



HIGHER EDUCATION COMMISSION

HEC ANTI-PLAGIARISM POLICY

Effective from [-----]

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List of Abbreviations

HEC	Higher Education Commission
R & D	Research and Development Organizations
DAI	Degree Awarding Institution
UAPSC	University Anti-Plagiarism Standing Committee
CNIC	Computerized National Identity Card
DOI	Digital Object Identifier
QEC	Quality Enhancement Cell
ORIC	Office of Research, Innovation and Commercialization
ASRB	Advanced Studies Research Board
VC	Vice Chancellor
E&D	Efficiency and Discipline
EDS	Electronic Detection System
TA/DA	Travelling Allowance/Daily Allowance
HIE	Higher Education Institution
SSA&H	Social Sciences, Arts, and Humanities
SAPGRC	Standing Anti-Plagiarism Grievance Redressal Committee
PCST	Pakistan Council for Science and Technology
PSP	Productive Scientists of Pakistan
IPR	Intellectual Property Rights
CoE	Centre of Excellence

HEC Anti-Plagiarism Policy

1. Plagiarism Prevention Mandate:

The HEC ordinance of 2002, under section 10 (a) demands that Commission should develop guidelines or policies for the improvement and promotion of quality research culture. The relevant section is reproduced below:

Section 10 (a): *Formulate policies, guiding principles and priorities for higher education Institutions for promotion of socio-economic development of the country.*

2. Principles of the Policy:

The HEC Plagiarism Policy was developed in 2007 with an aim to prevent plagiarism through creating awareness about plagiarism including its different manifestation and a process of investigation along with respective penalties was introduced. The policy is based on the following general principles:

- i. **Awareness for Preventing Plagiarism:** The Universities and Faculty members should arrange regular capacity building activities within each calendar year for creating awareness about avoiding Plagiarism in various forms.
- ii. **Following Research Ethics:** The University, faculty and staff should follow research ethics for avoiding plagiarism in their academic and research contributions.
- iii. **Respecting Intellectual Contribution:** The faculty members and students should acknowledge Intellectual work of other researchers as per norms of the respective disciplines.
- iv. **Devising Process for Probing Plagiarism:** The plagiarism is considered as a serious matter and there is a need to curb this menace through proper and defined process.

3. Preamble

In order to develop and maintain quality research culture at Universities including their constituent/affiliated colleges, affiliated Centers of Excellence (CoE), affiliated R&D Organizations and Degree Awarding Institutions (DAIs), it is important to create awareness about academic honesty and research ethics in tandem with developing authentic, reliable and valid reporting, communication, writing and research skills for the better articulation of research findings in the form of reports, papers, or theses/dissertations complying with international stylistic norms.. It is also imperative that scholars, faculty members and other academic stakeholders like journal editors and publishers be properly apprised about academic dishonesty in all its complexity. In pursuit of this, the fairness and integrity of the process involved for probing complaints about academic dishonesty need to be of the highest possible standard. These guidelines are expected to address major issues pertaining to academic integrity and academic dishonesty while providing appeal and disciplinary mechanisms to deal with false allegations. It is expected that all institutions associated with higher education and research will adopt this policy via their statutory processes so that correct and false allegations of plagiarism may be addressed via Efficiency & Discipline Rules and the Service Statutes of research institutions and organizations.

4. Definition

According to the Merriam-Webster online dictionary, to "*plagiarize*" means¹:

- i. to steal and pass off (the ideas or words of another) as one's own
- ii. to use (another's production) without citing and crediting the source
- iii. to commit literary theft
- iv. to present as new and original an idea or product derived from an existing scholarly source

All the following are considered plagiarism:

- i. turning in someone else's work as one's own
- ii. copying words or ideas from someone else without giving credit
- iii. failing to put a quotation in quotation marks
- iv. giving incorrect information about the source of a quotation
- v. changing words but copying the sentence structure of a source without giving credit
- vi. copying bulk of words or ideas from a source that makes up the majority of your work, whether you give credit or not (see our section on "fair use" rules)

The following activities are very common in today's technology driven society. Despite their common use, they still count as academic cheating and plagiarism if done without permission from the original proponents².

