

ECONOMIC RESEARCH INSTITUTE AT THE BULGARIAN ACADEMY OF SCIENCES

A Human Resources Strategy for Researchers incorporating the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (draft)

I. Ethical and professional aspects

1. Research freedom			
<p>Researchers should focus their research for the good of mankind and for expanding the frontiers of scientific knowledge, while enjoying the freedom of thought and expression, and the freedom to identify methods by which problems are solved, according to recognised ethical principles and practices. Researchers should, however, recognise the limitations to this freedom that could arise as a result of particular research circumstances (including supervision/guidance/management) or operational constraints, e.g. for budgetary or infrastructural reasons or, especially in the industrial sector, for reasons of intellectual property protection. Such limitations should not, however, contravene recognised ethical principles and practices, to which researchers have to adhere.</p>			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Scientific Research Promotion Act (SRPA) regulates the main principles and mechanisms for implementing the government policy on scientific research promotion in Bulgaria as a national priority of strategic significance for the development of the country. R&D activity is based on the principles of ethics, transparency, publicity, accessibility and applicability.</p> <p>Under its terms and procedures, and in accordance with the National Strategy of Scientific Research, SRPA promotes R&D activity of acknowledged significance and international recognition. It covers research</p>	<p>According to Statutes of Bulgarian Academy of Sciences (SBAS), Bulgarian Academy of Sciences (BAS) determines the priorities of R&D activity, organizes and executes fundamental and applied scientific studies, in conformity with the national interests and priorities, and global tendencies, and cooperates for the use of the achieved results. In conformity with its normatively appointed rights, the General Assembly of BAS determines the research policy (strategy, priorities and main directions of the research activity) and approves concepts for the international activity of BAS.</p> <p><u>At BAS level</u></p> <p>The Vth General Assembly of BAS, at its meeting on June 22nd, 2009, approved Regulations on the Registration,</p>	<p>The research freedom, determined by the national and institutional regulations, is in conflict with some operative constraints regarding budget and infrastructure, which researchers have to acknowledge but not consider reasonable. Budget and infrastructure constraints regarding research activity at the moment have too “low down limits” on education and professional qualification of the</p>	

<p>studies on:</p> <ol style="list-style-type: none"> 1. Solving important problems of the country in the fields of economy, public processes and human resources. 2. National identity, Bulgarian history and culture. 3. Development of engineer sciences and innovations. 4. Creation of new scientific knowledge. <p>According to Article 2 of Bulgarian Academy of Sciences Act (BASA), Bulgarian Academy of Sciences (BAS) takes part in the development of the science, in conformity with the universal values, national interests and goals, determined in the National Strategy of Scientific Research. With its activity BAS contributes to the growth of the spiritual and material heritage of the Bulgarian people.</p>	<p>Protection and Use of Intellectual Property Objects at the Bulgarian Academy of Sciences. The document regulates the procedures of registration, protection and use of intellectual property objects at BAS, which are created from the work engagements or other legal relations, as well as the procedures of protection and use of the intellectual property objects with acquired rights on them in other ways.</p> <p><u>At permanent research unit (PRU) level (ERI-BAS)</u></p> <p>Article 4 of the Regulations on the Structure, Activity and Internal Procedures at Economic Research Institute at BAS (ERI-BAS) determines the subject of activity as follows: conducting theoretical studies, developing methodological and methodical matters of economic science, conducting applied studies for the immediate needs of the Bulgarian economy – analyses, forecasts, comparative studies at national, regional and international level, expertise and consultations.</p> <p>Article 2 of the Code of Ethics of ERI-BAS states:</p> <p>(c) The researcher is obliged to protect the freedom of science – not only the freedom to choose research problems and the methods for their solving, but also the freedom of thought and speech. The researcher should protest against imposed requirements for loyalty to political powers or different institutions, if it limits the freedom of science.</p> <p>(e) The researcher is obliged to conform to the limitations of the legislation (for instance state secrets, copyrights).</p>	<p>“free” researchers. There is a need for normative changes in the national legislation in support of the acknowledged and regulated research freedom.</p>	
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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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Article 2, Paragraph 1 of Bulgarian Academy of Sciences Act (BASA) stipulates the conducting of research activity in the Academy to be in accordance with the universal values, national traditions, interests and priorities, specified in the National Strategy of Scientific Research. The activity of the BAS employees is conducted following the principles of legality, impartiality, competence, responsibility, honesty, solidarity, openness and confidentiality.</p>	<p>The Code of Ethics of BAS, approved by the Government of BAS with a Decision on Record No 44/24.11.2009, regulates the ethical rules and principles the BAS employees should follow. Paragraph 1 of the interim and final provisions of the Code of Ethics states that the norms of the code are mandatory part of the labour relations of the BAS employees. Paragraph 8 states that (based on the Code of Ethics of BAS) every individual unit in the BAS system can develop and introduce a Code of Ethics applicable for its employees.</p> <p><u>At PRU level (ERI-BAS)</u></p> <p>The General Assembly of the Institute at its meeting on 27.07.2010 approved a Code of Ethics of ERI-BAS, which was endorsed with an order of the Director of the Institute. The Code of Ethics regulates the ethical norms and rules of conduct, which the employees in the Institute should follow.</p> <p>Paragraph 1 of the final section states that every employee in the Institute is obliged to get acquainted with the ethical rules and to follow them in their professional activity.</p>	<p>The existing national regulations and institutional practices cover the requirements concerning this principle. Additional actions are needed for developing and enriching the existing mechanisms of control if the ethical norms and rules of conduct are followed in the Institute, so an atmosphere of intolerance to the violations and a fair solving of the disputable issues will be created.</p>	

