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			<p><a href="#">Skills development</a></p> <p><a href="#">Introduction for new staff members</a> A university joint introductory course, compulsory for all new employees, with the purpose to give information and knowledge about the University of Gothenburg and its vision, strategies and organisation as well as conditions of employment.</p> <p><a href="#">Introduction for Doctoral Students</a> A university joint introduction day for new staff members, as a complement to the introduction at each department. The purpose is to give information and knowledge about the University of Gothenburg and its vision, strategies and organisation as well as conditions of employment and information about support structures for doctoral candidates.</p> <p><a href="#">Supervision in Postgraduate Programme</a></p>	
5	Contractual and legal obligations	+ -	<p><b>GAP</b> The awareness among researchers of the new IPR policy needs to be raised.</p> <p><b>National regulation</b> <a href="#">Act (1960: 729) on Copyright in Literary and Artistic Works</a></p> <p><a href="#">The Patent Act (1967:837)</a></p> <p><a href="#">Act (1949: 345) on the Right to Employee Inventions</a></p> <p><a href="#">Design protection Act (1970: 485)</a></p> <p><a href="#">The Trademark Act (2010:1877)</a></p> <p><a href="#">The Trade Names Act (1974:156)</a></p> <p><a href="#">Act (1992: 1685) on the protection of topographies of semiconductor products</a></p>	<p><b>Ongoing initiatives:</b> Finish revision of the new IPR policy and plan for its implementation.</p>



		<p><a href="#">The Plant Breeders' Rights Act (1997:306)</a></p> <p><a href="#">The Names Act (1982:670)</a></p> <p><a href="#">The Swedish Higher Education Act (1992: 1434), Chapter 1, Section 6</a></p> <p><a href="#">Codex - Rules &amp; guidelines for research, Professional ethics</a></p> <p><b>Organizational regulation</b></p> <p><a href="#">Rules of procedure</a></p> <p><a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">Policy for utilization of the University of Gothenburg's intellectual property rights (SWE)</a></p> <p><a href="#">Introduction for new staff members</a></p> <p><a href="#">Introduction for Doctoral Students</a></p> <p><a href="#">Legal advice on matters of commercial law</a></p> <p>The lawyers at the Grants and Innovation Office supports academic environments with legal issues related to externally funded research and education.</p> <p><a href="#">Innovation and utilization</a></p> <p>The Grants and Innovation Office supports in matters regarding utilisation of knowledge and research from the University of Gothenburg.</p> <p><a href="#">E-publish and register publications</a></p> <p>The Gothenburg University Library provides two databases for scientific publications from the University of Gothenburg: GUP and GUPEA, and Open Access publishing.</p>	
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6	Accountability	++	<p><b>National regulation</b></p> <p><a href="#">The Swedish Higher Education Act 1992:1434, section 4</a></p> <p><a href="#">Codex - Rules &amp; guidelines for research, Professional ethics</a></p> <p><a href="#">Swedish Research Council – Good research practice</a> Addresses relevant legislation and ethical requirements and recommendations against the background of questions that may arise in research work</p> <p><a href="#">Swedish Ethical Review Authority (SWE)</a></p> <p><a href="#">The National Board for Assessment of Research Misconduct</a></p> <p><b>Organizational regulation</b></p> <p>Staff portal: <a href="#">Finances and financial administration</a></p> <p><a href="#">Delegation of Authority Policy</a> The delegation of authority policy establishes how the Vice-Chancellor delegates the right to make decisions within different areas to a number of members of staff.</p> <p><a href="#">Rules of procedure</a></p> <p><a href="#">Research</a></p> <p><a href="#">Procedure in the event of identified or suspected irregularities</a> An overall description of the measures to be taken in the event of identified or suspected irregularities committed by employees or students.</p> <p><a href="#">Administrative procedures on suspicion of serious deviation from good research practice</a></p> <p><a href="#">Security</a></p>	
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			<p>Policies, rules and plans that apply to the whole university regarding security.</p> <p><a href="#">New at work</a> An overview and insight into the university organisation and activities and how it runs in its various dimensions - as an academy, as a public authority and as a workplace.</p> <p><a href="#">Employment</a> Conditions of employment.</p> <p><a href="#">Secondary occupation</a></p> <p><a href="#">The role as a government employee (webtraining)</a></p> <p><a href="#">UGOT Ethics Committee</a></p> <p><a href="#">Swedish National Data Service</a> A university consortium for research data, hosted by UGOT.</p> <p><a href="#">Open access</a> The Gothenburg University Library provides Open Access publishing.</p>	
7	Good practice in research	++	<p><b>National regulation</b></p> <p><a href="#">Work Environment Act (1977:1160)</a> Regulation to prevent ill health and accidents at work and to create a good work environment.</p> <p><a href="#">The General Data Protection Regulation</a></p> <p><a href="#">Archives Act (1990:782) (SWE)</a> Regulating the archives at the state authorities.</p> <p><a href="#">Public Access to Information and Secrecy Act (2009:400)</a> Supplements the provisions contained in the Freedom of the Press Act. Information concerning public access to information and secrecy legislation,</p>	

			<p>etc.</p> <p><a href="#">Codex - Rules &amp; guidelines for research, Professional ethics</a></p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">Work Environment and Health</a>  A good working environment is a significant concern for university management. It encompasses physical, psychological and social conditions that are important for the health.</p> <p><a href="#">IT Services</a>  All users should have access to the tools they need in their work.</p> <p><a href="#">Official recording and archiving, processing of personal data</a></p> <p><a href="#">Policy, rules and plans/Health and Safety</a></p> <p><a href="#">Policy, rules and plans/IT</a></p> <p><a href="#">Policy, rules and plans/Security</a></p> <p><a href="#">Rules of Procedure</a></p> <p><a href="#">The Vice-Chancellors's Delegation of Authority Policy</a>  Decision on, among other things, the systematic work-related to health and safety as well as equality and diversity is delegated to the head of departments. (6.)</p> <p><a href="#">Open access</a></p>	
8	Dissemination, exploitation of results	+-	<p><b>GAP</b>  The awareness among researchers of the new IPR policy needs to be raised.</p>	<p><b>Ongoing initiatives:</b>  Finish revision of the new IPR policy and plan for its implementation.</p>

