



**GDAŃSK UNIVERSITY
OF TECHNOLOGY**

**Action plan to implement the principles
of the European Charter for Researchers
and the Code of Conduct for the Recruitment of Researchers
at Gdańsk University of Technology**

GUT HR4R Strategy

RECTOR PG
Gdańsk University of Technology

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Gdańsk 2016

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List of abbreviations

Att	– Attorneys
Charter	– European Charter for Researchers
CKTT	– Centre for Knowledge and Technology Transfer
CO	– Careers Office
Code	– Code of Conduct for the Recruitment of Researchers
EC	– European Commission
FA	– Faculty of Architecture
FAPM	– Faculty of Applied Physics and Mathematics
FCEE	– Faculty of Civil and Environmental Engineering
FCh	– Faculty of Chemistry
FECE	– Faculty of Electrical and Control Engineering
FETI	– Faculty of Electronics, Telecommunications and Informatics
FME	– Faculty of Management and Economics
FMEng	– Faculty of Mechanical Engineering
FOEST	– Faculty of Ocean Engineering and Ship Technology
GUT	– Gdańsk University of Technology
GUTDSG	– GUT Doctoral Students Government
HR	– Human Resources
HR4R	– Human Resources for Researchers
OHSFSI	– Occupational Health and Safety and Fire Safety Inspectorate
IRO	– International Relations Office
ITSC	– IT Services Centre
PD	– Personnel Department
ProjO	– Projects Office
QMO	– Quality Management Office
Researchers	– Academics, research and teaching staff, and doctoral students
SAO	– Scientific Affairs Office
Team	– Team for Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Gdańsk University of Technology
University	– Gdańsk University of Technology

1. Introduction

The European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers are European Commission's Recommendation No. 2005/251/EC, published in 2005, which obliges research institutions to create friendly working environment and supporting career development conditions, together with transparent recruitment processes. It is addressed to researchers, employers and funders of research, operating in the public and private sectors.

The European Charter for Researchers, hereinafter referred to as 'the Charter', describes the rights and obligations of both scientists and institutions that employ them and organisations providing research funding. They concern working conditions, career development, including mentoring for young scientists, as well as the mobility of researchers.

The Code of Conduct for the Recruitment of Researchers, hereinafter referred to as 'the Code', describes the rules for recruitment of researchers, which the employer-institutions should follow, ensuring equal treatment of all researchers in Europe. These are: the principle of transparent information on the competition procedures, providing opportunities for professional development at all stages of their careers, the principle of non-discrimination. The Ministry of Science and Higher Education, taking into account the need to create an attractive working environment for researchers, as well as ethical standards in both business relations, as well as scientific research, started to popularize both documents in April 2015. In her letter No. DSW.60021.2015.4 of 9 April 2015, Minister of Higher Education, Prof. Lena Kolarska-Bobińska, encouraged universities and other national research institutions to make efforts to obtain the consent of the European Commission for the use of *the Logo Human Resources Excellence in Research*.

Gdańsk University of Technology, represented by the Rector, Prof. Jacek Namieśnik, on 8 September 2016, expressed its support for the recommendations of the European Commission No. 2005/251/EC, indicating convergence of the principles of the Charter and the Code with the development strategy of the University. Signing and submitting the statements of support (Appendix 1) to the European Commission became the first step of GUT to apply for the acquisition of rights to use *the European Logo HR Excellence in Research*.

2. About Gdańsk University of Technology

Gdańsk University of Technology is a Polish state university, fully autonomous in all areas of its operation, in accordance with the principles stated in the Act of 27 July 2005. – Law on Higher Education (Dz. U. 2012, pos. 572, as amended). In its activities it is guided by the principles of: freedom of teaching, research and artistic creation, ethics and respect for the law, including laws on intellectual property. GUT enjoys statutory independence. Currently, GUT consists of nine faculties: Architecture; Chemistry; Electrical and Control Engineering; Electronics, Telecommunications and Informatics; Applied Physics and Mathematics; Civil and Environmental Engineering; Mechanical Engineering; Ocean Engineering and Ship Technology; Management and Economics, and three educational centres: Mathematics Teaching and Distance Learning Centre; Language Centre and Academic Sports Centre.

The highest office at GUT is the position of Rector, and the basic organisational units are the Faculties. There are also non-departmental units and organisations and individuals working with the participation of GUT (Fig. 1).

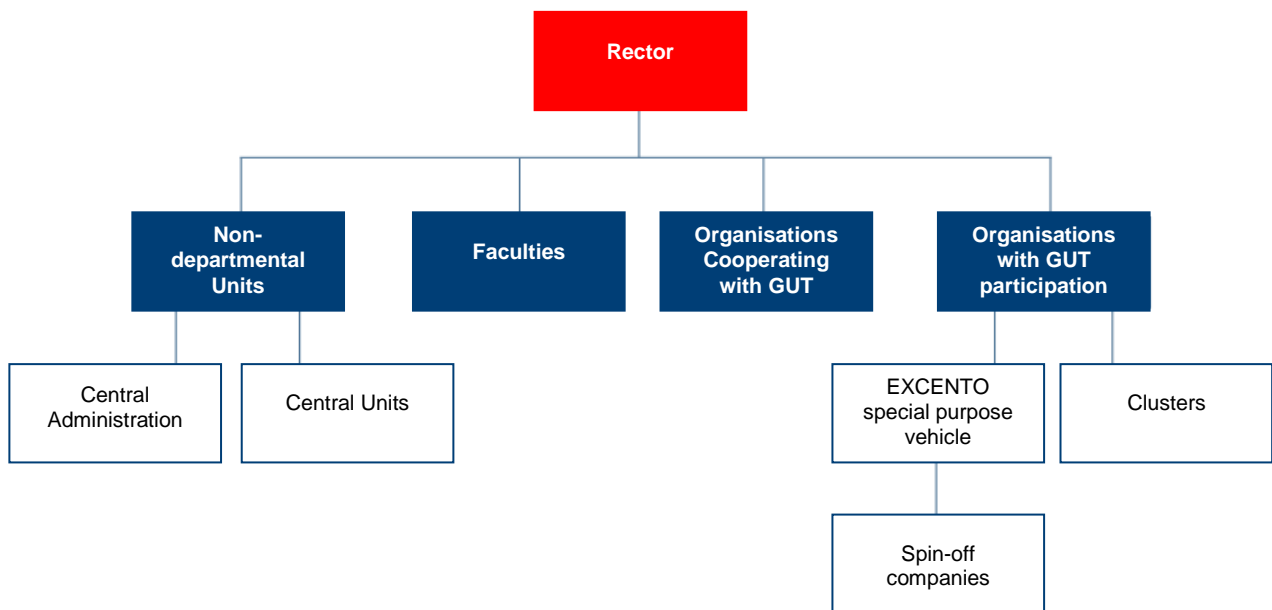


Figure 1. GUT organisational structure

Website: www.pg.edu.pl.

Website GUT HR4R Strategy: <http://pg.edu.pl/excellence-in-research/en>.

Address: Gdańsk University of Technology, ul. G. Narutowicza 11/12, 80-233 Gdańsk, Poland.

2.1. Location

Gdańsk University of Technology is located in the north of Poland, in the Pomerania region, in Gdańsk. Gdańsk is one of the largest centres of business. It is an economic, cultural and scientific capital of urban area of more than one million citizens, and of the Pomerania region inhabited by over 2.2 million people.



GUT campus integrates historic architecture with modern buildings full of well-equipped lecture halls and highly specialized laboratories. The monumental Main Building is the symbol of the university. It was built in the early 20th century in the Dutch Neo-Renaissance style by the eminent architect and later professor of the university, Albert Carsten.



2.2. Short history

Gdańsk University of Technology is the oldest and the largest technical university in the north of Poland.

It was created on October 6, 1904, as a Royal-Prussian Technical College (Königliche Preussische Technische Hochschule). After World War I, as a result of the Treaty of Versailles, Gdańsk obtained the status of the Free City, and in 1921 the University was transferred to the Free City of Gdańsk. It was not until after World War II, on May 24, 1945 that the Decree of the National Council of the Republic of Poland created a Polish university – Gdańsk University of Technology (Fig. 2).

HISTORY OF GDAŃSK UNIVERSITY OF TECHNOLOGY

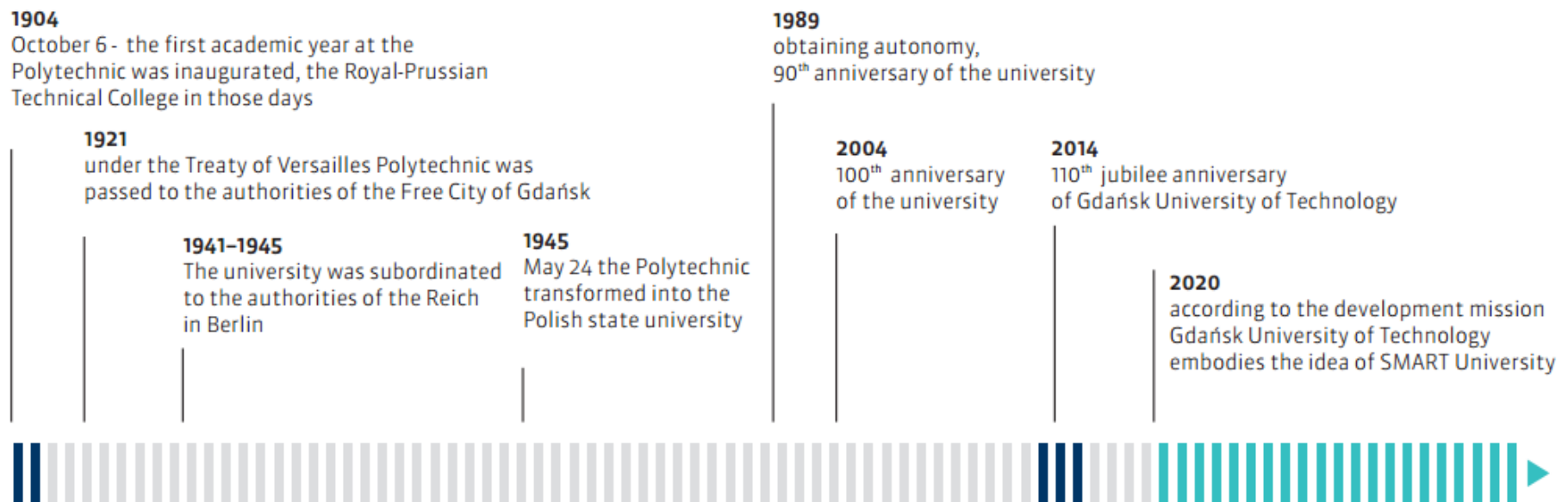


Figure 2. Short history of GUT

2.3. Mission and Vision

GUT's mission is to provide high quality education for the needs of the dynamic development of economy and of society based on knowledge, scientific research at the highest international level in the conditions of the globalizing world, and the implementation of innovative projects to support the transformation of civilization and cultural enrichment, and in particular science and technology.

GUT's main objective is to strive for the development of the University as a modern technical university and a renowned opinion-forming centre, as well as to become the initiator and executor of many projects and innovative tasks. GUT should meet the requirements of the competition and take advantage of development opportunities available in the global market. It should also function efficiently and effectively realize the intended consistent objectives, correlated with the ambitions of professional staff and the best aspirations of the students.

The vision of GUT development for the period 2012-2020 is the gradual development of the University by creating digital polytechnic, and finally its change into Smart University (Fig. 3).

S	STRATEGICALLY CONDITIONED raising funds for the implementation of strategic tasks, in line with the needs of the University, with the priorities and projects of the EU, Poland and the region
M	MAXIMALLY INNOVATIVE implementation of new mechanisms and the use of new organisations that stimulate the development of innovative solutions for both GUT and the region
A	ATTRACTIVE FOR ALL introducing and developing forms of LLL education, the use of team design and e-learning programs of study, as well as modernization of teaching and research laboratories, and orienting research towards practical applications
R	RELYING ON PERSONALITIES providing conditions for the development of all students, graduate students, postgraduate students and staff, especially the best ones, setting them challenging task and rewarding significant results
T	TOTALLY CREATED WITH PASSION gradual elimination of administrative barriers and obstacles, giving preference to best practices, nurturing work culture and climate for innovation

Figure 3. Vision of GUT development in the period 2012-2020

2.4. Gdańsk University of Technology in numbers

In 2015 there were about 23 000 students (Fig.4-6), among whom there were about 600 foreigners (Fig. 6). Full-time students account for 81% of all students (Fig. 5).

Education at GUT takes place in:

- 9 faculties;
- 38 fields of undergraduate (1st cycle) study and 37 fields of postgraduate (2nd cycle) study, including:
 - 4 Interfaculty,
 - 3 Interuniversity, unique in the country: Medical and Mechanical Engineering, Chemistry in Construction Engineering and Space and Satellite Technologies;
- 18 fields of study in English;
- 8 faculties pursuing Ph.D. studies (3rd cycle); the doctoral degree can be obtained in 19 fields;
- more than 50 non-degree postgraduate programmes;
- MBA studies.

In 2015 there were about 23 000 students (Fig. 4-6), among whom there were about 600 foreigners (Fig. 6). Full-time students account for 81% of all students (Fig. 5).

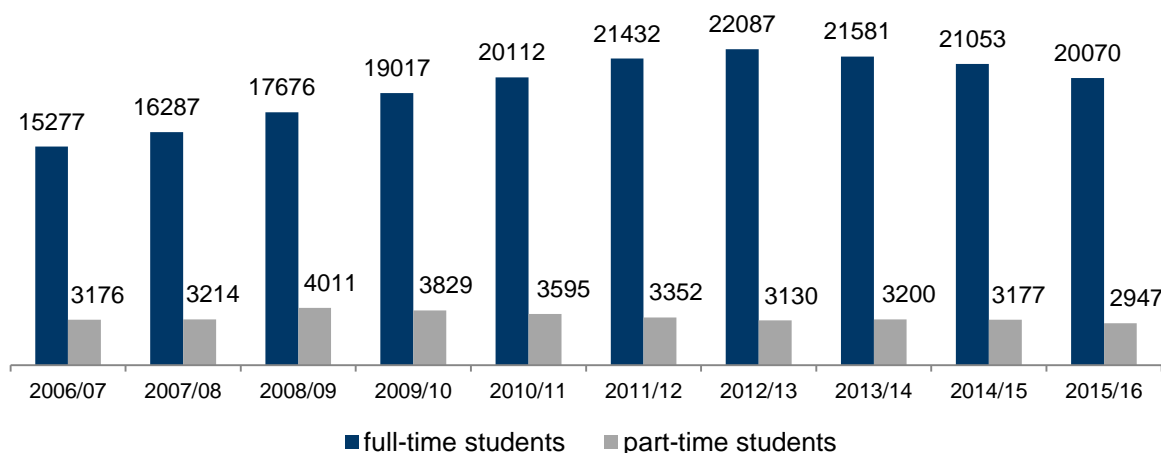


Figure 4. Number of full-time and part-time students between 2006 and 2016

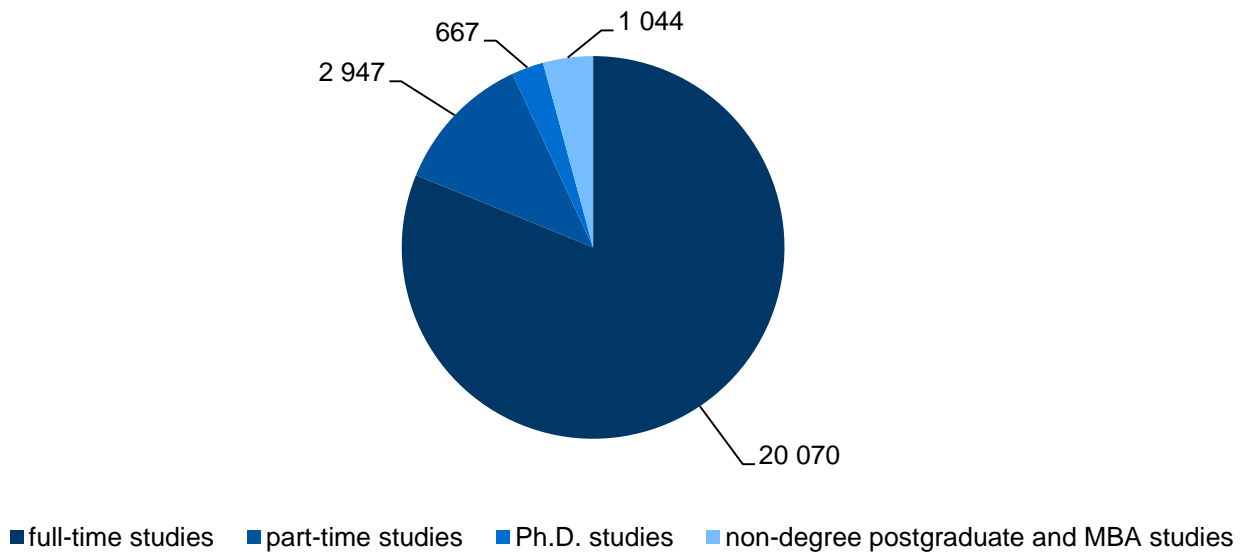


Figure 5. Structure of studies and the number of students at GUT (as of 30.11.2015)



Figure 6. Number of foreign students at GUT between 2007 and 2016

2.5. Gdańsk University of Technology in rankings

Every year GUT notes a significant rise in the prestigious national ranking Perspektywy. In 2016 the university ranked fifth among technical universities. Continuous rise is undoubtedly a great success and reflects the development and improvement of the University. According to the Ministry of Science and Higher Education, GUT has been the second most often chosen university in Poland by the candidates for undergraduate studies, for seven years.

GUT also counts among employers – in 2015 it is the seventh in the country higher education institution most often sought by employers, representing the most critical companies in Poland, according to the ranking of magazine WPROST.

In 2015 the university also took high fourth place in the ranking of Sedlak & Sedlak, which analyses salary of graduates of Polish universities in the first year of their professional career.

Gdańsk University of Technology is also involved in international rankings. In 2015 the university was among the 800 best universities in the world as ranked by THE World University Ranking.

2.6. Projects and programmes

In the years 2000-2016 numerous projects have been realised at GUT. Among the most important of them are:

- "Modern Auditoriums at Gdańsk University of Technology";
- "Creating a modern technical infrastructure for the implementation of the programme of training engineers of the future at Gdańsk University of Technology";
- "Nanotechnology Centre at Gdańsk University of Technology";
- "Laboratory for Innovative Electricity Technology and Renewable Energy Integration – LINTE²";
- "Centre of Competence Novel Infrastructure for Workable Applications (CD NIWA)";
- "e-University – development and implementation at GUT of a platform that provides e-Services for the Information Society of the Pomeranian region";
- "Mayday EURO 2012 – supercomputing platform for contextual analysis of the media streams to identify specialised facilities or dangerous events".

Due to structural and research projects (Table 1 and 2) there has been a significant development of academic staff and the modernisation of infrastructure.

Table 1. Projects at GUT within the framework programme of the EU in the period of 01.2000-06.2016

Name of the programme	Name of the subprogramme	Number of projects
5th EU Framework Programme	Energy, environment and sustainable development/EESD	8
	Confirming the international role of Community research/INCO 2	2
	User-friendly information society/IST	5
	Competitive and sustainable growth/GROWTH	8
Sum		23
6th EU Framework Programme	Horizontal research activities involving SMEs/SME	3
	Nanotechnologies and nanosciences, knowledge-based multifunctional materials and new production processes and devices/NMP	2
	Life sciences, genomics and biotechnology for health/LIFESCIHEALTH	1
	Sustainable Development, Global Change and Ecosystems/SUSTDEV	7
	Human resources and Mobility in the specific programme for research, technological development and demonstration/MOBILITY	3
	Policy support/POLICIES	1
	Information Society Technologies/IST	4
	Aeronautics and Space/AEROSPACE	1
	Research and innovation in the specific programme for research, technological development and demonstration/INNOVATION	1
Sum		23
7th EU Framework Programme	COOPERATION	13
	IDEAS	1
	PEOPLE	5
	CAPACITIES	2
Sum		21
HORIZON 2020	Societal Challenges	2
	Excellent Science	1
	Industrial Leadership	1
Sum		4
TOTAL SUM		71

Table 2. Research projects at GUT within the framework programme of the EU in the period of 01.2009-06.2016

No.	Name of the programme	Operation	Project acronym/title of the project
1	7th EU Framework Programme	COOPERATION	PARYLENS/PARYLENE based artificial smart LENSEs fabricated using a novel solid-on-liquid deposition process
2			ADDPRIV-PRIVeLLANCE/Automatic data relevancy Discrimination for a privacy-sensitive video surveillance
3			INDECT/Intelligent Information System Supporting Observation, Searching and Detection for Security of Citizens in Urban Environment
4			PERSUADE/PoroElastic Road SUrface: an innovation to Avoid Damages to the Environment.
5			DYNAMO/DYNAmic citizens @ctive for sustainable Mobility
6			ROSANNE/ROlling resistance, Skid resistance, ANd Noise Emission measurement standards for road surfaces
7		PEOPLE	DYNAMICOL/Ultrafast Charge Transfer in ion-atom collision investigated by Molecular Quantum Dynamics Methods
8			SASD/Smart multipurpose knowledge administration environment for intelligent decision support systems development.
9			CARBALA/CARbon BALAncing for nutrient control in wastewater treatment
10			VIBRAMAN/Theoretical simulation of vibrational spectroscopies base on the Raman effect
11			IMBeing/Micro and nano tribology studies of intelligent microbearing
12		COOPERATION/ARTEMIS	ACCUS/Adaptive Cooperative Control in Urban (sub) Systems
13			COPCAMS/COgnitive & Perceptive CAMeRS
14			DEWI/Dependable Embedded Wireless Infrastructure
15		IDEAS	QOLAPS/Quantum resources: conceptuls and applications
16	HORIZON 2020	Societal Challenges	UPGRID/Real proven solutions to enable active demand and distributed generation flexible integration, through a fully controllable LOW Voltage and medium voltage distribution grid
17			FLOW/Furthering Less Congestion by creating Opportunities for more Walking and cycling
18		Excellent Science	TROPSENSE/Development of a non-invasive breath test for early diagnosis of tropical diseases
19		Industrial Leadership	ENABLE-S3/European Initiative to Enable Validation for Highly Automated Safe and Secure Systems
20	EUREKA	E!5071	MWAVE_CAD/Fast computer aided synthesis and design of microwave filters and multiplexers
21		E!3266	EUROENVIRON/Web-based air quality assessment and management
22		E!5415	NEWCOMAT/New generation of constructive materials based on industrial waste in the concept of sustainable development
23	COST	ICO806	IntelliCIS/Intelligent Monitoring, Control and Security of Critical Infrastructure Systems
24		CA15127	RECODIS/Resilient communication services protecting end-user applications from disaster-based failures

No.	Name of the programme	Operation	Project acronym/title of the project
25	The European Space Agency	not applicable	Safe City GIS/Development, testing, demonstration and dissemination of innovative Web-based Geographical Information System for threat monitoring, prediction, and risk analysis for the municipal area
26		Polish Industry Incentive Scheme	Smart HMA
27		Polish Industry Incentive Scheme	A Data Processing Centre – Task Manager (DPCTM) product
28	International Visegrad Fund	Standard Grants	Patterns of Business Internationalization in Visegrad Countries
29	Polish-Swiss Research Program	not applicable	ENERLIQ/Energy conversion based on ionic liquids and novel SOLID technology.
30	Prevention, preparedness and consequence management for terrorist attacks and other security-related risks	CIPS 2012	DEnSeK/Disrtibuted energy security knowledge
31	Polish-Norwegian Research Cooperation	Small Grant Scheme	NanomatCap/Nanocomposites based on conducting polymers and carbon materials for supercapacitor application
32			ERAAVG/Emotion Recognition for Affect Aware Video Games
33			FOTOKATAL/New photocatalysts for environmentally friendly recycling of water in the production of hydrocarbons
34			AFFITS/Methods and tools for affect-aware intelligent tutoring systems
35	Polish-Norwegian Research Cooperation	Core 2012 Call	POM-BIOGAS/Pomeranian Biogas Model
36			LEO/Low emission optimised tyres and road surfaces for electric and hybrid vehicles
37			BARITECH/Integrated technology for improved energy balance and reduced greenhouse gas emissions at municipal wastewater treatment plants
38	Polish-German Research Program	not applicable	RENEMO/Reduction of N ₂ O emissions from wastewater treatment plants – measurements, modeling and process optimisation
39	ERA-NET	Chist-Era II	eGlasses/The interactive eyeglasses for mobile, perceptual computing
40		Martec II	WIND-TU-PLA/Design and analysis of the foundation and anchoring systems of offshore wind turbine platforms for the southern Baltic
41		SUSFOOD	SUNNIVA/Sustainable food production through quality optimised raw material production and processing technologies for premium quality vegetable products and generated by-products
42	Polish-Taiwan Cooperation	not applicable	ISOESRE/Innovative Solid Oxide Electrolyzers for Storage of Renewable Energy
43	John Templeton Foundation	Science and the Big Questions	Quantum phenomena: Between the whole and the parts

2.7. International cooperation

Gdańsk University of Technology develops international cooperation among Universities through:

- participation in international educational programmes: LLP ERASMUS – Mobility Higher Education Institutions, LLP ERASMUS IP, ERASMUS MUNDUS, Leonardo da Vinci, CEEPUS, TEMPUS, Jean Monet (Table 3),
- signing of partnership agreements,
- participation of foreign representatives at our University. Individual faculties welcome foreign representatives for lectures, meetings, participation in research groups, etc.,
- gaining valuable experience in the development of multifaceted skills of students participating in the work of an international consortium CDIO, whose members insist on the training of engineers based on the system: Conceive – Design – Implement – Operate).

Table 3. Mobility in the academic year 2014/2015

Programme	Outgoing students	Incoming students	Outgoing staff	Incoming staff
Erasmus+	327	222	152	38
Erasmus Mundus	0	6	0	0
Erasmus for Ukraine	0	47	0	0
Other	99	18	44	-

3. Methodology of implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Gdańsk University of Technology

3.1. GUT declaration of support for the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

Gdańsk University of Technology, represented by the Rector, Prof. Jacek Namieśnik, on 8 September 2016 expressed its support for the recommendations of the European Commission No. 2005/251/EC, indicating convergence of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, with the development strategy of the University (Appendix 1).