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
<p>As part of the structure of the academy, its employees are obliged to know and follow their professional rights and obligations, and to conduct their activity with competence, objectivity and conscientiousness, strictly observing the Constitution and the laws of Republic of Bulgaria: Labour Code, Scientific Research Promotion Act (SRPA), Bulgarian Academy of Sciences Act (BASA).</p> <p>The acting national legislation regulates the issues of intellectual property in the Copyright and Neighbouring Rights Act, Patents and Utility Model Registration Act, and Marks and Geographic Indications Act.</p>	<p>According to the Statutes of BAS, the Academy participates in the development of science in conformity with the universal values, national interests and goals, determined in the National Strategy of Scientific Research, approved by the Parliament. With its activity BAS contributes to the growth of the spiritual and material heritage of the Bulgarian people.</p> <p><u>At BAS level</u></p> <p>The Vth General Assembly of BAS at a meeting on June 22nd, 2009 approved Regulations on the Registration, Protection and Use of Intellectual Property Objects at BAS. The document regulates the procedures of registration, protection and use of the intellectual property objects at BAS, created from obligations stemming from employment and other relations, as well as the procedures of protection and use of the intellectual property objects with rights on them acquired in other ways.</p> <p><u>At PRU level (ERI-BAS)</u></p> <p>Chapter 2 of the Code of Ethics of ERI-BAS regulates the ethical behaviour of the researcher. Paragraph 2 “Professional Responsibility” determines what is the professional responsibility of the researcher:</p> <p>(a) The researcher should aim at research studies of the society, and not repeating old studies.</p> <p>(b) The researcher should avoid any kind of plagiarism</p>	<p>At this stage there is no need for additional normative regulations and actions, since the requirements of this principle are well-regulated. This is confirmed also by the existing internal institutional practices.</p>	

	<p>and should observe the right of intellectual property and general property of data in case the research studies are conducted together with a supervisor and/or other researchers.</p> <p>(c) The researcher is responsible before the employers, financing organizations and other public or private persons with ethical relations too, as well as the whole society. The researcher, financed by public funds, is responsible for the effective use of the taxpayers' money. The researcher should observe the principles of transparent and efficient financial management and should cooperate during auditing checks of his/her studies.</p> <p>(d) The methods of collecting and analyzing the results and details of the information should be accessible for internal and external check, when necessary, and as required by the relevant authorities.</p>		
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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
<p><u>Concerning this principle, please refer to section 1, 2, 3</u></p> <p>We have to add that the national policy in research studies is carried out by the Council of Ministers through the Minister of Education and Science, in accordance with the National Strategy of Scientific Research.</p> <p>The Science Fund at Ministry of Education and Science supports projects and activities for promoting research studies. The granting of target financial funds is based on competition under the procedures and terms of the Scientific Research Promotion Act (SRPA).</p>	<p>The Statutes of BAS limitatively lists the goals, for which the funds from the BAS budget are spent: financing R&D and publishing activity, training of staff, development and maintenance of the material base, support of general academic and general institutional non-profit activities.</p> <p>The permanent research units at the Academy have set up a “Publishing Activity” Fund for scientific production. It cannot be used for other purposes.</p> <p>Criteria and rules for providing funds from “Development” account, for co-financing and loaning of working capital for the participation in a project by individual BAS units, are determined in the Regulations for providing funds from account “Development” for co-financing and loaning of working capital for the participation in a project by individual BAS units.</p> <p><u>At PRU level (ERI-BAS)</u></p> <p>Regulations on the Structure, Activity and Internal Procedures at ERI-BAS regulate the research environment and the financing mechanisms, as well as the procedures of execution of research projects.</p> <p>Chapter 2, Article 1 of the Code of Ethics of ERI-BAS states:</p> <p>(a) The researcher is obliged to maintain high professionalism and critical attitude to his/her professional activities, facts and evidences should always stand higher than the opinions of the authorities in science. The researcher should apply his/her knowledge, intellect and authority in theoretical and applied studies and practical activities for the good of the society.</p> <p>(b) The researcher should objectively present the results of his/her studies, without taking into consideration the expectations of the employer or sponsor concerning the results and conclusions.</p> <p>(d) The researcher should oppose to every incorrect use of scientific achievements and especially their application against society. The researcher is obliged to protect the scientific community from people with unsuitable qualifications.</p>	<p>The national legislation needs additional normative regulations concerning the mechanisms of financing and providing necessary resources and making them in accordance with the opportunities for achieving the strategic goals of the research activity. The regulated funds are normatively limited for now.</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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Labour Code – regulates the general contractual relations on hiring, discharging, working conditions and other labour relations.</p> <p>Bulgarian Academy of Sciences Act – regulates the labour relations when conducting R&D activity.</p> <p>Copyright and Neighbouring Rights Act, Patents and Utility Model Registration Act, and Marks and Geographic Indications Act – this law regulates the intellectual property issues at national level.</p> <p>Development of Academic Staff in Republic of Bulgaria Act – regulates the requirements concerning the development of the academic staff and getting academic degrees and positions.</p>	<p>Statutes of BAS – regulates the structure and activity of BAS, as well as the rights and obligations of the academic staff of the individual units.</p> <p>Regulations on the Registration, Protection and Use of Intellectual Property Objects at BAS – regulates the procedures of registering, protecting and using the intellectual property in BAS.</p> <p>Regulations on the Election of Academicians (Full Members) and Corresponding Members of BAS – regulates the procedures for electing academicians and corresponding members.</p> <p>Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at BAS – regulates the procedures for scientific career and development of the academic staff.</p> <p>Regulations on the Internal Work Procedures at ERI-BAS – regulates the labour relations in ERI-BAS.</p> <p>Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS – regulates the procedures of career development of the academic staff in the Institute.</p> <p>Regulations on Selecting, Hiring and Training of the Staff at ERI-BAS – regulates the procedures for selection of candidates, hiring and training in the Institute.</p> <p>Code of Ethics of ERI-BAS – determines, develops and observes the ethical norms and codes of conduct of the employees in ERI-BAS.</p>	<p>The activities are well-regulated and there is no need for additional actions concerning the normative legislation.</p>	

6. Accountability

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.

