



The European Charter for Researchers

The Code of Conduct for the Recruitment of Researchers

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European Commission

The European Charter 0 for Researchers0

The Code of Conduct 0 for the Recruitment 0 of Researchers0

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The Commission of the European Communities

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¹ COM(2000) 6 f i al f 18.1.2000.

² JO C 282, .1-2, f 25.11.2003. C cil e l i f 10 N e b e r 2003 (2003/C 282/01
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8. ha Meber ae i lace he ece ar i ri g r c re

the European Charter for Researchers is a self-governing initiative, and
 requires the High Level Committee to be able to advise the
 researchers on the full range of their needs.⁶
 The aim of the Charter is to ensure that the researchers have
 the best research conditions and the best research conditions.

⁸ Official Journal C 364, 18.12.2000 . 0001-0022.

General Principles and Requirements applicable to Researchers:

Research Freedom

Researchers should have the freedom to conduct research for the good of society, to publish their findings, and to disseminate their knowledge, while enjoying the freedom of thought and expression, and the freedom to decide if and how they wish to participate in research, which rights are limited, according to recognized ethical principles and practices.

Researchers should, however, recognize their limitations in their freedom to conduct research, and to participate in research circles (including digital research/governance/technology) research, e.g. for budgetary, infrastructural reasons, especially in the digital sector, for reasons of intellectual property and privacy. Researchers should, however, recognize the ethical principles and practices, which researchers have to adhere to.

Ethical principles

Researchers should adhere to the recognized ethical principles and standards, and the ethical principles and standards of their discipline(s) and the ethical standards and codes of conduct of the different national, sectoral and international Codes of Ethics.

Professional responsibility

Researchers should make every effort to ensure that their research is relevant, credible and of high quality, and that it is carried out ethically.

Accountability.

Researchers need to be aware that they are accountable and their ethical responsibilities are related to the public. In addition, the ethical standards, and the code of conduct, are particularly relevant for researchers funded by the public. It is also important for the efficiency of the research. Therefore, the researchers should adhere to the principles of research, and they should be aware of the deficiencies of the research. The researchers should be aware of the deficiencies of the research, and they should be aware of the deficiencies of the research.

When the researchers are aware of the deficiencies of the research, they should be aware of the deficiencies of the research. When the researchers are aware of the deficiencies of the research, they should be aware of the deficiencies of the research.

Good practice in research

Researchers should always be aware of the research practice, and they should be aware of the research practice. Researchers should always be aware of the research practice, and they should be aware of the research practice.

Dissemination, exploitation of results

All researchers should be aware of the research practice, and they should be aware of the research practice. All researchers should be aware of the research practice, and they should be aware of the research practice.

are either allied commercial or made accessible to the public (or both) he or she is a researcher.

Public engagement

Researchers should therefore have their research activities made known to a large community so that they can be discussed - especially, here, in the public domain of digital science. Direct engagement with the public will help researchers better understand public interests and priorities and establish a dialogue with the public's concerns.

Relation with supervisors

Researchers in training have to develop a relationship with their supervisors (and faculty/deans) and the administrative staff to make full advantage of their relationship with them.

This includes keeping records of all work done and each finding, being open to feedback from supervisors, and giving feedback to their colleagues according to agreed schedules, while being deliverable and/or research.

Supervision and managerial duties

For researchers, it is important to have a clear relationship with their supervisors, who are their mentors, career advisors, leaders, project coordinators, managers, etc. They should therefore be able to ask for help and advice when needed, in regard to their leadership and management of researchers, and researchers should be able to accept and implement the advice of their supervisors. In order to be effective in their role, researchers should be able to work with their supervisors and colleagues.

Continuing Professional Development.

Every teacher at all career stage should seek to continually improve their professional knowledge and skills and to develop their professional practice. This may be achieved by a range of means including, but not limited to, formal training, research, conference attendance, learning.

General Principles and Requirements applicable to Employers and Funders:

Recognition of the profession

All researchers engaged in research career should be recognised as professionals and be treated accordingly. This should commence from the beginning of their career, at the start of their graduate studies, and should include all levels, regardless of their classification or status (e.g. employee, graduate, doctoral candidate, doctoral fellow, civil servant).

Non-discrimination

Employers and/or funders of researchers shall not discriminate against researchers on the basis of gender, age, ethnicity, national or social origin, religious belief, sexual orientation, language, disability, political opinion, social economic condition.

Research environment

Employers and/or funders of researchers should ensure that they provide a favourable research environment for their researchers, which includes appropriate facilities and resources, including free or low-cost laboratory or research work, and that they also ensure that all research is carried out in a safe and healthy environment. For those who have a career in research, the agreed work arrangements.

Working conditions.