- i. Copying media (especially images) from other websites to paste them into your own papers or websites.
- ii. Making a video using footage from others' videos or using copyrighted art and music as part of the soundtrack.
- iii. Performing another person's copyrighted music (i.e., playing a cover).
- iv. Composing a piece of music that borrows heavily from another composition.

Certainly, some media can create situations in which it can be challenging to determine the copyrights of a work are being violated. For example:

- i. A photograph or scan of a copyrighted image (for example: using a photograph of a book cover to represent that book on one's website)
- ii. Recording audio or video in which copyrighted music or video is playing in the background.
- iii. Re-creating a visual work in the same medium. (for example: shooting a photograph that uses the same composition and subject matter as someone else's photograph)
- iv. Re-creating a visual work in a different medium (for example: making a painting that closely resembles another person's photograph).
- v. Re-mixing or altering copyrighted images, video or audio, even if done so in an original way.

Please note, that the extension and further development of an idea, drawing upon the author's own original previous work shall not be considered self-plagiarism. Self-plagiarism necessitates that the author(s) claim multiple publications as the basis of the same work without major amendments.

¹ [APA Resources - What is Plagiarism? \(nova.edu\)](#)

² [What is Plagiarism? - Plagiarism.org](#)

5. Further Explanation of the Definition³

Original work and types of Plagiarism and Academic Dishonesty:

- i. **Original Thinking:** When someone submits assignments that are their own work, composed of original ideas built on attributed sources.
- ii. **Student Collusion:** Working with other students on an assignment meant for individual assessment.
- iii. **Word-for-Word Plagiarism:** Copying and pasting content without proper attribution.
- iv. **Self-Plagiarism:** Reusing one's previously published or submitted work without proper attribution.
- v. **Mosaic Plagiarism:** Weaving phrases and text from several sources into one's own work. Adjusting sentences without quotation marks or attribution.
- vi. **Software-based Text Modification:** Taking content written by another and running it through a software tool (text spinner, translation engine) to evade plagiarism detection.
- vii. **Contract Cheating:** Engaging a third party (for fee, for free or in-kind compensation) to complete an assignment and representing that as one's own work.
- viii. **Inadvertent Plagiarism:** Forgetting to properly cite or quote a source or unintentional paraphrasing or violation of stylistic norms.
- ix. **Paraphrase Plagiarism:** Rephrasing a source's ideas without proper attribution.
- x. **Computer Code Plagiarism:** Copying or adapting source code without permission from and attribution to the original creator.
- xi. **Data Plagiarism:** Falsifying or fabricating data or improperly appropriating someone else's work, putting a researcher, institution, or publisher's reputation in jeopardy.
- xii. **Manual Text Modification:** Manipulating text with the intention of misleading plagiarism detection software.
- xiii. **Source-based Plagiarism:** Providing inaccurate or incomplete information about sources such that they cannot be found.

Scholars and students are strongly encouraged to do their own work and avoid lifting, gifting publications, or receiving gift publications. A separate policy in this regard ought to be formulated and widely shared by HEC in consultation with stakeholders.

6. Aim:

This Policy seeks to create awareness amongst the stakeholders i.e., students, mentors/supervisors, researchers, faculty members, and staff, of Universities or Degree Awarding Institutions (DAI), constituent colleges, affiliated colleges, and affiliated R&D organizations. It addresses a central problem in terms of academic integrity, academic dishonesty and the processes involved for probing any complaint of plagiarism. All scholars are required to use plagiarism detection software themselves prior to sending their work for publication to avoid any unintended borrowing.