		<p><b>National regulation</b></p> <p><a href="#">The Swedish Higher Education Act (1992:1434)</a> Chapter 1 Initial provisions, section 2 'The mandate of higher education institutions shall include third stream activities and the provision of information about their activities, as well as ensuring that benefit is derived from their research findings.'</p> <p><a href="#">Swedish Research Council – Proposal for national guidelines for open access to scientific information</a></p> <p><a href="#">Swedish Research Council – Open Science</a> In 2016, Sweden and the EU member states adopted the EU Council's conclusions on the transition towards an open science system.</p> <p><a href="#">Swedish Research Council – Criteria for FAIR research data (SWE)</a></p> <p><b>Organizational regulation</b> Staff portal: <a href="#">The University of Gothenburg's vision</a> "These efforts include the promotion of academic culture in a spirit of loyalty among colleagues as well as the dissemination of findings and experiences." p7</p> <p><a href="#">Policy for utilization of the University of Gothenburg's intellectual property rights</a></p> <p><a href="#">Policy, rules and plans/ Communication and media</a></p> <p><a href="#">Communication of research</a></p> <p><a href="#">Grants and Innovation Office/Innovation and utilisation</a> The Grants and Innovation Office is the internal support in matters regarding utilisation of knowledge and research from the University of Gothenburg.</p>	
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			<p>The Gothenburg University Library provides two databases for registration and electronic publishing of scientific publications:</p> <p><a href="#">Publish</a></p> <p><a href="#">Open Access publishing at UGOT</a></p> <p><a href="#">Deputy Vice-Chancellor, responsible for issues regarding outreach and cooperation</a></p> <p>UGOT participates in the project <a href="#">MerSam</a>, which aims to study and partly analyze how collaborative skills are valued, assessed and used by HEIs in Sweden.</p>	
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9	Public engagement	++	<p><b>National regulation</b></p> <p><a href="#">The Swedish Higher Education Act (1992:1434)</a> Chapter 1 Initial provisions, section 2 "The mandate of higher education institutions shall include third stream activities and the provision of information about their activities, as well as ensuring that benefit is derived from their research findings.</p> <p><a href="#">Swedish Research Council - Proposal for national guidelines for open access to scientific information</a></p> <p><b>Organizational regulation</b></p> <p>Staff portal: <a href="#">The University of Gothenburg's vision</a> "These efforts include the promotion of academic culture in a spirit of loyalty among colleagues as well as the dissemination of findings and experiences." p7</p> <p><a href="#">Communication of research</a></p> <p><a href="#">Policy, rules and plans/Third-stream and commissioned activities</a></p> <p><a href="#">Deputy Vice-Chancellor, responsible for issues regarding outreach and cooperation</a></p> <p>The <a href="#">Gothenburg University Library</a> webpage: <a href="#">Open Access publishing at UGOT</a></p> <p>UGOT webpage: <a href="#">Research</a> Exposing a variety of the research performed at UGOT.</p> <p>UGOT participates in the project <a href="#">MerSam</a>, which aims to study and partly analyze how collaborative skills are valued, assessed and used by HEIs in Sweden.</p>	
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10	Non discrimination	++	<p><b>National regulation</b></p> <p><a href="#">Discrimination Act (2008:567)</a></p> <p>The <a href="#">Equality Ombudsman</a> (Diskrimineringsombudsmannen, DO) is a government agency that works on behalf of the Swedish parliament and government to promote equal rights and opportunities and to combat discrimination.</p> <p><a href="#">The Swedish Secretariat for Gender Research</a></p> <p>The secretariat is a knowledge hub in the Nordic countries specializing in sustainable conditions for education research and working life.</p> <p><a href="#">The professional Ethical Foundation for all State Employees (SWE)</a></p> <p>This publication describes the professional ethical foundations that are to govern the actions of all state employees.</p> <p><b>Organizational regulation</b></p> <p>Staff portal:</p> <p><a href="#">The University of Gothenburg's vision</a></p> <p>The University will work actively to counter inequality to counteracting inequalities at the structural level while upholding norms which ensure that staff and students treat one another with mutual respect (p. 8)</p> <p><a href="#">Equal treatment</a></p> <p><a href="#">Policy, rules and plans/Equal opportunities, gender equality and equal treatment</a></p> <p>This page contains the policies, rules and plans that apply to the whole university regarding equal opportunities, gender equality and equal treatment. Including:</p> <p><a href="#">Policy for Gender Equality and Equal Treatment at the University of Gothenburg</a></p> <p><a href="#">Gender mainstreaming at the University of Gothenburg</a></p> <p>There is an ongoing work on gender mainstreaming at the University. It</p>	
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			deals with promoting meritocracy and quality within the university's education, research and administration.	
11	Evaluation/ appraisal systems	++	<p><b>National regulation</b>  The <a href="#">Swedish Research Council</a> monitor developments in research, both nationally and internationally. The analyses, surveys and evaluations provide the foundation for recommendations on research policy issues.</p> <p>The Swedish Riksdag - <a href="#">Ordinance (2007: 603) on Internal Control (SWE)</a></p> <p>The Swedish Riksdag - <a href="#">Internal Audit Ordinance (2006 : 1228 ), 1 and 2 §§ (SWE)</a></p> <p><b>Organizational regulation</b>  <a href="#">Red 10</a> – research Evaluation of all research at the University of Gothenburg 2010.</p> <p><a href="#">Red 19</a> – quality evaluation project focusing on research and research environments.</p> <p>Staff portal:  <a href="#">Dialogue</a>  The dialogue is an employee assessment that involves developing employees and the activity toward the university's goals.</p> <p><a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">Assessment and recognition of qualifications in teaching and learning in higher education</a>  Teachers, and supervisors in postgraduate programmes, who have not undergone the university teaching staff training courses can have their qualifications assessed at their faculty.</p>	



	Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.		
12	Recruitment	++	<p><b>National regulation</b></p> <p><a href="#">The Instrument of Government</a> Chapter 12, Art 5: "When making appointments to posts within the State administration, only objective factors, such as merit and competence, shall be taken into account."</p> <p><a href="#">The Public Employment Act (1994:260)</a> Section 4: "When making appointments attention shall be paid only to objective factors such as service merits and competence. Competence shall be a primary consideration, unless there are special reasons for doing otherwise."</p> <p><a href="#">The Swedish Higher Education Act (1992:1434)</a> Chapter 3 Professors and other teaching staff.</p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a> Contains provisions regarding employment of teaching staff and doctoral students. Chapter 4 Teachers; including qualifications, assessment and criteria for appointments. Chapter 5 Employment of doctoral students etc. including appointment and terms of employment.</p> <p><a href="#">National collective agreement on terms regarding fixed term appointment as (Postdoc) (SWE)</a> Including admission standards.</p> <p><a href="#">Discrimination Act ( 2008:567)</a> Chapter 2. Prohibition of discrimination and reprisals, Working life, section 1.</p> <p><b>Organizational regulation</b> <a href="#">Job Opportunities/Work at the University of Gothenburg</a> Entry and admission standards, ie eligibility/qualifications and assessment</p>

			<p>grounds must always be stated in the job ad.</p> <p>E-recruitment tool (<a href="#">ReachMee</a>) with standardized routines and templates.</p> <p><a href="#">The recruitment process map (SWE)</a></p> <p>Staff portal:  <a href="#">Appointment procedure for Teachers at the University of Gothenburg</a>  Supplements the Higher Education Ordinance, including description of the teaching posts at UGOT and eligibility (1.), the recruitment process and assessment criteria (2.) and promotion (4.)</p> <p><a href="#">Doctoral (PHD) student at the University of Gothenburg</a></p> <p><a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">Admission to third cycle studies</a></p> <p><a href="#">Policy, rules and plans/First-, second-, and third-cycle programmes</a></p> <p><a href="#">Policy, rules and plans/Equal opportunities, gender equality and equal treatment</a></p> Policies, rules and plans that apply to the whole university regarding first-, second-, and third-cycle programs, equal opportunities, gender equality and equal treatment respectively.	
13	Recruitment (Code)	+-	<p><b>GAP</b>  Lack of internal guide for the recruitment process.</p> <p>Information about career paths for researchers needed.</p> <p><b>National regulation</b>  <a href="#">The Higher Education Ordinance (SFS 1993:100)</a></p>	<p><b>Ongoing initiative:</b>  Internal guide for the recruitment process under development.</p> <p><b>Action needed:</b>  Add information about career paths to the university job portal.</p>

			<p>According to the Higher Education Ordinance, the University Board shall decide on an appointment procedure (Sw. Anställningsordning). Chapter 2, section 9.</p> <p><a href="#">Employment Ordinance (SFS 1994:373)</a>  <a href="#">Section 6. An authority intending to hire an employee shall inform in a suitable manner so that those interested in the employment can apply within a certain time.</a></p> <p><a href="#">The Public Employment Act (SFS 1994:260)</a></p> <p><a href="#">Public Access to Information and Secrecy Act (2009:400)</a>  Anyone is entitled to request documents and applications from all recruitment processes.</p> <p><a href="#">The Freedom of the Press Act</a>  Chapter 2. On the public nature of official documents</p> <p><a href="#">Discrimination Act (SFS 2008:567)</a></p> <p><b>Organizational regulation</b>  <a href="#">Job Opportunities/Work at the University of Gothenburg</a></p> <ul style="list-style-type: none"> <li>- All vacant positions must be advertised at the UGOT website.</li> <li>- Standardized routines and templates available in the E-recruitment tool (ReachMee) to ensure uniform appearance.</li> <li>- The job ad must always give a description of the knowledge and competencies required, ie. the duties as well as eligibility/qualifications and assessment grounds, and application deadline.</li> <li>- Information for applicants; About the university, Benefits and Insurances.</li> <li>- Easy to apply (Vacant Positions) through web-based recruitment tool.</li> <li>- Help for applicants under How to Apply.</li> </ul> <p>Staff portal:</p>	
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			<p><a href="#">Appointment procedure for Teachers</a> Supplements the Higher Education Ordinance, including description of the teaching posts at UGOT and eligibility (1.), the recruitment process, assessment criteria (2.) and promotion (4.).</p> <p><a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">Admission to third cycle studies</a></p> <p><a href="#">The recruitment process map (SWE)</a> See also point 10 and 12.</p>	
14	Selection (Code)	++	<p><b>National regulation</b> <a href="#">The Swedish Higher Education Act (SFS 1992:1434)</a></p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a> Chapter 4 Teachers; Appointment procedure; section 5 Gender equality among representatives and section 6 Referees.</p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Rules of Procedure</a> Section 6.1.5. The composition and tasks of selection committees, ie. Academic Appointment Board.</p> <p><a href="#">Appointments procedure for Teachers</a> Section 3.1 Academic Appointment Board, section 3.2 Experts, and section 2.1.2 assessment criteria.</p> <p><a href="#">Skills development</a> Courses in the Recruitment process for all managers, HR-officers and those involved in recruitment matters. The HR-unit arranges regularly meetings with a <u>network</u> consisting of the “officers with specialized knowledge of the rules and regulations relating to teaching posts” linked to the Appointment</p>	

