

GAP Analysis (Charter and Code Checklist)

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers: GAP analysis overview			
Status: to what extent does this organisation meet the following principles?	Implementation (++, +/-, -/+, --) : ++ fully implemented +/- almost but not fully implemented -/+ partially implemented -- insufficiently implemented	GAP: In case of --, +/-, or +/-, please indicate the actual “gap” between the principle and the current practice in your organisation. Implementation impediments: If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.	Initiatives undertaken/new proposals: If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.
Ethical and Professional Aspects			
1. Research freedom	++ fully implemented	Relevant legislation <i>The Higher Education Act</i> , Chapter 1, Section 6: The following general principles shall apply to research: 1. Research issues may be freely selected, 2. Research methodologies may be freely developed, and 3. Research results may be freely published.	Organisational regulation and resources In <i>Strategies for Stockholm University 2023-2026</i> Stockholm University affirms the fundamental academic values of autonomy and academic freedom, identifying the pursuit of truth and the development of new knowledge as central to its mission. The Strategies state that research freedom requires that researchers are free to formulate questions, select methods, and publish

		<p><u>Freedom of Speech Act</u> (1991:1469) (SWE) The purpose of freedom of expression under this Fundamental Law is to secure the free exchange of opinion, free and comprehensive information, and freedom of artistic creation.</p> <p><u>Freedom of Press Act</u> (1949:105) (SWE)</p> <p><u>Act (1976:580) on Co-Determination in the Workplace</u> (SWE) The law describes employees' rights to information about the workplace.</p>	<p>independently, and that such freedom is essential for innovation, disciplinary breadth, and scientific excellence. The Strategies also emphasise that research must be conducted with integrity and in accordance with good research practice, and that this is supported by a research culture that encourages open, ethical discussion and protects academic independence.</p>
2. Ethical principles	+/- almost but not fully implemented	<p>Relevant legislation</p> <p><u>Ordinance with instructions for the Ethics Review Authority</u> (SFS 2018:1879) (SWE) In Sweden, certain types of research must, by law, undergo ethical review before the research is allowed to start, carried out by the Swedish Ethical Review Authority.</p> <p><u>The Act concerning the Ethical Review of Research Involving Humans</u> (2003:460) (SWE) The purpose of the Act is to protect both the individual and respect for human dignity in research.</p> <p><u>Animal Welfare Act</u> (2018:1192) (SWE) The purpose of this Act is to ensure good animal welfare and promote good animal well-being and respect for animals.</p>	<p>Organisational regulation and resources</p> <p><u>Strategies for Stockholm University 2023-2026</u> Stockholm University requires that all research be conducted in accordance with good research practice, following established ethical principles and recognised disciplinary norms, supported by a research culture that fosters continuous ethical reflection.</p> <p><u>Stockholm University's research integrity and ethics policy (dnr SU FV-10634-25)</u> The policy specifies that all research must adhere to recognised ethical standards and good research practice grounded in national, sector-specific and institutional codes.</p> <p><u>Open Science Policy (dnr SU FV-3042-24)</u></p>



		<p><i>Higher Education Ordinance</i> (1993:100) Chapter 1 Section 16-18: “Advice and support relating to good research practice” and “Management of suspected deviations from good research practice.”</p> <p><i>Act on responsibility for good research practice and the examination of research misconduct</i> (2019:504) (SWE)</p> <p><i>The General Data Protection Act</i> (2018:218) (SWE)</p> <p><i>Patient Data Act</i> (2008:355) (SWE)</p> <p><i>Medicines Act</i> (2015:315) (SWE)</p> <p>National and European resources</p> <p><i>Swedish National Board for Assessment of Research Misconduct</i></p> <p><i>Codex</i> Operated by the Swedish Research Council with the aim to give researchers access to and information on the guidelines, ethics codes, and laws that regulate and place ethical demands on the research process. The Swedish Research Council is an agency under the Ministry of Education and Research. It is the primary source of research funding and is thereby a strong driver of</p>	<p><u><i>Procedure for handling suspicion of deviation from good research practice (dnr SU FV-1064-25)</i></u></p> <p><u><i>Webpage for Research data</i></u></p> <p>The University also provides a e-tool to help staff and affiliates determine whether a research project requires ethical review under the <u><i>The Act concerning the Ethical Review of Research Involving Humans</i></u> (2003:460) (SWE)</p>
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		<p>Swedish research quality, ensuring compliance with legal and ethical obligations.</p> <p><u>ALLEA: The European Code of Conduct for Research Integrity</u></p> <p><u>Swedish Ethical Review Authority (SWE)</u></p> <p><u>The Swedish National Council on Medical Ethics</u> is an advisory board to the Swedish government and parliament on ethical issues raised by scientific and technological advances in biomedicine</p> <p><u>Oviedo Convention</u> Convention for Human Rights and Biomedicine.</p> <p><u>Declaration of Helsinki: ethical principles for medical research involving human subjects.</u></p> <p><i>GAP identified: See action 1 and 2 in the Action Plan.</i></p> <p>This works quite well at Stockholm University, but we do not have enough control mechanisms to say so with certainty. In recent years, a broad national debate on research ethics and several regulatory changes have created uncertainty among researchers, particularly within the humanities and social sciences, which further</p>	
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		<p>underlines the need for clearer guidance and more accessible support.</p>	
<p>3. Professional responsibility</p>	<p>++ fully implemented</p>	<p>Relevant legislation <u><i>The Higher Education Act</i></u> (1992:1434) 1 Ch § 3a In the course of their operations, higher education institutions shall uphold academic credibility and good research practice.</p> <p><u><i>Higher Education Ordinance</i></u> (1993:100) 1 Ch 16 Responsibility to investigate suspected misconduct in research, artistic research, or development work at the institution.</p> <p><u><i>The Administrative Procedure Act</i></u> (2017:900) (SWE) This Act applies to the handling of matters by administrative authorities (e.g., public universities). Specifies how administrative authorities (such as universities) shall handle issues.</p> <p><u><i>Act on responsibility for good research practice and the examination of research misconduct</i></u> (2019:504) (SWE)</p> <p><u><i>Swedish National Board for Assessment of Research Misconduct</i></u></p> <p><u><i>Basic values of central government authorities – common principles for a good administrative culture.</i></u></p>	<p>Organisational regulation and resources <u><i>Strategies for Stockholm University 2023-2026</i></u> Researchers are expected to act responsibly in all stages of the research process.</p> <p>There are also local implementation strategies for the <u><i>Strategies for Stockholm University 2023-2026</i></u> at the different faculties and departments.</p> <p><u><i>Stockholm University’s research integrity and ethics policy (dnr SU FV-10634-25)</i></u> emphasises that researchers must take responsibility for the competence of those to whom tasks are delegated.</p> <p><u><i>Research integrity, ethics, and legal aspects</i></u> The University administration provides dedicated support functions with experts for the researchers, such as guidance on legal matters, advice on the processing of personal data, and assistance with research ethics.</p>