7. Applicability:

The policy is applicable to students, faculty members, researchers and staff of all Universities and DAIs of Pakistan whether operating in the private or public sectors. The policy is applicable to all degree programs at undergraduate and post-graduate levels. In this

³ [Turnitin - The Plagiarism Spectrum](#)

context, a "**Student**" is a person who, on the date of submission of his/her paper/work is a registered student of any University or DAI or at constituent or at an affiliated college recognized by the Higher Education Commission (HEC). "Faculty member/researcher" includes a faculty member or equivalent of a University/Organization or of a constituent or affiliated college, or researcher of an organization or such other person may be declared to be so by regulations. The Faculty members/Researchers may be regular, contractual, visiting, adjunct or engaged online. Faculty members, researchers, students, staff or any other stakeholders who are employees of University, DAI, Constituent or Affiliated College and have placed their CVs or any other publication(s) on the institutional website and are applying for any benefit based on these published or presented works which later prove to be plagiarized will be liable to be punished as per prescribed rules.

8. Responsibility of the Institutions & Organizations:

All Universities/DAIs must acquaint their students, faculty members, researchers and staff with this policy and ensure that they are fully aware that all authors are deemed to be individually and collectively responsible for the contents of papers/books/book chapters published by Journals/ Publishers etc. Faculty members are strongly encouraged to use their subject knowledge and familiarity with the skills/aptitude of students to confidently enforce the highest ethical standards in terms of discouraging any of the forms of plagiarism and academic cheating through the existing detection mechanisms of academic evaluation at their disposal. Hence, it is the responsibility of each author, including the co-authors, to ensure that papers submitted for publication should attain the highest ethical standards with respect to academic integrity. To facilitate the Universities/DAIs in creating awareness about Plagiarism, a modified version of the *Little Book of Plagiarism*, a publication of Leeds Metropolitan University, is appended as "Annexure" to this policy. HEC reserves the right to take action at appropriate level against Universities/DAIs which do not comply with the policy.

9. Lodging a Plagiarism Complaint:

The complaint relevant to plagiarism or academic dishonesty may be lodged with the VC/President/Rector or head/Principal of the respective University/DAI for probing the matter in the light of procedure given in para 8 of this policy. In a case where the accused person is the Vice Chancellor/Rector or Head of the Institution then the complaint should be forwarded to the appointing authority i.e. Chancellor with a copy to the Provincial Higher Education department/Commission; the complaints against VCs/Rector/Head of Organizations of federally chartered Universities are required to be forwarded to the appointing authority i.e. President of Pakistan, and may be shared with the Chairperson of HEC. The complaint may be forwarded through post, fax, email or other means to the respective institution or organization. The complainant should be a working faculty member, student or researcher of HEC recognized Universities/DAIs or a concerned citizen. In order to lodge a complaint, he/she/they will be required to share:

- a) Copy of Computerized National Identity Card (CNIC) if from Pakistan or Passport in the case of foreigners.
- b) Citation of the original paper or document or idea which was plagiarized, (paper title, author(s), publication title, month and year of publication and the journal, in which published, with details).

- c) The citation of the alleged plagiarizing paper (paper title, author(s), publication title, month and year of publication and the journal with details in which published with DOI number if available). If the report is unpublished (e.g., an institutional technical report), the complainant is to provide as much information as possible to ensure proper investigation.
- d) Original Journals or Certified Copies of both papers or electronic copy with DOI number where applicable;
- e) Any other information that would help University/DAI or HEC to efficiently probe the claim/allegation.
- f) Name, Designation, Organization, email address and telephone number of the complainant.

10. Investigation:

The complaints received through HEC or directly by the University / Organization will be initially dealt by the respective Universities / Organizations according to the procedures given below.