			board at the faculties.	
15	Transparency (Code)	++	<p><b>National regulation</b>  <a href="#">The Swedish Higher Education Act (SFS 1992:1434)</a></p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a>  Chapter 2, section 9. The University Board shall decide on an appointment procedure (Sw. Anställningsordning).</p> <p><a href="#">Employment Ordinance (SFS 1994:373)</a>  <a href="#">Section 6. An authority intending to hire an employee shall inform in a suitable manner so that those interested in the employment can apply within a certain time.</a></p> <p><a href="#">Public Access to Information and Secrecy Act (2009:400)</a></p> <p><b>Organizational regulation</b>  <a href="#">Job Opportunities/Work at the University of Gothenburg</a></p> <ul style="list-style-type: none"> <li>- Recruitment process with standardized routines and templates for advertising (in E-recruitment tool). The number of available positions as well as the selection criteria, ie eligibility/qualifications and assessment ground must always be included in the job ad.</li> <li>- Anyone is entitled to request documents and applications from all recruitment processes, including expert assessments and decision protocol, in accordance with Swedish legislation.</li> <li>- Information in job-ad about who to contact regarding the position and process.</li> <li>- All employment decisions are publicly available at the UGOT notice board in accordance with Swedish legislation.</li> </ul> <p>Information to all applicants when the recruitment is completed as well as information on how to appeal.</p>	
16	Judging merit (Code)	++	<p><b>National regulation</b>  In accordance with Swedish legislation, the whole range of experience of an applicant should be considered in the application process.</p>	



			<p><a href="#">The Instrument of Government</a> Chapter 12, Art 5: "When making appointments to posts within the State administration, only objective factors, such as merit and competence, shall be taken into account."</p> <p><a href="#">The Public Employment Act (SFS 1994:260)</a> <a href="#">Employment Ordinance (SFS 1994:373)</a> Section 4 – 5 Assessment grounds for employment</p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a> Chapter 4 Teachers; including qualifications, assessment and criteria for appointments.</p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Appointments procedure for Teachers</a> The recruitment process (2.), including Employment profile and assessment criteria. The selection process is an overall assessment of the eligibility and assessment criteria stated in the job ad in question. External expert assessments always include scientific skills. Instructions for the experts are available at faculty level.</p>	
17	Variations in the chronological order of CVs (Code)	++	<p><b>National regulation</b> <a href="#">The Instrument of Government</a> <a href="#">The Public Employment Act (SFS 1994:260)</a> <a href="#">Employment Ordinance (SFS 1994:373)</a></p> <p><b>Organizational regulation</b> In accordance with Swedish legislation. Great freedom for applicants to refer to merits.</p> <p>Staff portal: <a href="#">Appointments procedure for Teachers</a></p>	

			<p>Section 2. The Recruitment process.</p> <p>See also point 16.</p>	
18	Recognition of mobility experience (Code)	++	<p><b>National regulation</b>  <a href="#">The Instrument of Government</a>  <a href="#">The Public Employment Act (SFS 1994:260)</a>  <a href="#">Employment Ordinance ( SFS 1994:373)</a></p> <p><b>Organizational regulation</b>  In accordance with Swedish legislation.  Great freedom for applicants to refer to merits.</p> <p>Staff portal:  <a href="#">Appointments procedure for Teachers</a></p> <p>Section 2. The Recruitment process.</p> <p>See also point 16 and 17.</p>	
19	Recognition of qualifications (Code)	++	<p><b>National regulation</b>  <a href="#">The Instrument of Government</a>  <a href="#">The Public Employment Act (SFS 1994:260)</a>  <a href="#">Employment Ordinance (SFS 1994:373)</a></p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a>  Chapter 4 Teachers; including qualifications, assessment and criteria for appointments.</p> <p><b>Organizational regulation</b>  In accordance with Swedish legislation  Great freedom for applicants to refer to merits.</p> <p>Staff portal:  <a href="#">Appointments procedure for Teachers</a></p>	

			<p>Section 2. The Recruitment process, 2.1 Employment profile, 2.1.2 Assessment criteria, 3. Preparations prior to the appointment of teachers.</p> <p>See also p. 16, 17 and 18.</p>	
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20	Seniority (Code)	++	<p><b>National regulation</b></p> <p><a href="#">The Instrument of Government</a></p> <p><a href="#">The Public Employment Act (SFS 1994:260)</a></p> <p><a href="#">Employment Ordinance (SFS 1994:373)</a></p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a></p> <p>Chapter 4 Teachers; including qualifications, assessment and criteria for appointments.</p> <p>Chapter 5 Employment of Doctoral students</p> <p><a href="#">Discrimination Act (2008:567)</a></p> <p>Chapter 2. Prohibition of discrimination and reprisals, Working life, section 1.</p> <p><a href="#">National collective agreement on terms regarding fixed term appointment as Postdoktor (Postdoc) (SWE)</a></p> <p><b>Organizational regulation</b></p> <p>Staff portal:</p> <p><a href="#">Appointments procedure for Teachers</a></p> <p><a href="#">Equal Treatment</a></p> <p><a href="#">Policy for gender equality and equal treatment at the University of Gothenburg</a></p> <p>See also p. 10, 16, 17, 18 and 19.</p>	
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21	Postdoctoral appointments (Code)	++	<p><b>National regulation</b>  <a href="#">Employment Protection Act 1982:80</a>  Contains rules about how employment contracts can be concluded and terminated. The purpose of the act is to strengthen the employees' rights.</p> <p><a href="#">National collective agreement on terms regarding fixed term appointment as Postdoktor (Postdoc) (SWE)</a></p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">Appointments procedure for Teachers</a>  Section 1.2.2 Postdoctors.</p>	
	Working Conditions and Social Security	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
22	Recognition of the profession	++	<p><b>National regulation</b>  <a href="#">The Swedish Higher Education Act (1992:1434)</a>  Chapter 1 Initial provisions, section 6, general principles that apply to research  Chapter 2, Organization of public-sector higher education institutions, section 6, decision making</p> <p><a href="#">National Collective Agreement (SWE)</a>  (Sw. Villkorsavtalet)</p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">Working at GU</a>  Salaries are determined based on the requirements of the position. Salary discussions take place annually prior to the salary review (employees).</p> <p><a href="#">Policy, rules and plans/Human resources</a></p>	