3.2. Legitimacy of actions in the field of HR for GUT researchers

By the GUT Rector's Decree No. 26/2016 of 23 September 2016 on the development of an action plan in the field of human resources management for researchers and the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Gdańsk University of Technology (Appendix 2) the formal process of implementing the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Gdańsk University of Technology was commenced.

For this purpose Rector's Circular Letter No. 21/2016 of 23 September 2016 was issued, on the appointment of the University Team for Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Gdańsk University of Technology. The Team consists of: vice-rector for Organisation as chairperson, vice-rector for Science – as Deputy Chairman of the Team, the relevant deans for Science of all departments, directors, officers and employees of organisational units directly involved in the process of implementing the principles of the Charter and the Code (Table 4). Moreover, GUT Rector in his Decree No. 26/2016 obliged all GUT employees to actively work on the development of the HR4R Strategy and implementation of the principles of the Charter and the Code (Appendix 2).

Table 4. The members of the Team for implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Gdańsk University of Technology

No.	Name and surname	Organisational unit, function
1	Prof. Janusz T. Cieśliński, Ph.D., D.Sc. Eng.	Chairperson, vice-rector for Organisation
2	Prof. Janusz Smulko, Ph.D., D.Sc. Eng.	Deputy Chairman of the Team, vice-rector for Science
3	Prof. Jakub Szczepański, Ph.D., D.Sc. Eng. Arch.	Vice-Dean for Science FA
4	Prof. Agata Kot-Wasik, Ph.D., D.Sc. Eng.	Vice-Dean for Science FCh
5	Piotr Płotka, Ph.D., D.Sc. Eng.	Vice-Dean for Research FETI
6	Prof. Roman Śmierzchalski, Ph.D., D.Sc. Eng.	Vice-Dean for Scientific Research FECE
7	Joanna Janczewska, Ph.D., D.Sc. Eng.	Vice-Dean for Research FAPM

No.	Name and surname	Organisational unit, function
8	Magdalena Gajewska, Ph.D., D.Sc. Eng	Vice-Dean for Scientific Research FCEE
9	Prof. Krzysztof Kaliński, Ph.D., D.Sc. Eng.	Vice-Dean for Science FMEng
10	Wojciech Litwin, Ph.D., D.Sc. Eng	Vice-Dean for Science FOEST
11	Prof. Krzysztof Leja, Ph.D., D.Sc. Eng	Vice-Dean for Research FME
12	Krzysztof Zagórski, M.Sc. Eng.	Chairperson of GUTDSG
13	Anna Kanarska, M.Sc. Eng.	Vice-Chancellor for HR
14	Damian Kuźniewski, M.Sc. Eng.	Director of CKTT
15	Joanna Zielińska, M.Sc.	Head of PD
16	Mariusz Madajczyk, M.Sc.	Head of SAO
17	Karolina Wysocka, M.Sc.	Head of IRO
18	Marta Jankowska, M.Sc. Eng.	Head of QMO
19	Agnieszka Lenzion, Ph.D. Eng.	QMO
With a team working (in the scope of their duties):		
1	Wanda Wierzchowska-Trusillo, Legal Counsel	Att
2	Piotr Lewandowski, M.Sc.	Vice-Chancellor for Financial Affairs
3	Paweł Lubomski, Ph.D. Eng.	ITSC
4	Aleksandra Szafran, M.Sc.	ProjO
5	Renata Downar-Zapolska, M.Sc.	ProjO
6	Joanna Macholl, M.Sc. Eng.	OHSFSI

3.3. Methodology of the Team's actions

At the first formal meeting of the Team, held on 26 September 2016 the methodology of the Team's actions (schedule of activities was approved) and the concept of the implementation of the principles of the Charter and Code were established. Based on the information prepared by the Quality Management Office in cooperation with the Chairperson of the Team, division of work on the analysis of external and institutional regulations and legal practices applicable to GUT was prepared.

The process and methodology of preparing and conducting the surveys was discussed in detail.

During the preparation of the HR4R Strategy and the plan and timetable for corrective action and improvement numerous meetings were held: the meeting to initiate work on the implementation, the meetings of the Team, during which the most important actions to implement the Charter and the Code at GUT were established, meetings of working groups, which carried out various tasks allocated in accordance with their area of competence.

On 12 October 2016 a meeting was held summarising the efforts to develop the GUT HR4R Strategy and action plan and timetable of actions.

Since GUT authorities' decision to implement the principles of the Charter and the Code actions have been taken to promote the implementation of the Charter and the Code at the University.

A website dedicated to the process of implementation of the principles of the Charter and the Code at GUT was created: <http://pg.edu.pl/excellence-in-research/en>. Information about the actions taken was also placed in the 5th issue of the GUT Information Bulletin issued on 29 September 2016. It is addressed to the entire academic community.

4. Internal analysis of regulations and practices at Gdańsk University of Technology in the implementation of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

Internal analysis at GUT took place in two stages.

The first phase of work consisted of an analysis of national and internal regulations and procedures, and practices at the University for the implementation of the Charter and Code. To carry out the analysis, the standard template for the internal analysis available from the European Commission on the website of EURAXESS was used.

In parallel a survey was carried out on the implementation of the Charter and the Code among scientists of the University.

Colours were used for the internal analysis – red for areas that require attention and have blue for areas that do not require action.

Table 5. Internal analysis of the Polish legislation and institutional rules and practices applied at Gdańsk University of Technology in the implementation of the Charter and the Code

I. Ethical and professional aspects			
1. Research freedom			
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. 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.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Copyrights and Related Rights Act of 4 February 1994 (consolidated text, Journal of Laws 2016, item 666). • Violation of Public Finance Discipline Act of 17 December 2004 (consolidated text, Journal of Laws 2013, No. 0, item 168). • Unfair Competition Act of 16 April 1993 (consolidated text, Journal of Laws 2003, No. 153, item 1503). • Database Protection Act of 27 July 2001 (Journal of Laws 2001, No. 128, item 1402). • Polish Civil Code of 23 April 1964 (consolidated text, Journal of Laws 2016, No. 0, item 380). • Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). • Financing of Science Act of 30 April 2010 (consolidated text, Journal of Laws 2014, item 1620). • Public Finance Act of 27 August 2009 (consolidated text, Journal of Laws 2013, item 885). • Public Procurement Law of 29 January 2004 (consolidated text, Journal of Laws 2015, item 2164). • Industrial Property Rights Act of 30 June 2000 (consolidated text, Journal of Laws 2013, item 1410). • Council of the National Centre of Science Resolution of 3 March 2016, No. 39/2016 on adopting the rules of integrity in scientific research. • Code of the National Centre of Science related to scientific research integrity and application for research funds (Resolution of the Council of the National Centre of Science of 11 May 2016, No. 39/2016). • Council of the National Centre of Science Recommendations related to tests involving the participation of humans, 2016, https://www.ncn.gov.pl/aktualnosci/2016-03-24-zalecenia-dot-etyki-badan. • Good academic practices in recruitment and in supervisor - subordinate 	<ul style="list-style-type: none"> • Resolution of the Senate of Gdańsk University of Technology No. 303/2011 of 19 January 2011 on the Code of Ethics for the Employees of GUT. • Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. • Resolution of the Senate of Gdańsk University of Technology No. 259/XXIII/2015 of 18 March 2015 on adopting the regulations on using the research infrastructure of GUT. • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on GUT development plan and the University main strategic goals. • GUT Rector's Decree No. 48/2014 of 1 December 2014 on the amendment to the GUT Rector's Decree No. 37/2014 of 18 September 2014 concerning the implementation of projects subsidised from external sources at Gdańsk University of Technology, consolidated text. 	Does not require action.	-----

<p>relationships, Ministry of Science and Higher Education, Good Academic Practices, 2014. http://www.nauka.gov.pl/publikacje2/dobre-praktyki-akademickie-w-zatrudnieniu-i-w-relacjach-przelezony-podwladny.html).</p> <ul style="list-style-type: none"> • General Assembly of the Polish Academy of Sciences Resolution of 13 December 2012, No. 10/2012 on the code of ethics for researchers. • Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices, 2012 (http://www.nauka.gov.pl/publikacje2/rzetelnosc-w-badaniach-naukowych-oraz-poszanowanie-wlasnosci-intelektualnej.html). • Good practices in scientific review procedures, Ministry of Science and Higher Education, Good Academic Practices, 2011 (http://www.nauka.gov.pl/publikacje2/dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.html). • Code of ethics for laureates and beneficiaries of the Foundation for Polish Science adopted by the Foundation's Executive Board on 5 March 2008. (http://www.fnp.org.pl/o_fundacji/kodeksy-etyczne/). • Code of good practices in higher education institutions compiled by the Polish Rectors Foundation and adopted by the Plenary Assembly of the Conference of Rectors of Academic Schools in Poland on 26 April 2007. (http://www.krasp.org.pl/pl/kdp/kodeks_dobre_praktyki). • Code of good practices in scientific papers, SEN 2001, Volume 1, No. 1. 			
<p>2. Ethical principles 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>Relevant legislation (permitting or impeding the implementation of this principle)</p>	<p>Existing Institutional rules and/or practices</p>	<p>Actions required</p>	<p>When/Who</p>
<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Copyrights and Related Rights Act of 4 February 1994 (consolidated text, Journal of Laws 2016, item 666). • Pharmaceutical Law Act of 6 September 2001 (consolidated text, Journal of Laws 2008, No. 45, item 271). • Council of the National Centre of Science Resolution of 3 March 2016, No. 39/2016 on adopting the rules of integrity in scientific research. • Code of the National Centre of Science related to scientific research integrity and application for research funds (Resolution of the Council of the National Centre of Science of 11 May 2016, No. 39/2016). • Council of the National Centre of Science Recommendations related to tests involving the participation of humans, 2016, https://www.ncn.gov.pl/aktualnosci/2016-03-24-zalecenia-dot-etyki-badan). • Good academic practices in recruitment and in supervisor - subordinate 	<ul style="list-style-type: none"> • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. • Resolution of the Senate of Gdańsk University of Technology No. 303/2011 of 19 January 2011 on the Code of Ethics for the Employees of GUT. • Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on GUT development plan and the University main strategic goals. • Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. 	<p>Publishing information on the GUT website on ethical principles in Higher Education and on legal regulations on research funding.</p>	<p>January 2017 SAO</p>

<p>relationships, Ministry of Science and Higher Education, Good Academic Practices, 2014. http://www.nauka.gov.pl/publikacje2/dobre-praktyki-akademickie-w-zatrudnieniu-i-w-relacjach-przelozony-podwladny.html).</p> <ul style="list-style-type: none"> • General Assembly of the Polish Academy of Sciences Resolution of 13 December 2012, No. 10/2012 on the code of ethics for researchers. • Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices, 2012 (http://www.nauka.gov.pl/publikacje2/rzetelnosc-w-badaniach-naukowych-oraz-poszanowanie-wlasnosci-intelektualnej.html). • Good practices in scientific review procedures, Ministry of Science and Higher Education, Good Academic Practices, 2011 (http://www.nauka.gov.pl/publikacje2/dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.html). • Code of ethics for laureates and beneficiaries of the Foundation for Polish Science adopted by the Foundation's Executive Board on 5 March 2008. (http://www.fnp.org.pl/o_fundacji/kodeksy-etyczne/). • Code of good practices in higher education institutions compiled by the Polish Rectors Foundation and adopted by the Plenary Assembly of the Conference of Rectors of Academic Schools in Poland on 26 April 2007. (http://www.krasp.org.pl/pl/kdp/kodeks_dobre_praktyki). • Code of good practices in scientific papers, SEN 2001, Volume 1, No. 1. 			
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3. Professional responsibility
 Researchers should make every effort to ensure that their research is relevant to society and does not duplicate research previously carried out elsewhere. 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. 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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). • Polish Penal Code of 6 June 1997 (consolidated text, Journal of Laws 2016, No. 0, item 1137). • Copyrights and Related Rights Act of 4 February 1994 (consolidated text, Journal of Laws 2016, item 666). • Unfair Competition Act of 16 April 1993 (consolidated text, Journal of Laws 2003, No. 153, item 1503). • Industrial Property Rights Act of 30 June 2000 (consolidated text, Journal of Laws 2013, item 1410). • Database Protection Act of 27 July 2001 (Journal of Laws 2001, No. 128, item 1402). 	<ul style="list-style-type: none"> • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • Resolution of the Senate of Gdańsk University of Technology No. 303/2011 of 19 January 2011 on the Code of Ethics for the Employees of GUT. • Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. • Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on GUT development plan and the University main strategic goals. • GUT Rector's Decree No. 48/2014 of 1 December 2014 on the amendment to the GUT Rector's Decree No. 37/2014 of 18 September 2014 concerning 	Does not require action.	-----

<ul style="list-style-type: none"> • Council of the National Centre of Science Resolution of 3 March 2016, No. 39/2016 on adopting the rules of integrity in scientific research. • Code of good practices in higher education institutions compiled by the Polish Rectors Foundation and adopted by the Plenary Assembly of the Conference of Rectors of Academic Schools in Poland on 26 April 2007. (http://www.krasp.org.pl/pl/kdp/kodeks_dobre_praktyki). • Good academic practices in recruitment and in supervisor - subordinate relationships, Ministry of Science and Higher Education, Good Academic Practices, 2014. http://www.nauka.gov.pl/publikacje2/dobre-praktyki-akademickie-w-zatrudnianiu-i-w-relacjach-przelozony-podwladny.html). • Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices, 2012 (http://www.nauka.gov.pl/publikacje2/rzetelnosc-w-badaniach-naukowych-oraz-poszanowanie-wlasnosci-intelektualnej.html). 	<p>the implementation of projects subsidised from external sources at Gdańsk University of Technology, consolidated text.</p> <ul style="list-style-type: none"> • GUT Rector's Circular Letter No. 1/2012 of 9 January 2012 on giving authorisation and power of attorney in EU projects. • Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. • GUT Rector's Decree No. 31/2014 of 2 July 2014 on the digital Academic Quality and Standards Manual, digital Quality and Standard Manuals for faculties, digital Quality and Standard Manuals for didactic centres at Gdańsk University of Technology. 		
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4. Professional attitude

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. 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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Public Finance Act of 27 August 2009 (consolidated text, Journal of Laws 2013, item 885). • Financing of Science Act of 30 April 2010 (consolidated text, Journal of Laws 2014, item 1620). • Violation of Public Finance Discipline Act of 17 December 2004 (consolidated text, Journal of Laws 2013, No. 0, item 168). • National Centre of Research and Development Act of 30 April 2010 (consolidated text, Journal of Laws 2016, No. 0, item 1071). • Pharmaceutical Law Act of 6 September 2001 (consolidated text, Journal of Laws 2008, No. 45, item 271). • Council of the National Centre of Science Resolution of 3 March 2016, No. 39/2016 on adopting the rules of integrity in scientific research. • Act on the rules of implementing cohesion policy programmes for 2014-2020 of 11 July 2014 (consolidated text, Journal of Laws 2016, No. 0, item 217). • Good practices in scientific review procedures, Ministry of Science and Higher Education, Good Academic Practices, 2011 (http://www.nauka.gov.pl/publikacje2/dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.html). • Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices, 2012 (http://www.nauka.gov.pl/publikacje2/rzetelnosc-w-badaniach-naukowych- 	<ul style="list-style-type: none"> • Resolution of the Senate of Gdańsk University of Technology No. 259/XXIII/2015 of 18 March 2015 on adopting the regulations on using the research infrastructure of GUT. • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • GUT Rector's Decree No. 48/2014 of 1 December 2014 on on the amendment to the GUT Rector's Decree No. 37/2014 of 18 September 2014 concerning the implementation of projects subsidised from external sources at Gdańsk University of Technology, consolidated text. • GUT Rector's Decree No. 16/2010 of 8 June 2010 on the procedures for signing procurement contracts referred to in Article 4(8) of the Public Procurement Law Act of 29 January 2004, financed from EU projects. 	<p>Publishing information on the GUT website on ethical principles in Higher Education and on legal regulations on research funding.</p> <p>Implementing the system of information for academics about the sources of research funding.</p> <p>Implementation of the rules for preparing applications for funding research from various sources including statutory activity grants, and for distributing, spending and accounting financial resources.</p> <p>Publishing information on GUT faculties websites on research projects implemented at these faculties.</p>	<p>January 2017 SAO</p> <p>October 2017 ProjO</p> <p>October 2017 SAO, ProjO</p> <p>June 2017 Deans of Faculties</p>

<p>oraz-poszanowanie-wlasnosci-intelektualnej.html).</p> <ul style="list-style-type: none"> • Council of the National Centre of Science resolution of 8 September 2016, No. 80/2016 on adopting the regulations on funding research projects, post-doctoral internships, and doctoral scholarships. • European Parliament and Council of Europe Regulation of 13 December 2013, No. 1303/2013, on adopting joint regulations on the European Regional Development Fund, the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development, and the European Maritime and Fisheries Fund. • Minister of Science and Higher Education Regulation of 6 November 2015 on detailed criteria and procedures for granting and settlement of study funds to finance international cooperation (Journal of Laws of 7 December 2015, item 2047). 			
<p>5. Contractual and legal obligations 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 conditions of the contract or equivalent document.</p>			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Industrial Property Rights Act of 30 June 2000 (consolidated text, Journal of Laws 2013, item 1410). • Copyrights and Related Rights Act of 4 February 1994 (consolidated text, Journal of Laws 2016, item 666). • Database Protection Act of 27 July 2001 (Journal of Laws 2001, No. 128, item 1402). • Minister of Science and Higher Education Regulation of 12 October 2006 on the conditions for sending a person abroad for research, teaching or training and on such person's special rights (Journal of Laws 2006, No. 190, item 1405). • Minister of Science and Higher Education Regulation of 11 December 2013 on the rules for remuneration for work and other work-related benefits for employees employed at a public high school (Journal of Laws 2013, item 1571). 	<ul style="list-style-type: none"> • Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. • GUT Rector's Decree No. 48/2014 of 1 December 2014 on on the amendment to the GUT Rector's Decree No. 37/2014 of 18 September 2014 concerning the implementation of projects subsidised from external sources at Gdańsk University of Technology, consolidated text. • Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on GUT development plan and the University main strategic goals. • Resolution of the Senate of Gdańsk University of Technology No. 291/2015/XXIII of 17 June 2015 on the amendment to the Centre for Knowledge and Technology Transfer regulations, consolidated text. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> • The university established the Centre for Knowledge and Technology Transfer to support academics intending to commercialize their research results. • Gdańsk University of Technology appointed the Patent Attorneys Group to disseminate patent information in the academic environment and to meet the needs of Pomeranian region as well as the industry and economy. • Gdańsk University of Technology established a special purpose entity EXCENTO for academics to efficiently implement their research results. 	<p>Publishing information on the GUT website on ethical principles in Higher Education and on legal regulations on research funding.</p>	<p>January 2017 SAO</p>

6. Accountability			
<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>			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Public Finance Act of 27 August 2009 (consolidated text, Journal of Laws 2013, item 885). Financing of Science Act of 30 April 2010 (consolidated text, Journal of Laws 2014, item 1620). Violation of Public Finance Discipline Act of 17 December 2004 (consolidated text, Journal of Laws 2013, No. 0, item 168). Minister of Science and Higher Education Regulation of 29 September 2011 on external audit procedures of spending study funds (Journal of Laws 2011, No. 207, item 1237). Act on the rules of implementing cohesion policy programmes for 2014-2020 of 11 July 2014 (consolidated text, Journal of Laws 2016, No. 0, item 217). European Parliament and Council of Europe Regulation of 13 December 2013, No. 1303/2013, on adopting joint regulations on the European Regional Development Fund, the European Social Fund, the Cohesion Fund, the European Agricultural Fund for Rural Development, and the European Maritime and Fisheries Fund. Minister of Infrastructure and Development Recommendations of 10 April 2015 on the eligibility of expenditures for 2014-2020 under the European Regional Development Fund, the European Social Fund, and the Cohesion Fund. 	<ul style="list-style-type: none"> Resolution of the Senate of Gdańsk University of Technology No. 303/2011 of 19 January 2011 on the Code of Ethics for the Employees of GUT. GUT Rector's Decree No. 48/2014 of 1 December 2014 on the amendment to the GUT Rector's Decree No. 37/2014 of 18 September 2014 concerning the implementation of projects subsidised from external sources at Gdańsk University of Technology, consolidated text. Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on GUT development plan and the University main strategic goals. GUT Rector's Decree No. 14/2016 of 27 June 2016 on internal audit procedures. GUT Rector's Decree No. 11/2013 of 28 March 2013 on the regulations of management control at Gdańsk University of Technology. GUT Rector's Decree No. 29/2007 of 4 June 2007 on the procedure for external control in organisational units of Gdańsk University of Technology. GUT Rector's Decree No. 50/2015 of 15 December 2014 on handling documents at Gdańsk University of Technology. 	<p>Implementing the system of information for academics about the sources of research funding.</p> <p>Implementation of the rules for preparing applications for funding research from various sources including statutory activity grants, and for distributing, spending and accounting financial resources.</p> <p>Publishing information on GUT faculties websites on research projects implemented at these faculties.</p>	<p>October 2017 ProjO</p> <p>October 2017 SAO, ProjO</p> <p>June 2017 Deans of Faculties</p>
7. Good practice in research			
<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 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>			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Personal Data Protection Act of 29 August 1997 (consolidated text, Journal of Laws 2016, No. 0, item 922). Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). Fire Protection Act of 24 August 1991 (consolidated text, Journal of Laws 2016, item 191). Chemical Substances and Their Mixtures Act of 25 February 2011 (consolidated text, Journal of Laws 2015, item 1203). 	<ul style="list-style-type: none"> GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. GUT Rector's Decree No. 29/2015 of 26 October 2015 on assessing risk in the work environment. GUT Rector's Decree No. 9/2013 of 28 February 2013 on testing and measurement of hazardous agents present in the work environment. GUT Rector's Decree No. 8/2013 of 28 February 2013 on the procedures of handling hazardous substances and chemical mixtures. 	<p>Updating regulations on occupational safety and work.</p>	<p>December 2019 OHSFSI</p>

