

## Swiss National Science Foundation declaration of approval concerning:

### *European Charter for Researchers and Code of Conduct for the Recruitment of Researchers*

(European Commission Recommendation of 11th March 2005)

#### **Whereas**

- its main aim is to promote high-quality scientific research,
- it acknowledges the fundamental importance of the profession of researcher to society, economy and culture,
- it pays particular attention to supporting young scientists at different career levels,
- within the limits of its capabilities, it endeavours, on a consistent basis, to establish the best possible conditions for the researchers it supports,
- in its promotional activity, it already takes into account today the principles established in the Charter and Code of Conduct and supports the related aims of the European Commission;

#### **the Swiss National Science Foundation (SNSF) approves the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers, with the following clarifications:**

- The SNSF confirms the principle of the precedence of the law of the land and of the specific internal legal requirements that apply to national funding organisations. Implementing the objectives of the European Charter for Researchers and of the Code of Conduct for the Recruitment of Researchers is therefore subject to the reservation that they correspond to the respective basic legal conditions applicable to the SNSF. The principles of the Charter and of the Code of Conduct are also understood in consideration of the precedence of the fundamental principles of the Swiss funding procedure, i.e. in particular taking into consideration freedom of research, the established quality standards, the peer review procedure for the award of public research funding and the judicial review procedure.

- Selected funding instruments of the SNSF with limited target groups and special funding aims are excepted and do not breach the discrimination ban.
- Working conditions and social insurance benefits comply with the applicable laws. In so far as the SNSF is not an employer, the principles are understood to mean that the SNSF works to secure progressive conditions but that, because it does not act as an employer, it cannot directly vouchsafe them itself. This applies in particular to stability of employment, transferability of funding and social insurance claims and salary levels.
- The goals of equal opportunities and flexible forms of labour are given due consideration by the SNSF in the organisation and further development of the support it offers. In so far as the SNSF is not itself an employer, employers' conditions which cannot be directly influenced are excepted.
- The SNSF's understanding and interpretation of the definitions used in the Charter and Code of Conduct are dependent upon the respective applicable basic conditions of the Swiss research sector. These are expressly excepted.

**This declaration of approval was adopted by the Presidial Board of the National Research Council at its meeting of 21st/22nd August 2007.**