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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Financial Management and Control in the Public Sector Act – regulates the range and execution of financial management and control in the organisations from the public sector.</p>	<p>The regulations of the law are applied in BAS and its individual units. The directors of each unit in the organization are responsible for executing the financial management and control in all structures they manage. Statute of BAS – regulates the publication of annual reports of BAS and the permanent research units of the entire activity on gathering and spending funds. Regulations on the Structure, Activity and Internal Procedures at ERI-BAS – regulates the planning and accounting of the R&D activity in the Institute.</p>	<p>There is no need for additional actions.</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
<p>Labour Code – regulates the working conditions and obligations for observing the regulations for safe and healthy working conditions.</p> <p>Health and Safety at Work Act – regulates the rights and obligations concerning health and safety at work of the government, employers, employees, employees’ representatives, as well as the self-employed or working in partnership, and other organizations and juridical entities.</p>	<p>Regulations on the Structure, Activity and Internal Procedures at ERI-BAS – regulates the working conditions at ERI-BAS and meeting the legal requirements on providing healthy and safe working conditions.</p>	<p>There is a need for regulation of safety measures concerning the information system in case of failure. This requires amendment to the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS with the relevant procedures.</p>	

8. Dissemination, exploitation of results			
<p>All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.</p>			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Copyright and Neighbouring Rights Act, Patents and Utility Model Registration Act, Marks and Geographic Indications Act – regulates the intellectual property issues at national level.</p>	<p>Regulations on the Registration, Protection and Use of Intellectual Property Objects at BAS – regulates the procedures of registration, protection and use of the intellectual property at BAS.</p> <p>Regulations on the Publishing Activity at BAS – regulates the procedures of publishing the scientific results of the researchers at BAS.</p> <p>Regulations on Publishing in Economic Studies Journal at ERI-BAS.</p> <p>Regulations on Publishing in Economic Thought Journal at ERI-BAS.</p>	<p>There is no need for additional actions.</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.

Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Scientific Research Promotion Act – regulates the main principles and mechanisms for implementing the government policy on scientific research promotion in Bulgaria.</p> <p>Bulgarian Academy of Sciences Act – Bulgarian Academy of Sciences participates in the development of the science in conformity with the universal values, national interests and goals, determined in the National Strategy of Scientific Research.</p>	<p>Statutes of BAS – defines the Bulgarian Academy of Sciences as a national organization for scientific research, which participates in the development of the science in conformity with the universal values, national interests and goals.</p> <p>The Academy organizes and executes its fundamental and applied research studies in conformity with the global tendencies and cooperates for the use of the achieved results.</p> <p>Regulations on the Structure, Activity and Internal Procedures at ERI-BAS – regulates the object and range of the research activity in ERI-BAS.</p> <p>Research Priorities of ERI-BAS – the R&D activity of the Institute is grouped in 5 main priority directions, directly connected with the development of the science and the national interests and goals.</p>	<p>There is a need for a periodical update of the research priorities of ERI-BAS according to the changes in the socio-economic development of the country and the priorities of BAS.</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
<p>Article 4 of the Protection against Discrimination Act enacts a total ban on every form of direct or indirect discrimination on gender, race, nationality, ethnic affiliation, human genom, citizenship, origin, religion and faith, education, believes, political affiliation, personal or public position, disabilities, age, sexual orientation, marital status, property status or any other grounds, determined by law or international contract with Bulgaria as a party in it.</p> <p>The ban of discrimination is valid for all people when exercising and protecting the rights and freedoms provided in the Constitution and the laws of Republic of Bulgaria (article 6).</p> <p>In the Bulgarian Academy of Sciences Act, respectively the Statutes of BAS, the legislator has determined that BAS and its structural units conduct their activity based on and observing the laws of Republic of Bulgaria.</p>	<p><i>At PRU level (ERI-BAS)</i></p> <p>Article 1, Paragraph 1 of the Code of Ethics of ERI-BAS states that:</p> <p>(c) With its activity the Institute guarantees an equal attitude and lack of prejudice, and bans discrimination of whichever group or individual.</p> <p>Article 1, Paragraph 2 of the Code of Ethics of ERI-BAS generalizes the norms of the interrelations of the colleagues at the Institute:</p> <p>(a) Correct and tolerant attitude is expected between all colleagues, maintaining respect, cooperation, consideration and tolerance to other opinions and actions. Insulting statements, disparaging and discriminative attitude on any grounds (age, gender, religious and political believes, health status, sexual orientation, etc.) are not allowed between the employees in the Institute.</p>	<p>There is no need for additional actions, because the national legislation and the internal institutional regulations do not allow discrimination, and the existing practices meet the requirements on this principle.</p>	

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
<p>The evaluation/appraisal system includes writing, executing and control of the procedures for holding academic positions and for assessing the researchers and specialists.</p> <p><i>National legislation</i></p> <p>Development of Academic Staff in the Republic of Bulgaria Act (DASRBA) regulates the general terms of opening and holding academic positions, transfer to the same or relevant academic position in other higher education school or research organization, and maintaining all personal rights from the respective academic position if ending the labour contract not through the habilitated person's fault. Article 5 (2) states that the academic position is hold if the habilitated person has a main labour contract and can participate in the accreditation of only one higher education school. Article 16 states that people holding the academic positions are periodically assessed, not less than once per 5 years. The terms and procedures for holding academic positions are stated in details in chapter 3 of the Regulations for Applying the Development of Academic Staff in the Republic of Bulgaria Act (RADASRBA). Scientific Research Promotion Act, article 25, defines criteria for assessing the candidates in the competition projects. Article 28 states that the project evaluation is done by Scientific Expert Committee.</p>	<p><i>Institutional legislation – BAS</i></p> <p>Bulgarian Academy of Sciences elects academicians, corresponding members and foreign members in science, culture and art. The election is made by the academicians under procedures, methods and terms prescribed in Regulations, approved by the Assembly of Academicians and Corresponding Members (Bulgarian Academy of Sciences Act (BASA), Article 7). Every two years the Council of Trustees at BAS analyzes the results of the Executive Council on the work of the academic institutions, and every three years – the results from the assessment of the researchers (BASA, Article 56, Paragraph 11). The activity of the researchers in BAS is periodically assessed by criteria and methods, conformed by the General Assembly of BAS, supplemented according to the research field by the Scientific Council of the permanent research unit under certain procedure (Article 58 (1) of the Statutes of BAS). Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at BAS regularize the terms, procedures and requirements on the application of DASRBA in BAS. Chapter 2 states the requirements to the candidates for holding academic positions, and Chapter 5 – the procedure for this. BAS has developed Methods for Assessing the Staff in BAS, approved by the General Assembly of BAS on 15.07.2013. It is based on “Criteria and Methods for Assessing the Researchers in BAS” (1999), “Methodical Instructions and Basic Assessment Card</p>	<p>All necessary systems for assessing the professional performance of the staff are present in ERI-BAS.</p> <p>Periodical system update can be recommended.</p>	