<ul style="list-style-type: none"> • Protection of Classified Information Act of 5 August 2010 (consolidated text, Journal of Laws 2016, No. 0, item 1167). • Database Protection Act of 27 July 2001 (Journal of Laws 2001, No. 128, item 1402). • Copyrights and Related Rights Act of 4 February 1994 (consolidated text, Journal of Laws 2016, item 666). • Law on Access to Public Information of 6 September 2001 (Consolidated text, Journal of Laws, No. 0, item 2058). • Council of Ministers Regulation of 12 April 2012 on National Interoperability Framework, minimum requirements for public records and exchanging information in electronic format, and minimum requirements for ICT systems (consolidated text, Journal of Laws 2016, No. 0, item 113). • Minister of Labour and Social Policy Regulation of 26 September 1997 on occupational safety and health general regulations (consolidated text, Journal of Laws 2003, No. 169, item 1650 with subsequent changes). • Minister of Science and Higher Education Regulation of 5 July 2007 on occupational safety and health in higher education institutions (Journal of Laws 2007, No. 128, item 897). • Minister of Interior and Administration Regulation of 29 April 2004 on the documentation of personal data processing and technical and organisational conditions required for devices and IT systems used for personal data processing (Journal of Laws 2004, No. 100, item 1024). • Good practices in scientific review procedures, Ministry of Science and Higher Education, Good Academic Practices, 2011 (http://www.nauka.gov.pl/publikacje2/dobre-praktyki-w-procedurach-recenzyjnych-w-nauce.html). • Minister of Administration and Digitization Regulation of 11 May 2015 on administering databases by information security administrator (Journal of Laws 2015, item 719). • Occupational Medicine Services Act of 27 June 1997 (consolidated text, Journal of Laws 2014, No. 169, item 1184). • Minister of Administration and Digitization Regulation of 11 May 2015 on the procedures of performing tasks by the information security administrator to comply with the legislation on personal data protection (Journal of Laws 2015, item 745). • Minister of Health Regulation of 24 July 2012 on chemical substances, their mixtures, carcinogenic or mutagenic technological processes in the working environment (consolidated text, Journal of Laws 2016, item 1117). • Minister of Family, Labour and Social Policy Regulation of 29 June 2016 on safety and health requirements for work with exposure to the electromagnetic field (Journal of Laws 2016, item 950). • Minister of Labour and Social Policy Regulation of 27 May 2010 on safety and 	<ul style="list-style-type: none"> • GUT Rector's Decree No.52/2008 of 4 September 2008 on ensuring safety and order in the buildings or on the University grounds. • GUT Rector's Decree No. 20/2010 of 28 June 2010 on the distribution of personal care products, working clothes and footwear to the University employees. • GUT Rector's Decree No. 5/2006 of 2 February on training in occupational safety and health. • GUT Rector's Decree No. 43/2005 of 18 October 2005 on adapting machinery to the minimum occupational safety and health requirements. • GUT Rector's Decree No. 4/2006 of 2 February 2006 regulating the distribution of personal care products to the University employees. • GUT Rector's Decree No. 24/2015 of 28 September 2015 on Public Information Bulletin of Gdańsk University of Technology. • GUT Chancellor's Circular Letter No. 5/2014 of 30 January 2014 on safe destruction of incoming and internal documents at Gdańsk University of Technology. • GUT Rector's Decree No.24/2011 of 30 September on the protection of personal data processed at Gdańsk University of Technology. • GUT Rector's Decree No. 50/2014 of 15 December 2014 on the handling of documents at Gdańsk University of Technology. • GUT Rector's Decree No. 14/2006 of 26 April 2006 on occupational health tests for the University employees and applicants for the job. • GUT Rector's Decree No. 30/2015 of 3 November 2015 on post-accident procedures. • GUT Rector's Decree No. 13/2005 of 15 March 2005 regulating the procedures of ensuring safety in case of fire. • GUT Rector's Decree No. 5/1999 of 5 May 1999 on occupational safety and health requirements at workstations equipped with display screens. • GUT Rector's Decree No. 26/2002 of 19 November 2002 regulating the procedures when an employee has been diagnosed with an occupational disease. • GUT Rector's Decree No. 8/2003 of 24 February on the amendment to the GUT Rector's Decree No. 26/2002 of 19 November 2002 regulating the procedures when an employee has been diagnosed with an occupational disease • GUT Rector's Decree No. 54/2007 of 1 October 2007 on occupational safety and health at Gdańsk University of Technology. • GUT Rector's Decree No. 28/2015 of 26 October 2015 on manual handling of loads. • GUT Rector's Decree No. 38/1996 of 18 December 1996 on appointing a commission for occupational safety and health. • GUT Rector's Decree No. 19/1996 of 19 December 1996 on work to be 		
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<p>health requirements for work with exposure to optical radiation (consolidated text, Journal of Laws 2013, item 1619).</p> <ul style="list-style-type: none"> • Minister for Economic Affairs and Labour Regulation of 5 August 2005 on safety and health requirements for work with exposure to noise or mechanical vibration (Journal of Laws 2005, No. 157, item 318). • Minister of Health Regulation of 22 April 2005 on hazardous biological agents in the workplace and health protection of employees exposed to these agents as part of their profession (Journal of Laws 2005, No. 81, item 716). • Minister for Economic Affairs Regulation of 21 October 2008 on essential requirements for machinery (Journal of Laws 2008, No. 199, item 1228). • Minister of Interior Regulation of 5 January 2012 on occupational medicine services (Journal of Laws 2012, item 53). • Reliability in scientific research and respect for intellectual property, Ministry of Science and Higher Education, Good Academic Practices, 2012 (http://www.nauka.gov.pl/publikacje2/rzetelnosc-w-badaniach-naukowych-oraz-poszanowanie-wlasnosci-intelektualnej.html). • Minister for Economic Affairs Regulation of 30 October 2002 on the minimum occupational safety and health requirements for using machinery by employees (Journal of Laws 2002, No. 191, item 1596). • Minister of Health and Social Security Regulation of 30 May 1996 on medical examination of employees, prophylactic health care and medical certificates issued for the purposes of the Labour Code (Journal of Laws 1996, No. 69, item 332). • Minister of Health Regulation of 2 February 2011 on testing and measurement of hazardous agents present in the work environment (Journal of Laws 2011, No. 33, item 166). • Minister of Labour and Social Policy Regulation of 6 June 2014 on the maximum permissible intensity and concentration of hazardous agents in the work environment (Journal of Laws 2014, item 817). • Minister of Labour and Social Policy Regulation of 14 March 200 on safety and health requirements for manual handling of loads (Journal of Laws 200, No. 26, item 313 with subsequent changes). • Minister of Labour and Social Policy Regulation of 1 December 1998 on occupational safety and health requirements for workstations equipped with display screens (Journal of Laws 1998, No. 148, item 973). • Minister of Labour and Social Policy Regulation of 28 May 1996 on types of work requiring special psychophysical condition (Journal of Laws 1996, No. 62, item 287). • Minister for Economic Affairs and Labour Regulation of 27 July 2004 on training in occupational safety and health (Journal of Laws 2004, No. 180, item 1860 with subsequent changes). • Council of Ministers Regulation of 30 June 2009 on occupational diseases 	<p>performed by at least two persons.</p> <p><u>Good practices:</u></p> <ul style="list-style-type: none"> • The Academic Computer Centre TASK carries out research projects on the application of the Internet to the needs of science, building Grid environments, broadband data transmission in domestic and international network, and the development of computational centres and techniques. One of fields of TASK activity is stimulating research work and presenting its results. For this purpose, the centre organises or co-organises a number of conferences and symposiums. The Tryton supercomputer, started in 2014, increased the computational capacity tenfold, which caused a rapid growth in demand for data storage space. In 2015, in line with the plan, the current data storage system was extended with consecutive servers and arrays. The new hardware, worth about PLN 3.2 million, was purchased as part of the CD NIWA project. • IT Services Centre (CUI) ensures support for GUT users of IT systems in line with the body of good practices ITIL. It secures data and IT systems in accordance with the National Interoperability Framework (KRI) and elements of ISO 27001. It also conducts regular security audits of central IT systems of the University. • Displaying evacuation plans on the walls inside the University buildings. This practice gained a lot of appreciation from fire brigade officers and it continues with respect to the remaining buildings. The plans are placed on all the floors of Bratniak and Nanotechnology Centre Building B and Faculty of Electronics, Telecommunications and Informatics Building B. 		
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<p>(consolidated text, Journal of Laws 2013, item 1367).</p> <ul style="list-style-type: none"> • Minister of Health Regulation of 30 December 2004 on occupational safety and health requirements for hazardous chemical agents present in the workplace (consolidated text, Journal of Laws 2016, item 1488). • Council of Ministers Regulation of 10 September 1996 on the list of jobs not recommended for women due to their physical constitution (Journal of Laws 1996, No. 114, item 545 with subsequent changes). • Council of Ministers Regulation of 1 July 2009 on the circumstances and causes of workplace accidents (journal of Laws 2009, No. 105, item 870). • Minister for Infrastructure Regulation of 12 April 2002 on technical conditions for buildings and their location (consolidated text, Journal of Laws 2015, item 1422). • Law on Genetically Modified Organisms of 22 June 2001 (consolidated text, Journal of Laws 2015, item 806). • Minister of Interior and Administration Regulation of 7 June 2010 on fire protection of buildings, constructions, and grounds (Journal of Laws 2010, No. 109, item 719). 			
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8. Dissemination, exploitation of results

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Copyrights and Related Rights Act of 4 February 1994 (consolidated text, Journal of Laws 2016, item 666). • Industrial Property Rights Act of 30 June 2000 (consolidated text, Journal of Laws 2013, item 1410). • National Centre of Research and Development Act of 30 April 2010 (consolidated text, Journal of Laws 2016, No. 0, item 1071). • Law on Access to Public Information of 6 September 2001 (Consolidated text, Journal of Laws, No. 0, item 2058). 	<ul style="list-style-type: none"> • Resolution of the Senate of Gdańsk University of Technology No. 291/2015/XXIII of 17 June 2015 on the amendment to the Centre for Knowledge and Technology Transfer regulations, consolidated text. • GUT Rector's Decree No. 42/2014 of 28 October 2014 on adopting the regulations of offering the University library collections. • Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on GUT development plan and the University main strategic goals. • GUT Rector's Circular Letter No. 7/2006 of 24 October 2006 on streamlining the process of documenting scientific and research works. • Resolution of the Senate of Gdańsk University of Technology No. 34/2012 of 9 December 2012 on establishing a special purpose entity EXCENTO to commercialise the research results and development works of the University academics. • Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. 	Does not require action.	-----

	<p><u>Good practices:</u></p> <ul style="list-style-type: none"> Gdansk University of Technology signed an agreement to co-finance the project "Interdisciplinary Open System for Knowledge Transfer (MOST) – the Bridge of Knowledge" subsidised under the Operational Programme "Digital Poland". Within the framework of the programme the IT Services Centre, in partnership with the University organisational units, will build an innovative platform to promote research workers and their achievements, and support networking in the fields of science and business. Early results will be visible in the spring of 2017. 		
<p>9. Public engagement 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>Relevant legislation (permitting or impeding the implementation of this principle)</p>	<p>Existing Institutional rules and/or practices</p>	<p>Actions required</p>	<p>When/Who</p>
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Law on Access to Public Information of 6 September 2001 (Consolidated text, Journal of Laws, No. 0, item 2058). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 291/2015/XXIII of 17 June 2015 on the amendment to the Centre for Knowledge and Technology Transfer regulations, consolidated text. Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on GUT development plan and the University main strategic goals. GUT Rector's Decree No. 42/2014 of 28 October 2014 on adopting the regulations of offering the University library collections. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> Since 1 September 2016 Gdańsk University of Technology circulates the electronic GUT Bulletin to provide information on the academics' achievements as well as on the life of the University. Gdańsk University of Technology operates its own social networking website – an online platform for external users. Baltic Festival of Science. In 2015 over 210 popular science events were held at Gdańsk University of Technology: workshops, lectures, demonstrations, film screenings, and competitions. It is estimated that over 20 000 people visited the University campus over the six Festival days. 	<p>Does not require action.</p>	<p>-----</p>

10. Non discrimination			
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.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). Minister for Infrastructure and Development Recommendations of 8 May 2015 on implementing the principles of equal opportunities, nondiscrimination, and equal treatment of women and men, including the disabled, under EU funds 2014-2020 (http://www.funduszeuropejskie.gov.pl/strony/o-funduszach/dokumenty/wytyczne-w-zakresie-realizacji-zasady-rownosci-szans-i-niedyskryminacji-oraz-zasady-rownosci-szans/). 	<ul style="list-style-type: none"> Resolution of the Senate of Gdańsk University of Technology No. 303/2011 of 19 January 2011 on the Code of Ethics for the Employees of GUT. GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. GUT Rector's Decree No. 23/2015 of 11 September 2015 regulating the internal anti-mobbing procedure. 	Does not require action.	-----
11. Evaluation/ appraisal systems			
Employers and/or funders should introduce for all researchers, including senior researchers, evaluation/appraisal systems for assessing their professional performance on a regular basis and in a transparent manner by an independent (and, in the case of senior researchers, preferably international) committee.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Minister of Science and Higher Education Regulation of 9 September 2015 on detailed conditions and procedures for assessing applications for awards for outstanding scientific accomplishments (Journal of Laws 2015, item 1517). Minister of Science and Higher Education Regulation of 15 January 2013 on awards for outstanding scientific accomplishments and tutoring supervision. Minister of Science and Higher Education Regulation of 6 September 2016 on the Ministry's awards for academic teachers. 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on GUT development plan and the University main strategic goals. Resolution of the Senate of Gdańsk University of Technology No. 90/2013/XXIII of 22 May 2013 on the procedures of evaluating academic teachers. Resolution of the Senate of Gdańsk University of Technology No. 110/07/XXI of 11 April 2007 regulating the procedure of granting GUT Rector's awards for scientific, didactic or organisational achievements or for lifetime accomplishments. GUT Rector's Decree No. 6/2014 of 6 February 2014 regulating the criteria for assessing applications for GUT Rector's awards. 	Updating internal regulations on evaluating academic teachers and doctoral students.	September 2017 Vice-Rector for Organisation

II. Recruitment

12. Recruitment

Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning of their careers, are clearly specified and should also facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career. Employers and/or funders of researchers should adhere to the principles set out in the Code of Conduct for the Recruitment of Researchers when appointing or recruiting researchers.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). Minister of Infrastructure and Development Recommendations of 10 April 2015 on the eligibility of expenditures for 2014-2020 under the European Regional Development Fund, the European Social Fund, and the Cohesion Fund. (https://www.funduszeuropejskie.gov.pl/strony/o-funduszach/dokumenty/wytyczne-w-zakresie-kwalifikowalnosci-wydatkow-w-ramach-programu-operacyjnego-infrastruktura-i-srodowisko-na-lata-2014-2020-projekt/). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). 	Does not require action.	----

13. Recruitment (Code)

Employers and/or funders should establish recruitment procedures which are open, efficient, transparent, supportive and internationally comparable, as well as tailored to the type of positions advertised. Advertisements should give a broad description of knowledge and competencies required, and should not be so specialised as to discourage suitable applicants. Employers should include a description of the working conditions and entitlements, including career development prospects. Moreover, the time allowed between the advertisement of the vacancy or the call for applications and the deadline for reply should be realistic.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 303/2011 of 19 January 2011 on the Code of Ethics for the Employees of GUT. 	Developing guidelines for the faculties on the procedures of recruitment for the positions of academic teacher including adoption of varied criteria for assessing their achievements and scientific output, recognizing the value of mobility, and informing the candidates about the strong and weak points of their applications.	December 2018 Vice-Rector for Scientific Research

14. Selection (Code)			
Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate. Whenever possible, a wide range of selection practices should be used, such as external expert assessment and face-to-face interviews. Members of selection panels should be adequately trained should be realistic.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). 	Developing guidelines for the faculties on the procedures of recruitment for the positions of academic teacher including adoption of varied criteria for assessing their achievements and scientific output, recognizing the value of mobility, and informing the candidates about the strong and weak points of their applications.	December 2018 Vice-Rector for Scientific Research
15. Transparency (Code)			
Candidates should be informed, prior to the selection, about the recruitment process and the selection criteria, the number of available positions and the career development prospects. They should also be informed after the selection process about the strengths and weaknesses of their applications.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 303/2011 of 19 January 2011 on the Code of Ethics for the Employees of GUT. 	Developing guidelines for the faculties on the procedures of recruitment for the positions of academic teacher including adoption of varied criteria for assessing their achievements and scientific output, recognizing the value of mobility, and informing the candidates about the strong and weak points of their applications.	December 2018 Vice-Rector for Scientific Research
16. Judging merit (Code)			
The selection process should take into consideration the whole range of experience of the candidates. While focusing on their overall potential as researchers, their creativity and level of independence should also be considered. This means that merit should be judged qualitatively as well as quantitatively, focusing on outstanding results within a diversified career path and not only on the number of publications. Consequently, the importance of bibliometric indices should be properly balanced within a wider range of evaluation criteria, such as teaching, supervision, teamwork, knowledge transfer, management of research and innovation and public awareness activities. For candidates from an industrial background, particular attention should be paid to any contributions to patents, development or inventions.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). 	Developing guidelines for the faculties on the procedures of recruitment for the positions of academic teacher including adoption of varied criteria for assessing their achievements and scientific output, recognizing the value of mobility, and informing the candidates about the strong and weak points of their applications.	January 2018 Vice-Rector for Scientific Research

17. Variations in the chronological order of CVs (Code)
 Career breaks or variations in the chronological order of CVs should not be penalised, but regarded as an evolution of a career, and consequently, as a potentially valuable contribution to the professional development of researchers towards a multidimensional career track. Candidates should therefore be allowed to submit evidence-based CVs, reflecting a representative array of achievements and qualifications appropriate to the post for which application is being made.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). 	Developing guidelines for the faculties on the procedures of recruitment for the positions of academic teacher including adoption of varied criteria for assessing their achievements and scientific output, recognizing the value of mobility, and informing the candidates about the strong and weak points of their applications.	December 2018 Vice-Rector for Scientific Research

18. Recognition of mobility experience (Code)
 Any mobility experience, e.g. a stay in another country/region or in another research setting (public or private) or a change from one discipline or sector to another, whether as part of the initial research training or at a later stage of the research career, or virtual mobility experience, should be considered as a valuable contribution to the professional development of a researcher.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
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19. Recognition of qualifications (Code)			
Employers and/or funders should provide for appropriate assessment and evaluation of the academic and professional qualifications, including non-formal qualifications, of all researchers, in particular within the context of international and professional mobility. They should inform themselves and gain a full understanding of rules, procedures and standards governing the recognition of such qualifications and, consequently, explore existing national law, conventions and specific rules on the recognition of these qualifications through all available channels.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art Act of 14 March 2003 (consolidated text, Journal of Laws 2016, No. 0, item 882). Minister of Science and Higher Education regulation of 30 October 2015 on detailed procedures and conditions for carrying out activities in the doctoral proceedings, habilitation proceedings and proceedings for granting the title of professor (Journal of Laws 2015, item 1842). Minister of Science and Higher Education Regulation of 1 September 2011 on the criteria for evaluation of the scientific background of a candidate for the academic title of doctor habilitatus (Journal of Laws 2011, No. 196, item 1165). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). <p><u>Good practices:</u></p> <ul style="list-style-type: none"> Job announcements for the positions of research worker, and academic teacher are published on the University website, on the website of the Ministry of Science and Higher Education, and on the European Commission website on the pages dedicated to European mobile researchers (Euraxess). 	Developing guidelines for the faculties on the procedures of recruitment for the positions of academic teacher including adoption of varied criteria for assessing their achievements and scientific output, recognizing the value of mobility, and informing the candidates about the strong and weak points of their applications.	December 2018 Vice-Rector for Scientific Research
20. Seniority (Code)			
The levels of qualifications required should be in line with the needs of the position and not be set as a barrier to entry. Recognition and evaluation of qualifications should focus on judging the achievements of the person rather than his/her circumstances or the reputation of the institution where the qualifications were gained. As professional qualifications may be gained at an early stage of a long career, the pattern of lifelong professional development should also be recognised.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). 	Does not require action.	----
21. Postdoctoral appointments (Code)			
Clear rules and explicit guidelines for the recruitment and appointment of postdoctoral researchers, including the maximum duration and the objectives of such appointments, should be established by the institutions appointing postdoctoral researchers. Such guidelines should take into account time spent in prior postdoctoral appointments at other institutions and take into consideration that the postdoctoral status should be transitional, with the primary purpose of providing additional professional development opportunities for a research career in the context of long-term career prospects.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art Act of 14 March 2003 (consolidated text, Journal of Laws 2016, No. 0, item 882). Minister of Science and Higher Education Regulation of 1 September 2011 on the criteria for evaluation of the scientific background of a candidate for the academic title of doctor habilitatus (Journal of Laws 2011, No. 196, item 1165). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. 	Does not require action.	----

III. Working conditions and social security

22. Recognition of the profession

All researchers engaged in a research career should be recognized as professionals and be treated accordingly. This should commence at the beginning of their careers, namely at postgraduate level, and should include all levels, regardless of their classification at national level (e.g. employee, postgraduate student, doctoral candidate, postdoctoral fellow, civil servants).

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art Act of 14 March 2003 (consolidated text, Journal of Laws 2016, No. 0, item 882). Act on the rules for the recognition of professional qualifications acquired in EU member states, of 22 December 2015 (Journal of Laws 2016, item 65). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). The University mission (Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on strategic goals and development strategy for GUT and the Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: the Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Regulations of Open University ("Politechnika Open") (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). <p><u>Good practices:</u></p> <ul style="list-style-type: none"> In 2015 over 210 popular science events were held at Gdańsk University of Technology: workshops, lectures, demonstrations, film screenings, and competitions. It is estimated that over 20 000 people visited the University campus over the six Festival days. Open Days of Gdańsk University of Technology "Politechnika Open" is an information campaign directed at future students where the University faculties organise exciting shows and present their own projects. 	Does not require action.	-----

23. Research environment

Employers and/or funders of researchers should ensure that the most stimulating research or research training environment is created which offers appropriate equipment, facilities and opportunities, including for remote collaboration over research networks, and that the national or sectoral regulations concerning health and safety in research are observed. Funders should ensure that adequate resources are provided in support of the agreed work programme.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Financing of Science Act of 30 April 2010 (consolidated text, Journal of Laws 2014, item 1620). 	<ul style="list-style-type: none"> Development Prospects for Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology No. 45/2012/XXIII of 19 December 2012 on strategic goals and development strategy for GUT and the Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: the Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). 	Updating regulations on occupational safety and work.	December 2019 OHSFSI

<ul style="list-style-type: none"> • Fire Protection Act of 24 August 1991 (consolidated text, Journal of Laws 2016, item 191). • Occupational Medicine Services Act of 27 June 1997 (consolidated text, Journal of Laws 2014, No. 169, item 1184). • Chemical Substances and Their Mixtures Act of 25 February 2011 (consolidated text, Journal of Laws 2015, item 1203). • Law on Genetically Modified Organisms of 22 June 2001 (consolidated text, Journal of Laws 2015, item 806). • Minister of Labour and Social Policy Regulation of 26 September 1997 on occupational safety and health general regulations (consolidated text, Journal of Laws 2003, No. 169, item 1650 with subsequent changes). • Minister for Infrastructure Regulation of 12 April 2002 on technical conditions for buildings and their location (consolidated text, Journal of Laws 2015, item 1422). • Minister of Health Regulation of 24 July 2012 on chemical substances, their mixtures, carcinogenic or mutagenic technological processes in the working environment (consolidated text, Journal of Laws 2016, item 1117). • Minister of Family, Labour and Social Policy Regulation of 29 June 2016 on safety and health requirements for work with exposure to the electromagnetic field (Journal of Laws 2016, item 950). • Minister of Labour and Social Policy Regulation of 27 May 2010 on safety and health requirements for work with exposure to optical radiation (consolidated text, Journal of Laws 2013, item 1619). • Minister for Economic Affairs and Labour Regulation of 5 August 2005 on safety and health requirements for work with exposure to noise or mechanical vibration (Journal of Laws 2005, No. 157, item 318). • Minister of Health Regulation of 22 April 2005 on hazardous biological agents in the workplace and health protection of employees exposed to these agents as part of their profession (Journal of Laws 2005, No. 81, item 716). • Minister for Economic Affairs Regulation of 21 October 2008 on essential requirements for machinery (Journal of Laws 2008, No. 199, item 1228). • Occupational Medicine Services Act of 27 June 1997 (consolidated text, Journal of Laws 2014, No. 169, item 1184). • Minister for Economic Affairs Regulation of 30 October 2002 on the minimum occupational safety and health requirements for using machinery by employees (Journal of Laws 2002, No. 191, item 1596). • Minister of Interior Regulation of 5 January 2012 on occupational medicine services (Journal of Laws 2012, item 53). • Minister of Health and Social Security Regulation of 30 May 1996 on medical examination of employees, prophylactic health care and medical certificates issued for the purposes of the Labour Code (Journal of Laws 1996, No. 69, item 332). 	<ul style="list-style-type: none"> • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. • Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. • GUT Rector's Decree No. 29/2015 of 26 October 2015 on assessing risk in the work environment. • GUT Rector's Decree No. 28/2015 of 26 October 2015 on manual handling of loads. • GUT Rector's Decree No. 9/2013 of 28 February 2013 on testing and measurement of hazardous agents present in the work environment. • GUT Rector's Decree No. 8/2013 of 28 February 2013 on the procedures of handling hazardous substances and chemical mixtures. • GUT Rector's Decree No. 20/2010 of 28 June 2010 on the distribution of personal care products, working clothes and footwear to the University employees. • GUT Rector's Decree No. 52/2008 of 4 September 2008 on ensuring safety and order in the buildings or on the University grounds. • GUT Rector's Decree No. 54/2007 of 1 October 2007 on occupational safety and health at Gdańsk University of Technology. • GUT Rector's Decree No. 14/2006 of 26 April 2006 on occupational health tests for the University employees and applicants for the job. • GUT Rector's Decree No. 30/2015 of 3 November 2015 on post-accident procedures. • GUT Rector's Decree No. 13/2005 of 15 March 2005 regulating the procedures of ensuring safety in case of fire. • GUT Rector's Decree No. 5/1999 of 5 May 1999 on occupational safety and health requirements at workstations equipped with display screens. • GUT Rector's Decree No. 26/2002 of 19 November 2002 regulating the procedures when an employee has been diagnosed with an occupational disease. • GUT Rector's Decree No. 8/2003 of 24 February on the amendment to the GUT Rector's Decree No. 26/2002 of 19 November 2002 regulating the procedures when an employee has been diagnosed with an occupational disease • GUT Rector's Decree No. 54/2007 of 1 October 2007 on occupational safety and health at Gdańsk University of Technology. • GUT Rector's Decree No. 28/2015 of 26 October 2015 on manual handling 		
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<ul style="list-style-type: none"> Minister of Health Regulation of 2 February 2011 on testing and measurement of hazardous agents present in the work environment (Journal of Laws 2011, No. 33, item 166). Minister of Labour and Social Policy Regulation of 6 June 2014 on the maximum permissible intensity and concentration of hazardous agents in the work environment (Journal of Laws 2014, item 817). Minister of Labour and Social Policy Regulation of 14 March 200 on safety and health requirements for manual handling of loads (Journal of Laws 200, No. 26, item 313 with subsequent changes). Minister of Labour and Social Policy Regulation of 1 December 1998 on occupational safety and health requirements for workstations equipped with display screens (Journal of Laws 1998, No. 148, item 973). Council of Ministers Regulation of 30 June 2009 on occupational diseases (consolidated text, Journal of Laws 2013, item 1367). Minister of Labour and Social Policy Regulation of 28 May 1996 on types of work requiring special psychophysical condition (Journal of Laws 1996, No. 62, item 287). Minister for Economic Affairs and Labour Regulation of 27 July 2004 on training in occupational safety and health (Journal of Laws 2004, No. 180, item 1860 with subsequent changes). Minister of Health Regulation of 30 December 2004 on occupational safety and health requirements for hazardous chemical agents present in the workplace (consolidated text, Journal of Laws 2016, item 1488). Council of Ministers Regulation of 10 September 1996 on the list of jobs not recommended for women due to their physical constitution (Journal of Laws 1996, No. 114, item 545 with subsequent changes). Council of Ministers Regulation of 1 July 2009 on the circumstances and causes of workplace accidents (journal of Laws 2009, No. 105, item 870). Minister of Interior and Administration Regulation of 7 June 2010 on fire protection of buildings, constructions, and grounds (Journal of Laws 2010, No. 109, item 719). 	<p>of loads.</p> <ul style="list-style-type: none"> GUT Rector's Decree No. 38/1996 of 18 December 1996 on appointing a commission for occupational safety and health. GUT Rector's Decree No. 19/1996 of 19 December 1996 on work to be performed by at least two persons. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> Displaying evacuation plans on the walls inside the University buildings. This practice gained a lot of appreciation from fire brigade officers and it continues with respect to the remaining buildings. The plans are placed on all the floors of Bratriak and Nanotechnology Centre Building B and Faculty of Electronics, Telecommunications and Informatics Building B. 		
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24. Working conditions

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). 	<ul style="list-style-type: none"> GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: 	Does not require action.	-----

<ul style="list-style-type: none"> • Act on occupational and social rehabilitation and employment of the disabled of 27 August 1997 (consolidated text, Journal of Laws 2011, No. 127, item 721). • Financing of Science Act of 30 April 2010 (consolidated text, Journal of Laws 2014, item 1620). 	<p>Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016).</p> <ul style="list-style-type: none"> • Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. • GUT Rector's Decree No. 29/2016 of 12 October 2016 on granting material aid to students and doctoral students of Gdańsk University of Technology, and establishing consolidated text. • GUT Rector's Decree No. 30/2016 of 18 October 2016 on the amendment to the appendix No.5 to GUT Rector's Decree No. 29/2016 of 12 October 2016 on granting material aid to students and doctoral students of Gdańsk University of Technology, and establishing. 		
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25. Stability and permanence of employment
Employers and/or funders should ensure that the performance of researchers is not undermined by instability of employment contracts, and should therefore commit themselves as far as possible to improving the stability of employment conditions for researchers, thus implementing and abiding by the principles and terms laid down in the EU Directive on Fixed-Term Work.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). 	<ul style="list-style-type: none"> • GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • GUT Rector's Decree No. 48/2014 of 1 December 2014 on implementing projects subsidised from external sources at Gdańsk University of Technology, consolidated text. 	Updating the Statute of GUT.	May 2017 Senate GUT