<p>4. Professional attitude</p>	<p>+/- almost but not fully implemented</p>	<p>Relevant legislation</p> <p>The Swedish legislation encompasses ethical and professional expectations in a number of laws and regulations, as referred to in this document under each paragraph, and thus sets the frame for each researcher's personal accountability. Examples are:</p> <p><u><i>The Act concerning the Ethical Review of Research Involving Humans</i></u> (2003:460) (SWE)</p> <p><u><i>The General Data Protection Act</i></u> (2018:218) (SWE)</p> <p><u><i>Patient Data Act</i></u> (2008:355) (SWE)</p> <p><u><i>Medicines Act</i></u> (2015:315) (SWE)</p> <p><u><i>The Act on biobanks in the health service</i></u> (2002:297) (SWE)</p> <p><u><i>The Swedish Radiation Safety Authority</i></u> (SWE)</p> <p><u><i>Basic values of central government authorities – common principles for a good administrative culture.</i></u></p> <p><i>GAP identified: See action 1 and 2 in the Action Plan.</i></p>	<p>Organisational regulation and resources</p> <p><u><i>Quality Policy (dnr SU FV-1.1.2-3651-19)</i></u></p> <p>According to the policy, teachers, other staff, and students each have a responsibility in their respective roles, both individually and in collaboration with others, to actively contribute to securing and developing the university's core operations.</p>
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		Good access to high quality information, but difficulties in communicating this information to research students and younger researchers.	
5. Contractual and legal obligations	+/- almost but not fully implemented	<p>Relevant legislation</p> <p><u>Act on Copyright in Literary and Artistic Works</u> (1960:729) (SWE)</p> <p><u>The Patent Act</u> (1967:837) (SWE)</p> <p><u>Act on the Right to Employee Inventions</u> (1949:345) (SWE)</p> <p><u>Design Protection Act</u> (1970:485) (SWE)</p> <p><u>The Trademark Act</u> (2010:1877) (SWE)</p> <p><u>Act on the protection of topographies of semiconductor products</u> (1992:1685) (SWE)</p> <p><u>The Plant Breeders' Rights Act</u> (1997:306)</p> <p><u>The Names Act</u> (1982:670) (SWE)</p> <p><u>Basic values of central government authorities – common principles for a good administrative culture.</u></p>	<p>Organisational regulation and resources</p> <p>Guidelines and templates for research agreements are published on the internal web, accessible to all academic staff and the University Administration gives support on legal questions, and provides a checklist for research contracts.</p> <p><u>Procedures regarding external research funding: applications and agreements (dnr SU FV-2591-23)</u></p> <p><u>Procedure for EU funded research projects (dnr SU FV-4123-23)</u></p>

		<p><i>GAP identified: See action 3 and 4 in the Action Plan.</i></p> <p>Good access to high-quality information, but difficulties communicating it to research students and younger researchers.</p>	
6. Accountability	++ fully implemented	<p>Relevant legislation</p> <p><i>The Higher Education Act</i> (1992:1434) Ch 1-4§ The operations of higher education institutions shall be arranged to ensure that high standards are attained in courses and study programmes and in research. The available resources shall be used effectively to maintain a high standard of operation.</p> <p><i>Internal Audit Ordinance</i> (2006:122), §§ 1 and 2 (SWE)</p> <p><i>Act containing Instructions for the Swedish National Audit Office</i> (2002:1023). The Swedish National Audit Office conducts financial and performance audits on government authorities.</p> <p><i>The Public Employment Act</i> (1994:260) (SWE).</p>	<p>Organisational regulation and resources</p> <p><i>Strategies for Stockholm University 2023-2026</i></p> <p>“The research culture creates an environment for open and well-informed conversations about research ethics. The university’s research must be continuously scrutinised through both internal and external review processes.” (page 4). It is also stated that “Research communication is an important part of this, making clear the university’s contribution to society. Communication shall be developed to further highlight and disseminate research results, and explain how knowledge can be used today or in the future.” (page 7).</p> <p>SU works continuously and systematically with quality improvement, in accordance with the <i>Quality Policy (dnr SU FV-1.1.2-3651-19)</i>, in which it is stated that “The quality system must also ensure that laws and regulations that apply to university activities are obeyed. Finally, the system must meet the quality requirements, expectations, and demands from the Government, students, and external stakeholders.” (page 3).</p>

			<p><u>Procedure for internal governance and control (dnr SU FV-3412-24)</u> (SWE). There are also regulations regarding the Internal Audit and the general framework for procedure for internal control.</p> <p>Support programs and staff are available from Stockholm University. Support programs in economy, relevant legal regulations and human resources.</p>
<p>7. Good practice in research</p>	<p>+/- almost but not fully implemented</p>	<p>Relevant legislation</p> <p><u>Work Environment Act</u> (1977:1160) (SWE) comprises general provisions regarding the work environment. A fundamental principle is that work should be adapted to the employee's physical and psychological situation. The Act also regulates co-operation between employer and employee.</p> <p><u>The Personal Data Act</u> (1998:204) (SWE).</p> <p><u>Archives Act</u> (1990:782) (SWE).</p> <p><u>Public Access to Information and Secrecy Act</u> (2009:400) (SWE).</p> <p><i>GAP identified: See action 3 and 4 in the Action Plan.</i></p> <p>Stockholm University has clear instructions regarding laws, rules, and policies for archiving, data storage, and</p>	<p>Organisational regulation and resources</p> <p><u>Stockholm University's research integrity and ethics policy (dnr SU FV-10634-25)</u></p> <p><u>Open Science Policy</u> (dnr SU FV-3042-24)</p> <p><u>Open Science Plan</u> (dnr SU FV-3004-24)</p> <p><u>Guidelines on research infrastructure at Stockholm university</u> (dnr SU FV-1.1.2-4029-17) (SWE)</p> <p><u>Digitalisation plan for Stockholm University 2024–2026</u> (dnr SU FV-0348-23)</p> <p><u>Data protection policy</u> (dnr SU FV-3945-21) (SWE)</p> <p><u>Rules for the organization and implementation of data protection at Stockholm University</u> (dnr SU FV-4177-25) (SWE)</p>