	<p>for a Researcher” (2010), and “Methodical Instructions for Assessment of the Research, Administrative Research and Administrative Staff in BAS” (2010).</p> <p><i>Institutional legislation – ERI-BAS</i></p> <p>The Temporary Regulations on the Activity of the Scientific Council at ERI-BAS, approved by the Scientific Council (Record No 3/06.12.1995), regularize the activity of the Scientific Council concerning making decisions for announcing competitions and making election, as well as the selection of evaluation committee, approving the main criteria for assessing the scientific staff and the other employees in the Institute. Regulations on the Structure, Activity and Internal Procedures at ERI-BAS, approved by the General Assembly of ERI-BAS on 15.05.1997, state in details the procedures for holding academic positions and for assessing the researchers, as well as the terms and requirements for appointing administrative director, economist – research activity expert, economist – international cooperation expert. Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS, developed on the basis of DASRBA, RADASRBA and Higher Education Act, and approved with decision of the Scientific Council (Record No 5/20.04.2011), in its Chapter 3 state the terms and procedures for holding academic positions in the Institute.</p>		
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II. Recruitment

12. Recruitment			
Employers and/or funders should ensure that the entry and admission standards for researchers, particularly at the beginning at 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
<p>Labour Code, National Strategy of Scientific Research, Scientific Research Promotion Act, Legal organization of BAS</p> <p>Termination of labour contract of habilitated teachers in higher education school under Article 328, Paragraph 1, Item 10 of the Labour Code and the application of Paragraph 11 of the interim and final provisions of the Higher Education Act.</p> <p>BAS – Regulations on participation of habilitated researchers in R&D activity of the scientists after retiring age, Regulations on the Structure of the Internal Labour Procedures and Activity of the Institutes at BAS.</p>	<p>Based on the Labour Code and the legal procedures of BAS, ERI-BAS regulates the legal labour relations of its employees through:</p> <ul style="list-style-type: none"> • Regulations on Selection, Recruitment and Training of the Staff at ERI-BAS; • Regulations on the Structure, Activity and Internal Procedures at ERI-BAS; • Regulations on Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS. <p>The Institute has a Code of Ethics of ERI-BAS.</p> <p>Admission of full-time and part-time Ph.D. students is done through the following legal provisions:</p> <ul style="list-style-type: none"> • Higher Education Act; • Development of Academic Staff in the Republic of Bulgaria Act (DASRBA); • Regulations on the Application of DASRBA; • Regulations on Admission and Training of Ph.D. Students; • Regulations on Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS. 	<p>Recruitment of researchers and employees in ERI-BAS is based on the legal labour procedures of Republic of Bulgaria, BAS, and ERI-BAS.</p>	

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
<p>The recruitment procedures are in accordance with:</p> <ul style="list-style-type: none"> • Labour Code • National Strategy of Scientific Research • Scientific Research Promotion Act <p>The legal base is in conformity with the Regulations and Normative Procedures of the Euroscience.</p>	<p>The regulations allow or forbid recruitment. They are open, efficient, transparent. Recruitment in ERI-BAS is done through signing a labour contract with the Director of the Institute.</p> <p>Under Article 11 of the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS:</p> <p>(1) The labour contract is concluded in accordance with the requirements of the Labour Code with a test period of up to 6 months for all positions.</p> <p>(2) Before starting the work the employee receives a copy of the concluded labour contract, signed by both parties, and stating the date of work start. The employee also receives a copy of the notice under Article 62, Paragraph 3 of the Labour Code.</p> <p>A week before the end of the test period the supervisor of the position makes a motivated written suggestion to the Director of the Institute for a transfer to a permanent labour contract, or for termination of the labour contract.</p>	<p>The announcements for opening a position are according to the requirements of ERI-BAS.</p> <p>The working conditions and the rights, as well as perspectives for career development are regulated in details in ERI-BAS.</p>	<p>The Director of the Institute recruits employees according to the legal regulations.</p> <p>The Scientific Council of the Institute votes the conferring of scientific ranks.</p> <p>Scientific Jury makes a decision for approval of Ph.D. theses.</p> <p>Admission of Ph.D. students is done according to the Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS.</p>

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"> • Labour Code • National Strategy of Scientific Research • Scientific Research Promotion Act <p>The legal base is in conformity with the Regulations and Normative Procedures of the Euroscience.</p>	<p>The selection committees are nominated based on the requirements of the Regulations on Selection, Recruitment and Training of the Staff at ERI-BAS, and on the legal procedures of BAS and the Labour Code.</p> <p>The regulations are not applied when recruiting people on elected and/or competed leading and research positions, for which apply the regulations of BASA, Academic Degrees and Academic Ranks Act, and the Regulations for applying the Academic Degrees and Academic Ranks Act.</p> <p>For unregulated cases apply the regulations of the Labour Code, BASA, Statutes of BAS, the internal general academic acts and the active Bulgarian legislation.</p>	<p>The selection committees include researchers with different expert knowledge and competences and aim at a balance of the different committee members. According to the ERI-BAS practice, there is no division by gender.</p> <p>There is no division by gender also of the candidates to be assessed by the Selection Committees.</p> <p>If necessary, representatives of other institutes and universities also join the selection committees.</p> <p>There are many procedures for selection, like evaluation by external experts and face-to-face interview.</p> <p>Members of the selection committees are trained and highly qualified researchers.</p>	<p>The Director of ERI-BAS participates in the formation of the Selection Committees for selecting researchers.</p>

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">• Labour Code• National Strategy of Scientific Research• Scientific Research Promotion Act The legal base is in conformity with the Regulations and Normative Procedures of the Euroscience.	According to the legal procedures, the candidates are timely informed on the selection procedure and criteria, the number of vacant working places, and the perspectives of career development.	No need.	The Director of ERI-BAS has meetings with the job candidates.

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">• Labour Code• National Strategy of Scientific Research• Scientific Research Promotion Act The legal base is in conformity with the Regulations and Normative Procedures of the Euroscience.	According to the legal base of ERI-BAS, the selection procedure focuses on education, general economic culture, as well as competences on the relevant problems.	The Scientific Council discusses the qualities of the candidates based on their publications, expert and public activity, teaching experience in higher education school.	The Director of ERI-BAS participates in the procedure for selecting researchers.