26. Funding and salaries
Employers and/or funders of researchers should ensure that researchers enjoy fair and attractive conditions of funding and/or salaries with adequate and equitable social security provisions (including sickness and parental benefits, pension rights and unemployment benefits) in accordance with existing national legislation and with national or sectoral collective bargaining agreements. This must include researchers at all career stages including early-stage researchers, commensurate with their legal status, performance and level of qualifications and/or responsibilities.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • National Insurance Act of 13 October 1998 (consolidated text, Journal of Laws 2016, No. 0, item 963). • Employment Promotion and Labour Market Institutions Act of 20 April 2004 (consolidated text, Journal of Laws 2016, No. 0, item 645). 	<ul style="list-style-type: none"> • GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • GUT Rector's Decree No. 48/2014 of 1 December 2014 on implementing projects subsidised from external sources at Gdańsk University of Technology, 	Development and implementation of remuneration regulations concerning the system of motivating salary for researchers.	August 2019 Vice-Rector for Scientific Research

<ul style="list-style-type: none"> Minister of Science and Higher Education Regulation of 11 December 2013 on the rules for remuneration for work and other work-related benefits for employees employed at a public high school (Journal of Laws 2013, item 1571). Minister of Infrastructure and Development Recommendations of 10 April 2015 on the eligibility of expenditures for 2014-2020 under the European Regional Development Fund, the European Social Fund, and the Cohesion Fund. (https://www.funduszeuropejskie.gov.pl/strony/o-funduszach/dokumenty/wytyczne-w-zakresie-kwalifikowalnosci-wydatkow-w-ramach-programu-operacyjnego-infrastruktura-i-srodowisko-na-lata-2014-2020-projekt/). 	<p>consolidated text.</p> <ul style="list-style-type: none"> Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. GUT Rector's Decree No. 29/2016 of 12 October 2016 on granting material aid to students and doctoral students of Gdańsk University of Technology, and establishing consolidated text. GUT Rector's Decree No. 30/2016 of 18 October 2016 on the amendment to the appendix No.5 to GUT Rector's Decree No. 29/2016 of 12 October 2016 on granting material aid to students and doctoral students of Gdańsk University of Technology, and establishing. GUT Rector's Decree No. 27/2016 of 3 October 2016 on adopting the regulations on granting and increasing doctoral scholarships from specific subsidies to pro-quality tasks to full-time doctoral students at Gdańsk University of Technology. GUT Rector's Decree No. 10/2011 of 1 April 2011 on selecting the best graduates of doctoral studies at Gdańsk University of Technology to write off their credits or loans. 		
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27. Gender balance

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Minister for Infrastructure and Development Recommendations of 8 May 2015 on implementing the principles of equal opportunities, nondiscrimination, and equal treatment of women and men, including the disabled, under EU funds 2014-2020 (http://www.funduszeuropejskie.gov.pl/strony/o-funduszach/dokumenty/wytyczne-w-zakresie-realizacji-zasady-rownosci-szans-i-niedyskryminacji-oraz-zasady-rownosci-szans/). 	<ul style="list-style-type: none"> GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). 	<p>Actions promoting women at all levels of staff.</p>	<p>December 2019 Vice-Rector for Organisation, Vice-Rector for Scientific Research, Deans of Faculties</p>

28. Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). 	<ul style="list-style-type: none"> GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. 	<p>Modification of internal procedures for promoting research and teaching staff.</p>	<p>September 2017 Vice-Rector for Scientific Research</p>

<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art Act of 14 March 2003 (consolidated text, Journal of Laws 2016, No. 0, item 882). • Minister of Science and Higher Education Regulation of 11 December 2013 on the rules for remuneration for work and other work-related benefits for employees employed at a public high school (Journal of Laws 2013, item 1571). • Employment Promotion and Labour Market Institutions Act of 20 April 2004 (consolidated text, Journal of Laws 2016, No. 0, item 645). 	<ul style="list-style-type: none"> • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • GUT Rector's Decree No. 48/2014 of 1 December 2014 on implementing projects subsidised from external sources at Gdańsk University of Technology, consolidated text. • Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. • Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. 		
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29. Value of mobility

Employers and/or funders must recognize the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career. Consequently, they should build such options into the specific career development strategy and fully value and acknowledge any mobility experience within their career progression/appraisal system. This also requires that the necessary administrative instruments be put in place to allow the portability of both grants and social security provisions, in accordance with national legislation.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Minister of Science and Higher Education Regulation of 12 October 2006 on the conditions for sending a person abroad for research, teaching or training and on such person's special rights (Journal of Laws 2006, No. 190, item 1405). • Minister of Science and Higher Education regulation of 12 October 2006 on foreigners undertaking and pursuing studies and trainings, as well as participating in scientific research and development works (consolidated text, Journal of Laws 2016, No. 0, item 1501). • Minister of Labour and Social Policy regulation of 29 January 2013 on mission allowances payable to a state-budget or self-government budgetary unit employee (Journal of Laws 2013, item 167). 	<ul style="list-style-type: none"> • GUT Rector's Decree No. 9/2015 of 17 March 2015 on adopting work regulations at Gdańsk University of Technology. • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. • GUT Rector's Decree No. 72/2007 of 19 December 2007 on adopting the rules of the LLP ERASMUS programme and student mobility within this programme. • GUT Rector's Decree No. 8/2007 of 13 February 2007 on the rules for posting employees and accounting of mission expenses. • GUT Rector's Decree No. 5/2007 of 31 January 2007 regulating allowances payable to employees posted abroad for research, teaching and training. • GUT Rector's Decree No. 11/2014 of 24 February 2014 on the amendments to GUT Rector's Decrees No. 5/2007 of 31 January 2007 and No. 8/2007 of 13 February 2007. 	<p>Developing guidelines for the faculties on the procedures of recruitment for the positions of academic teacher including adoption of varied criteria for assessing their achievements and scientific output, recognizing the value of mobility, and informing the candidates about the strong and weak points of their applications.</p>	<p>December 2018 Vice-Rector for Scientific Research</p>

30. Access to career advice
Employers and/or funders should ensure that career advice and job placement assistance, either in the institutions concerned, or through collaboration with other structures, is offered to researchers at all stages of their careers, regardless of their contractual situation.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). 	<ul style="list-style-type: none"> Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 90/2013/XXIII of 22 May 2013 on the procedures of evaluating academic teachers. GUT Rector's Decree No. 14/2015 of 22 June 2015 on adopting the form specimens of interim evaluation of academic teachers by their superiors, by students and doctoral students, and on the schedule and report form specimens for visiting and inspection of organised classes held at GUT. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> The Centre for Competence Development supports upgrading didactic skills of GUT academic teachers. The Centre leads the internal training courses developing competencies useful in work and academic career: teaching, communication, time management, information and media, and personal development. The „Centre for Advanced Studies – Development of Interdisciplinary Doctoral Studies at GUT in Key Areas in Line with the Objectives of the Europe 2020 Strategy” (Advanced Ph.D.) project co-financed by the EU under the European Social Fund – Human Capital Operational Programme” (POKL), carried out at GUT from 1.07.2013 to 31.12.2015. 	Introducing career counselling for research workers.	December 2019 CO

31. Intellectual Property Rights
Employers and/or funders should ensure that researchers at all career stages reap the benefits of the exploitation (if any) of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights. Policies and practices should specify what rights belong to researchers and/or, where applicable, to their employers or other parties, including external commercial or industrial organisations, as possibly provided for under specific collaboration agreements or other types of agreement.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Copyrights and Related Rights Act of 4 February 1994 (consolidated text, Journal of Laws 2016, item 666). 	<ul style="list-style-type: none"> Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. 	Does not require action.	-----

<ul style="list-style-type: none"> • Industrial Property Rights Act of 30 June 2000 (consolidated text, Journal of Laws 2013, item 1410). • Database Protection Act of 27 July 2001 (Journal of Laws 2001, No. 128, item 1402). 	<p><u>Good practices:</u></p> <ul style="list-style-type: none"> • Gdańsk University of Technology appointed the Patent Attorneys Group to disseminate patent information in the academic environment and to meet the needs of Pomeranian region as well as the industry and economy. • The „Jaskółki Przedsiębiorczości” competition is addressed to students and doctoral students at Gdańsk University of Technology. • Academic Entrepreneurship Incubator of Gdańsk University of Technology. • The university established the Centre for Knowledge and Technology Transfer to support academics intending to commercialize their research results. • Gdańsk University of Technology established a special purpose entity EXCENTO for academics to efficiently implement their research results. 		
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32. Co-authorship

Co-authorship should be viewed positively by institutions when evaluating staff, as evidence of a constructive approach to the conduct of research. Employers and/or funders should therefore develop strategies, practices and procedures to provide researchers, including those at the beginning of their research careers, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc. or to publish their own research results independently from their supervisor (s).

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Industrial Property Rights Act of 30 June 2000 (consolidated text, Journal of Laws 2013, item 1410). • Copyrights and Related Rights Act of 4 February 1994 (consolidated text, Journal of Laws 2016, item 666). • Code of the National Centre of Science related to scientific research integrity and application for research funds (Resolution of the Council of the National Centre of Science of 11 May 2016, No. 39/2016). • Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art Act of 14 March 2003 (consolidated text, Journal of Laws 2016, No. 0, item 882). 	<ul style="list-style-type: none"> • Resolution of the Senate of Gdańsk University of Technology No. 258/XXIII/2015 of 18 March 2015 on the amendment to the regulations on intellectual property management and commercialisation at Gdańsk University of Technology, consolidated text. • Resolution of the Senate of Gdańsk University of Technology No. 90/2013/XXIII of 22 May 2013 on the procedures of evaluating academic teachers. • GUT Rector's Decree No. 14/2015 of 22 June 2015 on adopting the form specimens of interim evaluation of academic teachers by their superiors, by students and doctoral students, and on the schedule and report form specimens for visiting and inspection of organised classes held at GUT. 	Does not require action.	-----

33. Teaching

Teaching is an essential means for the structuring and dissemination of knowledge and should therefore be considered a valuable option within the researchers' career paths. However, teaching responsibilities should not be excessive and should not prevent researchers, particularly at the beginning of their careers, from carrying out their research activities. Employers and/or funders should ensure that teaching duties are adequately remunerated and taken into account in the evaluation/appraisal systems, and that time devoted by senior members of staff to the training of early stage researchers should be counted as part of their teaching commitment. Suitable training should be provided for teaching and coaching activities as part of the professional development of researchers.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Academic Degrees and the Academic Title, and Degrees and Title in the Field of Art Act of 14 March 2003 (consolidated text, Journal of Laws 2016, No. 0, 	<ul style="list-style-type: none"> • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). 	Development and implementation of the system reducing the number of teaching hours.	January 2019 Vice-Rector for Scientific Research

<p>item 882).</p> <ul style="list-style-type: none"> Minister of Science and Higher Education Regulation of 11 December 2013 on the rules for remuneration for work and other work-related benefits for employees employed at a public high school (Journal of Laws 2013, item 1571). Minister of Science and Higher Education Regulation of 1 September 2011 on the criteria for evaluation of the scientific background of a candidate for the academic title of doctor habilitatus (Journal of Laws 2011, No. 196, item 1165). 	<ul style="list-style-type: none"> Resolution of the Senate of Gdańsk University of Technology No. 90/2013/XXIII of 22 May 2013 on the procedures of evaluating academic teachers. Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. GUT Rector's Decree No. 14/2015 of 22 June 2015 on adopting the form specimens of interim evaluation of academic teachers by their superiors, by students and doctoral students, and on the schedule and report form specimens for visiting and inspection of organised classes held at GUT. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> The Centre for Competence Development supports upgrading didactic skills of GUT academic teachers. The Centre leads the internal training courses developing competencies useful in work and academic career: teaching, communication, time management, information and media, and personal development. Organising pedagogy courses for doctoral students. 		
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34. Complains/ appeals

Employers and/or funders of researchers should establish, in compliance with national rules and regulations, appropriate procedures, possibly in the form of an impartial (ombudsman-type) person to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers. Such procedures should provide all research staff with confidential and informal assistance in resolving work-related conflicts, disputes and grievances, with the aim of promoting fair and equitable treatment within the institution and improving the overall quality of the working environment.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Minister of Science and Higher Education Regulation of 17 October 2014 on the detailed procedure for investigation and disciplinary proceedings against academic teachers as well as for enforcing and erasing disciplinary penalties (Journal of Laws 2014, item 1430). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. Procedure No. 7 of 23 March 2015: Resolving conflict situations in undergraduate, postgraduate and doctoral studies. Regulations on the Doctoral Student Government at GUT of 10 March 2008. 	Publishing information on legal regulations on the rights of complaint and appeal.	February 2017 Vice-Rector for Scientific Research, SAO

35. Participation in decision-making bodies

Employers and/or funders of researchers should recognize it as wholly legitimate, and indeed desirable, that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions for which they work, so as to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: 	Does not require action.	-----

<ul style="list-style-type: none"> Trade Unions Act of 23 May 1991 (consolidated text, Journal of Laws 2015, No. 0, item 1881). 	<p>Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016).</p> <ul style="list-style-type: none"> Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. Resolution of the Senate of Gdańsk University of Technology No. 334/2016/XXIII of 20 January 2016 on adopting the Electoral Instruction at GUT. Resolution of the Senate of Gdańsk University of Technology No. 307/2015/XXIII of 18 November 2015 on appointing the Electoral Commission to conduct elections at GUT for the 2016-2020 term. Resolution of the Senate of Gdańsk University of Technology No. 306/2015/XXIII of 18 November 2015 on establishing electoral constituencies and appointing electoral commissions to conduct elections at GUT for the 2016-2020 term. Regulations on the Doctoral Student Government at GUT of 10 March 2008. Resolution of the Senate of Gdańsk University of Technology No. 357/2016/XXVIII of 20 April 2016 regulating the number of members of the Senate of Gdańsk University of Technology for the 2016-2020 term and the distribution of seats among the organisational units at GUT. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> The Company Committee of NSZZ „Solidarność” (Independent and Self-governing Trade Union “Solidarity”) at GUT in the term of 2014-2018. 		
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IV. Training

36. Relation with supervisors

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. 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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Good academic practices in recruitment and in supervisor - subordinate relationships, Ministry of Science and Higher Education, Good Academic Practices, 2014. http://www.nauka.gov.pl/publikacje2/dobre-praktyki-akademickie-w-zatrudnianiu-i-w-relacjach-przelozony-podwladny.html. 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. GUT Rector's Decree No. 14/2015 of 22 June 2015 on adopting the form specimens of interim evaluation of academic teachers by their superiors, by students and doctoral students, and on the schedule and report form 	Does not require action.	-----

	specimens for visiting and inspection of organised classes held at GUT. <ul style="list-style-type: none"> Resolution of the Senate of Gdańsk University of Technology No. 90/2013/XXIII of 22 May 2013 on the procedures of evaluating academic teachers. 		
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37. Supervision and managerial duties

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. Resolution of the Senate of Gdańsk University of Technology No. 90/2013/XXIII of 22 May 2013 on the procedures of evaluating academic teachers. GUT Rector's Decree No. 14/2015 of 22 June 2015 on adopting the form specimens of interim evaluation of academic teachers by their superiors, by students and doctoral students, and on the schedule and report form specimens for visiting and inspection of organised classes held at GUT. 	Does not require action.	-----

38. Continuing Professional Development

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). Minister of Science and Higher Education Regulation of 12 October 2006 on the conditions for sending a person abroad for research, teaching or training and on such person's special rights (Journal of Laws 2006, No. 190, item 1405). 	<ul style="list-style-type: none"> Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. Attachment to the Resolution of the Doctoral Student Council at GUT No. 07/03/2016 of 3 March 2016. Regulations on subsidising participation in academic conferences under the fund of the Doctoral Student Government at GUT. 	Does not require action.	-----

	<p><u>Good practices:</u></p> <ul style="list-style-type: none"> • The Centre for Competence Development supports upgrading didactic skills of GUT academic teachers. The Centre leads the internal training courses developing competencies useful in work and academic career: teaching, communication, time management, information and media, and personal development. 		
39. Access to research training and continuous development			
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. Such measures should be regularly assessed for their accessibility, take up and effectiveness in improving competencies, skills and employability.			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none"> • Polish Labour Code of 26 June 1974 (consolidated text, Journal of Laws 2014, No. 0, item 1502). • Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments). • Minister of Science and Higher Education Regulation of 12 October 2006 on the conditions for sending a person abroad for research, teaching or training and on such person's special rights (Journal of Laws 2006, No. 190, item 1405). 	<ul style="list-style-type: none"> • Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016). • Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology. • Resolution of the Senate of Gdańsk University of Technology No. 90/2013/XXIII of 22 May 2013 on the procedures of evaluating academic teachers. • GUT Rector's Decree No. 14/2015 of 22 June 2015 on adopting the form specimens of interim evaluation of academic teachers by their superiors, by students and doctoral students, and on the schedule and report form specimens for visiting and inspection of organised classes held at GUT. • Regulations on the Doctoral Student Government at GUT of 10 March 2008. • GUT Rector's Decree No. 72/2007 of 19 December 2007 on adopting the rules of the LLP ERASMUS programme and student mobility within this programme. • GUT Rector's Decree No. 8/2007 of 13 February 2007 on the rules for posting employees and accounting of mission expenses. • GUT Rector's Decree No. 5/2007 of 31 January 2007 regulating allowances payable to employees posted abroad for research, teaching and training. <p><u>Good practices:</u></p> <ul style="list-style-type: none"> • The Centre for Competence Development supports upgrading didactic skills of GUT academic teachers. The Centre leads the internal training courses developing competencies useful in work and academic career: teaching, communication, time management, information and media, and personal development. • The www. and Facebook site of the Doctoral Student Government at GUT. 	Publishing information about trainings available to academics.	November 2018 SAO, CO

40. Supervision

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. 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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<ul style="list-style-type: none">Higher Education Act of 27 July 2005 (consolidated text, Journal of Laws 2012, item 572 with subsequent amendments).	<ul style="list-style-type: none">Statute of Gdańsk University of Technology (Resolution of the Senate of Gdańsk University of Technology of 18 January 2012 consolidated text: Resolution of the Senate of Gdańsk University of Technology No. 353/2016/XXIII of 16 March 2016).Resolution of the Senate of Gdańsk University of Technology No. 362/2016/XXIII of 20 April 2016 on adopting the regulations of doctoral studies at Gdańsk University of Technology.Resolution of the Senate of Gdańsk University of Technology No. 90/2013/XXIII of 22 May 2013 on the procedures of evaluating academic teachers.GUT Rector's Decree No. 14/2015 of 22 June 2015 on adopting the form specimens of interim evaluation of academic teachers by their superiors, by students and doctoral students, and on the schedule and report form specimens for visiting and inspection of organised classes held at GUT.GUT Rector's Decree No. 16/2013 of 11 June 2013 on adopting form specimens evaluating a doctoral student's scientific research progress, and on form specimens reporting this research.	Does not require action.	-----

4.1. Analysis of the questionnaire survey results relating to GUT regulations and activities compliance with the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

1414 respondents were invited to participate in the questionnaire survey. The study involved 1008 people which amounts to **71.28%** of all the researchers at GUT, 34.62% of whom are women (Fig. 7).

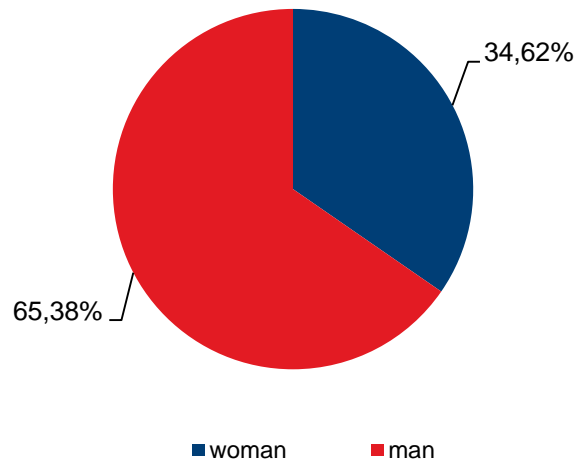


Figure 7. Percentage of respondents by gender

The group of people aged between 31 and 45 was the most numerous one (42.96%), the next were respondents under the age of 30 (29.86%) followed by those between 46 and 55 (11.71%). The least numerous were the respondents aged between 56 and 65 (8.63%), as well as those aged 66 and over (6.85%) (Fig. 8).

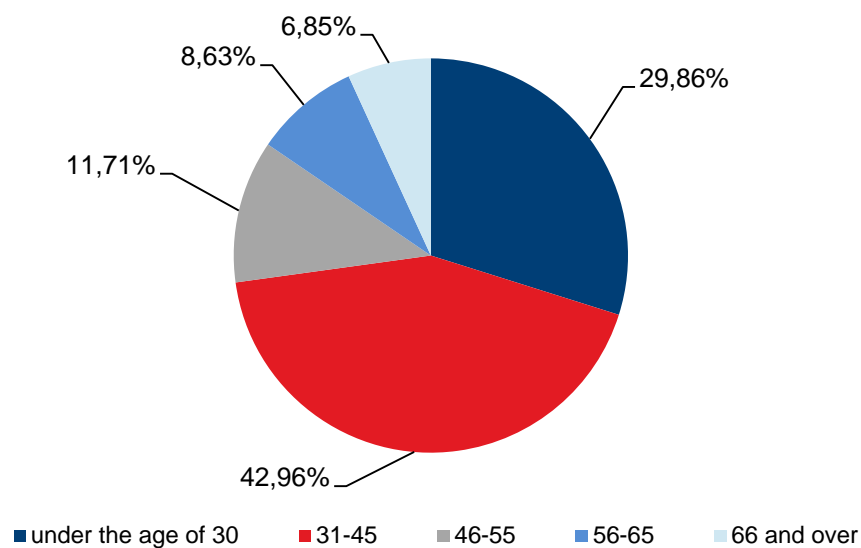


Figure 8. Percentage of respondents according to different age groups

Among the respondents, most people hold an M.Sc. or an M.Sc. Eng. degree (36,31%), The next group includes researchers having a Ph.D. or a Ph.D. Eng. title (35,71%), followed by those holding a Ph.D. with habilitation or a Ph.D. Eng. with habilitation (17,86%). The smallest group consists of researchers with the title of Prof. Ph.D. with habilitation and Prof. Ph.D. Eng. with habilitation (10,02%) as well as B.Sc. Eng. (0,10%) (Fig. 9).

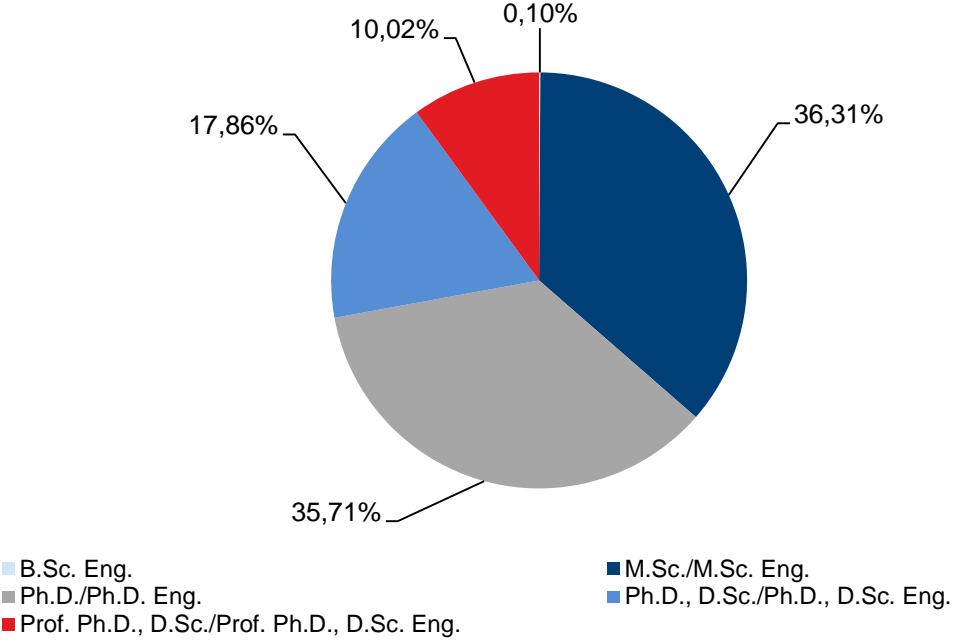


Figure 9. Percentage of respondents divided according to degree/academic title

Professional groups of respondents are represented most frequently by assistant professors (45,54%) and Ph.D. students (31,05%) followed by associate professors (9,62%), full professors (5,95%), and assistants (5,85%). The rest of the respondents (1,98%) belong to other professional groups than those mentioned above (Fig. 10).

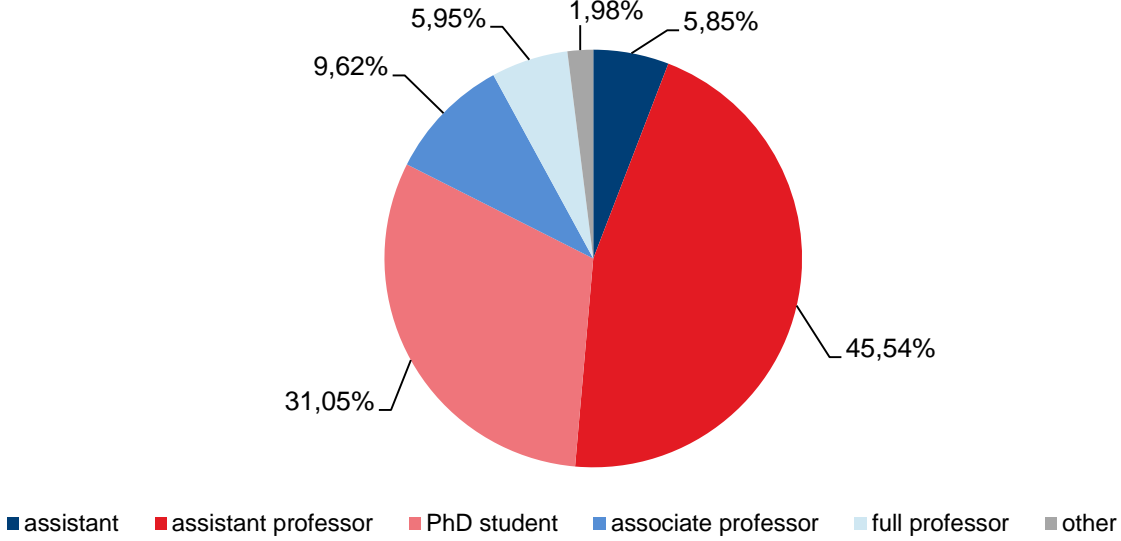


Figure 10. Percentage of respondents divided according to profession

Ethical and professional aspects

Question No 1: Is it possible, while conducting research at Gdańsk University of Technology, to enjoy the freedom of thought and expression, as well as the freedom to identify methods of solving problems according to recognized ethical principles and practices?