		<p>open access to research data. Within most research areas, this works well, but in a few areas with complex research infrastructure and large volumes of data, meeting the standards is difficult. There are also indications that some research staff are unsecure in regards to data management because of the fast technical advancements.</p>	<p><u><i>Procedure for exercising data subject rights under the General Data Protection Regulation (dnr SU FV-3116-24) (SWE)</i></u></p> <p>The Legal Secretariat at the University Administration provide help in issues regarding data protection regulation in both research, education and general operations.</p> <p><u><i>Policy on the management of intellectual property rights at Stockholm University (dnr SU FV-3946-11) (SWE).</i></u></p> <p><u><i>Webpage for Research data</i></u></p> <p>The Research Data Management Team at the Stockholm University Library provide a wide range of activities and support for research staff regarding data management, including courses, guidance on data management plans, storage of research data, tools for data analysis, publishing research data in accordance with the FAIR principles, and more. There are also workshops in Data management/Software Carpentry. Stockholm University Library is also responsible for a larger development work regarding data management at the university.</p>
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			Stockholm university is also a member of <i>SND, the Swedish National Data Service</i> , which provide support to research regarding research data.
8. Dissemination, exploitation of results	++ fully implemented	<p>Relevant legislation <i>The Higher Education Act</i> (1992:1434), Chapter 1, §§ 2 and 3. The role of the universities shall include conducting third-stream activities, providing information about their operations, and taking actions to ensure that benefits are derived from research findings at the university.</p> <p><i>Act on the Right to Employee Inventions</i> (1949:345) (SWE). Academic staff at Swedish universities are granted the right to their own research results through the “Teachers’ exemption,” i.e., an exemption from employers' rights to their employees' patentable inventions.</p>	<p>Organisational regulation and resources <i>Collaboration and innovation</i> The development of new products, methods, and the commercialisation of research are supported by the Stockholm University Innovation Office and the Stockholms universitet Ventures AB.</p>
9. Public engagement	++ fully implemented	<p>Relevant legislation <i>The Higher Education Act</i> (1992:1434), Chapter 1, 2 and 2 §§: The role of universities shall include conducting third-stream activities and providing information about their operations, as well as taking actions to ensure that benefits are derived from research findings at the university.</p>	<p>Organisational regulation and resources <i>Strategies for Stockholm University 2023-2026</i> “ This includes actively promoting open academic discourse that rests on a scientific foundation, consolidates knowledge, and develops critical thinking. Research communication is an important part of this, making clear the university’s contribution to society. Communication shall be developed to further highlight and disseminate research results, and explain how knowledge can be used today or in the future.</p>



			<p>Communication also involves conveying the importance of scientific methods and perspectives to increase public understanding and confidence in scientific practices and approaches.” (page 7). The duties of researchers also include following developments in their own subject area and in social development, which is important for work at the university. The employment also includes actively applying for external research funds, interacting with the surrounding community, and performing administrative duties.</p> <p>Stockholm University is a member of <i>Public & Science Sweden</i>, an independent Swedish non-profit membership organisation that promotes dialogue and openness between researchers and the public.</p>
<p>10. Non discrimination</p>	<p>+/- almost but not fully implemented</p>	<p>Relevant legislation <i>The Discrimination Act (2008:567) (SWE)</i> The Act’s purpose is to counteract discrimination and, in other ways, promote equal rights and opportunities regardless of sex, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.</p> <p><i>The Equality Ombudsman</i> is a government agency that promotes equal rights and opportunities and combats discrimination.</p>	<p>Organisational regulation and resources In accordance with Swedish legislation Stockholm university has developed <i>Gender Equality Policy – with a Summary of Stockholm University's Plan for Increased Gender Equality (SU FV-3302-21)</i> and <i>Work environment and equal opportunity policy (dnr SU FV-1.1.2-3914-19)</i> for gender equality and equal conditions.</p> <p><i>Action Plan for Gender Mainstreaming 2023–2025 (dnr SU FV-3040-22)</i>.</p>

		<p><i>The Swedish Gender Equality Agency</i> is responsible for two development programmes that support Swedish higher education institutions in their gender mainstreaming work.</p> <p><i>The Swedish Secretariat for Gender Research</i> has been a central actor in gender research and gender equality since 1998, carrying out assignments on behalf of several national, Nordic, and European actors. The secretariat is commissioned by the Swedish government to support all state-funded higher education institutions in their gender mainstreaming efforts 2016-2019.</p> <p><i>GAP identified: See action 14 in the Action Plan.</i></p>	<p><u><i>Direction for Gender Mainstreaming 2023–2025</i></u> (dnr SU FV-3040-22).</p>
11. Evaluation/ appraisal systems	+/- almost but not fully implemented	<p>Relevant legislation</p> <p><u><i>Internal Audit Ordinance</i></u> (2006:122), 1 and 2 §§ (SWE)</p> <p><u><i>Ordinance on Internal Control</i></u> (2007:603) (SWE)</p> <p><u><i>The Swedish Higher Education Authority</i></u> (UKÄ) UKÄ evaluates the quality of education, including third-cycle education, in accordance with the national system for quality assurance of higher education.</p> <p>Higher education institutions are required to have systematic quality assurance processes. <u>UKÄ is responsible for assessing these.</u></p>	<p>Organisational regulation and resources</p> <p><u><i>Quality Policy</i></u> (dnr SU FV-1.1.2-3651-19) Peer review is the fundamental principle of the quality assurance of research at the university.</p> <p><u><i>Procedural Rules for Stockholm University's Research Quality Assurance System</i></u> (dnr SU FV-2969-24) (SWE) Stockholm University ensures regular and transparent evaluations of its research environments through annual indicator reports, structured quality dialogues, and independent external assessments carried out by qualified experts. Together, these elements create a continuous and supportive system for monitoring and</p>



		<p><i>The Swedish Research Council</i> (VR) is an agency within the Ministry of Education and Research. It plays a leading role in developing Swedish research of the highest scientific quality and conducts various types of research evaluations, both of research topics and of government-initiated research efforts. The focus of the evaluation is on scientific quality, though aspects such as strategic management at the university level and research impact may also be considered.</p> <p><i>The Association of Swedish Higher Education Institutions</i> (SUHF).</p> <p><i>GAP identified: See action 5 and 6 in the Action Plan.</i></p> <p>The quality of the performance reviews varies, and there is room for improvement through clearer, more specific instructions for these discussions. There is also a risk that younger researchers at the beginning of their careers do not receive enough support.</p>	<p>improving research quality in line with the principles of evaluation and appraisal.</p> <p>Third-cycle education is continually evaluated within the education quality assurance system.</p> <p><u>Regulations for programme reviews (dnr SU FV-3963-24)</u></p> <p><u>Quality enhancement work in education</u></p>
12. Recruitment	+/- almost but not fully implemented	<p>Relevant legislation</p> <p><i>The Instrument of Government</i> (1974:152) (SWE) Ch 11, Sec 9</p> <p>When making appointments to posts within the state administration, only objective factors, such as merit and competence, shall be taken into account.</p>	<p>Organisational regulation and resources</p> <p>The university has a policy that all recruitment shall be open, transparent, and attractive for the best-qualified people who, with their competence, can contribute to the university's development. Recruitment is nationally regulated for openness and transparency through</p>



