# FWO DMP Template - Flemish Standard Data Management Plan

Project supervisors (from application round 2018 onwards) and fellows (from application round 2020 onwards) will, upon being awarded their project or fellowship, be invited to develop their answers to the data management related questions into a DMP. The FWO expects a **completed DMP no later than 6 months after the official start date** of the project or fellowship. The DMP should not be submitted to FWO but to the research co-ordination office of the host institute; FWO may request the DMP in a random check.

At the end of the project, the **final version of the DMP** has to be added to the final report of the project; this should be submitted to FWO by the supervisor-spokesperson through FWO's e-portal. This DMP may of course have been updated since its first version. The DMP is an element in the final evaluation of the project by the relevant expert panel. Both the DMP submitted within the first 6 months after the start date and the final DMP may use this template.

The DMP template used by the Research Foundation Flanders (FWO) corresponds with the Flemish Standard Data Management Plan. This Flemish Standard DMP was developed by the Flemish Research Data Network (FRDN) Task Force DMP which comprises representatives of all Flemish funders and research institutions. This is a standardized DMP template based on the previous FWO template that contains the core requirements for data management planning. To increase understanding and facilitate completion of the DMP, a standardized **glossary** of definitions and abbreviations is available via the following link.

| 1. General Project Information | |
|---|---|
| Name Grant Holder & ORCID | **Frank Hendrickx 0000-0001-9655-9084** |
| Contributor name(s) (+ ORCID) & roles | **Sara Huybrechts 0000-0003-3796-9897 (Researcher)** |
| Project number[1] & title | G049323N Telework as autonomous work: a legal evaluation of time and place independent work |
| Funder(s) GrantID[2] | G049323N |
| Affiliation(s) | ■ KU Leuven<br>☐ Universiteit Antwerpen<br>☐ Universiteit Gent<br>☐ Universiteit Hasselt<br>☐ Vrije Universiteit Brussel<br>☐ Other:<br>Provide ROR[3] identifier when possible: |

[1] "Project number" refers to the institutional project number. This question is optional since not every institution has an internal project number different from the GrantID. Applicants can only provide one project number.

[2] Funder(s) GrantID refers to the number of the DMP at the funder(s), here one can specify multiple GrantIDs if multiple funding sources were used.

[3] Research Organization Registry Community. https://ror.org/

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| Please provide a short project description | Telework is on the rise on labour markets around the world, partly due to the COVID-19 pandemic. The consequences of telework have become noticeable and created many questions for policy actors, employers and teleworkers. Yet, the rising phenomenon of telework fits in a broader evolution referred to as New Ways of Working (New WoW). A significant New WoW is autonomous work, covering time and place independent work by means of ICT. In this project autonomous work will be studied as the exponential format of telework. With the expanding practice of autonomous work, we move far away from the traditional 20th century work models which formed the basis of modern labour law. Regulations have therefore not foreseen and are not sufficiently equipped to cope with the new challenges of more autonomous work, including telework. The time and place independent character of telework is at odds with different traditional concepts. A discrepancy clearly exists between the way work is performed in the new world of work and the way work is regulated in labour law. The purpose of this research project is to analyse and evaluate current and possible future legal approaches of telework, conceptualised as autonomous work. This will be done through a lens of modernising labour law. Evaluation and recommendation will be done based on a three step normative framework, consisting of the characteristics of autonomous work, the functions and foundation of specific provisions and labour law in general. |

## 2. Research Data Summary

List and describe all datasets or research materials that you plan to generate/collect or reuse during your research project. For each dataset or data type (observational, experimental etc.), provide a short name & description (sufficient for yourself to know what data it is about), indicate whether the data are newly generated/collected or reused, digital or physical, also indicate the type of the data (the kind of content), its technical format (file extension), and an estimate of the upper limit of the volume of the data[4].