17. Variations in the chronological order of CVs (Code)			
<p>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.</p>			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>The national legislation of Bulgaria supports the career development of the researchers through the opportunity to work at another place as well for certain period of time, as follows:</p> <ol style="list-style-type: none"> 1) According to Labour Code (Article 160), the researcher can get a leave without payment until return to work after terminating the other labour contract. 2) According to Labour Code (Article 111), the researcher has an opportunity to work additionally for another employer (so-called external office). Since 2001 there is no requirement for a necessary permission by the main employer to do it. 	<p>According to the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS, the procedures of the Labour Code are applied.</p>	<p>No need.</p>	

18. Recognition of mobility experience (Code)			
<p>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.</p>			
Relevant legislation (permitting or impeding the implementation of this principle)	Existing Institutional rules and/or practices	Actions required	When/Who
<p>Development of Academic Staff in the Republic of Bulgaria Act (DASRPA), the Regulations for its Application (RADASRPA), and BASA regulate the acknowledgement of experience concerning mobility of the researchers in case of a stay in another country or institution (state or private). Mobility abroad is regulated by the Ordinance on the Official Business Trips and Specialization Abroad (active since 01.07.2004 with Decree of Council of Ministers No 115/03.06.2004).</p>	<p>According to the Statutes of BAS (Article 58, Paragraph 1), the activity of the BAS researchers is assessed periodically by criteria and methods confirmed by the General Assembly of the Academy, amended by the Scientific Council of the PRU according to the scientific field through a procedure, determined under Article 36, Item 1 of the Statutes of BAS. The assessment is done on the basis of Methods for Assessment of the Employees in BAS since 15.07.2013 at least once every 3 years and not more than every year. Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS.</p>	<p>No need.</p>	

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
Development of Academic Staff in the Republic of Bulgaria Act and Regulations on Applying the Development of Academic Staff in the Republic of Bulgaria Act (Decree of Council of Ministers (DCM) No 202/10.09.2010).	<ol style="list-style-type: none"> 1) Under the Statutes of BAS (Article 58, Paragraph 1), the activity of the researchers in BAS is assessed periodically through criteria and methods confirmed by the General Assembly of the Academy, adapted by every Scientific Council of PRU according to the scientific area through a procedure, determined under Article 36, Item 1 of the Statutes of BAS. 2) The assessment is done on the basis of Methods for Assessing the Employees in BAS since 15.07.2013 at least once every 3 years and not more than every year. 3) According to the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS, the assessment period ranges for not less than 3 years. The Director makes a decision on the terms and dates of assessment (Paragraph 5 and 6 of the Methods). 	No need.	

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
<p>Recruiting a researcher with a concrete scientific degree and rank from another institution is based on:</p> <ol style="list-style-type: none"> 1) Development of Academic Staff in the Republic of Bulgaria Act 2) Regulations for Applying the Development of Academic Staff in the Republic of Bulgaria Act (DCM No 202/10.09.2010). 	<ol style="list-style-type: none"> 1) BASA and Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at BAS (approved at the 54th meeting of the General Assembly of BAS on 28.03.2011 and amended at the 59th meeting of the General Assembly of BAS on 11.07.2011). 2) Regulations on Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS (approved at a meeting of Scientific Council of ERI-BAS with Record No 5/20.04.2011). 	No need.	

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
Recruitment after acquisition of Ph.D. degree is regulated by: <ul style="list-style-type: none">• Development of Academic Staff in the Republic of Bulgaria Act;• Higher Education Act;• Bulgarian Academy of Sciences Act;• Statutes of BAS;• Regulations on their applications.	Recruitment after acquisition of Ph.D. degree on positions „assistant“, „chief assistant“, „associate professor“ and „professor“ is done in conformity with: <ol style="list-style-type: none">1) Bulgarian Academy of Sciences Act and Regulations on its application;2) Regulations on Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS (approved at a meeting of Scientific Council of ERI-BAS with Record No 5/20.04.2011).	No need.	

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
<p><i>National legislation</i></p> <p>At national level main formulations concerning the application of the principle “Recognition of the profession” are present in the Labour Code. The requirements for acquiring academic degrees and holding positions are regulated in:</p> <ul style="list-style-type: none"> • Development of Academic Staff in the Republic of Bulgaria Act (DASRBA): Article 1 – public relations concerning the academic degrees and academic positions in Republic of Bulgaria; Article 2 – principles for acquiring; Chapter 2 – acquiring academic degrees; Chapter 3 – holding academic positions. • Regulations on Applying the Development of Academic Staff in the Republic of Bulgaria Act (RADASRBA): Chapter 2 – acquiring scientific degree “Ph.D.” and scientific degree “Dr.Sc.”; Chapter 3 – holding academic position. • Scientific Research Promotion Act. 	<p><i>Institutional legislation – BAS</i></p> <p>In BAS the requirements for acquiring scientific degrees and holding academic positions are regulated in: Bulgarian Academy of Sciences Act, Statutes of BAS and Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at BAS.</p> <p><i>Institutional legislation – ERI-BAS</i></p> <p>In ERI-BAS the requirements for acquiring scientific degrees and holding academic positions are stated in the Temporary Regulations on the Activity of the Scientific Council of ERI-BAS, Regulations on the Structure, Activity and Internal Procedures at ERI-BAS, and Regulations on Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS. The Regulations on the Structure, Activity and Internal Procedures at ERI-BAS, Article 83 give directions on spending the amounts from “Development” fund. Some of them concern applying this principle: purchasing and maintaining equipment and property, information ensuring of the scientific activity of the Institute, actions for improving the qualification of researchers and specialists in the Institute. The Regulations on Carrying Out Ph.D. Studies at ERI-BAS state that the Institute trains Ph.D. students for acquiring scientific degree “Doctor”, as well as post-doctorate specializations. When someone applies for Ph.D. studies, ERI-BAS determines the scientific area of the Ph.D. programme and guarantees the necessary professional qualification of the academic staff and the equipment base of the training structural unit in the Institute. During their training, the Ph.D. students can specialize in the topic of their dissertation work. Concerning post-doctoral specialization, Ph.D. students from the Institute participate in different forums and training seminars. ERI-BAS has developed a Code of Ethics, approved by the Scientific Council of the Institute in July 2010.</p>	<p>Current legislative and normative documents ensure the following of this criterion and there is no need for a new legislation at this stage.</p>	