Answering this question 52.48% of the respondents marked the *definitely yes* option, and 41.47% selected *rather yes*. 3.77% of the surveyed chose *rather not* and 1.88% *I do not know* answers. The least popular response was *definitely not* (0.40%) (Fig. 11).

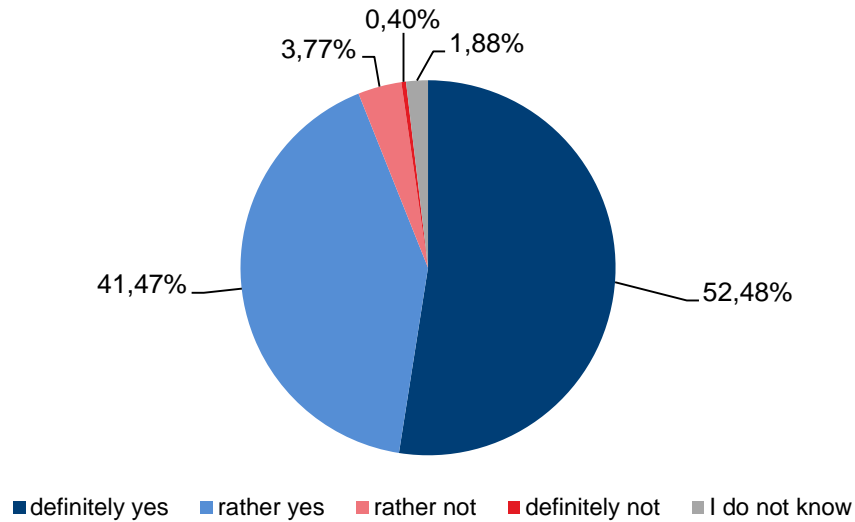


Figure 11. Distribution of respondents' answers to the first question

Question No 2: Are fundamental ethical standards, rules and practices as documented in the national, sectoral or institutional codes of ethics respected at Gdańsk University of Technology?

The majority of the respondents marked *rather yes* (52.98%) and *definitely yes* (29.76%) answers. The *I do not know* option was indicated by 8.33% and *rather not* by 7.14% of those who were surveyed. The least popular response was *definitely not* (1.79%) (Fig. 12).

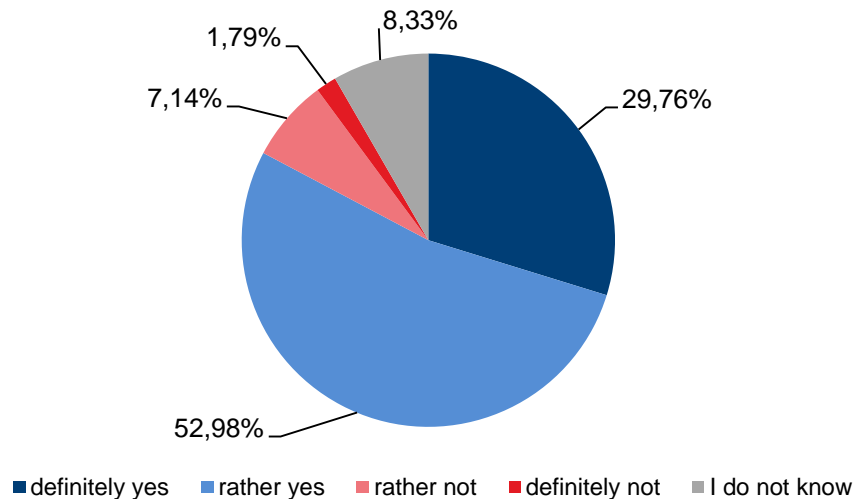


Figure 12. Distribution of respondents' answers to the second question

Question No 3: Are the principles of intellectual property and joint data ownership observed at Gdańsk University of Technology in the case of research carried out in collaboration with (a) supervisor(s)/counsellor(s) and/or other researchers?

The majority of the respondents selected *rather yes* (55.26%) and *definitely yes* (32.14%) answers. The *I do not know* option was indicated by 5.65% and *rather not* by 5.16% of the survey participants. The least popular response was *definitely not* (1.79%) (Fig. 13).

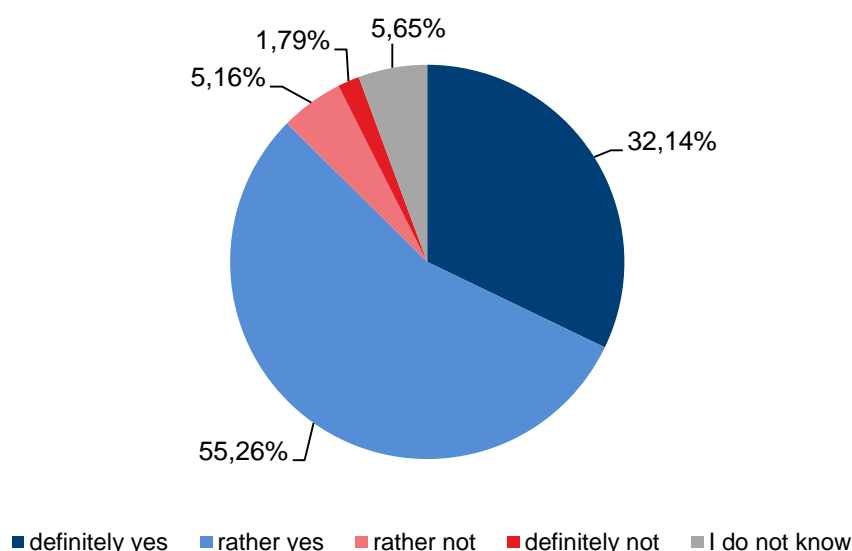


Figure 13. Distribution of respondents' answers to the third question

Question No 4: Is the scientific community of Gdańsk University of Technology familiar with the strategic goals governing their research environment and with research funding mechanisms?

The majority of the respondents selected *rather yes* (55.06%) and *rather not* (20.34%) answers. The *definitely yes* option was indicated by 12.80% and *I do not know* by 8.53% of the surveyed. The least popular response was *definitely not* (3.27%) (Fig. 14).

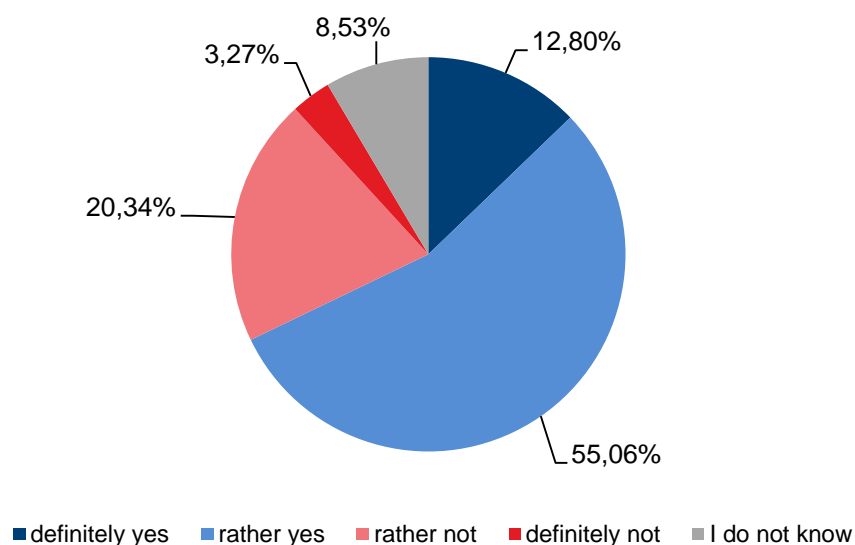


Figure 14. Distribution of respondents' answers to the fourth question

Question No 5: Are the regulations governing training and/or working conditions respected at Gdańsk University of Technology?

Most of the respondents selected *rather yes* (50.00%) and *definitely yes* answers (20.14%). The *rather not* option was indicated by 14.98% and *I do not know* by 12.30% of those who were surveyed. The least popular response was *definitely not* (2,58%) (Fig. 15).

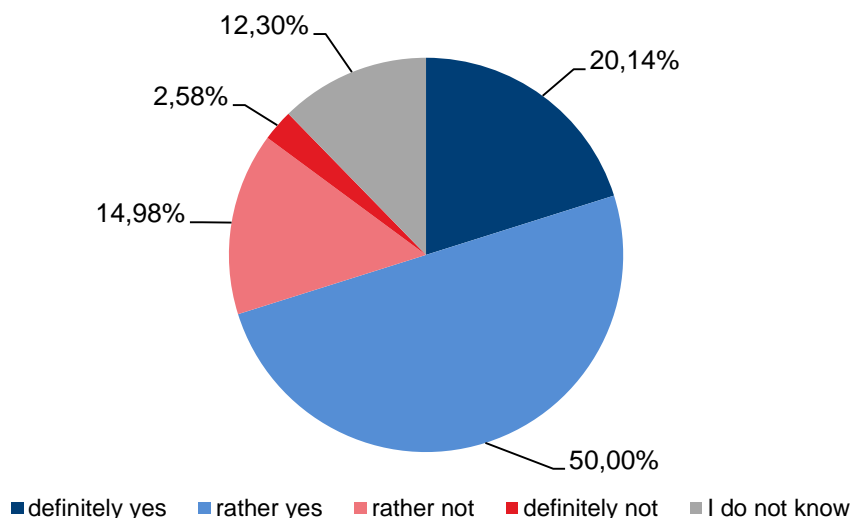


Figure 15. Distribution of respondents' answers to the fifth question

Question No 6: Are the principles of sound, transparent and efficient financial management on research funding respected at Gdańsk University of Technology?

The majority of the respondents indicated the option *rather yes* (44.15%). The *rather not* answer was selected by 17.56% of the surveyed, *I do not know* by 17.26% and *definitely yes* by 16.57% of them. The least popular response was *definitely not* (4,46%) (Fig. 16).

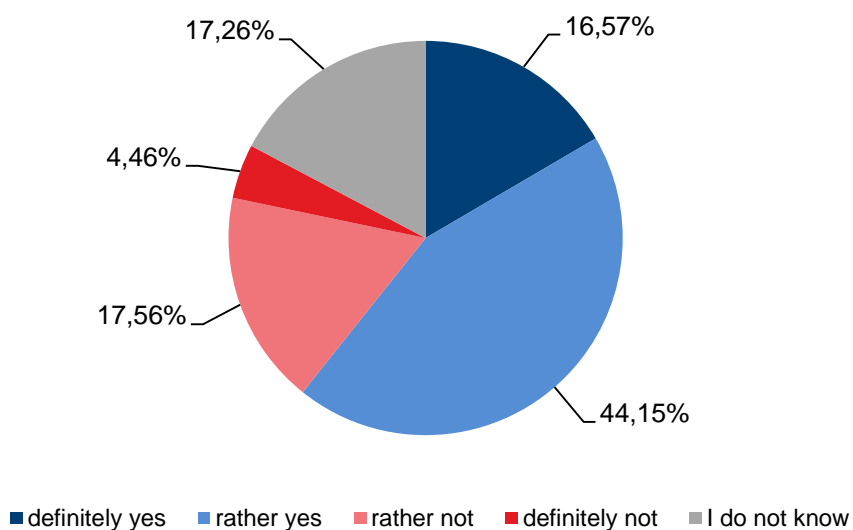


Figure 16. Distribution of respondents' answers to the sixth question

Question No 7: Are safe working practices adopted at Gdańsk University of Technology, including the necessary precautions for health and safety, for data protection and confidentiality as well as for the recovery of information lost due to IT technology breakdowns?

Most of the respondents selected *rather yes* (50.59%) and *definitely yes* (20.63%) answers. The *rather not* option was indicated by 12.90% and *I do not know* by 11.61% of those who were surveyed. The least popular response was *definitely not* (4.27%) (Fig. 17).

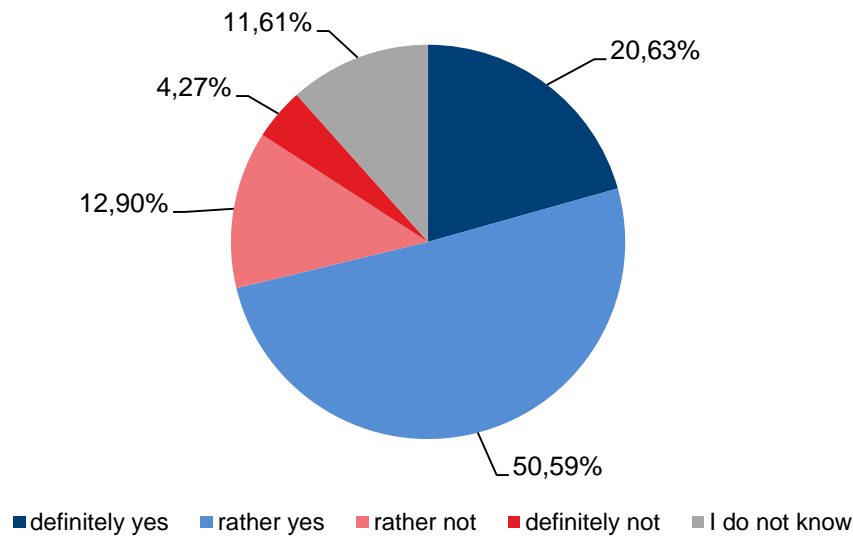


Figure 17. Distribution of respondents' answers to the seventh question

Question No 8: Are the scientists conducting research at Gdańsk University of Technology obliged to disseminate their research results?

The majority of the respondents selected *rather yes* (41.67%) and *definitely yes* (38.79%) answers. The *rather not* option was indicated by 10.12% and *I do not know* by 8.13% of the surveyed. The least popular response was *definitely not* (1.29%) (Fig. 18).

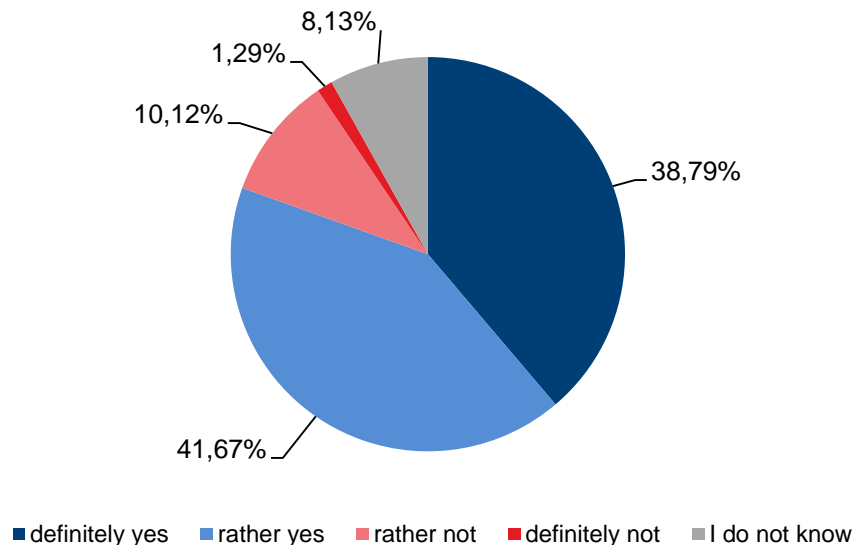


Figure 18. Distribution of respondents' answers to the eighth question

Question No 9: Are the scientists conducting research at Gdańsk University of Technology obliged to popularize and promote their research results among the general public?

The majority of the respondents selected *rather yes* (45.24%) and *definitely yes* (34.52%) answers. The *rather not* option was indicated by 15.58% and *definitely not* by 2.78% of the survey participants. The least popular response was *I do not know* (1.88%) (Fig. 19).

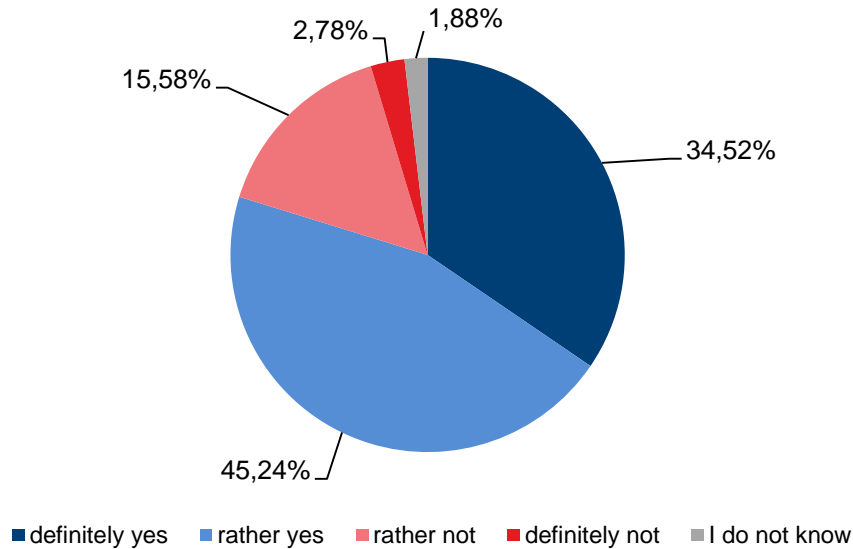


Figure 19. Distribution of respondents' answers to the ninth question

Question No 10: Are the researchers from Gdańsk University of Technology protected against discrimination based on gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition?

The majority of the respondents selected *rather yes* (37.20%) and *definitely yes* (30.56%) answers. The *I do not know* option was indicated by 20.24% and *rather not* by 8.83% of those who were surveyed. The least popular response was *definitely not* (3.17%) (Fig. 20).

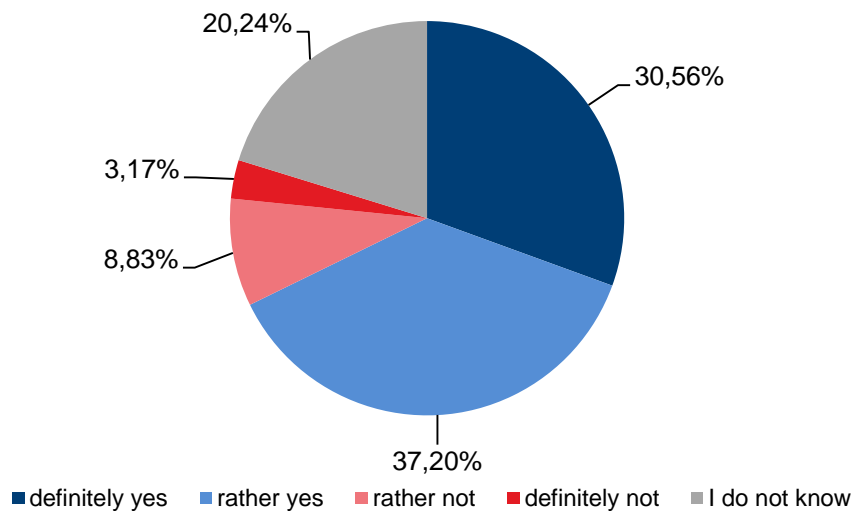


Figure 20. Distribution of respondents' answers to the tenth question

Question No 11: Is there a procedure at Gdańsk University of Technology for assessing all researchers and their professional performance on a regular basis and in a transparent manner by an independent committee?

The majority of the respondents selected positive answers: *rather yes* (41.67%) and *definitely yes* (24.11%). The *rather not* option was indicated by 15.57% and *I do not know* by 11.61% of those who were surveyed. The least popular response was *definitely not* (7.04%) (Fig. 21).

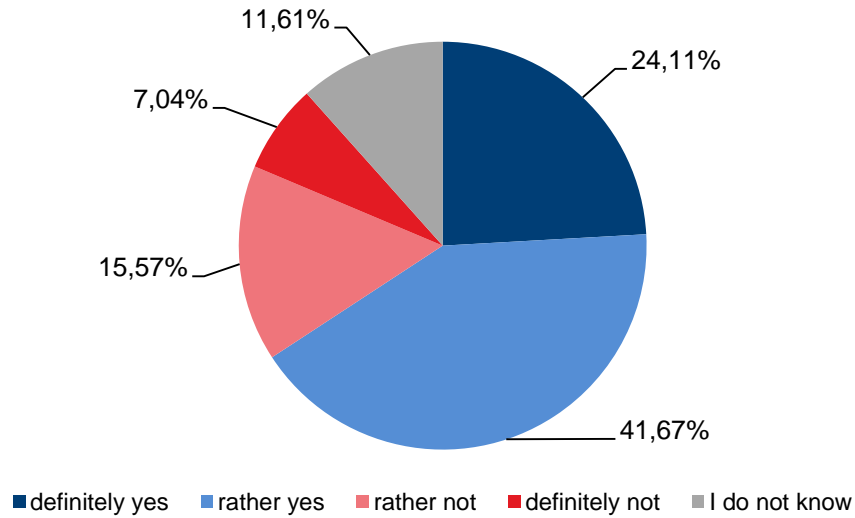


Figure 21. Distribution of respondents' answers to the eleventh question

Recruitment

Question No 12: Are the recruitment and admission standards for researchers clearly defined at Gdańsk University of Technology?

The majority of the respondents selected *rather yes* (45.93%) and *definitely yes* (23.41%) answers. The *I do not know* option was indicated by 13.00% and *rather not* by 12.20% of the survey participants. The least popular response was *definitely not* (5.46%) (Fig. 22).

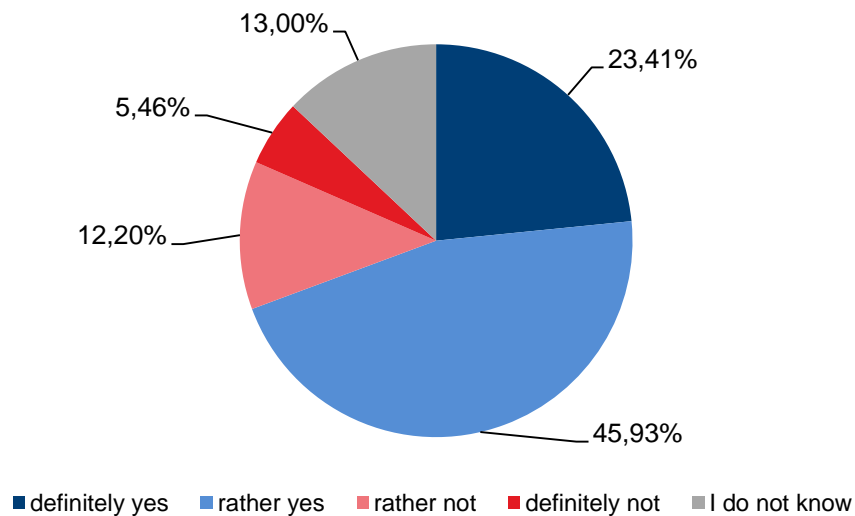


Figure 22. Distribution of respondents' answers to the twelfth question

Question No 13: Are the recruitment procedures at Gdańsk University of Technology open, efficient and transparent?

The majority of the respondents selected *rather yes* (43.55%) and *definitely yes* (22.02%) answers. The *I do not know* option was indicated by 16.17% and *rather not* by 13.20% of those who were surveyed. The least popular response was *definitely not* (5.06%) (Fig. 23).

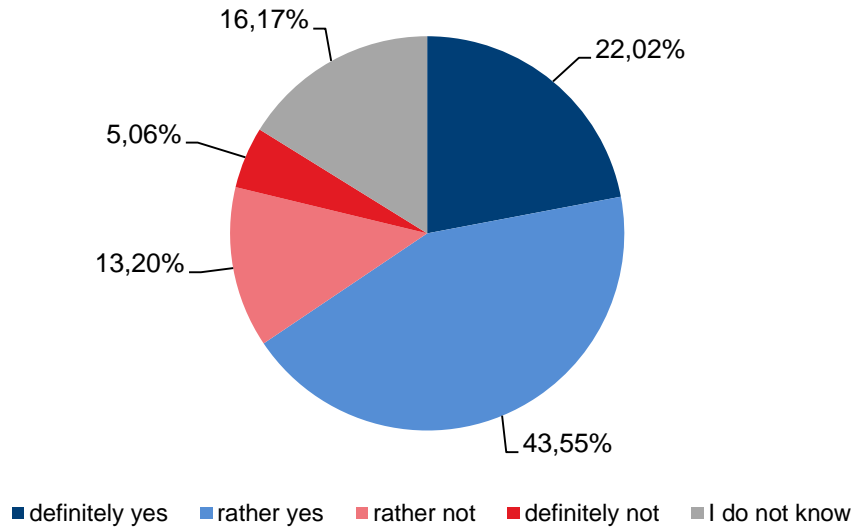


Figure 23. Distribution of respondents' answers to the thirteenth question

Question No 14: Do selection boards for employment at Gdańsk University of Technology bring together diverse expertise and competences and have an adequate gender balance as well as relevant experience to assess the candidate?

Most of the respondents selected *I do not know* (37.00%) and *rather yes* (33.73%) answers. The *definitely yes* option was indicated by 15.97% and *rather not* by 9.92% of those who were surveyed. The least popular response was *definitely not* (3.38%) (Fig. 24).