| | | | | *ONLY FOR DIGITAL DATA* | *ONLY FOR DIGITAL DATA* | *ONLY FOR DIGITAL DATA* | *ONLY FOR PHYSICAL DATA* |
|---|---|---|---|---|---|---|---|
| Dataset Name | Description | New or Reused | Digital or Physical | Digital Data Type | Digital Data Format | Digital Data Volume (MB, GB, TB) | Physical Volume |
| Legislation | Secondary EU legislation, national legislation, other policy document, collective bargaining agreements, … | ☐ Generate new data<br>☒ Reuse existing data | ☒ Digital<br>☐ Physical | ☐ Observational<br>☐ Experimental<br>☐ Compiled/ aggregated data<br>☐ Simulation data<br>☐ Software<br>☒ Other<br>☐ NA | ☐ .por<br>☐ .xml<br>☐ .tab<br>☐ .csv<br>☒ .pdf<br>☐ .txt<br>☐ .rtf<br>☐ .dwg<br>☐ .tab<br>☐ .gml<br>☒ other: html<br>☐ NA | ☐ < 100 MB<br>☒ < 1 GB<br>☐ < 100 GB<br>☐ < 1 TB<br>☐ < 5 TB<br>☐ < 10 TB<br>☐ < 50 TB<br>☐ > 50 TB<br>☐ NA | |
| Case law | Decisions from national judges or international courts (such as the CJEU and ECHR) | Reuse existing data | Digital | Idem | Idem | Idem | idem |
| Doctrinal documents and | Articles or books written by legal scholars | Reuse existing data | Digital | Idem | Idem | Idem | Idem |

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|---|---|---|---|---|---|---|---|
| bibliographic references | | | | | | | |

*GUIDANCE:*

*DATA CAN BE DIGITAL OR PHYSICAL (FOR EXAMPLE BIOBANK, BIOLOGICAL SAMPLES, …). DATA TYPE: DATA ARE OFTEN GROUPED BY TYPE (OBSERVATIONAL, EXPERIMENTAL ETC.), FORMAT AND/OR COLLECTION/GENERATION METHOD.*

*EXAMPLES OF DATA TYPES: OBSERVATIONAL (E.G. SURVEY RESULTS, SENSOR READINGS, SENSORY OBSERVATIONS); EXPERIMENTAL (E.G. MICROSCOPY, SPECTROSCOPY, CHROMATOGRAMS, GENE SEQUENCES); COMPILED/AGGREGATED DATA[5] (E.G. TEXT & DATA MINING, DERIVED VARIABLES, 3D MODELLING); SIMULATION DATA (E.G. CLIMATE MODELS); SOFTWARE, ETC.*

*EXAMPLES OF DATA FORMATS: TABULAR DATA (.POR,. SPSS, STRUCTURED TEXT OR MARK-UP FILE XML, .TAB, .CSV), TEXTUAL DATA (.RTF, .XML, .TXT), GEOSPATIAL DATA (.DWG,. GML, ..), IMAGE DATA, AUDIO DATA, VIDEO DATA, DOCUMENTATION & COMPUTATIONAL SCRIPT.*

*DIGITAL DATA VOLUME: PLEASE ESTIMATE THE UPPER LIMIT OF THE VOLUME OF THE DATA PER DATASET OR DATA TYPE.*

*PHYSICAL VOLUME: PLEASE ESTIMATE THE PHYSICAL VOLUME OF THE RESEARCH MATERIALS (FOR EXAMPLE THE NUMBER OF RELEVANT BIOLOGICAL SAMPLES THAT NEED TO BE STORED AND PRESERVED DURING THE PROJECT AND/OR AFTER).*

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| If you reuse existing data, please specify the source, preferably by using a persistent identifier (e.g. DOI, Handle, URL etc.) per dataset or data type. | The data is available in scientific libraries and online (websites from the different governments and institutions). |
| Are there any ethical issues concerning the creation and/or use of the data (e.g. experiments on humans or animals, dual use)? If so, please describe these issues further and refer to specific datasets or data types when appropriate. | ☐ Yes, human subject data<br>☐ Yes, animal data<br>☐ Yes, dual use<br>☒ No<br>If yes, please describe: |

[4] Add rows for each dataset you want to describe.

[5] These data are generated by combining multiple existing datasets.