		<p><u>The Public Employment Act</u> (1994:260) (SWE) Section 4 (SWE) When making appointments, only objective factors such as service merits and competence shall be considered. Competence shall be a primary consideration, unless specific reasons otherwise exist.</p> <p><u>The Higher Education Act</u> (1992:1434) In accordance with Ch. 2 Section 2 of the <u>Higher Education Ordinance</u>, boards of governors of higher education institutions shall establish an appointment procedure. The appointment procedure shall be accompanied by supplemental instructions to be decided on by the Vice-Chancellor.</p> <p><u>Higher Education Ordinance</u> (1993:100)</p> <p><u>The Discrimination Act</u> (2008:567) (SWE).</p> <p><u>Act (1976:580) on Co-Determination in the Workplace</u> (SWE) § 8</p> <p><u>Ordinance on State registrations</u> (1984:819) (SWE)</p> <p>The Association of Swedish Higher Education Institutions has also adopted a <u>framework for future merit assessments REK 2025:4</u> (SWE).</p>	<p>legislation. In addition, national agencies, such as universities, are legally bound to take into account worthiness and ability in their recruitment.</p> <p>The university has also signed <u>The San Francisco Declaration on Research Assessment (DORA)</u> och <u>Coalition for Advancing Research Assessment (CoARA)</u>. There is also a subgroup working with CoARA on mandate from Rufus.</p> <p>In addition to legislation, several organisational rules guide recruitment at SU.</p> <p><u>Rules of Employment for the Recruitment and Promotion of Teachers at Stockholm University (dnr SU FV-0138-26)</u>.</p> <p><u>Admission regulations for third-cycle study programmes (dnr SU FV-1.1.2-4212-20)</u> regulate admission in regard to requirements, procedure, announcement of positions, selection process, and decision on candidates.</p>
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		<i>GAP identified: See action 7, 8, 9, and 10 in the Action Plan.</i>	
13. Recruitment (Code)	+/- almost but not fully implemented	Relevant legislation <i>The Instrument of Government</i> (1974:152) (SWE) Ch 11, Sec 9 When making appointments to posts within the State administration, only objective factors, such as merit and competence, shall be taken into account. <i>Higher Education Ordinance</i> (SFS 1993:100) According to the Higher Education Ordinance (SFS 2010: 1064), Chapter 2, § 2, the University Board shall set employment regulations (SWE: anställningsordning) that the university applies together with the rules of appointment and promotion of teachers. <i>Employment Ordinance</i> (SFS 1994:373) (SWE) <i>Freedom of Press Act</i> (1949:105) (SWE), Chapter 2. On the public nature of official documents. <i>The Public Employment Act</i> (1994:260) (SWE) Section 4 Merits and competence <i>The Discrimination Act</i> (2008:567) (SWE).	Organisational regulation and resources See point 12.



		<p><i>GAP identified: See action 7, 8, 9, and 10 in the Action Plan.</i></p> <p>Currently, there is good information about the recruitment process for groups R3 and R4. Both procedures and regulations are clearly stated on the university and faculty webpages. After reviewing the application procedures for groups R1 and R2, it appears unclear how the application process unfolds, especially for researcher and postdoctoral positions.</p>	
14. Selection (Code)	+/- almost but not fully implemented	<p>Relevant legislation National legislation <u><i>The Higher Education Act</i></u> (1992:1434) <u><i>Higher Education Ordinance</i></u> (1993:100)</p> <p><i>GAP identified: See action 7 and 8 in the Action Plan.</i></p> <p>Currently, there is good information about the recruitment process for groups R3 and R4. Both procedures and regulations are clearly stated on the university and faculty webpages. After reviewing the application procedures for groups R1 and R2, it appears unclear how the application process unfolds, especially for researcher and postdoctoral positions.</p>	<p>Organisational regulation and resources The composition of the selection committees is regulated in the <u><i>Rules of Employment for the Recruitment and Promotion of Teachers at Stockholm University</i></u> (dnr SU FV-0138-26). The rules also regulate review by external experts in selection processes.</p> <p>Applicants must be assessed against the criteria set forth in the job vacancy advertisement and the general requirements for the individual academic post.</p> <p>A range of selection practices are used such as external expert assessment, face-to face interviews, test lectures or work samples.</p>
15. Transparency (Code)	+/- almost but not fully implemented	<p>Relevant legislation <u><i>The Higher Education Act</i></u> (SFS 1992:1434)</p>	<p>Organisational regulation and resources</p>



		<p><u>Higher Education Ordinance</u> (SFS 1993:100) According to the Higher Education Ordinance (SFS 2010: 1064), Chapter 2, § 2, the University Board shall set employment regulations (sw. anställningsordning) that the university applies together with the rules on the appointment and promotion of teachers.</p> <p><u>Employment Ordinance</u> (SFS 1994:373) (SWE)</p> <p><u>Public Access to Information and Secrecy Act</u> (2009:400) (SWE).</p> <p><i>GAP identified: See action 7, 8, and 10 in the Action Plan.</i></p> <p>Currently, there is good information about the recruitment process for groups R3 and R4. Both procedures and regulations are clearly stated on the university and faculty webpages. After reviewing the application procedures for groups R1 and R2, it appears unclear how the application process unfolds, especially for researcher and postdoctoral positions.</p>	<p>The university uses a web-based recruitment system called <i>Varbi</i>, which offers a standardised application process. Applicants are informed, in the job advertisements and on the university website, of the recruitment guidelines. Recruitment materials are published on the <u>website</u>. <u>The Public Access to Information and Secrecy Act</u> (2009:400) also applies to recruitment.</p>
16. Judging merit (Code)	++ fully implemented	<p>Relevant legislation <u>The Public Employment Act</u> (1994:260) (SWE) §4 Merits and competence <u>Higher Education Ordinance</u> (SFS 1993:100) chapter 4.</p>	<p>Organisational regulation and resources <u>Rules of Employment for the Recruitment and Promotion of Teachers at Stockholm University</u> (dnr SU FV-0138-26) details general assessment criteria, starting points for</p>