			<p>Policies, rules and plans that apply to all employees at the university.</p> <p><a href="#">Doctoral students</a> Information about Doctoral student employment at UGOT. Salaries for doctoral students are regulated by a '<a href="#">salary scale</a>', which is revised annually.</p> <p><a href="#">Rules and regulations for third cycle studies</a></p>	
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23	Research environment	+-	<p><b>GAP</b> Lack of a document that describes terms, benefits and support for people residing, but not employed at the University of Gothenburg.</p> <p>(See also point 24.)</p> <p><b>National regulation</b> <a href="#">Work Environment Act (1977:1160)</a> Regulation to prevent ill health and accidents at work and to create a good work environment.</p> <p><a href="#">The Work environment ordinance (SFS 1977:1166)</a> (SWE)</p> <p><a href="#">Discrimination Act (2008:567)</a></p> <p><a href="#">Social Insurance Act (SFS 2010:110)</a> (SWE) Provisions on social security through social insurance and other compensation and benefits systems</p> <p><a href="#">Flammable and explosive goods act (SFS 2010:1011)</a> (SWE) <a href="#">Flammable and explosive goods ordinance (SFS 2010:1075)</a> (SWE)</p> <p><a href="#">Protection against accidents act (SFS 2003:778)</a> (SWE) <a href="#">Protection against accidents ordinance (SFS 2003:789)</a> (SWE)</p>	<p><b>Action needed:</b> Define terms, benefits and support for people residing, but not employed at the University of Gothenburg, to confirm that all researchers are offered appropriate research environment and working conditions. This information should be made available at the staff portal.</p>
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			<p><b>Organizational regulation</b>  Staff portal:  <a href="#">Work environment and health</a></p> <p><a href="#">Policy, rules and plans: Health and Safety</a></p> <p><a href="#">Policy, rules and plans: Security</a>  Policies, rules and plans that apply to the whole university regarding health and safety and security.</p> <p><a href="#">Rules for distance work and temporary home work</a> (SWE)</p> <p><a href="#">IT Services</a>  All users should have access to the tools they need in their work.</p> <p><a href="#">Rules and regulations for third-cycle studies at the university of Gothenburg</a>  Section 4.4. The Head of Department is responsible for ensuring that the doctoral student is provided with a work area and has a personal computer at their disposal /.../ and also that they have access to the other equipment necessary for their studies.</p> <p><a href="#">Insurance</a></p>	
24	Working conditions	+ -	<p><b>GAP</b>  Lack of a document that describes terms, benefits and support for people residing, but not employed at the University of Gothenburg.</p> <p>(See also point 23.)</p> <p><b>National regulation</b>  <a href="#">The Work Environment Act (SFS 1977:1160)</a></p>	<p><b>Action needed:</b>  Define terms, benefits and support for people residing, but not employed at the University of Gothenburg, to confirm that all researchers are offered appropriate research environment and working conditions. This information should be made available at the</p>

		<p><a href="#">The Work environment ordinance (SFS 1977:1166) (SWE)</a></p> <p><a href="#">Discrimination Act ( 2008:567)</a></p> <p><a href="#">Social Insurance Act (SFS 2010:110) (SWE)</a></p> <p><a href="#">Parental leave act (SFS 1995:584)</a> An employee has the right, as a parent, to leave from her or his employment in accordance with this Act.</p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a> Chapter 4 Teachers; including Career development positions and extension, section 12a. Chapter 5 Employment of doctoral students etc; including appointment, section 3a, and Terms of employment, section 7.</p> <p><a href="#">National Collective Agreement</a> (Sw. Villkorsavtalet) Chapter 4. working hours and chapter 6 and 8 including parental leave and reimbursements.</p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Working at GU</a> Including information about parental leave, holidays, benefits and working time.</p> <p><a href="#">Accessibility</a> Wherever possible, the university will take measures enabling disabled individuals to visit, study, and work at the university on equal terms with nondisabled individuals. Including special pedagogical support.</p> <p><a href="#">Policy, rules and plans/Equal opportunities, gender equality and equal treatment</a> Including policy and plan for accessibility</p>	<p>staff portal.</p>
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			<p><a href="#">Rules and regulations for third-cycle studies at the university of Gothenburg</a> Section 13. Extension of period of study due to illness, parental leave etc.</p>	
25	Stability and permanence of employment	++	<p><b>National regulation</b> <a href="#">Employment Protection Act 1982:80</a> Section 4. Employment contracts apply for an indefinite term. Section 5. A contract of employment for a fixed term may be concluded in specific cases. Section 6. Probationary period.</p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a> Chapter 4 Teachers; Fixed term appointments (section 9 - 12 c), including tenure track position as Assistant senior lecturer. Chapter 5 Doctoral Students, including Appointment and Terms of employment.</p> <p><a href="#">Employment Ordinance ( SFS 1994:373)</a> (SWE) Section 9, An employment may, in addition to the provisions of the Employment Protection Act (1982: 80), be limited to either for a fixed period or until further notice at any given time in specific cases.</p> <p><a href="#">Act 2002:293 prohibiting discrimination against part-time workers and workers with fixed-term contracts</a> <a href="#">The Swedish Higher Education Act (1992:1434)</a> Chapter 3, section 3. Professors and other teaching staff.</p> <p><a href="#">The Public Employment Act (1994:260)</a></p> <p><a href="#">National collective agreement on conversion</a> (SWE) To support the individual's opportunity for a longer working life, in case of change and restructuring of government operations.</p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Employment</a> The conditions of employment are presented in several different</p>	