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
<p><i>National legislation</i></p> <p>At national level, main formulations concerning the application of the principle “Research environment” are present in Labour Code and Scientific Research Promotion Act.</p>	<p><i>Institutional legislation – BAS</i></p> <p>BASA (Article 5b) states that the Council of Trustees suggests financial and other mechanisms for joint <i>research</i>, educational and applied activity with other higher education schools (Paragraph 11) and cooperates for creation of innovation centers for production, innovation, trade and other activities concerning the application of the scientific results (Paragraph 12). Article 11(1), Paragraph 4 states that the funds from the budget of BAS are directed towards financing the R&D activity, staff training and development of material base. This text corresponds to the text in Article 76(1) of Statutes of BAS.</p> <p><i>Institutional legislation – ERI-BAS</i></p> <p>The Regulations on the Structure, Activity and Internal Procedures at ERI-BAS regulate in details the rules for purchasing and using equipment, as well as the responsibilities concerning the use and maintenance of the material base of the Institute.</p>	<p>Some directions for developing the research environment are the expanding of the access to modern communication systems, databases and networks on research problems, library sources and their financing.</p>	

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
<p><i>National legislation</i></p> <p>Main documents regulating the principle “Working conditions” at national level are:</p> <ul style="list-style-type: none"> • Labour Code; • Development of Academic Staff in the Republic of Bulgaria Act (DASRBA), Article 1(2) – some of the principles for acquiring academic degrees and holding academic positions are: free choice of research development and objectivity in its assessment; guaranteeing the public interest concerning quality of the education process and research studies through introducing a unified state requirements and a national control of their following; the concrete conditions and procedures for acquiring academic degrees and holding academic positions are determined by the relevant regulations of the higher education schools and research organizations when creating the state requirements; • Scientific Research Promotion Act, Article 3 states that the R&D activity is based on the principles of ethics, transparency, publicity, accessibility and applicability. 	<p><i>Institutional legislation – BAS</i></p> <p>Main documents of BAS (BASA, Statutes of BAS, Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at BAS) formulate the suitable conditions for executing research and research-administrative activities in the units of the Academy.</p> <p><i>Institutional legislation – ERI-BAS</i></p> <p>The Regulations on the Structure, Activity and Internal Procedures at ERI-BAS and the Regulations on Carrying Out Ph.D. Studies in ERI-BAS discuss the infrastructure ensuring (working rooms, teaching halls, meeting halls, library, and other working conditions and their equipment). Good practices of ERI-BAS concerning this criterion are the use of part-time maternity leave, creative leave, etc.</p>	<p>No additional actions are needed.</p>	

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
<p><i>National legislation</i></p> <p>Issues concerning realization of the principle “Stability and permanence of employment” at national level are present in:</p> <ul style="list-style-type: none"> • Labour Code • Development of Academic Staff in the Republic of Bulgaria Act (DASRBA) – Article 3(1) states that holding academic positions is preceded by a decision of the higher education school or research organization for opening a competition. Chapter 4 regulates the rules for control of the procedures for holding academic positions, as well as the cases of their discharge. • Regulations for Application of Development of Academic Staff in the Republic of Bulgaria Act. 	<p><i>Institutional legislation – BAS</i></p> <p>The application of this principle in the system of BAS is regulated by BASA, Statutes of BAS and Regulations on the Conditions and Procedure of Acquiring Scientific Degrees and Holding Academic Positions at BAS.</p> <p><i>Institutional legislation – ERI-BAS</i></p> <p>In ERI-BAS the issues concerning the principle “Stability and permanence of employment” are regulated in the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS, Regulations on Acquiring Scientific Degrees and Holding Academic Positions at ERI-BAS, and Regulations on Carrying Out Ph.D. Studies in ERI-BAS.</p>	<p>The existing practices correspond to and guarantee this criterion.</p>	

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
<p>The Labour Code states that the labour put on legal working relations is paid (Article 242). It regulates the obligations of the employer to account and pay a work payment. For guaranteeing the right of work payment, the Code foresees a guaranteed size of work payment – 60% of the gross salary, but not less than the minimum salary in the country. The difference to the full size of the work payment remains due and is paid additionally with a legal interest.</p> <p>Regulations on the Structure and Organisation of the Salary (approved by DCM No 4/17.01.2007) determine the structure and organization of salaries, the types and minimum sizes of the additional work payments, the procedures and methods of determining and calculating the labour remunerations.</p> <p>Social Insurance Code is the main normative act, which regulates the public relations concerning the insurance of the people. It guarantees the principle of obligatory character and generality of the insurance. The workers and employees are obliged to be insured, no matter what the work character, payment method and source of financing are.</p> <p>Salaries and social benefits are regulated also by the Employment Promotion Act, Health Insurance Act, Health and Safety at Work Act, and other legal and sub-legal normative acts.</p>	<p>Article 11 of BASA, and Article 75 and 76 of the Statutes of BAS determine the method of forming the budget of BAS, as well as its spending.</p> <p>According to Article 16, Paragraph 1, Item 11 of the Statute of BAS, the General Assembly of BAS confirms the budget of the Academy and approves its distribution.</p> <p>The internal regulations on forming the salary in ERI-BAS regulate the organization of the salaries of the employees on the legal working relations in the Institute. They are created in conformity with the Labour Code, the Regulation on the Structure and Organisation of the Salary (approved by DCM No 4/17.01.2007), and all normative acts regulating issues concerning the salary and its organization.</p>	<p>The formation of salaries and social insurance in the Institute is in conformity with the existing national legislation and is valid for researchers at all stages of their professional career.</p> <p>There is no need for additional actions.</p>	