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a b b a i c a l l e a e , a e l l a h e e c e a r f i a c i a l a d a d i i r a i e
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Stability and permanence of employment

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Funding and salaries.

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Gender balance¹

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¹

is written in their reference. All researchers should be made familiar with this additional arrangement.

Value of mobility

Employers and referees are geographically, professionally, and administratively distant¹² from each other. Bibliographic mobility is the basic driver of research in a field. Each geographic field has its own specific knowledge and the ability to age research careers. Consequently, the ability to build a career in a specific career depends on the regional development of the academic field. Bibliographic mobility is the key to their career progression / arrangement.

His ability to hire has been addressed in a series of studies. It is important to place all the relevant factors and social structures,



Supervision

Enlædd/ráðgjafar haldið þessu á milli og skilgreinið skýrt og ákveðið hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum. Þetta er einn af helstu hlutum starfsfólks.

Starfsfólk getur haldið skýrri mynd af því hvaða hlutum starfsfólks er ákveðið að gefa þeim aðstoð og stuðning, hvernig þetta er gert, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum.

Teaching

Teaching is a key part of the work of a teacher. It is the process of helping learners to develop their knowledge and skills. Teachers should be able to plan and deliver lessons that are effective and engaging. They should also be able to assess the progress of their learners and provide feedback where necessary.

Enlædd/ráðgjafar haldið þessu á milli og skilgreinið skýrt og ákveðið hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum. Þetta er einn af helstu hlutum starfsfólks. Starfsfólk getur haldið skýrri mynd af því hvaða hlutum starfsfólks er ákveðið að gefa þeim aðstoð og stuðning, hvernig þetta er gert, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum.

Evaluation/appraisal systems

Enlædd/ráðgjafar haldið þessu á milli og skilgreinið skýrt og ákveðið hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum. Þetta er einn af helstu hlutum starfsfólks. Starfsfólk getur haldið skýrri mynd af því hvaða hlutum starfsfólks er ákveðið að gefa þeim aðstoð og stuðning, hvernig þetta er gert, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum, hvernig starfsfólk getur fengið aðstoð og stuðning frá yfirmanninum.



Recruitment

“Employers should ensure that the recruitment process is fair and transparent, and that all applicants are given the opportunity to be considered for the job.”
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General Principles and Requirements for the Code of Conduct

Recruitment

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¹⁴ All a a i l a b l e i r e h l d b e e d , i a r i c l a r i e r a i a l r g l b a l l a c c e i b l e
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Selection

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Transparency

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Judging merit

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¹⁵ e e al h e E r e a Ch a r ɜ f r e a r ch ɜ : E l a i / A r a i al e i i ec i 1 f h i d c h e .

Variations in the chronological order of CVs

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Recognition of mobility experience

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a a a l a b l e c r i b i h e r f e i a l d e l ⁴ e f a r e a r c h e r.

Recognition of qualifications

Exemplo de endereço de e-mail: `aluno@academica.drf.edu.br`

Researchers

Fr he r e f hi ec ¹⁶ he dai he i ər ai all rec g ied
Fra ca i de fi i fre e arch ¹⁷ ill be ed. C e e l, re ər ch ər are
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“Professionals engaged in the conception or creation of new knowledge, products, processes, methods and systems, and in the management of the projects concerned.”

Mre ecificall, hi ec the dai rela e all er r fe i -
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the early research training.

¹⁷ I : r ed a dard race fr 11 1d2of 1 2 8

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Employers

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r a r i e , f d a i r r i a e b d i e h e r e e a r c h e r e i h e r d e g
h e i r r e a r c h r a i i g r c a r h e i r r e a r c h a c i i e h e b a i f
f d i g r i d e d b a h i d a r .

Funders

F d e r ,refer all h e b d i e ²¹ h i c h r i d e f d i g , (i c l d i g
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a d l e c h a i a c c o r d i g h e g e a l r i c i l e a d r e i r e
r e e e d i h i e c i e d a i .

²⁰ I d e i , a g e 42.

²¹ h e C i i l l e d e a r a l h e c i e l a i d d i h i e c i e d a i
h e r e c e i e f f d i g i h e c e f h e f r a e r k r g a e () f r e e a r c h , e c h -
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Appointment or employment

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European Commission

**EUR 21620^c The European Charter
The Code of Conduct for Rec**

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The European Commission has adopted the European Charter for Researchers and a Code of Conduct for the Recruitment of Researchers. These two documents are key elements in the EU's policy to make research an attractive career, which is a vital feature of its strategy to stimulate economic and employment growth. The Charter and Code of Conduct will give individual researchers the same rights and obligations wherever they may work throughout the EU. This should help counter the fact that research careers in Europe are fragmented at local, regional, national or sectoral level, and allow Europe to make the most of its scientific potential.