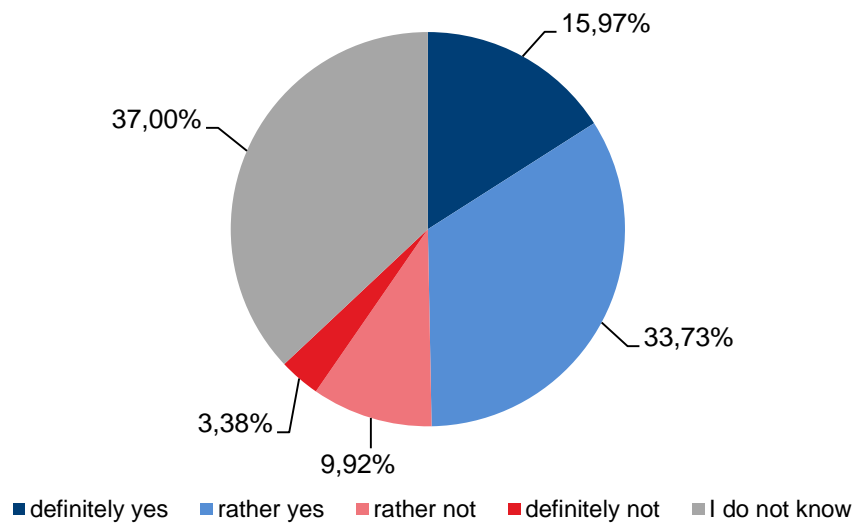


Figure 24. Distribution of respondents' answers to the fourteenth question

Question No 15: Are candidates informed by Gdańsk University of Technology about the recruitment process, the selection criteria, the number of available positions, the career development prospects and the strengths and weaknesses of their applications?

The majority of the respondents selected the following responses: *rather yes* (29,76%), *I do not know* (25,51%) and *rather not* (23,51%). A total of 12.70% of the survey participants marked the *definitely* yes option. The least popular response was *definitely not* (9,03%) (Fig. 25).

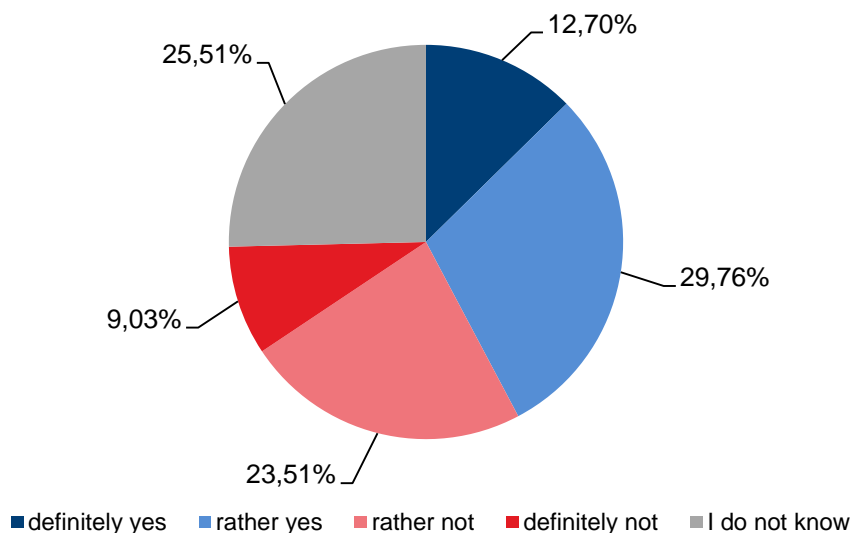


Figure 25. Distribution of respondents' answers to the fifteenth question

Question No 16: Are the merits of candidates judged both qualitatively and quantitatively during the selection process at Gdańsk University of Technology, so that emphasis is placed not only on the number of publications and contributions to patents, development or inventions, but also on outstanding results within a diversified career path?

Most of the respondents selected *rather yes* (39,78%) and *I do not know* (24,50%) answers. The *rather not* option was indicated by 16,87% of the surveyed and *definitely yes* by 13,79% of them. The least frequent response was *definitely not* (5,06%) (Fig. 26).

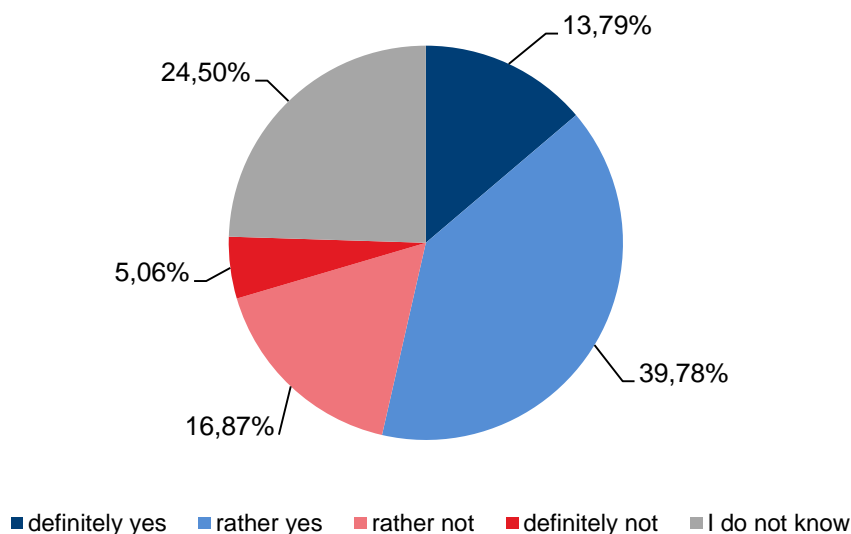


Figure 26. Distribution of respondents' answers to the sixteenth question

Question No 17: Are applicants following a multidimensional career track allowed to submit, during the selection process at Gdańsk University of Technology, additional evidence reflecting a representative array of achievements and qualifications relevant to the offered position?

Most of the respondents selected *I do not know* (38.00%) and *rather yes* (36.90%) responses. The *rather not* option was indicated by 11.41% and *definitely yes* by 11.11% of the survey participants. The least popular option was *definitely not* (2.58%) (Fig. 27).

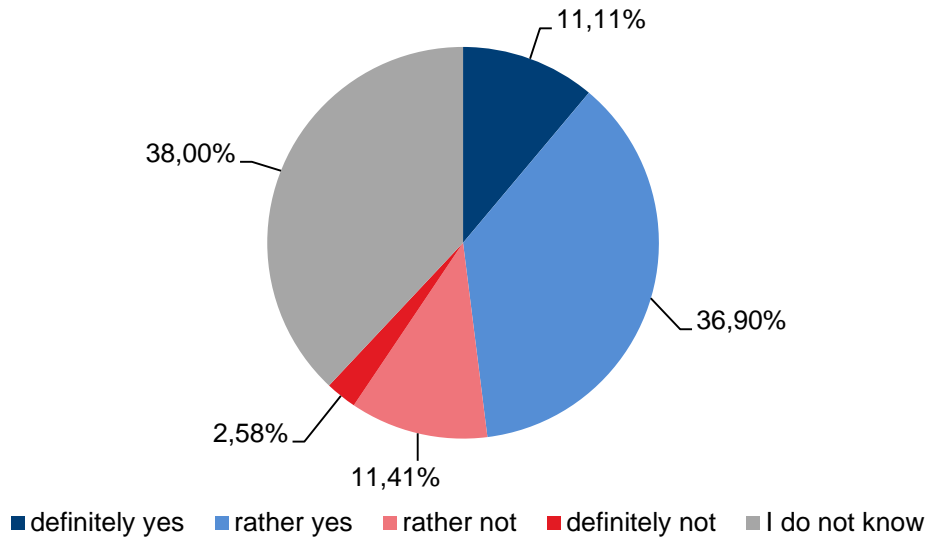


Figure 27. Distribution of respondents' answers to the seventeenth question

Question No 18: Is any mobility experience, any change of discipline or sector as part of research training or any virtual mobility experience treated at Gdańsk University of Technology as a valuable contribution to the professional development of a researcher?

The majority of the survey participants selected *I do not know* (37.59%) and *rather yes* (31.35%) answers. The *rather not* option was indicated by 20.14% and *definitely yes* by 6.75% of the surveyed. The least frequent option was *definitely not* (4.17%) (Fig. 28).

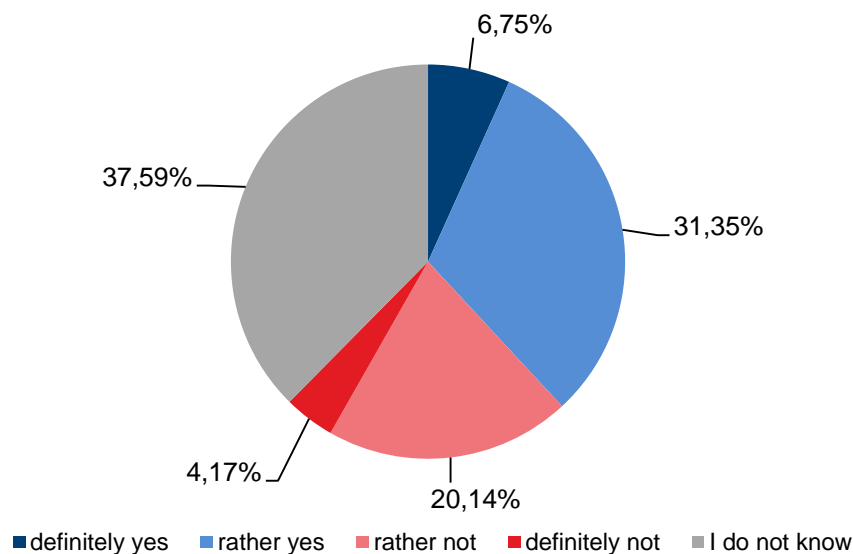


Figure 28. Distribution of respondents' answers to the eighteenth question

Question No 19: Are all research workers of Gdańsk University of Technology provided with appropriate assessment and evaluation of their academic and professional qualifications, in particular within the context of international and professional mobility?

The majority of the respondents selected *rather yes* ((37.80%) and *I do not know* (35.22%) answers. The *rather not* option was indicated by 13.59% and *definitely yes* by 9.92% of those who were surveyed. The least popular option was *definitely not* (3,47%) (Fig. 29).

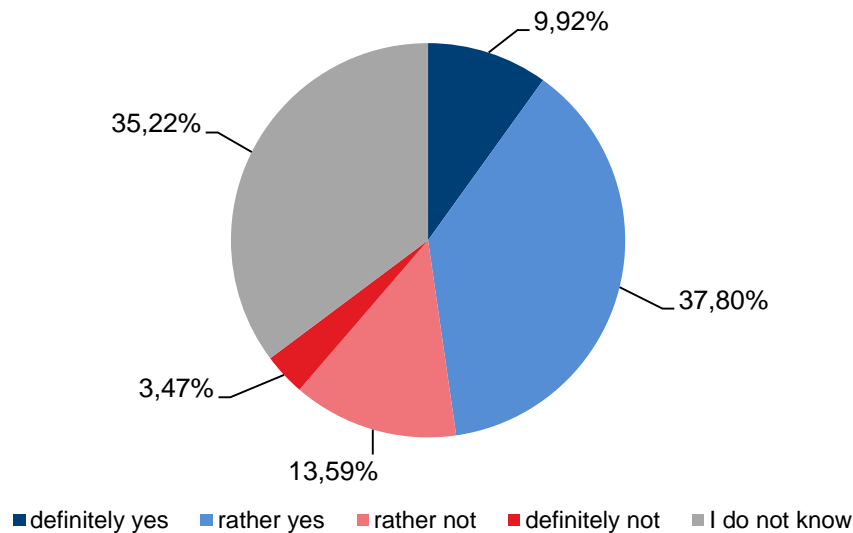


Figure 29. Distribution of respondents' answers to the nineteenth question

Question No 20: Has Gdańsk University of Technology established the required level of basic qualifications to meet the needs of a particular position?

The majority of the survey participants selected *rather yes* (49.31%) and *definitely yes* (24.60%) answers. The *I do not know* option was indicated by 12.99% and *rather not* by 10.12% of those who were surveyed. The least popular option was *definitely not* (2,98%) (Fig. 30).

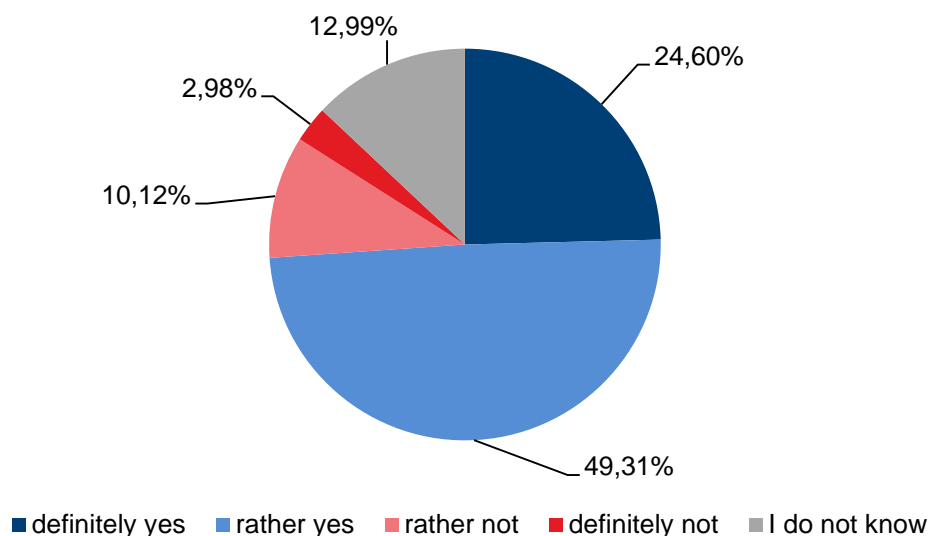


Figure 30. Distribution of respondents' answers to the twenties question

Question No 21: Has Gdańsk University of Technology established clear rules and explicit guidelines concerning the recruitment and appointment of postdoctoral researchers, including the objectives of appointment and the maximum time of holding a position?

43.26% of the survey participants indicated the *rather yes* option and 20.93% of them the *definitely yes* one. A total of 20.34% of the respondent answered *I do not know* while 12.10% of them selected *rather not*. The least popular response was *definitely not* (3.37%) (Fig. 31).

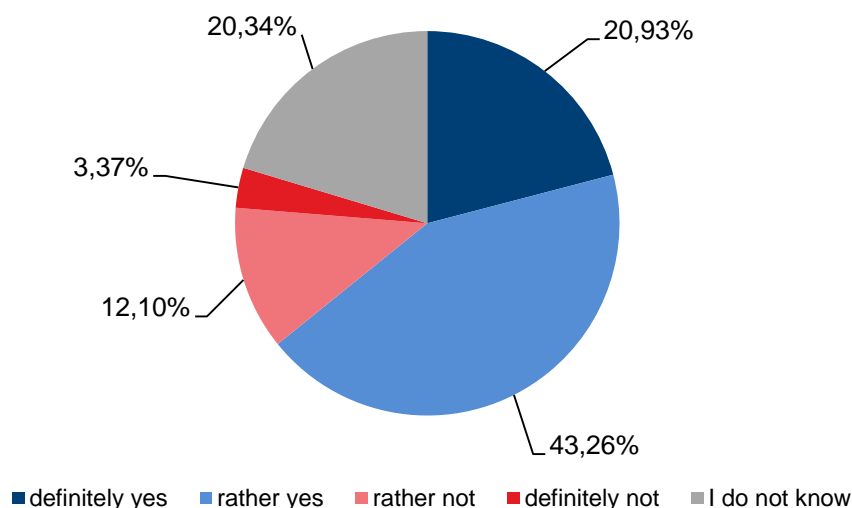


Figure 31. Distribution of respondents' answers to the twenty-first question

Working conditions and social security

Question No 22: Are all researchers at any career level recognized as professionals at Gdańsk University of Technology and treated accordingly?

The majority of the respondents selected *rather yes* (44.84%) and *definitely yes* (11.41%) answers. 23.61% of the surveyed answered *rather not* and 12.50% of them marked the *I do not know* option. The least frequent response was *definitely not* (7.64%) (Fig. 32).

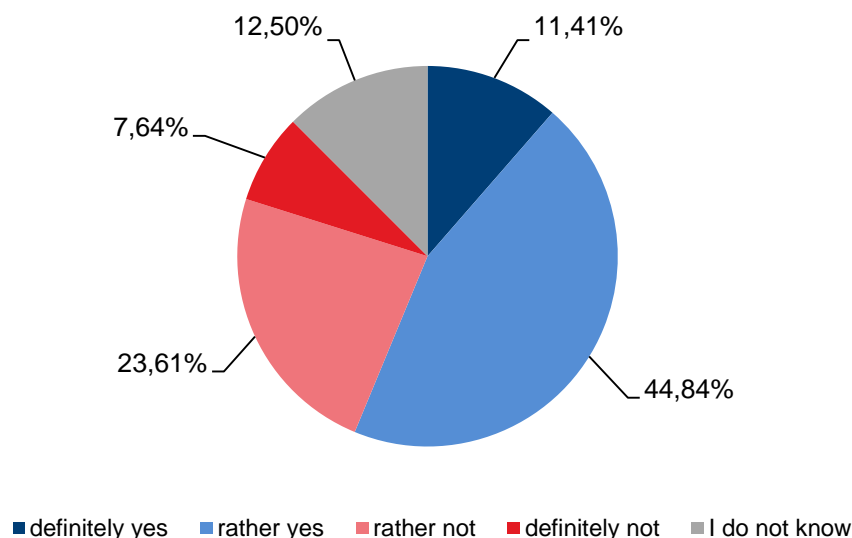


Figure 32. Distribution of respondents' answers to the twenty-second question

Question No 23: Is Gdańsk University of Technology committed to creating the most stimulating research and research training environment which offers appropriate equipment, facilities and opportunities, including remote collaboration over research networks? Are the regulations concerning health and safety in research observed at GUT?

Most of the respondents selected a positive answer, as 47.82% of them indicated the option *rather yes* and 10.16% the *definitely yes* one. The *rather not* response was marked by 24.4% and *definitely not* by 7.94% of the surveyed. 9.23% of the respondents opted for *I do not know* (Fig. 33).

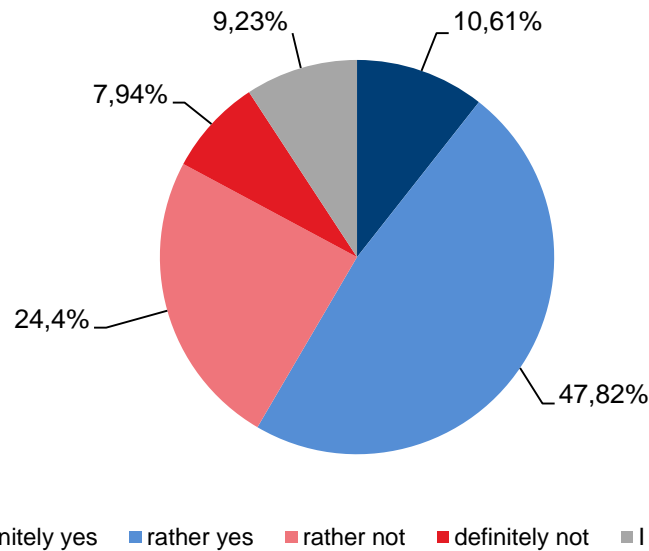


Figure 33. Distribution of respondents' answers to the twenty-third question

Question No 24: Are the research workers of Gdańsk University of Technology, including the disabled staff members, provided with flexible working conditions in compliance with existing legislation so as to achieve successful research performance?

Answering question no 24 the majority of the surveyed marked *rather yes* (44.05%) and *I do not know* (25.99%). 21.73% of the surveyed chose the answer *definitely yes*. Only the minority selected a negative response: *rather not* (5.75%) and *definitely not* (2.48%) (Fig. 34).

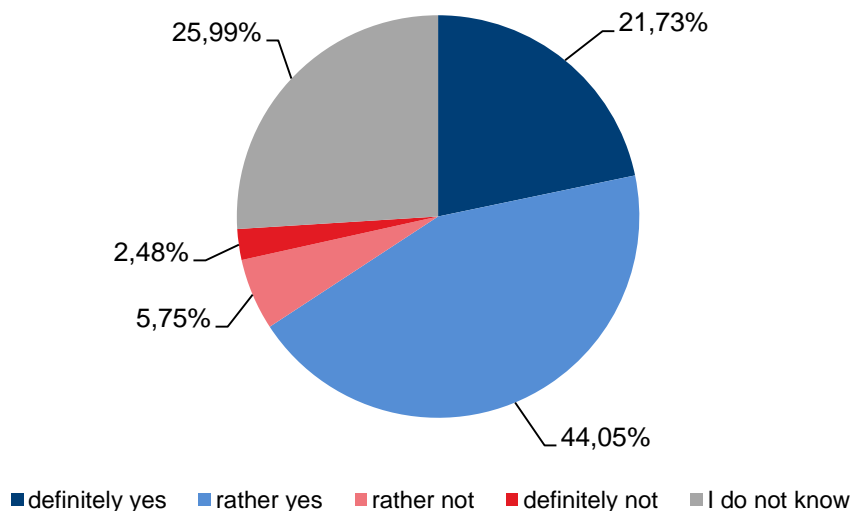


Figure 34. Distribution of respondents' answers to the twenty-fourth question

Question No 25: Are the research workers of Gdańsk University of Technology provided with stable working conditions in compliance with the principles and terms laid down in the EU Directive on Fixed-Term Work?

36.01% of the respondents selected the *rather yes* option and 13.99% of them the *definitely yes* one. 30.46% of the surveyed answered *I do not know*. Negative answers *rather not* and *definitely not* were given by 12.10% and 7.44% of the survey participants respectively (Fig. 35).

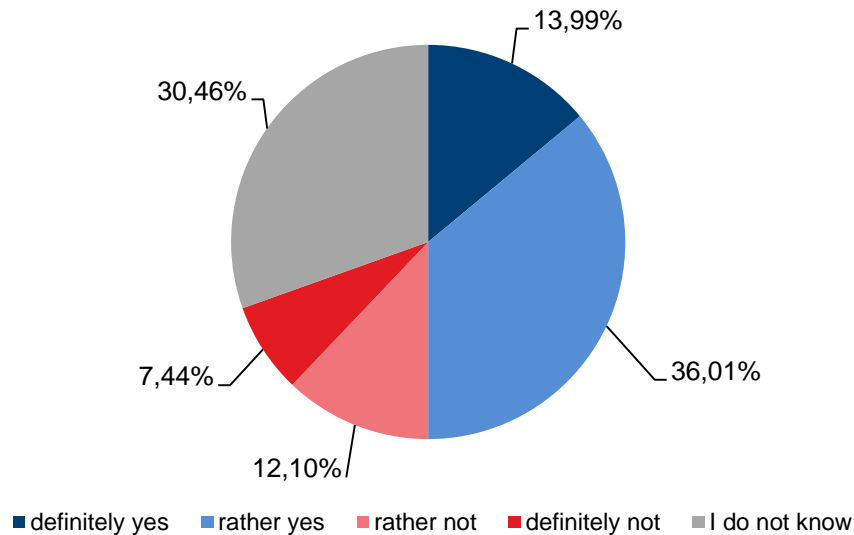


Figure 35. Distribution of respondents' answers to the twenty-fifth question

Question No 26: Are the research workers of Gdańsk University of Technology provided with fair and attractive remuneration conditions at all career stages, as well as with adequate and equitable social security provisions in accordance with applicable regulations?

Positive answers - *definitely yes* and *rather yes* were given by 11.41% and 38.00% of the respondents respectively. 25.99% of the surveyed marked the *rather not* option and 11.41% the *definitely not* one. A total of 13.19% of the survey participants answered *I do not know* (Fig. 36).

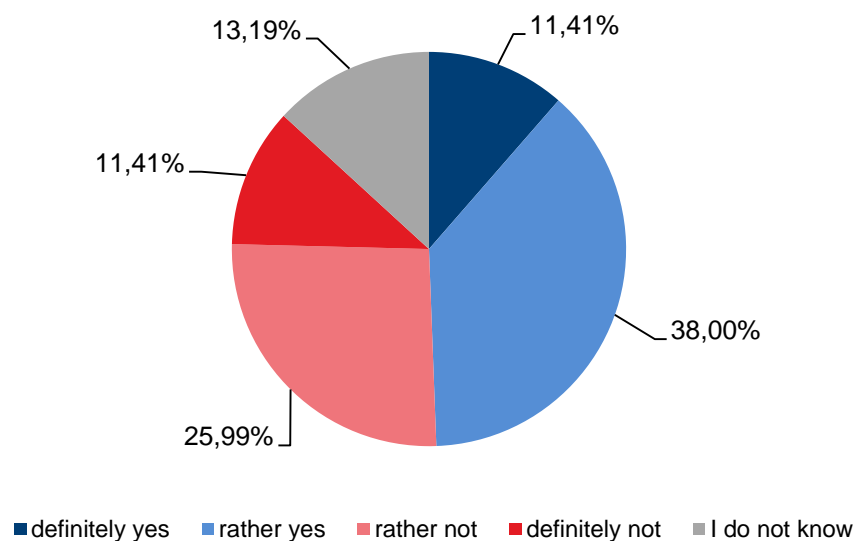


Figure 36. Distribution of respondents' answers to the twenty-sixth question

Question No 27: Does Gdańsk University of Technology make efforts to ensure a representative gender balance at all levels of staff, including supervisory and managerial levels?

The majority of the respondents answered *I do not know* (38.59%) or *rather yes* (28.67%). The *rather not* option was indicated by 15.77% of the surveyed, while the *definitely yes* one by 11.61% of them. 5.36% people marked the *definitely not* response (Fig. 37).

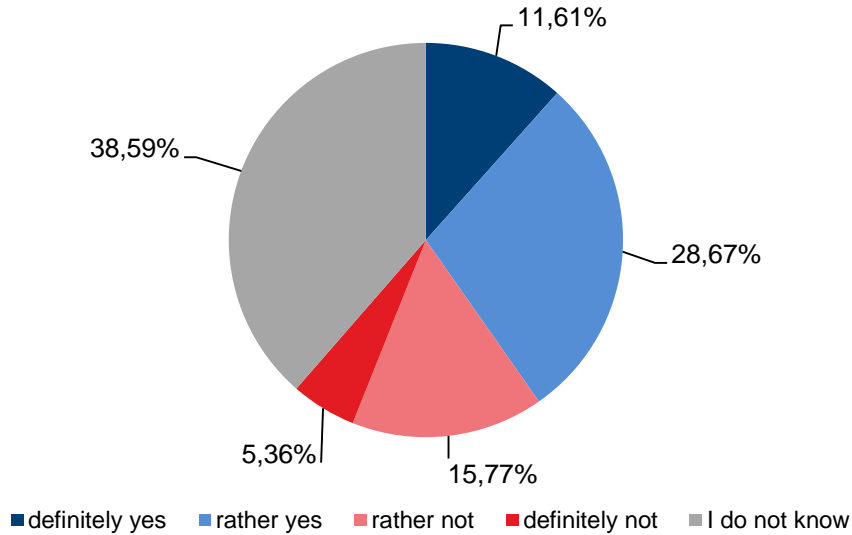


Figure 37. Distribution of respondents' answers to the twenty-seventh question

Question No 28: Is there a specific career development strategy for researchers at all stages of their career within the framework of Gdańsk University of Technology Human Resources management?