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
<p>Protection against Discrimination Act protects all physical persons on the territory of the Republic of Bulgaria against discrimination.</p> <p>The regulations of Chapter 2 of the Act oblige the employer to provide equal working conditions, equal payment for equal or equivalent work, equal opportunities for professional training and professional career no matter the qualities in Article 4, Paragraph 1 of the Act (including gender).</p> <p>Article 2 of the Employment Promotion Act does not allow direct or indirect discrimination, including by gender, when promoting and maintaining employment, career orientation and training, mediation on information and recruitment.</p>	<p>Under Article 8 of the Regulations on Selection, Recruitment and Training of the Staff at ERI-BAS, the selection is made after following the principle of equality of the candidates.</p> <p>Under Chapter 1, Article 1 of the Code of Ethics of ERI-BAS, the Institute in its activity guarantees equal attitude and impartiality, and discrimination of an individual or a group is not tolerated. According to Article 5, the management of the Institute should strive towards a gender balance at all staff levels. This should be achieved through an equal opportunity policy of recruitment and career stages, with priority in quality and competence. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.</p>	<p>The Regulations on the Structure, Activity and Internal Procedures at ERI-BAS should strive towards a balance in determining the members of the selection and evaluation committees.</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
<p>Article 228a(1) of the Labour Code imposes obligation on the Employer to provide conditions for maintaining and improving the professional qualification of the employees for effective discharge of their duties on the legal working relations in accordance with the requirements of the work and their future career development.</p> <p>Article 15, Paragraph 1 of the Protection against Discrimination Act imposes obligation on the Employer to provide equal opportunities no matter the qualities under Article 4, Paragraph 1 (including gender) for career development and position or rank development, applying equal criteria for their evaluation.</p>	<p>Article 13 of the Regulations on Selection, Recruitment and Training of the Staff at ERI-BAS determines the procedures for continuing education and qualification improvement of the researchers.</p> <p>Under Chapter 2, Article 3 of the Code of Ethics of ERI-BAS, the researchers should improve at every career stage. Under Paragraph “A”, the Employer should make a career plan of the researchers, having in mind the presence of supervisors providing guidance and support to the personal and professional development of the younger researchers.</p>	<p>There is a need for a strategy for career development of the researchers, having in mind also the presence of supervisors providing guidance and support to the younger researchers. The researchers should be introduced to the strategy.</p>	

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
<p>Article 4(1) of the Scientific Research Promotion Act regulates promotion of R&D activity, including through promotion of international research cooperation, participation in European and trans-European research programmes, as well as participation in creation of European research space.</p> <p>Article 5 of the Act regulates the increase of the international and inter-disciplinary cooperation.</p> <p>Measures 3 and 4 of Task 1 of the National Strategy of Scientific Research 2020 have such orientation.</p> <p>The Social Insurance Code maintains the rights when moving between the EU member states.</p>	<p>The partnership of ERI-BAS with many European and other international networks (like EFMD, ENEPRI, ENEGE, ENLFM, EACES, etc.), foreign institutes and international and Bulgarian higher education schools (France, Poland, Hungary, Romania, Russia, Macedonia, Greece) is a premise for realization, support and promotion of the researchers' mobility.</p> <p>The development of joint projects with foreign Academies of Sciences (Romania, Hungary, Russia, Macedonia) also contributes to this.</p> <p>Concerning the inter-sector mobility, the Institute has good practices. In the years many researchers from the Institute have hold positions in the state administration, have participated in different inter-institutional workgroups. Many researchers also read lectures, including at a second labour contracts, in many higher education schools in the country.</p>	<p>The Institute has good practices concerning the researchers' mobility. Further expansion of the cooperation and partnerships is also possible. The development of the activity of the newly created (in February 2015) Resource Center for Asian Economic Studies at ERI-BAS would contribute to this. Its goal is cooperation with the Asian countries.</p>	<p>Term – permanent</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
Labour Code regulates professional consultations in case of labour disputes.	<p>The Career Center at the Training Center at BAS provides services on career consultation and orientation, carries out specialized trainings for development of the individual potential.</p> <p>Chapter 4, Article 12 and 13 of the Regulations on Selection, Recruitment and Training of the Staff at ERI-BAS regulates the carrying out of an introductory training and professional consulting of the newly recruited employees, as well as the followed-up training of the employees.</p> <p>Chapter 2, Article 5 of the Code of Ethics of ERI-BAS regulates the scientific tutoring of the new researchers by experienced ones.</p>	The website of the Institute could include useful links, like to the Association for Support of the Academic Community, Academica information portal, etc. for providing a wider access to information, which would be periodically updated.	

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
<p>The acting national legislation regulates the main questions concerning the intellectual property in:</p> <ul style="list-style-type: none"> • Copyright and Neighbouring Rights Act; • Patents and Utility Model Registration Act; • Marks and Geographic Indications Act. <p>The imperative regulations of the Copyright and Neighbouring Rights Act determine the author of a work of the science, literature and art as a bearer of the copyrights on this work. The law determines the contents of the copyright. It explicitly states that only the author has the exclusive right to use the created work, as well as to ask for recognition of authorship on the work.</p> <p>Only the bearer with a recognized by the procedures of the legislation in the area of the intellectual property has the right on the intellectual property object, has the exclusive right to use the created work, and has the right to permit its use by third parties.</p>	<p>The Vth General Assembly of BAS, at its meeting on June 2nd, 2009, has approved Regulations on the Registration, Protection and Use of Intellectual Property Objects at BAS. The Regulations determine the procedures of registration, protection and use of BAS intellectual property objects, created from the discharge of duties on the legal working relations. It also determines the procedures for protection and use of intellectual property objects with rights acquired in another way.</p> <p>Paragraph 3 of the Interim and Final Procedures of the Regulations states that the Regulations on the Activity of the relevant individual unit regulate the organization of the activity on registration, protection and use of the intellectual property objects possessed by the unit.</p> <p>Paragraph 4 of the Interim and Final Procedures of the Regulations states that the Regulations of the Internal Labour Procedures of the relevant unit regulate the rights and obligations of the parties on the legal working relations concerning registration, protection and use of the intellectual property objects, possessed</p>	<p>The Regulations on the Structure, Activity and Internal Procedures at ERI-BAS should regulate the organization of the activity on registration, protection and use of the intellectual property objects possessed by the unit.</p> <p>The Regulations on the Structure, Activity and Internal Procedures at ERI-BAS should regulate the rights and obligations of the parties on the legal working relations concerning registration, protection and use of the intellectual property objects, if not contradicting to the active normative procedures.</p> <p>ERI-BAS should approve Regulations on Registration, Protection and Use of the Intellectual Property Objects at ERI-BAS, which would regulate the procedures of registration, protection and use of the intellectual property objects of ERI-BAS, created from the discharge of duties on the legal labour or other relations, as well as the procedures of protection and use of intellectual property objects acquired in another way.</p> <p>The practice – In the publications of ERI-BAS (Economic Thought journal and Economic Studies journal) the copyrights</p>	<p>November 2015</p> <p>Director of the Institute, Chairman of the Scientific Council, Administrative Deputy Director</p>