			<p>assessing scientific and artistic skills, pedagogical skills, and other relevant skills. Applicants have great freedom to refer to merits relevant to the position.</p> <p>External expert assessments include teaching and scientific skills as well as other skills, as defined in the announcement of the position in question.</p>
17. Variations in the chronological order of CVs (Code)	++ fully implemented	<p>Relevant legislation <i>The Instrument of Government</i> (1974:152) (SWE) Chapter 12 5§ and <i>The Public Employment Act</i> (1994:260) (SWE) 4§. For employment attention shall be paid only to objective factors such as merit and skills. Skills must be foremost unless there are specific reasons to do otherwise.</p> <p><i>Employment Ordinance</i> (SFS 1994:373) (SWE) 4-5 § Assessment grounds for employment.</p>	<p>Organisational regulation and resources In accordance with Swedish legislation.</p> <p>Apart from the standardised forms to complete in <i>Varbi</i>, applicants submit their own CVs and letters of application. This leaves the applicant with great freedom to express their experience in their own way.</p>
18. Recognition of mobility experience (Code)	++ fully implemented	<p>Relevant legislation <i>The Instrument of Government</i> (1974:152) (SWE) Chapter 12 5§ and <i>The Public Employment Act</i> (1994:260) (SWE) 4§ For employment attention shall be paid only to objective factors such as merit and skills. Skills must be foremost unless there are specific reasons to do otherwise. <i>Employment Ordinance</i> (SFS 1994:373) (SWE) 45 § Assessment grounds for employment 6-8 § Procedures for employment.</p>	<p>Organisational regulation and resources <u><i>Rules of Employment for the Recruitment and Promotion of Teachers at Stockholm University</i> (dnr SU FV-0138-26)</u></p> <p>See also under points 14 and 16.</p>



<p>19. Recognition of qualifications (Code)</p>	<p>++ fully implemented</p>	<p>Relevant legislation <u>Higher Education Ordinance</u> (SFS 1993:100) According to the Higher Education Ordinance (SFS 2010: 1064), Chapter 2, § 2, the University Board shall set employment regulations (sw. anställningsordning) that the university applies together with the rules on the appointment and promotion of teachers. <u>The Instrument of Government</u> (1974:152) (SWE) Chapter 12 5§ and <u>The Public Employment Act</u> (1994:260) (SWE) 4§ “For employment, attention shall be paid only to objective factors such as merit and skills. Skills must be foremost, unless there are specific reasons for doing otherwise.”</p>	<p>Organisational regulation and resources There are clear criteria for when and how assessments should be carried out. Selection committees use several different methods to verify nondocumented qualifications (such as trial lectures and interviews). External assessors review the applications in accordance with the guidelines given by the university.</p>
<p>20. Seniority (Code)</p>	<p>++ fully implemented</p>	<p>Relevant legislation <u>The Instrument of Government</u> (1974:152) (SWE) <u>The Public Employment Act</u> (1994:260) (SWE). <u>The Higher Education Act</u> (1992:1434) <u>Collective Agreement on fixed-term postdoc employment</u> (SWE) <u>The Discrimination Act</u> (2008:567) (SWE).</p>	<p>Organisational regulation and resources In accordance with Swedish legislation (see also point 10). SU, as a state university, is bound to obey the <u>The Discrimination Act</u> (2008:567) (SWE) and the <u>Higher Education Ordinance</u>.</p>



<p>21. Postdoctoral appointments (Code)</p>	<p>+/- almost but not fully implemented</p>	<p>Relevant legislation <u>Employment Protection Act</u> (1982:80) (SWE) § 5</p> <p><i>GAP identified: See action 7, 8, and 10 in the Action Plan.</i></p> <p>The employment of doctoral students and postdoctoral researchers is reviewed, assessed, and decided upon at the departmental level. The announcement and advertisement of vacant positions are regulated nationally. A review reveals a lack of description of the selection, assessment, and decision-making processes. This is also not formally regulated at Stockholm University.</p>	<p>Organisational regulation and resources Post-doctoral appointments are regulated in the <u>Collective Agreement on fixed-term postdoc employment</u> (SWE).</p> <p>Recruitment process with standardised routines and templates for advertising always includes clear qualification requirements, project description, duties and length of employment.</p>
<p>22. Recognition of the profession</p>	<p>++ fully implemented</p>	<p>Relevant legislation <u>The Higher Education Act</u> (1992:1434) chapter 1, §6 and chapter 2 §6.</p> <p><u>Collective Agreement</u> (SWE).</p>	<p>Organisational regulation and resources Terms of employment follow Swedish legislation and exist for all levels of employment. Since PhD students are employed, these terms of employment are a natural part of all forms of employment at Stockholm University. All research staff at the university are recognised as professionals and treated accordingly at all levels of their careers.</p>
<p>23. Research environment</p>	<p>++ fully implemented</p>	<p>Relevant legislation <u>Work Environment Act</u> (1977:1160) (SWE)</p> <p><u>The Work Environment Ordinance</u> (1977:1166) (SWE)</p>	<p>Organisational regulation and resources Researchers' work environment is regulated by the Swedish Work environment act. Options for employees to carry out work include different research platforms and libraries.</p>



		<p><u>The Discrimination Act</u> (2008:567) (SWE).</p> <p><u>Social Insurance Act</u> (SFS 2010:110) (SWE).</p> <p><u>Flammable and Explosive Goods Act</u> (2010:1011) (SWE).</p> <p><u>Flammable and Explosive Goods Ordinance</u> (2010:1075) (SWE).</p> <p><u>Protection against Accidents Act</u> (2003:778) (SWE).</p> <p><u>Protection Against Accidents Ordinance</u> (2003:789) (SWE).</p> <p><u>The Environmental Code</u> (1988:808) (SWE).</p> <p><u>Parental Leave Act</u> (1995:584) (SWE).</p>	<p>Staff are provided with office and laboratory space, full IT and telephone access, and free use of national and international databases and journals. They can access university infrastructures and equipment, attend internal and external seminars, and participate in a wide range of training courses, including language training. Video-conferencing facilities are available across the university, and all staff computers include the necessary software.</p>
24. Working conditions	++ fully implemented	<p>Relevant legislation</p> <p><u>Work Environment Act</u> (1977:1160) (SWE) The purpose of this Act is to prevent occupational illness and accidents and to otherwise ensure a good work environment</p> <p><u>Parental Leave Act</u> (1995:584) (SWE).</p> <p><u>The Work Environment Ordinance</u> (1977:1166) (SWE).</p>	<p>Organisational regulation and resources</p> <p><u>Goals for work environment and equal terms 2025–2026</u> (dnr SU FV-3737-24).</p> <p><u>Stockholm University’s Pay Policy</u> (dnr SU FV-2.3.7-2735-13).</p> <p><u>Collective Agreement</u> (SWE).</p>