More than half of the respondents selected positive answers: *definitely yes* (38.49%) and *rather yes* (9.32%). 26.19% of those who were surveyed answered *I do not know*, while the remaining indicated negative options *rather not* (20.64%) and *definitely not* (5.36%) (Fig. 38).

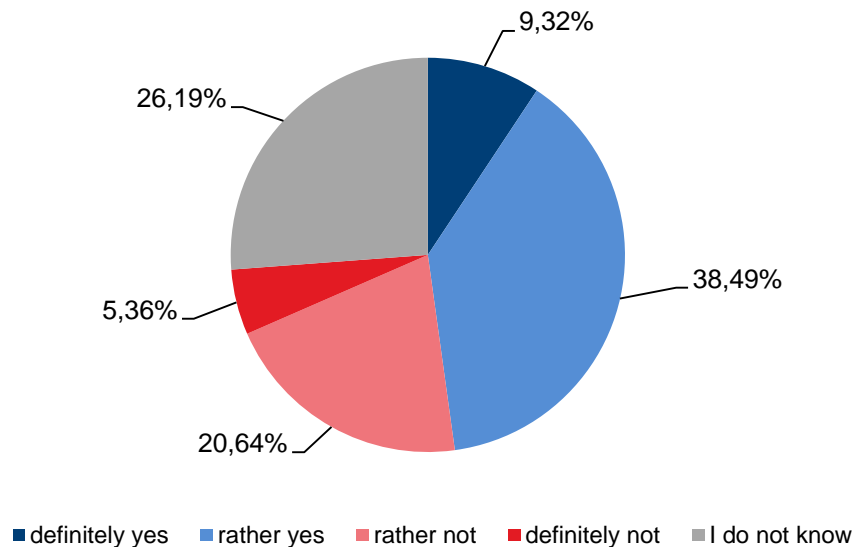


Figure 38. Distribution of respondents' answers to the twenty-eighth question

Question No 29: Is the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector recognized at Gdańsk University of Technology as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career?

34.33% of the respondents selected the option *rather yes* and 9.42% of them opted for *definitely yes*. 33.63% of the surveyed answered *I do not know*, while the remaining 17.76% and 4.86% of them marked *rather not* and *definitely not* options respectively (Fig. 39).

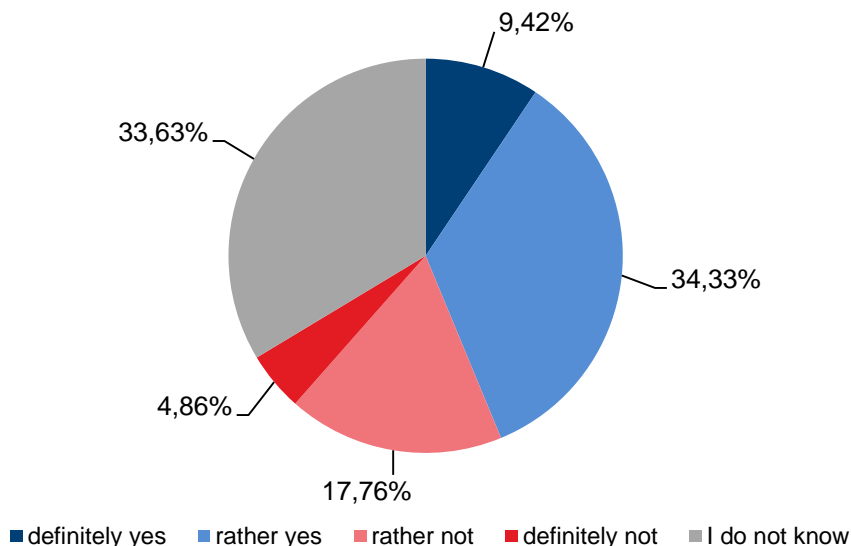


Figure 39. Distribution of respondents' answers to the twenty-ninth question

Question No 30: Is career advice and job placement assistance offered to the research workers of Gdańsk University of Technology at all stages of their careers, regardless of the type of their employment contract?

Most of those who were surveyed gave a negative response: *definitely not* (14.19%) and *rather not* (28.97%). Answering question no 30 most of the respondents (36.11%) opted for *I do not know* and *rather yes* (17.16%). The least frequent response was *definitely yes* (3.75%) (Fig. 40).

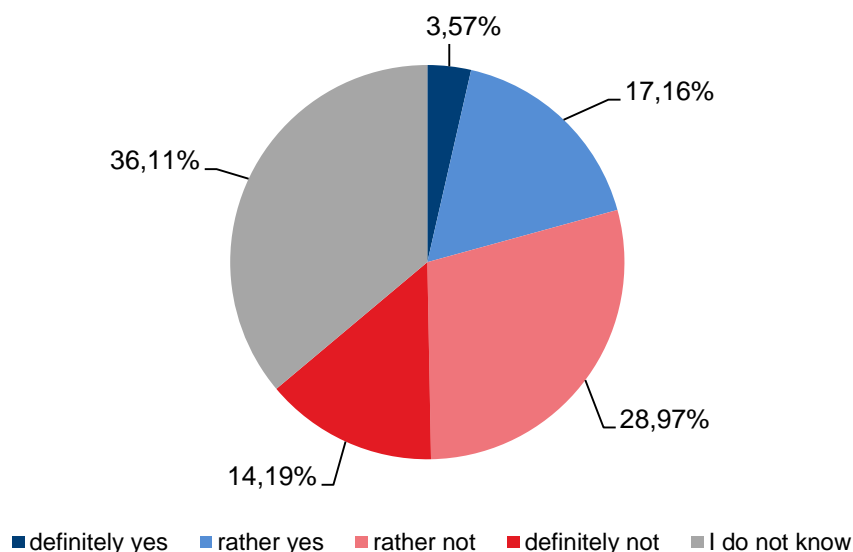


Figure 40. Distribution of respondents' answers to the thirty question

Question No 31: Does Gdańsk University of Technology ensure that researchers at all career stages reap the benefits of the exploitation of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights?

47.82% of the survey participants selected the answer *rather yes* and 12.80% of them *definitely yes*. 23.51% of the respondents answered *I do not know*, while 13.09% and 2.78% of them marked *rather not* and *definitely not* options respectively (Fig. 41).

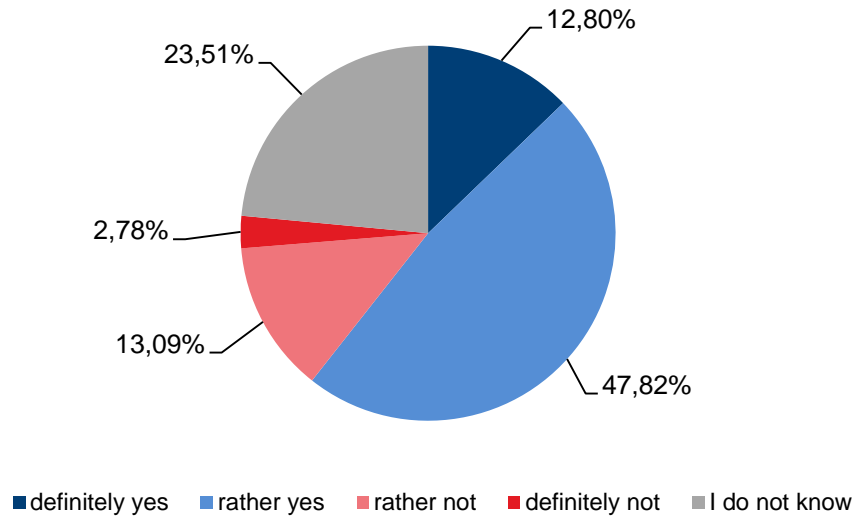


Figure 41. Distribution of respondents' answers to the thirty-first question

Question No 32: Are there the strategies, practices and procedures developed at Gdańsk University of Technology to provide researchers, including those at the beginning of their research careers and Ph.D. students, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc., or to publish their own research results independently from their supervisor(s)?

The vast majority of the respondents selected positive answers: *rather yes* (42.36%) and *definitely yes* (15.28%). 15.57% of the surveyed marked the *rather not* response and 5.36% opted for the *definitely not* one. A total of 21.43% of the respondents chose the answer *I do not know* (Fig. 42).

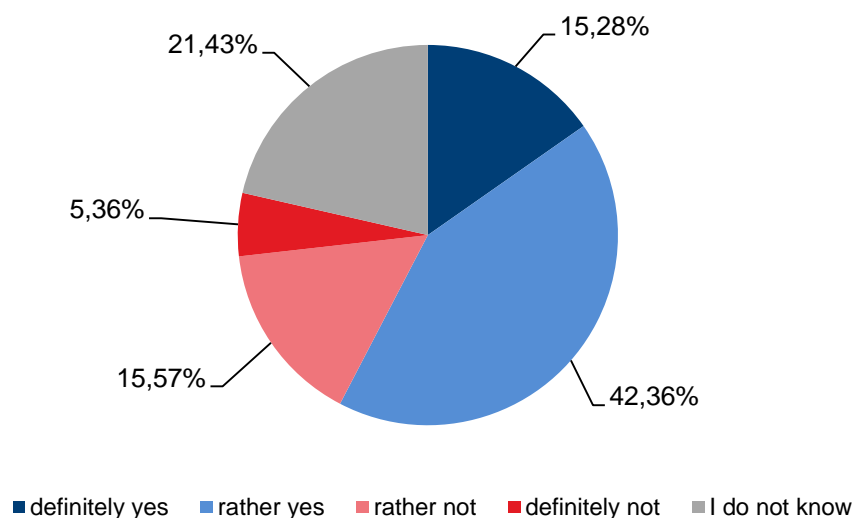


Figure 42. Distribution of respondents' answers to the thirty-second question

Question No 33: Are teaching duties adequately remunerated and taken into account in the evaluation/appraisal systems at Gdańsk University of Technology and is the time devoted by senior members of staff to the training of early stage researchers recognized as part of their teaching commitment?

The response to question no 33 was most frequently negative: *rather not* (30.36%) and *definitely not* (13.79%). The *definitely yes* answer was given by 8.04% of the surveyed and *rather yes* by 31.35% of the respondents. 16.64% of the survey participants opted for *I do not know* (Fig. 43).

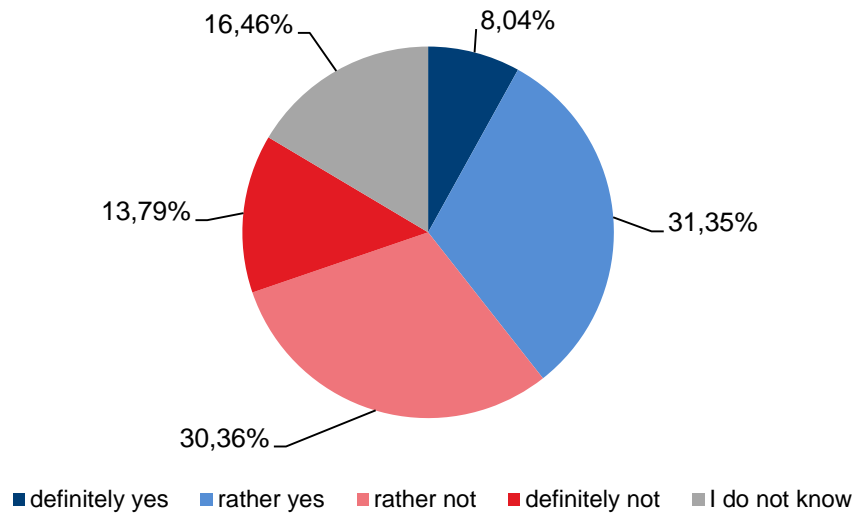


Figure 43. Distribution of respondents' answers to the thirty-third question

Question No 34: Has Gdańsk University of Technology established, in compliance with national rules and regulations, appropriate procedures and appointed an impartial person as an ombudsman to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers?

Answering question no 34 the majority of the respondents marked *I do not know* (54.56%). The positive options *rather yes* and *definitely yes* were indicated by 20.14% and 7.44% of the survey participants respectively. 11.41% of the surveyed marked *rather not* and the remaining 6.45% selected *definitely not* (Fig. 44).

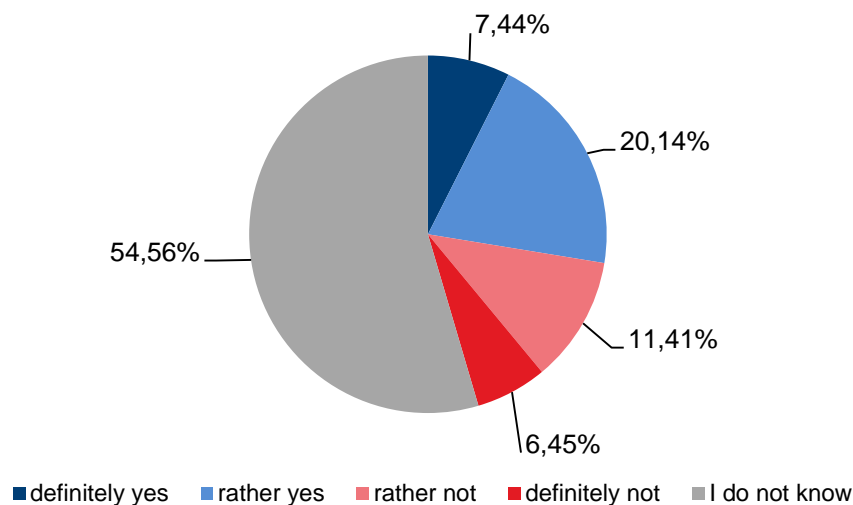


Figure 44. Distribution of respondents' answers to the thirty-fourth question

Question No 35: Does Gdańsk University of Technology recognize it as wholly legitimate that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions they work for in order to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution?

The majority of the respondents selected *rather yes* (38.09%) and *I do not know* (36.51%). 18.45% of those who were surveyed chose the *definitely yes* answer and 5.66% the *rather not* one. The least popular option was *definitely not* (1.29%) (Fig. 45).

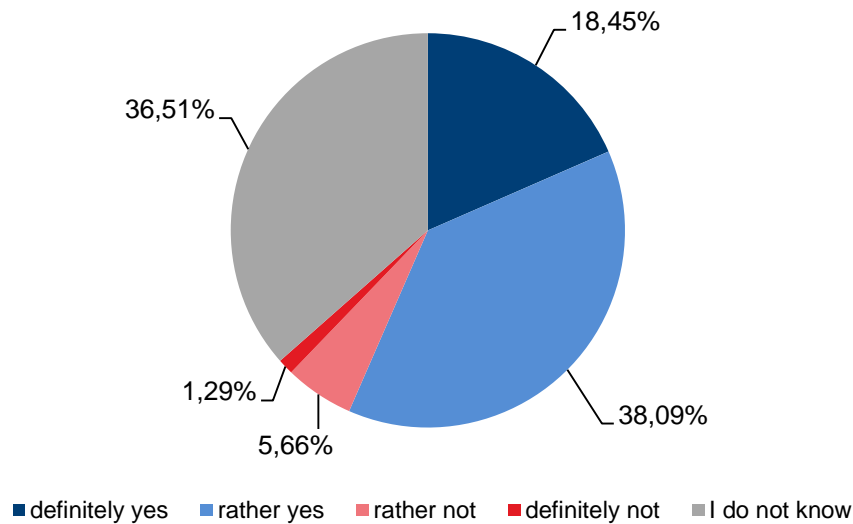


Figure 45. Distribution of respondents' answers to the thirty-fifth question

Question No 36: Has Gdańsk University of Technology established structured and regular forms of contact between Ph.D. students and their supervisors and faculty/departmental representatives?

The vast majority of the survey participants selected positive answers *rather yes* (42.76%) and *definitely yes* (27.48%). 12.20% of the respondents indicated the *rather not* option and 4.37% the *definitely not* one. The remaining 13.19% of the surveyed answered *I do not know* (Fig. 46).

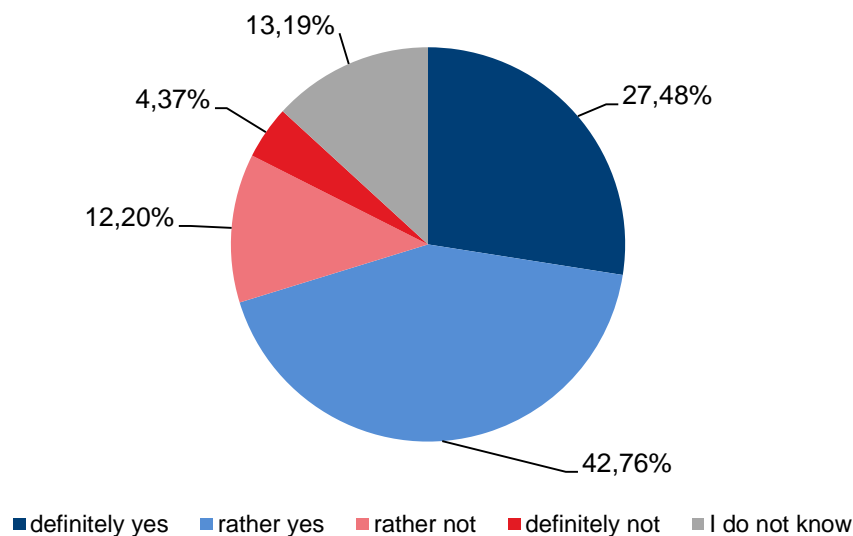


Figure 46. Distribution of respondents' answers to the thirty-sixth question

Training

Question No 37: Do so-called senior researchers at Gdańsk University of Technology strive for the highest professional standards when performing their multi-faceted role as supervisors, mentors, leaders, project coordinators or science communicators and do they build up constructive and positive relationship with the early-stage researchers/Ph.D. students?

The majority of the respondents selected *rather yes* (53.57%) and *definitely yes* (19.15%). 12.80% of the surveyed marked *rather not* and 3.57% of them opted for *definitely not*. The *I do not know* option was indicated by 10.91% of the survey participants (Fig. 47).

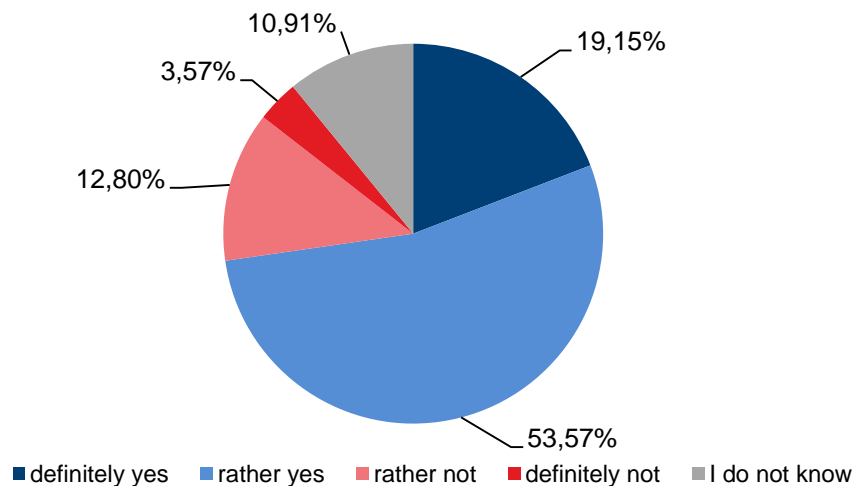


Figure 47. Distribution of respondents' answers to the thirty-seventh question

Question No 38: Does Gdańsk University of Technology support researchers at all career stages in their continuous professional development and in improving their skills and competencies by enabling them to participate in conferences, formal training and other forms of education?

Most of the respondents selected *rather yes* – 53.27%. The *definitely yes* option was indicated by 16.47% of the surveyed. 5.46% of the survey participants answered *I do not know* and 19.64% of them opted for *rather not*. The least frequent response was *definitely not* (5.16%) (Fig. 48).

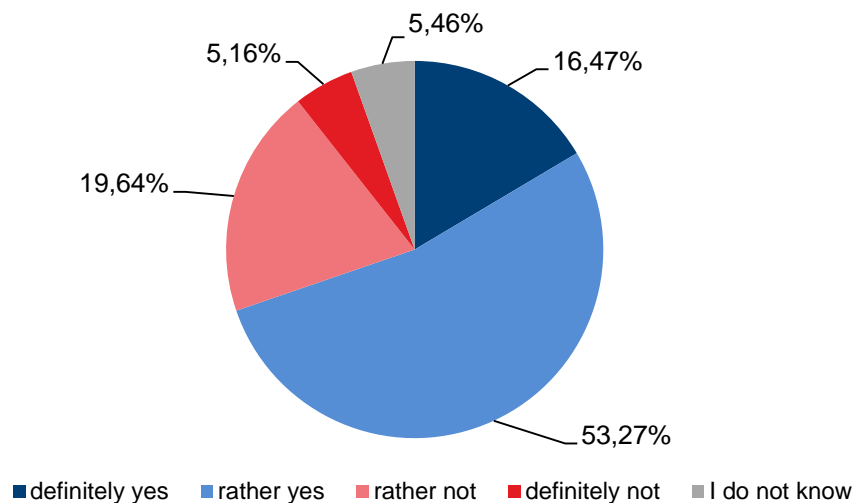


Figure 48. Distribution of respondents' answers to the thirty-eighth question

Question No 39: Does Gdańsk University of Technology ensure that researchers at all career stages, regardless of their type of employment contract, are given professional development opportunities as well as the possibility to improve their employability through access to measures for the continuous development of skills and competencies?

Almost half of the survey participants selected positive answers: *definitely yes* was marked by 9.33% and *rather yes* by 37.80% of them. The option *rather not* was indicated by 27.18% of the respondents and *definitely not* by 6.05% of them. The neutral response *I do not know* was selected by the remaining 19.64% of the surveyed (Fig. 49).

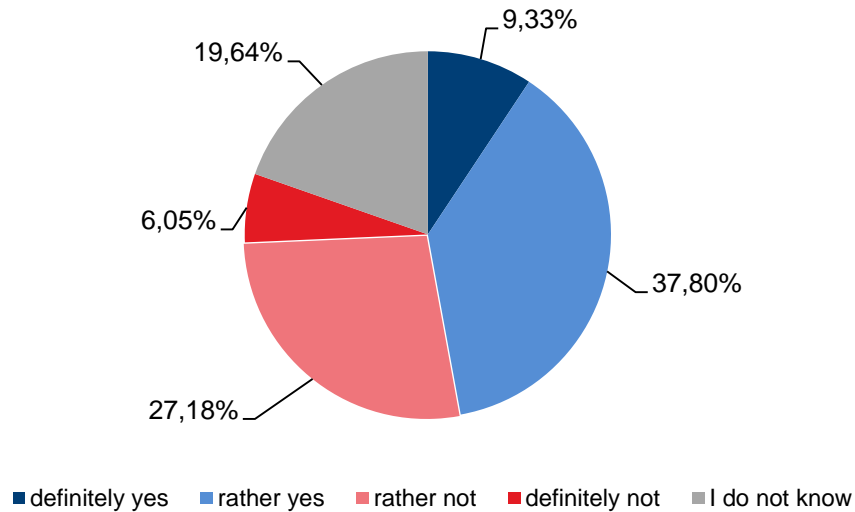


Figure 49. Distribution of respondents' answers to the thirty-ninth question

Question No 40: Are the supervisors appointed at Gdańsk University of Technology sufficiently expert in supervising research and do they have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee and Ph.D. students appropriate support?

The majority of the respondents selected positive answers: *rather yes* (51.09%) and *definitely yes* (24.21%). The *rather not* option was indicated by 9.03% and *definitely not* by 4.56% of those who were surveyed. 11.11% of the survey participants indicated *I do not know* (Fig. 50).