	<p>by the unit, if not contradicting to the active normative organization.</p> <p>The Regulations on the Publishing Activity at BAS determine the procedures on the publishing of the scientific results of the BAS researchers. The publishing activity is managed and controlled by the Publishing Expert Council at the Executive Council at BAS.</p> <p>Employees are obliged to know the legal procedures concerning the relations on the creation, protection and use of intellectual property objects.</p>	<p>belong to the Institute. Same goes for the Discussion Papers of the Institute. This should be included in the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS.</p> <p>ERI-BAS should make an inventory of the intellectual property rights it possesses.</p>	
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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
<p>Under the imperative decrees of the Copyright and Neighbouring Rights Act and its neighbouring rights, the bearer of the copyrights on the work of science, literature and art is the author of the work. The Act determines the contents of the copyright, and explicitly states that only the author has the exclusive right to use the work created by him/her, as well as to require recognition of authorship on the work.</p> <ul style="list-style-type: none"> • Copyright and Neighbouring Rights Act • Regulations on the Registration, Protection and Use of Intellectual Property Objects at BAS. 	<p>There is a practice, which corresponds to the one of the European Research Space. The interested parties receive details.</p>	<p>The Scientific Council makes a decision whether or not to supplement the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS.</p>	<p>November 30th, 2015 Chairman of the Scientific Council</p>

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
<p>Labour Code</p> <p>Under Article 242 of the Labour Code, all the work under the legal working relations is paid. The structure and organization of the salary and the contracting of the salary are determined by decrees of the Council of Ministers.</p>	<p>The Internal Regulations on the Salary are approved at institutional level. The Training Center determines the prices of the courses.</p>	<p>Regulations on the Structure, Activity and Internal Procedures at ERI-BAS and the Internal Regulations on the Salary could regulate the teaching at Ph.D. programme, as well as the additional training of the trainers.</p>	<p>November 30th, 2015 Director, Administrative Deputy Director</p>

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
<p>Labour Code</p> <p>Having in mind that the researchers provide their work based on a signed labour contract, the complaints on the legal working relations are regulated by the Labour Code. It specifies that the labour disputes are tried in court. The national legislation has no regulated procedures for ensuring all research teams with confidential and unofficial support in solving conflicts, disputes and complaints in the frames of the institution.</p>		<p>The General Assembly of the Institute should evaluate whether there is a need for amendments to the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS and/or a selection of a Monitoring Council</p>	<p>November 30th, 2015</p> <p>Chairman of the General Assembly of the Institute</p>

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
	<p>The members of the General Assembly of the Academy are elected by the General Assemblies of the researchers in the PRUs. The members are habilitated scientists working full-time in BAS. One representative of the Assistants and Ph.D. students participates from each direction at the meetings of the GA of BAS with a deliberative vote.</p> <p>The members of the main Executive Council of BAS are associated, full members and corresponding members of the Academy, working full-time in BAS.</p> <p>The members of the Scientific Councils of the permanent units are elected Ph.D. scientists, habilitated scientists, corresponding members and academicians.</p>	<p>There is no need for actions on representativeness but for control of the elected representatives on informing the researchers.</p>	<p>General Assembly</p>

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
<p>There are no applied normative documents at national level in this area.</p>	<p><u>At BAS level</u> A proper structure is created – Scientific Consulting Council at the Executive Council of BAS. Its activity is regulated by Regulation, which identifies its main tasks (9 of them). They include also giving evaluations of the research activity, suggestions for development of the research staff in the direction, for international cooperation, etc.</p> <p><u>At ERI-BAS level</u> There are good practices, which include approved procedures for discussing the scientific results of the researchers, discussions, seminars, reporting and approving of the planned tasks. These procedures are stated in the Regulations on the Structure, Activity and Internal Procedures at ERI-BAS (Article 37-38 about Ph.D. students), the Regulations on Selection, Recruitment and Training of the Staff at ERI-BAS (Paragraph 4) and the Code of Ethics of ERI-BAS (Chapter 2 and 3).</p>	<p>Periodical updating of the data on the progress of R&D activity of the research staff</p>	

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
The national legislation has no prohibiting or promoting instructions concerning the role of the senior researchers as supervisors, professional consultants, project coordinators, leaders and distributors of the scientific achievements.	Under the Code of Ethics of BAS , its employees are obliged to support the training of their colleagues, to share their experience with them and to cooperate for their specialization and improvement. Such behaviour is regulated in the Code of Ethics of ERI-BAS .	No special actions are needed.	

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
Under the Labour Code , the Employer is obliged to ensure conditions for maintaining and improving the professional qualification of the workers and employees for an effective discharging of their duties on the legal relations in accordance with the requirements of the executed work and their future professional development.	<p><u>At BAS level</u></p> <p>This principle is followed by ensuring conditions for international cooperation, exchange of scientific achievements, conferences, organizing scientific forums and discussions between the scientists from different institutes.</p> <p><u>At ERI-BAS level</u></p> <p>Practices for maintaining and improving the professional qualification include participation of researchers at national and international forums, training and consulting activity, expert support to state and local management structures, carrying out of regular scientific forums, promoting the participation in scientific discussions and conferences.</p>	It is possible to think of a system for reporting the realization of this principle at an institute level.	

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
<p>The Labour Code regulates an obligation of the Employer concerning this.</p> <p>The Scientific Research Promotion Act regulates the granting of target financial funds based on competition (Article 24), professional development of scientists and researchers (Article 22, Item 11), R&D activity and professional development of young scientists, Ph.D. students and post-doctorants (Article 23, Item 4).</p> <p>National Strategy of Scientific Research 2020 regulates the activities on attracting young people to sciences through programme financing, guaranteeing a free movement of intellectual capital.</p>	<p><u>At ERI-BAS level</u></p> <p>The access to training and continuous development is encouraged through the acting systems of professional development, periodical assessment of the research staff, envisioned in the Regulations (Article 13).</p>	<p>There is enough freedom for everyone to choose and to get involved in training and continuous development. No other special activities are needed.</p>	

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
<p>There is no regulation at national level in this area.</p>	<p>At BAS level, in accordance with its Statute, the General Assembly of Scientists is an independent scientific unit and as such accepts the Regulations for its activity. The director of the unit is obliged to guarantee the implementation of the inter-departmental acts. This applies to ERI-BAS as well.</p>	<p>No specific activities needed.</p>	