			<p>documents.</p> <p><a href="#">Working at GU</a></p> <p><a href="#">Swedish Labour Legislation</a></p> <p><a href="#">Lagar och avtal</a> (SWE) Information about labour legislation and local collective agreements (SWE).</p> <p><a href="#">Local collective agreement on means for staff conversion</a> (SWE) Agreement on means available to finance conversion measures for staff in order to prevent and facilitate situations relating to change of business, cost reduction and more.</p> <p>Policy, rules and plans/<a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a> Section 5, funding.</p>	
26	Funding and salaries	++	<p><b>National regulation</b></p> <p><a href="#">Social Insurance Act (SFS 2010:110)</a> (SWE) This Act includes provisions on social security through social insurance and other compensation and benefits systems.</p> <p><a href="#">National Collective Agreement (SWE)</a> (Sw. Villkorsavtalet) National Collective Agreement between the employers and the unions SACO-S and OFR/S, P, O that ensures that researchers receive a contractual salary and equitable social security provisions.</p> <p><a href="#">SPV, the Swedish Pensions Agency</a> The Pensions Agency's assignment is to administer and disburse the national pension.</p> <p><a href="#">The Swedish Public Employment Service</a> (Arbetsförmedlingen) and the Unemployment Insurance Fund (A-kassan). Offers possibility to unemployment benefits.</p>	

			<p><b>Organizational regulation</b>  Staff portal:  <a href="#">Working at GU</a>  Including information about holidays, salaries, salary revision, benefits.  All employees are covered by the collective agreements.</p> <p><a href="#">Swedish Labour Legislation</a>  Links to some of the national laws that regulate the Swedish labour market.</p> <p><a href="#">Lagar och Avtal</a> (SWE)  Laws, regulations and central and local agreements between the employer and the personnel organizations.</p> <p><a href="#">Insurance</a>  Working at GU/<a href="#">Doctoral students</a>  Information about Doctoral student employment at UGOT. Salaries for doctoral students are regulated by a '<a href="#">salary scale</a>', which is revised annually and differs depending on the faculty/department to which doctoral student belongs.</p>	
27	Gender balance	++	<p><b>National regulation</b>  <a href="#">Discrimination Act ( 2008:567)</a></p> <p><a href="#">The Swedish Higher Education Act (1992:1434)</a>  Chapter 1, section 5, /.../ Equality between women and men shall always be taken into account and promoted in the operations of higher education institutions.</p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a>  Chapter 4, section 5, If a group of individuals are to submit a proposal on the applicants to be considered for appointment to a teaching post, women and men shall be equally represented in the group /.../.</p> <p><a href="#">The Swedish Secretariat for Gender Research</a></p>	

			<p><b>Organizational regulation</b></p> <p>Staff portal: <a href="#">Rules of Procedure</a></p> <p>Section 1. /.../ There shall, as far as possible, be a gender balance within all boards, committees, and other bodies within the university.</p> <p><a href="#">Appointment procedure for Teachers at the University of Gothenburg (SWE)</a></p> <p>Section 3.1 Academic Appointments board /.../ should be a balance of genders /.../</p> <p><a href="#">Equal treatment</a></p> <p><a href="#">Policy for Gender Equality and Equal Treatment at the University of Gothenburg</a></p> <p><a href="#">Gender mainstreaming at UGOT (JiGU)</a></p> <p>In the Government's public service agreements for 2020, all universities are instructed to continue working on gender mainstreaming. At UGOT, the work will primarily be conducted within three focus areas:</p> <p>Work on issues that concern gender and gender equality in the content of the education Distribution of research funding Skills supply</p>	
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28	Career development	-+	<p><b>GAP</b> Lack of policy and strategy on career development services for all researchers.</p> <p>A need for a coherent range of career development services in the form of support and systems for doctoral students, postdocs and junior researchers.</p> <p>A need for information about skills development programme and career development services in connection with job opportunities on the university job portal.</p> <p>A need for a larger proportion of courses in English within the skills development programme.</p> <p>(See also point 30, 38, 39.)</p> <p><b>National regulation</b> <a href="#">The Higher Education Ordinance (SFS 1993:100)</a> Chapter 6, section 28: Supervision</p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Appointment procedure for Teachers at the University of Gothenburg Dialogue</a> <a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a> <a href="#">Skills development</a> <a href="#">Introduction for new staff members</a> <a href="#">Introduction for Doctoral Students</a></p> <p><a href="#">Supervision in Postgraduate Programmes</a></p>	<p><b>Actions needed:</b> Design a policy and a strategy on career development services for researchers.</p> <p>Define content and structure for career development services.</p> <p>Provide information about skills development programme and career development services in connection with the university job portal.</p> <p>Increase the range of courses in English within the skills development programme.</p>
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			<p><a href="#">Policy for study and career counselling at the University of Gothenburg</a> All students (doctoral students included) are to have access to professional study and career counselling.</p>	
29	Value of mobility	++	<p><b>National regulation</b>  <a href="#">Act (1974: 981)</a>  Employees' rights to time off for studies (Study Leave Act)</p> <p><a href="#">Act (1997: 1293)</a>  The right to time off to conduct business</p> <p><a href="#">Act (2008:565)</a>  The right to leave in order to, because of illness, try another job.</p> <p><a href="#">Ordinance respecting Leave of Absence (1984:111)</a>  Leave for employees in the governmental sector - for employees of authorities subordinated the government are special rules in collective agreements. Ordinance respecting Leave of Absence also includes rules of right to leave for governmental employees during service abroad.</p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">The University of Gothenburg's vision</a></p> <p><a href="#">Rules for leave of absence (SWE)</a></p> <p><a href="#">Dialogue</a></p> <p><a href="#">Mobility for staff</a>  Opportunities to teach abroad, go on a study trip or 'job shadow' a colleague.</p> <p><a href="#">International Centre</a>  Administration of international student, teacher and staff mobility.</p>	