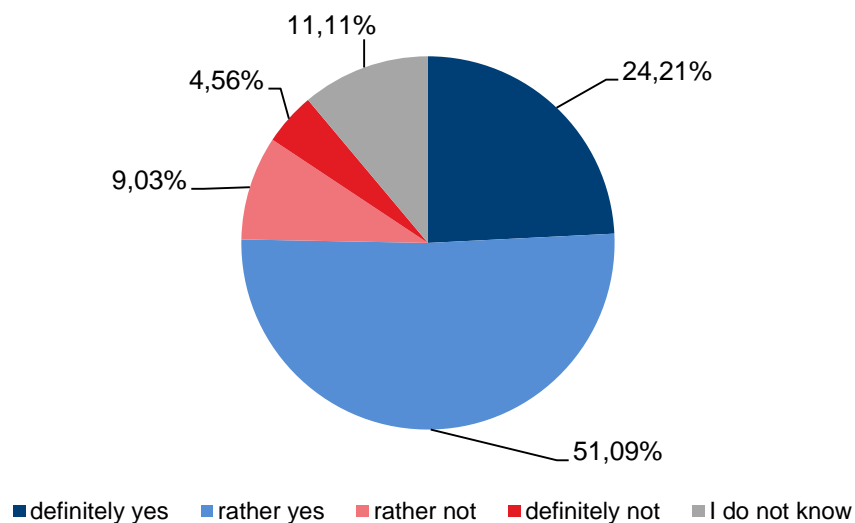


Figure 50. Distribution of respondents' answers to the fortieth question

Table 6. Aggregate results of the survey on the compatibility of GUT regulations and actions with the Charter and Code [%]

Test area	No. of questions	Definitely yes	Rather yes	Rather not	Definitely not	I do not know	∑ positive responses*	∑ negative responses**	∑ neutral responses***
I. Ethical and professional aspects	1	52,48	41,47	3,77	0,4	1,88	93,95	4,17	1,88
	2	29,76	52,98	7,14	1,79	8,33	82,74	8,93	8,33
	3	32,14	55,26	5,16	1,79	5,65	87,4	6,95	5,65
	4	12,8	55,06	20,34	3,27	8,53	67,86	23,61	8,53
	5	20,14	50	14,98	2,58	12,3	70,14	17,56	12,3
	6	16,57	44,15	17,56	4,46	17,26	60,72	22,02	17,26
	7	20,63	50,59	12,90	4,27	11,61	71,22	17,17	11,61
	8	38,79	41,67	10,12	1,29	8,13	80,46	11,41	8,13
	9	34,52	45,24	15,58	2,78	1,88	79,76	18,36	1,88
	10	30,56	37,2	8,83	3,17	20,24	67,76	12	20,24
	11	24,11	41,67	15,57	7,04	11,61	65,78	22,61	11,61
II. Recruitment	12	23,41	45,93	12,2	5,46	13	69,34	17,66	13
	13	22,02	43,55	13,20	5,06	16,17	65,57	18,26	16,17
	14	15,97	33,73	9,92	3,38	37	49,7	13,3	37
	15	12,7	29,76	23,51	9,03	25	42,46	32,54	25
	16	13,79	39,78	16,87	5,06	24,5	53,57	21,93	24,5
	17	11,11	36,9	11,41	2,58	38	48,01	13,99	38
	18	6,75	31,35	20,14	4,17	37,59	38,1	24,31	37,59
	19	9,92	37,8	13,59	3,47	35,22	47,72	17,06	35,22
	20	24,6	49,31	10,12	2,98	12,99	73,91	13,1	12,99
	21	20,93	43,26	12,1	3,37	20,34	64,19	15,47	20,34
III. Working conditions and social security	22	11,41	44,84	23,61	7,64	12,5	56,25	31,25	12,5
	23	10,61	47,82	24,4	7,94	9,23	58,43	32,34	9,23
	24	21,73	44,05	5,75	2,48	25,99	65,78	8,23	25,99
	25	13,99	36,01	12,1	7,44	30,46	50	19,54	30,46
	26	11,41	38	25,99	11,41	13,19	49,41	37,4	13,19
	27	11,61	28,67	15,77	5,36	38,59	40,28	21,13	38,59
	28	9,32	38,49	20,64	5,36	26,19	47,81	26	26,19
	29	9,42	34,33	17,76	4,86	33,63	43,75	22,62	33,63
	30	3,57	17,16	28,97	14,19	36,11	20,73	43,16	36,11
	31	12,8	47,82	13,09	2,78	23,51	60,62	15,87	23,51
	32	15,28	42,36	15,57	5,36	21,43	57,64	20,93	21,43
	33	8,04	31,35	30,36	13,79	16,46	39,39	44,15	16,46
	34	7,44	20,14	11,41	6,45	54,56	27,58	17,86	54,56
	35	18,45	38,09	5,66	1,29	36,51	56,54	6,95	36,51
	36	27,48	42,76	12,2	4,37	13,19	70,24	16,57	13,19
IV Training	37	19,15	53,57	12,8	3,57	10,91	72,72	16,37	10,91
	38	16,47	53,27	19,64	5,16	5,46	69,74	24,8	5,46
	39	9,33	37,8	27,18	6,05	19,64	47,13	33,23	19,64
	40	24,21	51,09	9,03	4,56	11,11	75,3	13,59	11,11

* ∑ positive responses – the total of *definitely yes* and *rather yes* responses
 ** ∑ negative responses – the total of *definitely not* and *rather not* responses
 *** ∑ neutral responses – the total of *I do not know* responses

The issues identified by the Team as requiring corrective measures and improvement are marked in red. The decision on the need to take measures was taken when the total of negative and neutral responses was higher than the total of positive responses.

Based on responses the statement summary for each area of the Charter and the Code was prepared (Fig. 51).

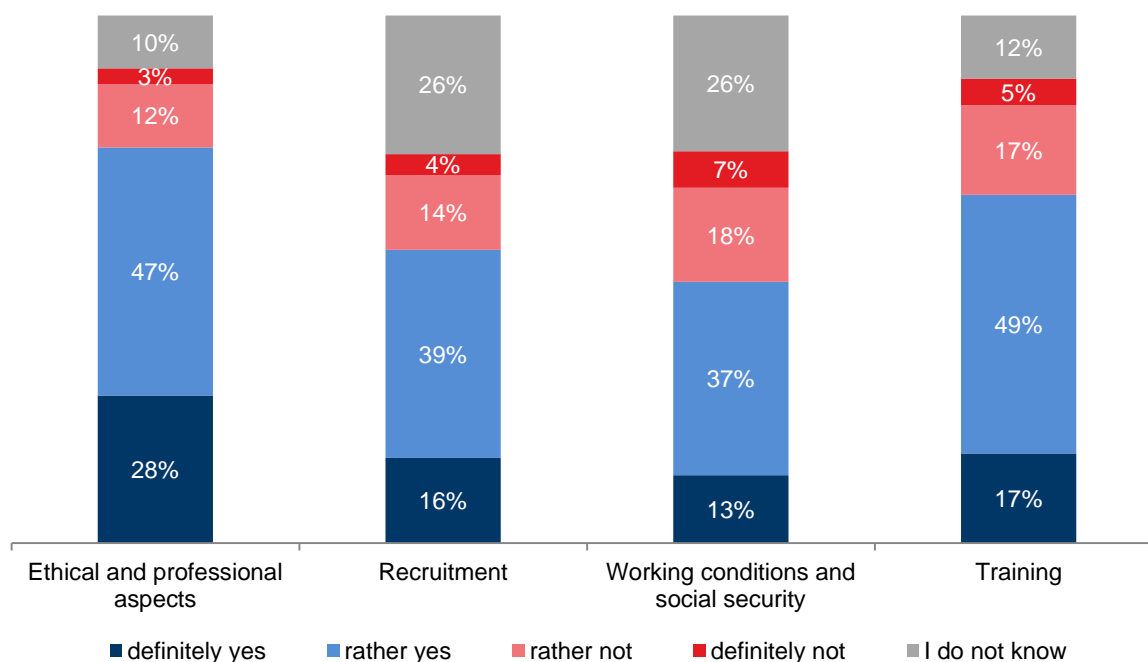


Figure 51. Distribution of respondents answers in four areas of the Charter and Code

The conducted survey has enabled GUT researchers to express comments and suggestions to each of the four areas studied. The most frequent comments are shown in Table 7.

Table 7. The most frequent comments of GUT researchers in the survey examining the opinion about the compatibility of GUT regulations and actions with the principles of the Charter and the Code

No*	Issue discussed	Number of comments	% of respondents
II.13	Recruitment – lack of clear criteria for hiring procedures, unstable employment conditions.	79	7,84%
III.26, III.30, III.33, IV.37	Problems of young scientists – lack of support from mentors, teaching overload, low scholarships/salaries.	36	3,57%
I.11	Employee evaluation – vague, changing assessment principles, biased evaluation committees.	32	3,17%
III.28, IV.39	Training – lack of specialized training, lack of funds for training, lack of promotion of staff self-training.	15	1,49%
III.27	Gender balance – no need to artificially force gender balance; participation of scientists of both sexes among staff, in advisory bodies and other structures should be proportionate to employment.	14	1,39%

* Roman number corresponds to the number area of the Charter and the Code, and the number written in Arabic numerals – to the number of task.

Table 7 includes comments, presented by at least 1% of the respondents, where the numerical values of the percentages are related to the total number of respondents.

Most respondents see problems with the conditions of recruitment and employment – 8% of the respondents indicated the lack of clear criteria for recruitment and unstable conditions of employment. Some respondents (4%) pointed to the lack of support from mentors and teaching overload, as well as low scholarships/salaries. Frequent changeability of the criteria for periodic evaluation of academic teachers was pointed out as well.

After examining the comments of researchers, Team for Implementation of the Principles of the Charter and the Code at GUT assigns them to specific tasks and areas of the Charter and the Code, which reflects the left column of Table 7. Reported problems mostly coincide with the results of the statistical analysis of the survey, collated in Table 6 and Figure 51.

4.2. Conclusions from the internal analysis

Analysis of the internal regulations and practices at GUT (Table 5) led to the identification of aspects that need primary improvement actions at GUT. These are the areas designated red in Table 5:

I: 2, 4, 5, 6, 7, 11,

II: 13, 14, 15, 16, 17, 18, 19,

III: 23, 25, 26, 27, 28, 29, 30, 33, 34,

IV: 39,

(Roman number corresponds to the number area of the Charter and the Code, and the number written in Arabic numerals – to the number of task).

Proposals for action in relation to these issues were put in the column 'required action' in Table 5, and in the "description of substantive activities planned " in Table 8 and 9. According to the Team, these elements do not constitute obstacles to the functioning of the University, but must be included among improvement actions.

Analysis of responses to the survey (Table 6, Fig. 51) shows that the situation at GUT concerning the implementation of the Charter and the Code is assessed positively by researchers. GUT activities received over 50% support in all areas. Among the top rated were ethical and professional aspects (75% positive evaluations) and training opportunities (66%). The areas identified by GUT researchers, also as suggestions and comments (Table 7) to take action are:

I: 11

II: 13, 14, 15, 17, 18, 19,

III: 26, 27, 28, 29, 30, 33, 34,

IV: 37, 39.

The conclusions of both studies are consistent. The Team has prepared an action plan to implement the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Gdańsk University of Technology, called GUT HR4R Strategy (Table 8 and 9).

5. Plan and schedule of activities for the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at GUT

Table 8. The improvement and corrective action plan resulting from the analysis of the legal requirements and the analysis of survey results

No*	Description of substantive activities planned	Type of activities I/C**	Responsibility for implementation
I.2 I.4 I.5	Publishing information on the GUT website on ethical principles in Higher Education and on legal regulations on research funding.	I	SAO
I.4 I.6	Implementing the system of information for academics about the sources of research funding.	I	ProjO
	Implementation of the rules for preparing applications for funding research from various sources including statutory activity grants, and for distributing, spending and accounting financial resources.	I	SAO, ProjO
	Publishing information on GUT faculties websites on research projects implemented at these faculties.	I	Deans of Faculties
I.7 III.23	Updating regulations on occupational safety and work.	I	OHSFSI
I.11 II.18	Updating internal regulations on evaluating academic teachers and doctoral students.	I	Vice-Rector for Organisation
II.13 II.17 II.14 II.18 II.15 II.19 II.16 III.29	Development guidelines for the faculties on the procedures of recruitment for the positions of academic teacher including adoption of varied criteria for assessing their achievements and scientific output, recognizing the value of mobility, and informing the candidates about the strong and weak points of their applications.	I/C	Vice-Rector for Scientific Research
III.25	Updating the Statute of GUT.	I	Senate GUT
III.26	Development and implementation of remuneration regulations concerning the system of motivating salary for researchers.	I	Vice-Rector for Scientific Research
III.27	Actions promoting women at all levels of staff.	I	Vice-Rector for Organisation, Vice-Rector for Scientific Research, Deans of Faculties
II.18 III.28	Modification of internal procedures for promoting academics, research and teaching staff.	I	Vice-Rector for Scientific Research
III.30	Introducing career counselling for research workers.	I	CO
III.33	Development and implementation of the system reducing the number of teaching hours.	I	Vice-Rector for Scientific Research
III.34	Publishing information on legal regulations on the rights of complaint and appeal.	I	Vice-Rector for Scientific Research, SAO
IV.37	Development and implementation of surveys for Ph.D. students on the quality of scientific supervision of their mentors/supervisors.	I	Vice-Rector for Scientific Research
IV.39	Publishing information about trainings available to academics.	I	SAO, CO

* Roman number corresponds to the number area of the Charter and the Code, and the number written in Arabic numerals – to the number of task.

** I/C – improvement actions (I), corrective actions (C).

6. Monitoring of the implementation and effectiveness of the planned actions

In order to monitor the implementation of the Charter and the Code GUT will appoint a Team for Monitoring the Implementation of the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, known as the Monitoring Team. According to the GUT Rector's Decree No. 26/2016 of 23 September 2016 The Team and the scope of tasks of the Team will be defined by a separate circular letter of the Rector.

The main goal of the Monitoring Team will be to provide the quality and effectiveness of the GUT HR4R Strategy activities. The Team will determine the measuring instruments of implementation and will systematically evaluate the effects of the implementation of the Principles of the Charter and the Code by individual teams and organisational units at the University. It is assumed that the Team will meet at least every six months.

The Chairman of the Team for Implementation of the Principles of the Charter and the Code and the Chairman of the Monitoring Team will regularly report on the implementation of the action plan to the Rector.

7. Summary

Gdańsk University of Technology, based on a detailed analysis of the internal regulations and legal practices at GUT and on the analysis of the survey results among GUT researchers on the implementation of the Charter and the Code at the University, has identified areas of activity that require improvement and corrective actions. The GUT HR4R Strategy for the years 2016-2019 has been prepared, containing an action plan, specifying the type and the description of substantive activities and an indication of which organs and units of the University are responsible for the implementation of activities within a certain timeframe. Consistent implementation of the GUT HR4R Strategy will allow for the effective implementation of the Principles of the Charter and the Code, which should contribute to improving working conditions of researchers and scientific development at GUT.

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Appendix 1

Declaration of support for the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.



**GDAŃSK UNIVERSITY
OF TECHNOLOGY**

Rector

Gdańsk, 8th September 2016

Declaration of support for the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers

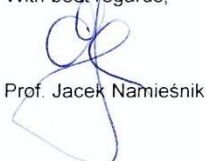
Gdańsk University of Technology, represented by Professor Jacek Namieśnik, Rector, fully supports the Recommendation of the European Commission 2005/251/EC on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (hereinafter referred as the Charter and the Code).

The principles of the Charter and the Code are in line with the strategy of Gdańsk University of Technology, aiming to increase the University's attractiveness, innovativeness and ensuring the conditions for personal development of researchers and other employees.

Recognizing the value of the Charter and the Code, Gdańsk University of Technology voluntarily declares its commitment to apply their principles.

By implementing the Charter and the Code, Gdańsk University of Technology intends to offer the researchers a favorable working environment and enhance mobility in the European Research Area.

With best regards,



Prof. Jacek Namieśnik

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Appendix 2

GUT Rector's Decree No. 26/2016 of 23 September 2016 on: the development of an action plan in the field of human resources management for researchers and the implementation of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers at Gdańsk University of Technology.



Zarządzenie Rektora Politechniki Gdańskiej nr 26/2016 z 23 września 2016 r.

w sprawie: opracowania planu działań w zakresie zarządzania zasobami ludzkimi na rzecz naukowców oraz wdrożenia zasad Europejskiej Karty Naukowca i Kodeksu Postępowania przy Rekrutacji Pracowników Naukowych na Politechnice Gdańskiej.

Na podstawie art. 66. ust. 2 ustawy z 27 lipca 2005 r. Prawo o Szkolnictwie Wyższym (Dz. U. z 2012 r. poz. 572 z późn. zm.) oraz §17 ust. 2 Statutu Politechniki Gdańskiej (Uchwała Senatu PG z 18 stycznia 2012 r. jednol. tekst: uchwała Senatu PG nr 353/2016/XXIII z 16 marca 2016 r.):

- §1 Zarządzam opracowanie planu działań w zakresie zarządzania zasobami ludzkimi na rzecz naukowców, zwanego dalej Strategią HR4R oraz wdrożenie zasad Europejskiej Karty Naukowca i Kodeksu Postępowania przy Rekrutacji Pracowników Naukowych na Politechnice Gdańskiej, zwanych dalej Kartą i Kodeksem.
- §2 W celu opracowania Strategii HR4R oraz wdrożenia zasad Karty i Kodeksu powołany zostanie Zespół ds. wdrożenia zasad Europejskiej Karty Naukowca i Kodeksu Postępowania przy Rekrutacji Pracowników Naukowych na Politechnice Gdańskiej. Skład zespołu oraz zakres zadań zespołu zostanie określony pismem okólnym rektora.
- §3 W celu monitorowania wdrożenia zapisów Karty i Kodeksu oraz zapewniania jakości procedur podejmowanych w ramach Strategii HR4R powołany zostanie Zespół ds. monitorowania wdrożenia zasad Europejskiej Karty Naukowca i Kodeksu Postępowania przy Rekrutacji Pracowników Naukowych na Politechnice Gdańskiej. Skład zespołu oraz zakres zadań zespołu zostanie określony odrębnym pismem okólnym rektora.
- §4 Zobowiązuję wszystkich pracowników Politechniki Gdańskiej do aktywnego włączenia się do prac nad opracowaniem Strategii HR4R oraz wdrożeniem zasad Karty i Kodeksu.
- §5 Zarządzenie wchodzi w życie z dniem wydania.

Rektor

prof. dr hab. inż. Jacek Namieśnik
prof. zw. PG

Appendix 3

Survey on the level of compliance of internal regulations and legal practices at Gdańsk University of Technology with the Principles and Recommendations of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

THE ANONYMOUS SURVEY

concerning the investigation of the level of compliance adapt internal practices at the Gdańsk University of Technology to the Principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers.

You should answer all questions.

The survey allows the expression of comments and suggestions, i.e. respondent may voluntarily put additional comments in the text fields, which are located under each of the four areas studiem.

The survey remains active (able to fill) until you close the web browser.

Only this guarantees the anonymity of the survey.

Sex: female
 male

Age: under 30
 31-45
 46-55
 56-65
 over 66

Degree/professional title:
 Eng.
 MSc /MSc Eng.
 Ph.D./Ph.D. Eng.
 Ph.D., D.Sc./Ph.D., D.Sc. Eng
 Prof., Ph.D., D.Sc./Prof., Ph.D., D.Sc. Eng.

Professional group:
 Ph.D. student*
 assistant
 assistant professor
 associate professor
 full professor
 other

* Ph.D. students, who are at the same time also employed on an employment contract basis (assistant) shall fill in the questionnaire selecting the professional group – Ph.D. student.

I ETHICAL AND PROFESSIONAL ASPECTS

1. Is it possible, while conducting research at Gdańsk University of Technology, to enjoy the freedom of thought and expression, as well as the freedom to identify methods of solving problems according to recognized ethical principles and practices?

definitely yes rather yes rather no definitely no I do not know

2. Are fundamental ethical standards, rules and practices as documented in the national, sectoral or institutional codes of ethics respected at Gdańsk University of Technology?

definitely yes rather yes rather no definitely no I do not know

3. Are the principles of intellectual property and joint data ownership observed at Gdańsk University of Technology in the case of research carried out in collaboration with (a) supervisor(s)/counsellor(s) and/or other researchers?

definitely yes rather yes rather no definitely no I do not know

4. Is the scientific community of Gdańsk University of Technology familiar with the strategic goals governing their research environment and with research funding mechanisms?

definitely yes rather yes rather no definitely no I do not know

5. Are the regulations governing training and/or working conditions respected at Gdańsk University of Technology?

definitely yes rather yes rather no definitely no I do not know

6. Are the principles of sound, transparent and efficient financial management on research funding respected at Gdańsk University of Technology?

definitely yes rather yes rather no definitely no I do not know

7. Are safe working practices adopted at Gdańsk University of Technology, including the necessary precautions for health and safety, for data protection and confidentiality as well as for the recovery of information lost due to IT technology breakdowns?

definitely yes rather yes rather no definitely no I do not know

8. Are the scientists conducting research at Gdańsk University of Technology obliged to disseminate their research results?

definitely yes rather yes rather no definitely no I do not know

9. Are the scientists conducting research at Gdańsk University of Technology obliged to popularize and promote their research results among the general public?

definitely yes rather yes rather no definitely no I do not know

10. Are the researchers from Gdańsk University of Technology protected against discrimination based on gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition?

definitely yes rather yes rather no definitely no I do not know

11. Is there a procedure at Gdańsk University of Technology for assessing all researchers and their professional performance on a regular basis and in a transparent manner by an independent committee?

definitely yes rather yes rather no definitely no I do not know

Additional notes – comments and suggestion to the area ETHICAL AND PROFESSIONAL ASPECTS:

II RECRUITMENT (EMPLUMENT)

12. Are the recruitment and admission standards for researchers clearly defined at Gdańsk University of Technology?

definitely yes rather yes rather no definitely no I do not know

13. Are the recruitment procedures at Gdańsk University of Technology open, efficient and transparent?

definitely yes rather yes rather no definitely no I do not know

14. Do selection boards for employment at Gdańsk University of Technology bring together diverse expertise and competences and have an adequate gender balance as well as relevant experience to assess the candidate?

definitely yes rather yes rather no definitely no I do not know

15. Are candidates informed by Gdańsk University of Technology about the recruitment process, the selection criteria, the number of available positions, the career development prospects and the strengths and weaknesses of their applications?

definitely yes rather yes rather no definitely no I do not know

16. Are the merits of candidates judged both qualitatively and quantitatively during the selection process at Gdańsk University of Technology, so that emphasis is placed not only on the number of publications and contributions to patents, development or inventions, but also on outstanding results within a diversified career path?

definitely yes rather yes rather no definitely no I do not know

17. Are applicants following a multidimensional career track allowed to submit, during the selection process at Gdańsk University of Technology, additional evidence reflecting a representative array of achievements and qualifications relevant to the offered position?

definitely yes rather yes rather no definitely no I do not know

18. Is any mobility experience, any change of discipline or sector as part of research training or any virtual mobility experience treated at Gdańsk University of Technology as a valuable contribution to the professional development of a researcher?

definitely yes rather yes rather no definitely no I do not know

19. Are all research workers of Gdańsk University of Technology provided with appropriate assessment and evaluation of their academic and professional qualifications, in particular within the context of international and professional mobility?

definitely yes rather yes rather no definitely no I do not know

20. Has Gdańsk University of Technology established the required level of basic qualifications to meet the needs of a particular position?

definitely yes rather yes rather no definitely no I do not know

21. Has Gdańsk University of Technology established clear rules and explicit guidelines concerning the recruitment and appointment of postdoctoral researchers, including the objectives of appointment and the maximum time of holding a position?

definitely yes rather yes rather no definitely no I do not know

Additional notes – comments and suggestion to the area RECRUITMENT (EMPLUMENT):

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III WORKING CONDITIONS AND SOCIAL SECURITY

22. Are all researchers at any career level recognized as professionals at Gdańsk University of Technology and treated accordingly?

definitely yes rather yes rather no definitely no I do not know

23. Is Gdańsk University of Technology committed to creating the most stimulating research and research training environment which offers appropriate equipment, facilities and opportunities, including remote collaboration over research networks? Are the regulations concerning health and safety in research observed at GUT?

definitely yes rather yes rather no definitely no I do not know

24. Are the research workers of Gdańsk University of Technology, including the disabled staff members, provided with flexible working conditions in compliance with existing legislation so as to achieve successful research performance?

definitely yes rather yes rather no definitely no I do not know

25. Are the research workers of Gdańsk University of Technology provided with stable working conditions in compliance with the principles and terms laid down in the EU Directive on Fixed-Term Work?

definitely yes rather yes rather no definitely no I do not know

26. Are the research workers of Gdańsk University of Technology provided with fair and attractive remuneration conditions at all career stages, as well as with adequate and equitable social security provisions in accordance with applicable regulations?

definitely yes rather yes rather no definitely no I do not know

27. Does Gdańsk University of Technology make efforts to ensure a representative gender balance at all levels of staff, including supervisory and managerial levels?

definitely yes rather yes rather no definitely no I do not know

28. Is there a specific career development strategy for researchers at all stages of their career within the framework of Gdańsk University of Technology Human Resources management?

definitely yes rather yes rather no definitely no I do not know

29. Is the value of geographical, intersectorial, inter- and trans-disciplinary and virtual mobility as well as mobility between the public and private sector recognized at Gdańsk University of Technology as an important means of enhancing scientific knowledge and professional development at any stage of a researcher's career?

definitely yes rather yes rather no definitely no I do not know

30. Is career advice and job placement assistance offered to the research workers of Gdańsk University of Technology at all stages of their careers, regardless of the type of their employment contract?

definitely yes rather yes rather no definitely no I do not know

31. Does Gdańsk University of Technology ensure that researchers at all career stages reap the benefits of the exploitation of their R&D results through legal protection and, in particular, through appropriate protection of Intellectual Property Rights, including copyrights?

definitely yes rather yes rather no definitely no I do not know

32. Are there the strategies, practices and procedures developed at Gdańsk University of Technology to provide researchers, including those at the beginning of their research careers and Ph.D. students, with the necessary framework conditions so that they can enjoy the right to be recognised and listed and/or quoted, in the context of their actual contributions, as co-authors of papers, patents, etc., or to publish their own research results independently from their supervisor(s)?

definitely yes rather yes rather no definitely no I do not know

33. Are teaching duties adequately remunerated and taken into account in the evaluation/appraisal systems at Gdańsk University of Technology and is the time devoted by senior members of staff to the training of early stage researchers recognized as part of their teaching commitment?

definitely yes rather yes rather no definitely no I do not know

34. Has Gdańsk University of Technology established, in compliance with national rules and regulations, appropriate procedures and appointed an impartial person as an ombudsman to deal with complaints/appeals of researchers, including those concerning conflicts between supervisor(s) and early-stage researchers?

definitely yes rather yes rather no definitely no I do not know

35. Does Gdańsk University of Technology recognize it as wholly legitimate that researchers be represented in the relevant information, consultation and decision-making bodies of the institutions they work for in order to protect and promote their individual and collective interests as professionals and to actively contribute to the workings of the institution?

definitely yes rather yes rather no definitely no I do not know

36. Has Gdańsk University of Technology established structured and regular forms of contact between Ph.D. students and their supervisors and faculty/departmental representatives?

definitely yes rather yes rather no definitely no I do not know

Additional notes – comments and suggestion to the area WORKING CONDITIONS AND SOCIAL SECURITY:

IV TRAINING

37. Do so-called senior researchers at Gdańsk University of Technology strive for the highest professional standards when performing their multi-faceted role as supervisors, mentors, leaders, project coordinators or science communicators and do they build up constructive and positive relationship with the early-stage researchers/Ph.D. students?

definitely yes rather yes rather no definitely no I do not know

38. Does Gdańsk University of Technology support researchers at all career stages in their continuous professional development and in improving their skills and competencies by enabling them to participate in conferences, formal training and other forms of education?

definitely yes rather yes rather no definitely no I do not know

39. Does Gdańsk University of Technology ensure that researchers at all career stages, regardless of their type of employment contract, are given professional development opportunities as well as the possibility to improve their employability through access to measures for the continuous development of skills and competencies?

definitely yes rather yes rather no definitely no I do not know

40. Are the supervisors appointed at Gdańsk University of Technology sufficiently expert in supervising research and do they have the time, knowledge, experience, expertise and commitment to be able to offer the research trainee and Ph.D. students appropriate support?

definitely yes rather yes rather no definitely no I do not know

Additional notes – comments and suggestion to the area TRAINING:

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