



LUND  
UNIVERSITY

# Application HR Excellence in Research

LUND UNIVERSITY | 2020



## **Preamble Lund University**

Lund University was founded in 1666 and is repeatedly ranked among the world's top 100 universities. The University has 40 000 students and more than 8000 staff based in Lund, Helsingborg and Malmö. We are united in our efforts to understand, explain and improve our world and the human condition.

Lund is the most popular study location in Sweden. The University offers one of the broadest ranges of programmes and courses in Scandinavia, based on cross-disciplinary and cutting-edge research. The compact university campus encourages networking and creates the conditions for scientific breakthroughs and innovations. The University has a distinct international profile, with partner universities in nearly 70 countries.

Lund University has an annual turnover of more than SEK 8 billion, of which two-thirds go to research. Our research is characterised by both breadth and strength and, according to independent evaluations, over 30 of our research fields are world-leading.

The establishment of the world-leading facilities MAX IV and ESS will have a major impact on future scientific and industrial development in areas such as materials science and life science in Lund, in Sweden and in Europe. MAX IV is the brightest synchrotron radiation source in the world, and is a part of Lund University. The European Spallation Source will be the world's most powerful neutron source when it opens in 2023. Science Village Scandinavia is also being developed into a meeting place and scientific campus for research, education and entrepreneurship and is situated between the two research facilities.

### **International cooperation**

As part of our internationalisation strategy Lund University cooperates with universities all over the world through bilateral agreements, research collaborations, networks and cooperation programmes. An important aim is prioritising long-term relationships.

We are actively involved in the international research-intensive university network such as:

[Universitas 21 \(U21\)](#)

The aim of this global network is to promote and facilitate mobility between member universities and to provide a platform for collaboration and development projects in education, research and administration. The network also facilitates the exchange of information and the sharing of best practice and expertise.

[The League of European Research Universities \(LERU\)](#)

LERU's aims are to strengthen European research, education and innovation and to develop best practice through the mutual exchange of experiences. The LERU network has a strong focus on research policy and is the voice of the top research universities in Brussels.

Among other networks that also can be mentioned are:

[Euraxess](#) – Researchers in Motion is a pan-European initiative delivering information and support services to professional researchers regardless of their career stage

[EUGLOH](#) - European University Alliance for Global Health) – an initiative introduced and predominantly funded by EU that is to strengthen the strategic partnership between European universities

[CESAER](#) - Conference of European Schools for Advanced Engineering Education and Research – a European association that champions excellence in higher education, training, research and innovation; influence debate; contribute to the realisation of open knowledge societies; and, deliver significant scientific, economic, social and societal impact.

## **Clarification regarding the basic conditions for researchers working in Sweden**

### **Swedish law**

A distinction is made between fundamental laws and other laws. The fundamental laws contain basic rules as to how the country is to be governed and take precedence over all other laws.

The Government can take decisions about rules that are to apply in Sweden. These rules are known as ordinances. All new laws and ordinances are published in the Swedish Code of Statutes ([SFS](#)).

### **The Constitution**

Like most other democracies, Sweden has a written [Constitution](#) that sets out the rules for how society shall be governed. The Constitution consists of four fundamental laws: [The Instrument of Government](#), [The Act of Succession](#), [The Freedom of the Press Act](#) and [The Fundamental Law on Freedom of Expression](#). [The Riksdag Act](#) is not one of the fundamental laws but occupies a position between a fundamental law and an ordinary law.

The fundamental laws take precedence over all other laws. This means that other laws may never conflict with the provisions of the fundamental laws.

### **Swedish labour law**

The Swedish labour legislation generally applies to all sectors in the Swedish labour market. The legislation assures employees fundamental rights, such as employment security, vacation and regulated working hours.

In addition, there are laws that apply only to the government sector. This could be, for example, regarding the appointment procedure and disciplinary sanctions. A majority of the Swedish universities and institutes of higher education is under governmental authority. Over 90% of the academic staff is employed within the state sector.

Government employees are also insured special rights based on the Swedish Constitution, for example, a broad right to criticize their employer.

In comparison with many other European countries, the Swedish labour legislation is not particularly extensive or detailed. It is mainly to be seen as protective legislation guaranteeing employees a basic protection. Instead, the employees' terms of employment are governed mainly by collective agreements. The Swedish labour market is characterized by a high degree of organisation and a low level of organisational fragmentation.