		<p><u><i>The Discrimination Act</i></u> (2008:567) (SWE).</p> <p><u><i>The Public Employment Act</i></u> (1994:260) (SWE) regulates the employment for most of those working in government service, in the municipality, and in the county council.</p> <p><u><i>Social Insurance Act</i></u> (SFS 2010:110) (SWE).</p> <p><u><i>Flammable and Explosive Goods Ordinance</i></u> (2010:1075) (SWE).</p> <p><u><i>Protection against Accidents Act</i></u> (2003:778) (SWE).</p> <p><u><i>Protection Against Accidents Ordinance</i></u> (2003:789) (SWE).</p> <p><u><i>The Environmental Code</i></u> (1988:808) (SWE).</p> <p><u><i>Parental Leave Act</i></u> (1995:584) (SWE).</p>	<p>Fixed yearly working time.</p> <p>Access to university facilities for disabled researchers is governed by national legislation.</p> <p>There are Safety Officers at each department, whose roles are partly to handle work environment questions.</p> <p>Holiday allowances in Sweden are very generous, compared to other countries. The allowances vary between 28 and 35 days per year, depending on the age of the person.</p> <p>On a regular basis, the university carries out a major employee survey that covers subjects including: leadership, health, safety, discrimination, management, understanding of university goals, working environment, etc. This gives each employee a chance to share an opinion.</p>
25. Stability and permanence of employment	++ fully implemented	<p>Relevant legislation</p> <p><u><i>Employment Protection Act</i></u> (1982:80) (SWE)</p> <p>Employment contracts are of indefinite duration. Contracts for temporary employment are allowed in the cases listed below:</p> <ul style="list-style-type: none"> • Probationary period, not exceeding six months 	<p>Organisational regulation and resources</p> <p>In accordance with Swedish legislation. After one year of temporary employments the employment becomes permanent.</p>



		<ul style="list-style-type: none"> • General temporary-term “SÄVA” (maximum one year) • Substitute • Seasonal work • Employees aged 67 <p>A new tenure track position, assistant professor (BUL), is now included in the <u>Higher Education Ordinance</u>.</p> <p><u>Employment Ordinance</u> (SFS 1994:373) (SWE)</p> <p><u>Act prohibiting discrimination against part-time workers and workers with fixed-term contracts</u> (2002:293) (SWE).</p> <p><u>Higher Education Ordinance</u> (SFS 1993:100), chapter 4-5).</p> <p><u>The Higher Education Act</u> (1992:1434).</p> <p><u>The Public Employment Act</u> (1994:260) (SWE).</p>	
26. Funding and salaries	++ fully implemented	<p>Relevant legislation</p> <p><u>National collective agreements</u> exist between the Swedish Agency for Government Employers and the trade unions that ensure researchers receive a contractual salary and equitable social security provisions.</p>	<p>Organisational regulation and resources</p> <p>In accordance with Swedish legislation and collective agreement.</p>



		<p>The Social insurance system is an important part of the Swedish security system. Swedish social insurance covers almost everyone who lives or works in Sweden. It provides financial protection for families and children, people with disabilities and illness, work injury, and old age. For those not covered by the social insurance system, <u>Stockholm University provides insurance through Legal, Financial and Administrative Services Agency</u>. Through Sweden’s membership in the EU, citizens have the right to social security benefits in other EU countries.</p> <p><u>Legal, Financial and Administrative Services Agency</u> provides a national group insurance covering all foreign scientists doing research.</p> <p><u>Swedish Pensions Agency</u> The Pensions Agency’s assignment is to administer and disburse the national pension, but also to provide both general and individual information about pensions.</p> <p>Possibility of unemployment benefits through the <u>Swedish Public Employment Service</u> and <u>The Swedish Unemployment Insurance Funds</u>.</p> <p><u>Employment Protection Act</u> (1982:80) (SWE)</p>	<p><u>Stockholm University’s Pay Policy</u> (dnr SU FV-2.3.7-2735-13).</p> <p>Almost all R1-level researchers are employed and are not on stipends. The salary levels for such researchers are fixed and have a standard progression based on achieving performance targets. The salary levels are quite competitive. Doctoral studies in Sweden are based on four years, rather than three years in most other EU countries.</p> <p>Salary Analysis is conducted annually to ensure equal pay for women and men, but also to ensure that the salaries are not unduly biased. This is required by all employers according to <u>The Discrimination Act</u> (2008:567) (SWE).</p>
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		After one year of fixed-term employment, employees become permanent employees, with the exception of certain positions, e.g., within artistic activities.	
27. Gender balance	+/- almost but not fully implemented	<p>Relevant legislation</p> <p><i>The Discrimination Act</i> (2008:567) (SWE).</p> <p><i>The Higher Education Act</i> (SFS 1992:1434), Ch 1 §§ 5-6, states that higher education institutions should always observe and promote gender equality.</p> <p><i>Higher Education Ordinance</i> (SFS 1993:100), Ch 4 § 5 ”If a group of individuals is to submit a proposal on the applicants to be considered for appointment to a teaching post, women and men shall be equally represented in the group. This does not apply, however, if there are extraordinary reasons to the contrary. Ordinance (2010:1064)”.</p> <p>”For the appointment of a professor (including an adjunct professor), opinions on the expertise of the applicants shall be obtained, provided that this is not manifestly unnecessary for appraisal of their expertise. When the opinions of two or more persons are obtained, both men and women should be represented equally. This does not apply, however, if there are extraordinary reasons to the contrary. Ordinance (2010:1064)”.</p>	<p>Organisational regulation and resources</p> <p>The current gender balance levels at the university (2025) are as follow:</p> <ul style="list-style-type: none"> • All employees: 55 per cent female, 45 per cent male. • Research and teaching personnel: 55 per cent female, 45 per cent male. • Administrative and technical personnel: 64 per cent female, 36 per cent male. • Doctoral students: 56 per cent female, 44 per cent male. • Professors: 37 per cent female, 63 per cent male. <p>Gender balance in prioritized at the university (see point 10).</p> <p><i>Strategies for Stockholm University 2023-2026</i> state that The university shall be an attractive workplace by offering competitive working conditions and a working environment characterised by collegiality, social equality, gender equality, and equal treatment.</p>