			<p><a href="#">Welcome Services</a> Information and assistance to international visiting researchers, international faculty, staff and students in matters concerning the arrival to and the stay at the University of Gothenburg – to support recruitment of foreign international staff and to facilitate mobility.</p> <p>UGOT website: <a href="#">Welcome Services</a></p>	
30	Access to career advice	-+	<p><b>GAP</b> Lack of policy and strategy on career development services for all researchers.</p> <p>A need for a coherent range of career development services in the form of support and systems for doctoral students, postdocs and junior researchers.</p> <p>A need for information about skills development programme and career development services in connection with job opportunities on the university job portal.</p> <p>A need for a larger proportion of courses in English within the skills development programme.</p> <p>(See also point 28, 38, 39.)</p> <p><b>National regulation</b> <a href="#">The Higher Education Ordinance (SFS 1993:100)</a> Chapter 6, section 28, 29 individual studyplan, supervision</p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Dialogue</a> <a href="#">Skills development</a> <a href="#">Introduction for new staff members</a></p>	<p><b>Actions needed:</b> Design a policy and a strategy on career development services for researchers.</p> <p>Define content and structure for career development services.</p> <p>Provide information about skills development programme and career development services in connection with the university job portal.</p> <p>Increase the range of courses in English within the skills development programme.</p>

			<a href="#">Introduction for Doctoral Students</a> <a href="#">Grants and Innovation Office</a> <a href="#">Research support</a>  <a href="#">Supervision in Postgraduate Programmes</a>  <a href="#">Policy for study and career counselling at the University of Gothenburg</a>	
31	Intellectual Property Rights	+ -	<p><b>GAP</b> A need for an update of the IPR policy.</p> <p><b>National regulation</b>  <a href="#">Act ( 1949: 345) on the Right to Employee Inventions (SWE)</a>   <a href="#">The Swedish Higher Education Act (1992:1434)</a> Chapter 1 Initial provisions, section 6, general principles that apply to research contracts by the Association of Swedish Higher Education, is recommended as praxis for Swedish Higher Education Institutes.</p> <p><a href="#">Principles for managing intellectual property in research contracts</a> Recommendations adopted by the General Assembly of the Association of Swedish Higher Education Institutions on 19 October 2016.</p> <p><b>Organizational regulation</b> Staff portal:  <a href="#">Grants and Innovation Office/Innovation and utilisation</a>  <a href="#">Policy on the use of intellectual property rights</a></p> <p><a href="#">GU Ventures</a> Supports projects and companies spawned by the University of Gothenburg</p>	<p><b>Ongoing initiatives:</b> Finish revision of the new IPR policy and plan for its implementation.</p>
32	Co-authorship	++	<p><b>National regulation</b>  <a href="#">Principles for handling intellectual property in research contracts</a> by the</p>	



			<p>Association of Swedish Higher Education, §2 Dissemination of results–  “Agreements may not restrict the right to the free publication of the  academic institutions' research findings...”</p> <p><a href="#">Codex – Publishing Results</a></p> <p><a href="#">Swedish Research Council - Good research practice</a>  §6.8 Multiple authors – responsibility – publication rules</p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">The University of Gothenburg’s vision</a>  “These efforts include the promotion of academic culture in a spirit of  loyalty among colleagues as well as the dissemination of findings and  experiences.” p7</p> <p><a href="#">Policy, rules and plans/Research</a>  Policies, rules and plans that apply to the whole university regarding  research</p> <p><a href="#">University-wide goals and strategies for the period 2021-2024</a></p> <p><a href="#">Rules and regulations for third-cycle students at the University of  Gothenburg</a>  §6.9 The supervisors are to ensure that the third-cycle student is  introduced into the national and international research community.  Co-authorship is Prioritised and encouraged at UGOT and co-  authorships often increase the opportunity to obtain funding. However,  there are differences between different subject traditions.</p>	
33	Teaching	++	<p><b>National regulation</b>  <a href="#">The Higher Education Ordinance (SFS 1993:100)</a>  Chapter 4 Teachers; including qualifications, assessment and criteria for  appointments  Chapter 5, section 2 'Those appointed to doctoral studentships shall</p>	

			<p>primarily devote themselves to their studies. Those appointed to doctoral studentships may, however, work to a limited extent with educational tasks, research and administration. Duties of this kind may not comprise more than 20 per cent of a full-time post.'</p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a>  §11 Departmental duties (HEO 5:2) – “Departmental duties may comprise teaching, research, artistic development work and administration.....may not have a negative effect on studies and may amount to a maximum of 20 % of full time spread out over the period of study”  §12 Training in teaching and learning in higher education</p> <p><a href="#">Appointment procedure for Teachers at the University of Gothenburg</a>  The duties that the post of postdoctor involves shall mainly focus on own research but could also include teaching provided this does not exceed a fifth of the working hours.  An associate senior lecturer may have teaching and administration duties but should devote at least half of their hours of work to research.</p> <p><a href="#">Collective Agreements at UGOT</a>  Agreements regulating working time, salaries, benefits and other terms and conditions for all staff members</p> <p><a href="#">Agreement concerning the working time for teachers</a> (SWE)  <a href="#">Teaching and Learning in Higher Education</a>  UGOT offers courses in Teaching and Learning in Higher Education and Supervision in Postgraduate Programmes for teachers and supervisors</p>	
34	Complains/ appeals	++	<p><b>National regulation</b>  <a href="#">Work Environment Act (1977:1160)</a></p>	