### **Collective agreements**

Collective agreements complement the labour law. There are both central and local collective agreements.

The central collective agreements apply either within the entire government sector or part of it, for instance the higher education sector.

For the government sector, there are central collective agreements, which regulate pensions, holiday pay during leave and compensation for personal injury. There are also central collective agreements that allow specific grounds for temporary employment.

At the universities/institutes of higher education, the parties may conclude local collective agreements. The space for what can be regulated by local collective agreements is determined by law and the central collective agreements. Among the issues more closely regulated by local collective agreements is the distribution of working hours. Sweden has chosen to regulate by law that the terms of collective agreements in the government sector also apply to unorganised workers. That means that an individual worker who is not unionised, is still embraced by the regulations of the collective agreement.

In the personal employment contract, the parties may more closely regulate the conditions of employment, provided that it does not contradict law or collective agreement.

It is common that the parties in the individual contract specify the conditions for the initial basic salary and where the work is to be performed.

### **Parental leave**

Parental leave in Sweden is governed in law through [the Parental Leave Act](#). It is probably one of the most generous parental leave legislations in the world and applies to both the mother and the father. The legislation also applies to incoming researchers from other countries.

### **The recruitment procedure**

The government employment process differs from other sectors. According to the Swedish Constitution, the decision for government contracts shall pay regard to objective factors only, such as merit and competence, of which competence should be of prime consideration.

### **Appeal**

An applicant who has been rejected an appointment, has the right to appeal the decision of appointment. The appeal is heard by a special board. If the appeal is approved, the appellant should be offered the appointment, instead of the person that first received the appointment.

## **Transparency**

Within the government sector, the employment procedure is specifically regulated, for instance how to inform about vacancies and how employment decisions should be notified. Application documents are public documents and therefore other candidates, as well as the public, have the right to access the documents.

## **The principle of public access to official documents**

The principle of public access to official documents is a basic principle of our constitution. It means that the public and the media have the right to inspect state and municipal activities. The principle is expressed in various ways:

- everyone is entitled to read the documents of public authorities: access to official documents;
- officials and others who work for the state or municipalities are entitled to say what they know to outsiders: freedom of expression for officials and others;
- officials and others in the service of the state or municipalities are normally entitled to disclose information to newspapers, radio and television for 3(35) publication or to personally publish information: right to communicate and publish information.

The principle is regulated by fundamental laws;

[The Freedom of the Press Act](#) (Tryckfrihetsförordningen) TF 1949:105

[The Freedom of Speech Act](#) (Yttrandefrihetsgrundlagen) YGL 1991:1469

However, there are provisions on confidentiality according to Swedish law, limiting the right to access official documents as well as in the public officials' right to freedom of expression.

These provisions can be found in; [The Secrecy Act](#) (Swedish Code of Statutes 2009: 400) (Offentlighets- och sekretesslagen)

## **Definitions researcher**

A specific definition of researchers has been adopted by the European Commission and is detailed in the Frascati Manua<sup>11</sup>. Consequently, researchers are described as:

*"Professionals engaged in the conception or creation of new knowledge, products, processes, methods and systems, and in the management of the projects concerned."*

More specifically, this Recommendation relates to all persons professionally engaged in R&D at any career stage<sup>2</sup>, regardless of their classification. This includes any activities related to "basic research", "strategic research", "applied research", experimental development and "transfer of knowledge" including innovation and advisory, supervisory and teaching

capacities, the management of knowledge and intellectual property rights, the exploitation of research results or scientific journalism.

A distinction is made between Early-Stage Researcher and Experienced Researchers<sup>3</sup>:

- The term Early-Stage Researcher refers to researchers in the first four years (full-time equivalent) of their research activity, including the period of research training.
- Experienced Researchers are defined as researchers having at least four years of research experience (full-time equivalent) since gaining a university diploma giving them access to doctoral studies, in the country in which the degree/diploma was obtained or researchers already in possession of a doctoral degree, regardless of the time taken to acquire it.

### **Delimitations**

What is stated in the gap analysis refers to conditions for state employees, thus researchers with the state as accountable authority.

Researchers working under other authorities than a state institution, or those who fund their research through scholarships, are not covered by the description below.

1 Guidelines for Collecting and Reporting Data on Research and Experimental Development, [Frascati Manual](#) , OECD, 2015.

2 [COM \(2203 436](#) Researchers in the ERA: One profession, multiple careers.

3 [Towards a European framework for research careers](#), 2011