		<p>The Swedish Secretariat for Gender Research (Nationella Sekretariatet för genusforskning) is a central actor in gender research and gender equality since 1998, carrying out assignments on behalf of several national, Nordic, and European actors. The secretariat is commissioned by the Swedish government to support all state-funded higher education institutions in their gender mainstreaming efforts, 2016-2019.</p> <p><i>GAP identified: See action 14 in the Action Plan.</i></p>	
28. Career development	-/+ partially implemented	<p>Relevant legislation</p> <p>The <i>Higher Education Ordinance</i> (SFS 1993:100), chapter 6, §§28, 29. Individual study plans. Section 29. All doctoral students have their own individual study plan. The plan shall contain the undertakings made by the doctoral students and the higher education institution, and a timetable for the doctoral student's study program. The plan shall be adopted after consultation with the doctoral student and the doctoral student's supervisors. The individual study plan shall be reviewed annually and, if required, amended by the higher education institution after consultation with the doctoral student and his or her supervisors. The period of study may only be extended if there are special grounds for doing so. Such grounds may comprise leave of absence because of illness, leave of absence for service in the defense forces, or an elected position in a</p>	<p>Organisational regulation and resources</p> <p>Careers for researchers span many different areas such as academia, academic administration, industry/private enterprises, international organisations, healthcare, teaching etc. It is important for researchers to understand what choices are available to them. It is also important that researchers wishing to remain within academia are offered a natural career pathway to pursue.</p> <p><i>Rules of Employment for the Recruitment and Promotion of Teachers at Stockholm University (dnr SU FV-0138-26)</i> includes a clear career path (see point 12).</p>

		<p>trade union, or student or parental leave. Ordinance (2010:1064).</p> <p><i>GAP identified: See action 8, 9, 10, 11, 12 and 13 in the Action Plan.</i></p> <p>There are many career development activities available, but career development opportunities for young researchers (R2) are perceived as unclear, for instance, relating to the possibility of advancing to the next step in the career system and the share of research available. Research leadership programmes are based on selection and focused on research careers, and the extent and quality of career support vary at the departmental level.</p> <p>Career development opportunities could be more clearly presented, and the strategic approach to career development could be more developed and nuanced to cover alternative career paths related to research.</p>	
29. Value of mobility	++ fully implemented	<p>Relevant legislation</p> <p><i>Act on Employees' Rights to Time Off for Studies</i> (1974: 981) (SWE).</p> <p><i>Act on the Right to Time Off to Conduct Business</i> (1997: 1293) (SWE).</p>	<p>Organisational regulation and resources</p> <p>In accordance with Swedish legislation. Good conditions are in place, depending on the individual's own decision. There is an opportunity to take leave of absence, as regulated by the relevant legislation.</p> <p><i>Strategies for Stockholm University 2023-2026</i> state that</p>

		<p><u>Act on the Right to Leave in Order to, because of illness, Try Another Job</u> (2008: 565) (SWE). Leave for employees in the governmental sector, for employees of authorities subordinated the government, have special rules in <u>Ordinance respecting Leave of Absence</u> (1984:111) (SWE) and in collective agreements. The Ordinance respecting Leave of Absence also includes rules on the right to leave for government employees while serving abroad.</p>	<p>through collaboration within academia, and with other societal actors, the university will increasingly contribute with scientific analysis in the strive for a better world.</p>
30. Access to career advice	+/- almost but not fully implemented	<p>Relevant legislation <u>Higher Education Ordinance</u> (SFS 1993:100), chapter 6, §§28, 29</p> <p><i>GAP identified: See action 6, 8, 11, 12, and 13 in the Action Plan.</i></p> <p>There are several career activities at SU, but access to career advice (and job placement assistance) is uneven. A further gap is that career advice is largely focused on academic careers. SU understands that career advice and guidance are important gap that needs to be addressed.</p>	<p>Organisational regulation and resources The university informs its researchers of the career advice available through different channels. The most central one is by peers and other colleagues, as this varies by discipline.</p>
31. Intellectual Property Rights	++ fully implemented	<p>Relevant legislation <u>Act on the Right to Employee Inventions</u> (1949:345) (SWE).</p> <p><u>The Higher Education Act</u> (1992:1434 §3a)</p>	<p>Organisational regulation and resources Employees of SU are covered by the ‘professor’s privilege’ (also known as the Teachers’ exemption), which means that they own the results of their research.</p>



		<p>Please note; "<u><i>Principles for handling intellectual property in research agreements</i></u>" (SWE: <i>Principer för immaterialrättslig hantering i forskningsavtal</i>) by The Association of Swedish Higher Education Institutions, is recommended as praxis for Swedish Higher Education Institutions in Sweden.</p>	<p><u><i>Policy on the management of intellectual property rights at Stockholm University</i></u> (dnr SU FV-3946-11) (SWE).</p> <p>Different functions at the University Administration provide support for research contracts and intellectual property rights.</p> <p>See also point 6 and 7.</p>
<p>32. Co-authorship</p>	<p>++ fully implemented</p>	<p>Relevant legislation</p> <p>There is no Swedish legislation regarding co-authorship in research.</p> <p>As a response to the recommendation of the European Commission, April 2008, on the management of intellectual property in knowledge transfer activities and Code of Conduct for universities and other public research organisations, <u><i>The Association of Swedish Higher Education Institutions</i></u> has developed <u><i>Principles for handling intellectual property in research agreements</i></u> (SWE: <i>Principer för immaterialrättslig hantering i forskningsavtal</i>) which is recommended as praxis for Swedish Higher Education Institutions.</p> <p>The Swedish Research Council provides guidelines for <u><i>Good Research Practice</i></u>.</p>	<p>Organisational regulation and resources</p> <p><u><i>Strategies for Stockholm University 2023-2026</i></u> state that the university is involved in a wide range of international and national collaborations. The university shall actively participate in international research arenas and create conditions for vibrant and internationally outstanding research environments, where the commitment and competence of teachers, researchers, and doctoral students are crucial.</p> <p>Naturally, there are significant differences between different subject disciplines and their traditions.</p>