		<p><a href="#">Systematic Work Environment Management (AFS 2001: 1), SAM, regulations</a></p> <p><a href="#">Organizational and social work environment (AFS 2015: 4 Eng) provisions</a></p> <p><a href="#">Discrimination Act (2008:567)</a></p> <p><b>Organizational regulation</b> Staff portal: <a href="#">The University of Gothenburg's vision</a> "...an attractive place of work..." p10</p> <p><a href="#">Goals and strategies University of Gothenburg (SWE)</a> A sustainable working life p7</p> <p><a href="#">Policy, rules and plans/Equal opportunities, gender equality and equal treatment</a></p> <p><a href="#">Equal treatment</a></p> <p><a href="#">In the event of discrimination or harassment</a></p> <p><a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">§6.6 – Change of supervisor</a></p> <p><a href="#">§18 - Notification of non-compliance with the rules and regulations for third-cycle studies</a></p> <p><a href="#">Procedure for complaints from students about deviations from the University of Gothenburg's rules and regulations for first-, second- and third-cycle studies and examinations</a></p> <p><a href="#">Advice for doctoral supervisors</a></p>	
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			<p><a href="#">Job Opportunities/Work at the University of Gothenburg</a> All employment decisions are publicly available at the UGOT notice-board in accordance to Swedish legislation. Information to all applicants when the recruitment is completed as well as information on how to appeal.</p> <p><a href="#">Student ombudsmen</a></p>	
35	Participation in decision-making bodies	++	<p><b>National regulation</b> <a href="#">The Swedish Higher Education Act (1992:1434)</a> Chapter 2, Organization of public-sector higher education institutions, section 6, decision making</p> <p><a href="#">The Higher Education Ordinance (SFS 1993:100)</a> Chapter 2, section 7 - Appointment of members of the board of governors</p> <p><b>Organizational regulation</b> Staff portal: <a href="#">Rules of procedure</a> The Rules of Procedure establish the overall organizational and decision-making structure approved by the University Board – including issues related to responsibilities and tasks for different members of staff and for different functions. Administrative procedures for decision-making matters are also included.</p> <p><a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">§14 Student influence and extension of studies due to representative duties and student union work</a></p>	
	Training and Development	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals

36	Relation with supervisors	++	<p><b>National regulation</b>  <a href="#">The Higher Education Ordinance (SFS 1993:100)</a>  Chapter 6, section 28: Supervision</p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">Supervision in Postgraduate Programmes (course)</a></p> <p><a href="#">Administrative Handbook for Doctoral Education</a></p>	
37	Supervision and managerial duties	++	<p><b>Organizational regulation</b>  Staff portal:  <a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">Supervision in Postgraduate Programmes (course)</a></p> <p><a href="#">Administrative Handbook for Doctoral Education</a></p>	
38	Continuing Professional Development	-+	<p><b>GAP</b>  Lack of policy and strategy on career development services for all researchers.</p> <p>A need for a coherent range of career development services in the form of support and systems for doctoral students, postdocs and junior researchers.</p> <p>A need for a larger proportion of courses in English within the skills development programme.</p> <p>(See also point 39.)</p>	<p><b>Actions needed:</b>  Design a policy and a strategy on career development services for researchers.</p> <p>Define content and structure for career development services.</p> <p>Increase the range of courses in English within the skills development programme.</p>

			<p><b>National regulation</b>  <a href="#">The Higher Education Ordinance (SFS 1993:100)</a>  Chapter 6, section 29: Individual study plans</p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">Policy for study and career counselling at the University of Gothenburg</a></p> <p><a href="#">Courses for doctoral students</a>  Doctoral studies include, besides the actual thesis, courses at third-cycle level.</p> <p><a href="#">Agreement concerning the working time for teachers</a> (SWE)</p> <p><a href="#">Working times for teachers</a></p> <p><a href="#">Dialogue</a></p> <p><a href="#">Development review</a></p> <p><a href="#">Skills development</a></p>	
39	Access to research training and continuous development	-+	<p><b>GAP</b>  Lack of policy and strategy on career development services for all researchers.</p> <p>A need for a coherent range of career development services in the form of support and systems for doctoral students, postdocs and junior researchers.</p> <p>A need for a larger proportion of courses in English within the skills</p>	<p><b>Actions needed:</b>  Design a policy and a strategy on career development services for researchers.</p> <p>Define content and structure for career development services.</p> <p>Increase the range of courses in</p>

			<p>development programme.</p> <p>(See also point 38.)</p> <p><b>National regulation</b>  <a href="#">The Higher Education Ordinance (SFS 1993:100)</a>  Chapter 6, section 29: Individual study plans</p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">Skills development</a></p> <p><a href="#">Courses for Doctoral students</a></p>	English within the skills development programme.
40	Supervision	++	<p><b>National regulation</b>  <a href="#">The Higher Education Ordinance (SFS 1993:100)</a>  Chapter 6, section 28: Supervision  Chapter 6, section 29: Individual study plans  Chapter 6, Section 30, 31: Entitlement to supervision and other resources</p> <p><b>Organizational regulation</b>  Staff portal:  <a href="#">Rules and regulations for third-cycle students at the University of Gothenburg</a></p> <p><a href="#">Supervision in Postgraduate Programmes</a></p>	