In case of failure to take up the case as per procedure within 90 days by the Universities/DAIs then HEC may forward the complaint to the Chancellor for information. The VC / Rector / Head of the Organization will take action on anonymous or complaints of public interest if overwhelming evidence of Plagiarism exists. For investigation of Plagiarism cases, the VC / Rector / Head of Organization shall:

- a) Constitute a "University **Anti-Plagiarism Standing Committee**" consisting of three (3) senior faculty members of same or other University who have unblemished careers, and who meet other parameters indicative of a commitment to research ethics and excellence. Further, it is recommended that a subject specialist of that particular discipline be co-opted from other University, and a nominee of the HEC **whose** participation in a meeting is mandatory. The quorum of the committee will comprise 4 members. If the HEC nominee or subject experts or any other members is from outstation then he/she should be given Honorarium, TA/DA, local pick and drop from Airport, Station etc. by the host University. The seniority/rank of the members of "University **Anti-Plagiarism Standing Committee**" should be equal to or greater than the accused keeping in view the seniority/rank of the individual being investigated and the nature and gravity of the offence. The voting system for the decision making by the committee is discouraged. The opinion of the subject experts should be given maximum weight. The senior member will chair the **UAPSC**. Director QEC/ORIC/ASRB/Post-graduate studies should also be on board for the investigation process as co-opted members.
- b) In case of complaint against VCs of Federal Universities, the HEC will constitute an Expert Committee, comprising 3 senior VCs from public and private sector including one VC as a subject expert. This would apply to both VCs that are currently serving as well as those who are retired as VCs if the allegation corresponds to their tenure(s) as VC.
- c) Provide policy guidelines, and SOPs prepared by HEC for the functioning of the "University **Anti-Plagiarism Standing Committee**", to all members of the UAPSC.
- d) Provide clear terms of reference to the "University **Anti-Plagiarism Standing Committee**" for the investigation.
- e) Provide a fair opportunity to the accused or author(s) under investigation to defend the originality of their concepts and research work. Similar opportunity will also be provided

to the author(s) whose paper(s) is/are deemed to have been Plagiarised and/or the complainant (if any), to testify to veracity of the allegations **in the** plagiarism complaint.

- f) Facilitate the “University **Anti-Plagiarism Standing Committee**” to use all **available** means, including legal and E&D **provisions**, to investigate the plagiarism case.

Additionally, the members of the “University **Anti-Plagiarism Standing Committee**” are to sign a confidentiality statement that during the investigation they will not disclose any individual author's name, paper titles, referees, or any other personal or specific information concerning the plagiarism complaint under investigation, nor shall they reveal the names of the committee members.

11. Role of the University Anti-Plagiarism Standing Committee (UAPSC)/HEC Experts Committee:

The University **Anti-Plagiarism Standing Committee** or HEC Experts Committee shall then conduct the investigation. Depending on the details of the complaint, the investigation may include any of the following steps:

- a) Manual and / or automated Check for content similarity or its extent by Subject expert(s)
- b) Determine the extent and quantum of significant material plagiarized.
- c) Solicit comments from the relevant publishers.
- d) Consult with legal counsel of the concerned University.
- e) Contact witnesses to gather and record statements when necessary.
- f) Interview present and / or past employers of the author(s) if needed.
- g) Take any other necessary step(s) which University or HEC Experts Committee deems fit to take.

12. Submission of Findings by UAPSC:

The University **Anti-Plagiarism Standing Committee** will submit its report with clear-cut findings and recommendations to the Vice Chancellor / Rector / Head of the Organization within sixty days. The Vice Chancellor /Rector / Head of the Organization will implement the recommendation(s) after approval through the statutory process and take punitive action against the offender as per penalties stated under this policy within 90 days after the decision. The decisions of the HEC Expert Committee will be forwarded to the relevant competent authority/appointing authority.

