

## CELSI CODE OF ETHICS

### I. Preamble

Central European Labour Studies Institute (CELSI) is an independent, non-profit, and non-partisan research institute located in Bratislava, Slovakia. Established in 2008, CELSI specializes in multidisciplinary research concerning labour markets and institutions, work and organizations, and business and society in the following research areas: Data and Measurement, Caring Societies, New Forms of Work, Labour Mobility, Inequalities and Vulnerabilities, Welfare and Labour Policy, Social Dialogue and Collective Bargaining, and Green and Digital Transitions.

The vision of CELSI is to be an internationally recognized hub for cutting-edge research, the provision of robust evidence for policymaking, and talent development in the broad area of labour studies. Through our commitment to academic excellence, research integrity, and innovation and learning, we aspire to be leaders in advancing prosperous, inclusive, and sustainable labour markets and relations, and fostering a thriving community of labour researchers and policymakers dedicated to creating positive change in labour markets and society.

Our mission is hence threefold: to pursue academic excellence by conducting internationally recognized, rigorous, and innovative multidisciplinary research on labour markets and institutions; to facilitate evidence-based policymaking by providing reliable evidence to inform decision-makers and promote prosperous, decent and sustainable labour markets; and to nurture talent in the field of labour research by fostering a supportive and collaborative environment for skill development and interdisciplinary collaboration.

With the support of its network of Research Fellows and Affiliates and its discussion and policy paper series, CELSI aims to contribute to cutting-edge international scientific discourse. In its applied research and policy analysis, CELSI places particular emphasis on Central and Eastern European countries. CELSI actively collaborates with internationally recognized research institutions, bridging the gap between advanced international expertise and in-depth local knowledge. Beyond its academic and applied research capabilities, CELSI offers expert data services, encompassing data collection, processing, and analysis. Furthermore, CELSI hosts the Bratislava Office of the international WageIndicator initiative, overseeing data collection and analysis responsibilities.

This code of ethics is grounded in the principle that outstanding research must adhere to the highest professional, scientific, and ethical standards, and it is imperative for all researchers to uphold these standards. In the event of any uncertainty, please consult CELSI management without delay.

## II. General Provisions

- 1) CELSI employees maintain the highest standards of academic and professional integrity.
- 2) CELSI researchers perform their academic, research and analytical tasks impartially, objectively and responsibly, in accordance with ethical principles and international professional standards.
- 3) CELSI employees comply with ethical standards or requirements established by laws, contracts, professional organizations and CELSI itself.
- 4) CELSI is committed to upholding the principles of intellectual property protection, particularly in research activities, publishing, and when utilizing information technologies and software.
- 5) CELSI employees support the freedom of expression and the exchange of scientific ideas. They promote equal opportunities regardless of gender, age, race, national or ethnic origin, religious belief, sexual orientation, different ability, medical condition, or any other condition.

## III. Prohibited Actions: Upholding Integrity in Research Practices

- 1) Prohibited in any form are mainly, but not only, deliberate or negligent actions:
  - a) plagiarism or infringement of intellectual property. Scholarly works must not present others' ideas, data, words or other material without adequate citation and transparent referencing.
  - b) infringing the intellectual rights of other persons or publishing the work of other persons under one's own name, ghost writing, paper mills, honorary authorship, or similar practices,
  - c) fabrication, manipulation or distortion of research results or data, as well as selective use of analytical methods for such a purpose,
  - d) presenting work generated by Generative Artificial Intelligence tools as own, see also Chapter V.
  - e) publishing in outlets with non-transparent editorial processes, predatory publishers or journals in particular
  - f) unfair or non-transparent provision of expert opinions (peer review),

- g) concealment or non-transparency regarding information about facts that create or could create a conflict of interests, or could be perceived as such,
- h) concealment or non-transparency regarding information on material or non-material support for the research provided by grant organizations, public institutions, commercial entities, or other parties, including indirect support or support related to close family members.

#### IV. Academic freedom, professional integrity of research, and intellectual property

- 1) All research is conducted and published based on the highest standards of objectivity, accuracy and quality. Data sources, research questions, hypotheses, methods used and theoretical starting points must be clearly stated and provided according to best standards in the profession.
- 2) All CELSI employees respect the contribution of all authors and their copyrights, as well as the contribution of all entities that supported given research. At the same time, they respect the contribution of the authors they refer to, while observing the principles of correct citation of the used literature and sources. CELSI employees clearly and transparently state their authorship on all of their output.
- 3) If an error is discovered in a CELSI publication, immediate steps must be taken to correct it, either in the form of correction or withdrawal.
- 4) CELSI adheres to The Declaration on Research Assessment (DORA)  
<https://sfedora.org/read/>

#### V. Research ethics and integrity when using generative artificial intelligence (GAI)

- 1) CELSI researchers and staff employ GAI only in a manner that respects human dignity, rights and freedoms. The use of GAI will fully comply with applicable legal regulations and with policies and procedures that protect privacy, civil rights, and civil liberties.
- 2) CELSI researchers provide appropriate transparency to the public and partners regarding used GAI methods, applications and uses. In particular, GAI use must be

declared and clearly explained in publications such as research papers, just as is expected from authors to do with other software, tools and methodologies.

- 3) In line with the prevailing practice, GAI does not meet the requirements for authorship, as it does not meet the need for accountability. Therefore, GAI tools may not be listed as an author on any CELSI publication.
- 4) CELSI researchers are accountable for the accuracy, integrity and originality of their research outputs, whether or not any GAI was used in their production.
- 5) CELSI researchers must ensure that their content is original and properly attributed and avoid perpetuating biases when using GAI.
- 6) Accepted forms of GAI use that do not need to be disclosed are limited to copy-editing, language translation, or grammar check tools, unless stipulated otherwise by applicable regulations.
- 7) More specific requirements or guidelines of specific journals, publishers, or funding agencies on the use of GAI must be adhered to when publishing with them.

This Code of Ethics was prepared and communicated internally in 2024. Updates will be implemented upon need.

In Bratislava, November 1, 2024.




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Co-Founder and Managing Director




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