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| Will you process personal data[6]? If so, briefly describe the kind of personal data you will use. Please refer to specific datasets or data types when appropriate. If available, add the reference to your file in your host institution's privacy register. | ☐ Yes<br>☒ No<br>If yes:<br>- Short description of the kind of personal data that will be used:<br>- Privacy Registry Reference: |
| Does your work have potential for commercial valorization (e.g. tech transfer, for example spin-offs, commercial exploitation, …)?<br>If so, please comment per dataset or data type where appropriate. | ☐ Yes<br>☒ No<br>If yes, please comment: |
| Do existing 3rd party agreements restrict exploitation or dissemination of the data you (re)use (e.g. Material/Data transfer agreements, research collaboration agreements)?<br>If so, please explain to what data they relate and what restrictions are in place. | ☐ Yes<br>☒ No<br>If yes, please explain: |
| Are there any other legal issues, such as intellectual property rights and ownership, to be managed related to the data you (re)use?<br>If so, please explain to what data they relate and which restrictions will be asserted. | ☐ Yes<br>☒ No<br>If yes, please explain: |

[6] See Glossary Flemish Standard Data Management Plan

| 3. Documentation and Metadata | |
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| Clearly describe what approach will be followed to capture the accompanying information necessary to keep **data understandable and usable**, for yourself and others, now and in the future (e.g. in terms of documentation levels and types required, procedures used, Electronic Lab Notebooks, README.txt files, Codebook.tsv etc. where this information is recorded). | The data is stored by means of a reference manager (Zotero) in order to keep the data structured with the possibility to add noted and annotations.<br>The collection and selection of legislation, preparatory documents and caselaw will be documented in more detail by keeping a record of the keywords used when searching the relevant databases, date of searches and criteria for inclusion/exclusion of relevant items. This metadata will be stored in Zotero as well. |
| Will a metadata standard be used to make it easier to **find and reuse the data**?<br><br>If so, please specify which metadata standard will be used. If not, please specify which metadata will be created to make the data easier to find and reuse.<br><br>*REPOSITORIES COULD ASK TO DELIVER METADATA IN A CERTAIN FORMAT, WITH SPECIFIED ONTOLOGIES AND VOCABULARIES, I.E. STANDARD LISTS WITH UNIQUE IDENTIFIERS.* | ☐ Yes<br>☒ No<br>If yes, please specify (where appropriate per dataset or data type) which metadata standard will be used:<br><br>If no, please specify (where appropriate per dataset or data type) which metadata will be created:<br><br>No metadata standard will be used but for all published materials which will be collected full bibliographic details will be kept. |

| 4. Data Storage & Back-up during the Research Project | |
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| Where will the data be stored? | Collected documents are kept in Zotero and File explorer both on the laptop hard-drive and cloud. |

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| How will the data be backed up?<br><br>*WHAT STORAGE AND BACKUP PROCEDURES WILL BE IN PLACE TO PREVENT DATA LOSS? DESCRIBE THE LOCATIONS, STORAGE MEDIA AND PROCEDURES THAT WILL BE USED FOR STORING AND BACKING UP DIGITAL AND NON-DIGITAL DATA DURING RESEARCH.*[7]<br><br>*REFER TO INSTITUTION-SPECIFIC POLICIES REGARDING BACKUP PROCEDURES WHEN APPROPRIATE.* | The data will be safely stored on the KU Leuven personal OneDrive account. In this way, all the data is fully secured by a multi-factor authenticator and backed-up automatically. |
| Is there currently sufficient storage & backup capacity during the project? If yes, specify concisely. If no or insufficient storage or backup capacities are available, then explain how this will be taken care of. | ☒ Yes<br>☐ No<br>If yes, please specify concisely:<br>KU Leuven provides a storage capacity that exceeds the total size of the collected data. .<br>If no, please specify: |
| How will you ensure that the data are securely stored and not accessed or modified by unauthorized persons?<br><br>*CLEARLY DESCRIBE THE MEASURES (IN TERMS OF PHYSICAL SECURITY, NETWORK SECURITY, AND SECURITY OF COMPUTER SYSTEMS AND FILES) THAT WILL BE TAKEN TO ENSURE THAT STORED AND TRANSFERRED DATA ARE SAFE.* [7] | The security system of the KU Leuven is based on a multi-factor authenticator. This provides sufficient level of protection for non-personal data. |
| What are the expected costs for data storage and backup during the research project? How will these costs be covered? | There are no expected costs for the data storage. Data storage is provided by the host institution (KU Leuven). |