		Rules and guidelines: <i>Codex</i> .	
33. Teaching	+/- almost but not fully implemented	<p>Relevant legislation <i>Higher Education Ordinance</i>, Chapter 5, Section 2</p> <p>Ch 3, §2 For education and research, there shall be professors and lecturers employed as teachers at the higher education institutions.</p> <p><i>Higher Education Ordinance</i> (1993:100) Ch5, § 2 and Ch 4, § 12 a</p> <p>Those appointed to doctoral studentships shall primarily devote themselves to their studies. Those appointed to doctoral studentships may, however, work to a limited extent with educational tasks, research, and administration. Duties of this kind may not comprise more than 20 percent of a full-time post.</p> <p><i>GAP identified: See action 8, 11, and 12 in the Action Plan.</i></p> <p>The opportunities for teaching qualifications are limited for postdoctoral researchers and young scientists. The agreement for postdoctoral researchers states that it is possible to teach up to 20 per cent of the postdoctoral researcher's full-time employment. The extent of teaching for research positions is not regulated, but it is usually 20 per cent of full-time employment. The</p>	<p>Organisational regulation and resources</p> <p>In accordance with Swedish legislation, those appointed as PhD students shall primarily devote themselves to their studies. However, they may work to a limited extent with educational tasks and administration. Duties of this kind may not comprise more than 20 per cent of a fulltime post. When a PhD student has 20 per cent non-study tasks the doctoral training period is prolonged from four to five years. The local collective agreement on working hours for teaching personnel regulates the amount of teaching time. All PhD students have access to several pedagogical training courses, which are mandatory for PhD students involved in teaching.</p>



		opportunity for teaching qualifications is particularly limited in certain subjects where these departments have a small proportion of teaching but significantly more research.	
34. Complains/ appeals	++ fully implemented	<p>National legislation</p> <p><u>Work Environment Act</u> (1977:1160) (SWE) The purpose of this Act is to prevent occupational illness and accidents and to otherwise ensure a good work environment.</p> <p><u>Systematic work environment management</u> (AFS 2001:1) (SWE).</p> <p><u>Organisational and social working environment</u> (AFS 2015:4) (SWE).</p> <p><u>The Discrimination Act</u> (2008:567) (SWE).</p> <p><u>Act (1976:580) on Co-Determination in the Workplace</u> (SWE) regulates collective labour law. Its name refers to the Act's objective of promoting employees' participation in working conditions and management.</p> <p><u>Act on Whistleblower Protection</u> (2016:749) (SWE)</p> <p><u>Higher Education Ordinance</u> (1993:100) Ch 12 § 2</p>	<p>Organisational regulation and resources</p> <p>Established procedures for conflict management, victimisation and systematic work environment management.</p> <p>Students are represented in disciplinary boards.</p> <p>There are different employee organisations/trade unions.</p> <p>The Human Resources Office provides support.</p> <p>All PhD students have access to support from the student union.</p>



		<p>This paragraph lists the types of decisions of the public university (as a public authority) that give grounds for appeal, including the recruitment process for staff, the appeal process against the appointment process, and the appointment itself. This does not apply to doctoral student positions.</p> <p><i>The Administrative Procedure Act</i> (2017:900) (SWE) describes the complaints procedure in cases of complaints based on the <i>Higher Education Ordinance</i> (1993:100), chapter 12 §2.</p>	
<p>35. Participation in decision-making bodies</p>	<p>++ fully implemented</p>	<p>Relevant legislation <i>The Higher Education Act</i> 1992:1434 chapter 2 §6. <i>Higher Education Ordinance</i> (SFS 1993:100) Chapter 2, §7a</p>	<p>Organisational regulation and resources <i>Strategies for Stockholm University 2023-2026</i> state collegial influence and governance as a central place in the organisation.</p> <p>Collegially elected governing bodies, at the department, faculty /disciplinary domain, and university level, govern SU. Academic staff are eligible for election, and encouraged to participate. The students, including PhD students, have the right to be represented in all elected governing bodies at the University. This structure is regulated in <i>Rules of procedure for Stockholm University</i> (dnr SU FV-3199-25) (SWE), which every state-owned university in Sweden is required to have.</p>



			<p>Phd-students are included in the <u>Regulations for student influence</u> (dnr SU FV-4586-25).</p> <p>Gender balance is sought in governing bodies.</p>
36. Relation with supervisors	++ fully implemented	<p>Relevant legislation The <u>Higher Education Ordinance</u>, Chapter 6, section 28. At least two supervisors shall be appointed for each PhD student. One of them shall be nominated as the principal supervisor. The PhD student is entitled to supervision during his or her studies unless the vice-chancellor has decided otherwise by virtue of Section 30. A PhD student who so requests shall be allowed to change supervisor. Ordinance 2010:1064.</p>	<p>Organisational regulation and resources <u>Admission regulations for third-cycle study programmes</u> (dnr SU FV-1.1.2-4212-20) regulate admission in regard to requirements, procedure, announcement of positions, selection process, and decision on candidates.</p> <p><u>Regulations for third-cycle education and summative assessment</u> (dnr SU FV-0755-23).</p> <p>The individual study plan for each PhD student includes the University's and the PhD student's commitments and a schedule for the education. The plan will be decided upon consultation with the PhD student and the supervisor. The individual study plan is regularly updated, at least once per year, and approved by the head of the department. Supervisors are required to take a course in PhD student supervision.</p>
37. Supervision and managerial duties	+/- almost but not fully implemented	<p>National legislation The <u>Higher Education Ordinance</u> (1993:100) Ch 6, § 28. At least two supervisors shall be appointed for each PhD student. One of them shall be nominated as the principal supervisor. The PhD is entitled to supervision</p>	<p>Organisational regulation and resources Training of supervising personnel is obligatory and courses are provided. Further, there are voluntary management training programmes that are offered to all managers and supervisors.</p>



		<p>during his or her studies unless the Vice-Chancellor has decided otherwise by virtue of Sec 30. A PhD student who so requests shall be allowed to change supervisor. (Updated through Ordinance 2010:1064.)</p> <p><i>GAP identified: See action 13 in the Action Plan.</i></p> <p>Stockholm University offers mentorship programs for young researchers. The setup involves appointing mentors for young researchers within the faculty. The mentors are senior researchers who are supposed to support the careers of young researchers. A review reveals that the availability of mentors is uneven across faculties and warrants further investigation and development.</p>	
<p>38. Continuing Professional Development</p>	<p>++ fully implemented</p>	<p>National legislation <i>Higher Education Ordinance</i> (1993:100) Ch 6, § 29</p>	<p>Organisational regulation and resources <i>Working hours</i> Local agreement on working hours for teaching staff at Stockholm University.</p> <p>Over a period of several years, each member of the teaching staff is to be guaranteed time for individual professional development. This is to be planned and documented in consultation between the employee and the employer and can either be combined to cover</p>



			extended periods or structured more continuously over the planning period.
39. Access to research training and continuous development	++ fully implemented	Relevant legislation <i>Higher Education Ordinance</i> (SFS 1993:100), Chapter 6, §29	Organisational regulation and resources
40. Supervision	++ fully implemented	Relevant legislation <i>Higher Education Ordinance</i> (SFS 1993:100) Chapter 6, section 28 At least two supervisors shall be appointed for each PhD student. One of them shall be nominated as the principal supervisor. The PhD student is entitled to supervision during his or her studies unless the Vice-Chancellor has decided otherwise by virtue of Section 30. A PhD student who so requests shall be allowed to change supervisor.	Organisational regulation and resources See points 36 and 37.