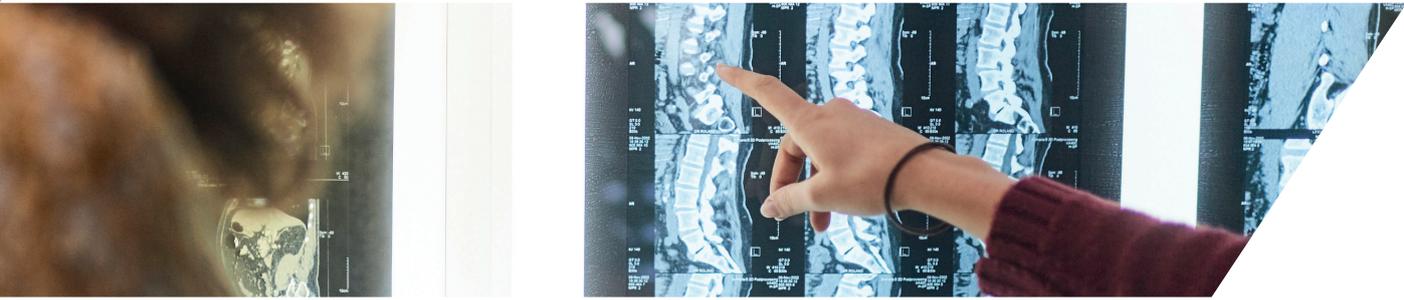




The rights and duties of researchers



1

1/EURAXESS AND THE HRS4R

Have you ever heard of Euraxess? The aim of this network built by the European Union (EU) is to create a geographical area of research by connecting researchers and guaranteeing their rights.

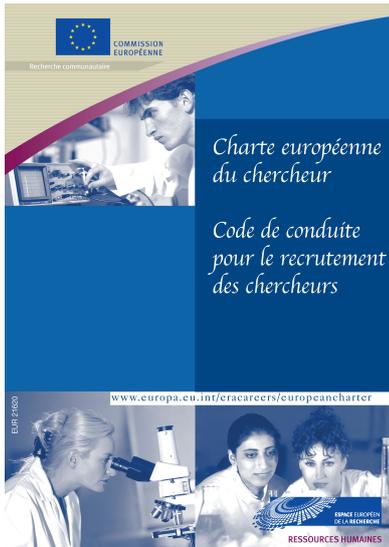
Euraxess is also a set of services which are distributed in 4 parts, as shown in **Figure 1**.

FIGURE 1 : EURAXESS SERVICES.



Concretely, here is what Euraxess services represent in your university:

- **Euraxess Jobs:** dissemination of CVs and job offers (about 12,000 of each),
- **Euraxess Services:** training, employment assistance center, help for foreign researchers,
- **Euraxess Rights:** HR label, guarantee of a stimulating and favorable working environment,
- **Euraxess Links:** networking, mobility information, network of collaborations.



Euraxess Rights, the HR label, granted to all Belgian universities, is based on the respect of the 40 principles of the Charter and the Code of Conduct for European Researchers. These principles regard the rights and duties of researchers, universities and funders.



If you want to know more about the HR label in your university and understand what it implies, go to the Euraxess page of your university or contact the person in charge:

UNamur, the Euraxess Unit

ULB

UMons

UCLouvain

ULiège

USaint-Louis Bruxelles

<https://www.unamur.be/en/research/euraxess>

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https://www.recherche.uliege.be/cms/c_9281209/fr/mobilite-euraxess

<https://www.usaintlouis.be/sl/756.html>

The duties of researchers according to the European Charter for Researchers are:



- Original and unique research, without plagiarism;
- Professional attitude (structured relationships, regular feedback on the progress of the work, respect of deadlines);
- Respect of safety rules;
- Publications of the research in respect of intellectual property and promotion of co-authors;
- Protection of research results (use of data backup systems, electronic or manual laboratory notebook, ...);
- Compliance with ethical standards (animal experiments, compliance with general regulations on data protection, confidentiality, etc.);
- Dissemination of research results to society (scientific mediation, patents, ...);
- Being active in the university (participation in the councils of departments, faculties, ...).



2/DEFENDING RIGHTS

2.1/The rights of researchers

The rights of researchers according to the European Charter for Researchers are:

- Freedom of research;
- Transparent and non-discriminatory recruitment procedure (gender, ethnicity, language, disability, personal skills, career breaks, degree, experience, mobility, ...);
- Taking into account the teaching load (training, remuneration, distribution of teaching and research workloads);
- Advice from the supervisor for the post-thesis (academia or outside);
- Career development service: continuing education (research, transversal skills) and career guidance;
- Supervision of the research work by a competent person who has the necessary time for training;
- Fair and attractive conditions for funding and salaries, work-private life balance;
- Impartial procedure for the management of conflicts, disputes or claims.

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2.2/Intellectual property

In the course of your research, whatever the field, you will be confronted with questions related to the rights you have over your own intellectual creations or those of others. The answer, in most cases, will be found in the regime applicable to the intellectual property in question. It is therefore necessary to equip yourself with the basic knowledge of the subject matter.

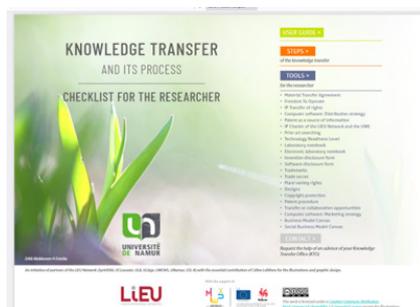
› **Intellectual property** is the branch of law that brings together all the rules applicable to intellectual creations. It can be defined as the exclusive right to use, to make fruitful, to dispose of and to prohibit the exploitation by others of a creation of the mind. It is subdivided into two main branches which are literary and artistic property and industrial property.

› **Literary and artistic property** is the branch that protects authors, performers and producers of literary works.

› **Industrial property** is the branch of intellectual property that deals with the protection of creations that have an economic role and are involved in innovation processes.

There are different industrial property titles depending on the type of creation to be protected and the objective sought. These include patents, trademarks, designs, plant variety certificates and geographical indications.

Unlike literary and artistic property rights, which arise automatically at the time of creation, industrial property rights are obtained after a formal procedure such as registration or the filing of an application with the competent authorities.



Patents are the industrial property titles you are most likely to encounter. If you are interested in other industrial property titles in a particular field, you are invited to contact the research administration of your institution. They will be able to provide you with all the information you require.

 You will also find information in the **IP Researcher's Guide to IP** developed by the LIEU réseau LIEU <https://reseaulieu.be/services-aux-chercheurs>.

At UNamur, Midis de l'ADRE are organized on various themes related to research, including copyright, intellectual property rights and patents: don't hesitate to register: <https://www.unamur.be/recherche/services-adre/formations/index>



Warning: this document is purely informative and has no contractual or legal character.



INFORMATION & CONTACT

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The PhD@Work project aims to strengthen and enhance the transversal skills of researchers. It is an integrated and inter-university project which has several sub-objectives: to continue the effort already made to strengthen the transversal skills of PhD students and PhDs, in better adequacy with the needs of the socio-economic world; to promote these skills to recruiters in order to improve the employability of PhDs and to support innovation; to develop supports, tools and support for professional integration; and to organize communication and events aimed at PhD students and PhDs as well as academics and companies. The project leader is the ASBL Objectif Recherche and the partner universities are UMONS, UCLouvain, USaint-Louis Brussels, ULB, UNamur and ULiège.

The PhD Welcome Pack was written by UNamur in collaboration with the partners of the PhDs@Work project.