[7] Source: Ghent University Generic DMP Evaluation Rubric: https://osf.io/2z5g3/

| 5. Data Preservation after the end of the Research Project | |
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| Which data will be retained for at least five years (or longer, in agreement with other retention policies that are applicable) after the end of the project? In case some data cannot be preserved, clearly state the reasons for this (e.g. legal or contractual restrictions, storage/budget issues, institutional policies...). | All data will be retained for at least five years after the end of the project. For documents for which the long-term public availability is guaranteed only full bibliographic data will be kept for 10 years, for others also local copies will be stored. |
| Where will these data be archived (stored and curated for the long-term)? | At the end of the project all data will be transferred to a network-drive of the PI. The specific storage solution will be chosen based on what is available at that time. |
| What are the expected costs for data preservation during the expected retention period? How will these costs be covered? | No additional costs are expected. |

| 6. Data Sharing and Reuse | |
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| Will the data (or part of the data) be made available for reuse after/during the project? Please explain per dataset or data type which data will be made available.<br><br>*NOTE THAT 'AVAILABLE' DOES NOT NECESSARILY MEAN THAT THE DATA SET BECOMES OPENLY AVAILABLE, CONDITIONS FOR ACCESS AND USE MAY APPLY. AVAILABILITY IN THIS QUESTION THUS ENTAILS BOTH OPEN & RESTRICTED ACCESS. FOR MORE INFORMATION: HTTPS://WIKI.SURFNET.NL/DISPLAY/STANDARDS/INFO-EU-REPO/#INFOEUREPO-ACCESSRIGHTS* | ☐ Yes, in an Open Access repository<br>☐ Yes, in a restricted access repository (after approval, institutional access only, …)<br>☐ No (closed access)<br>☒ Other, please specify:<br><br>The researcher will evaluate whether the creation of a topical database of relevant regulation and caselaw has any added-value. The metadata |
| If access is restricted, please specify who will be able to access the data and under what conditions. | / |
| Are there any factors that restrict or prevent the sharing of (some of) the data (e.g. as defined in an agreement with a 3rd party, legal restrictions)? Please explain per dataset or data type where appropriate. | ☐ Yes, privacy aspects<br>☐ Yes, intellectual property rights<br>☐ Yes, ethical aspects<br>☐ Yes, aspects of dual use<br>☐ Yes, other<br>☒ No<br><br>If yes, please specify:<br><br>No issues arise for the sharing of meta-data of published materials. |
| Where will the data be made available?<br>If already known, please provide a repository per dataset or data type. | The data will be made available through the bibliography in the doctoral dissertation. In this bibliography all used sources will be listed and referenced to. |

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| When will the data be made available?<br><br>*This could be a specific date (dd/mm/yyyy) or an indication such as 'upon publication of research results'.* | To be determined. |
| Which data usage licenses are you going to provide? If none, please explain why.<br><br>*A data usage license indicates whether the data can be reused or not and under what conditions. If no licence is granted, the data are in a grey zone and cannot be legally reused. Do note that you may only release data under a licence chosen by yourself if it does not already fall under another licence that might prohibit that.*<br><br>*Example Answer: E.g. "Data from the project that can be shared will be made available under a Creative Commons Attribution license (CC-BY 4.0), so that users have to give credit to the original data creators."* [8] | Data licences will be selected in collaboration with KUL RDR-staff. |
| Do you intend to add a PID/DOI/accession number to your dataset(s)? If already available, please provide it here.<br><br>*Indicate whether you intend to add a persistent and unique identifier in order to identify and retrieve the data.* | ☐ Yes<br>☒ No<br>If yes: |
| What are the expected costs for data sharing? How will these costs be covered? | There are no expected costs. |

[8] Source: Ghent University Generic DMP Evaluation Rubric: https://osf.io/2z5g3/

| 7. Responsibilities | |
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| Who will manage data documentation and metadata during the research project? | **The researcher (Sara Huybrechts) under supervision of prof. Frank Hendrickx** |
| Who will manage data storage and backup during the research project? | **The researcher (Sara Huybrechts) under supervision of prof. Frank Hendrickx and with the assistance of KU Leuven infrastructure.** |
| Who will manage data preservation and sharing? | **The researcher (Sara Huybrechts) under supervision of prof. Frank Hendrickx and with the assistance of KU Leuven infrastructure.** |
| Who will update and implement this DMP? | **The researcher (Sara Huybrechts) under supervision of prof. Frank Hendrickx** |