13. Penalties for Plagiarism:

Plagiarism is an unacceptable intellectual crime. As such the penalties for plagiarism should be commensurate with the severity and recurrence of the offence and impact the academic standing of the offender. This entails a gradual increase in punitive action with minimum punishment for a first-time offence by a student who copies a homework assignment to a maximum punishment for a teacher/researcher/staff who publishes plagiarised material; as his/her own in a conference presentation / journal/book/other reports etc. Therefore, the punishments for Plagiarism have been divided into two separate categories, i.e those for "Teachers, Researchers and Staff" and those for the "Students". The groups have already been defined in para 5 above. It is to be noted that in the event the accused accepts responsibility for his/her/their actions, formally apologizes, retracts the offending work or

otherwise disassociates from it, and accepts that he/she/they be deprived of any benefits they derived from the plagiarized work, then the University may consider the matter concluded.

a) Penalties for Research Supervisors, Teachers, Researchers and Staff: When an act of plagiarism, as described earlier in paras 2 and 3, is established, the University **Anti-Plagiarism Standing Committee** in its recommendations, **DEPENDING UPON THE SERIOUSNESS OF THE PROVEN OFFENCE**, will advise the Competent Authority of the University/DAIs to take any one or a combination of the following disciplinary action(s) against the Research Supervisors, teacher, researcher and / or staff found guilty of the offence:

- i. **Major Penalty:** In cases where major parts of the publication i.e. paper/thesis/book/report/assignment etc., including key results have been exactly copied without citation from any other published work, then (a) a major penalty of dismissal from service (in case of employees of a University/DAI) can be prescribed; (b) or expulsion from the HEI (in case of students). In case of a published work, University or DAI should inform the publisher about findings and request to withdraw the plagiarized paper forthwith. Furthermore, the employee/student found guilty after due process can be black-listed for a specified period by the organization, with the same communicated to the HEC.
- ii. **Moderate Penalty:** In case where some fragments particularly in the recommendations part of the documents i.e. paper/thesis/report/book/assignment etc. have been copied, then moderate penalty(ies) as per the concerned University's Statutes and E&D rules ought to be applied to those found guilty.
- iii. **Minor Penalty:** In case words, quotes have been copied without citation and another violations of stylistic norms of publications then minor penalties as per the concerned University's Statutes and E&D rules ought to be applied to those found guilty.

b) Students: It is further elaborated with respect to Students that when an act of plagiarism, as described in paras 2 and 3 above, is found to have occurred, the "University /DAI Anti-Plagiarism Standing Committee" in its recommendations, **DEPENDING UPON THE SERIOUSNESS OF THE PROVEN OFFENCE**, will advise the Vice Chancellor / Head of the Organization, to take any one or a combination of the following disciplinary action(s) against the student(s) found guilty of the offence within the relevant disciplinary rules of the concerned HEI:

- a. The offender may be expelled/ rusticated from the University and barred from joining any institution of Higher Education in Pakistan for a period deemed appropriate by the "University/ Organization **Anti-Plagiarism Standing Committee**". A notice may be circulated among all academic institutions and research organizations to this effect.
- b. The offender may be failed in the course enrolled.
- c. The offender may be fined an amount as deemed appropriate.
- d. The offender may be given a written warning if the offence is minor and is committed for the first time.
- e. HEC or the University / DAI may debar the offender from sponsorship of research funding, travel grant, scholarship, fellowship or any other funded program for a period deemed appropriate by the "University/DAI **Anti-Plagiarism Standing Committee**".
- f. Any other penalty deemed fit by the University **Anti-Plagiarism Standing Committee**

c) Co-author(s)/Declarations:

- a. The primary responsibility for any plagiarism committed in a publication lies with the Principal Author/Corresponding Author/First Author. Any co-author(s) may be deemed partly responsible for plagiarism if the UAPSC investigation reveals that they were aware of the wrong-doing and chose to benefit from it, with their consent for publication having been duly taken. If the published work is part of a thesis of a student and the co-author is not a supervisor, then justifications will be required in the form of no conflict of interest in publication.
- b. ALL authors/co-authors of a publication must sign a declaration that the material presented is not plagiarised (Sample Attached) and need to exercise caution and diligence in associating themselves with any research work."

14. Additional Actions Required:

In addition to the above punishments/considerations, the following additional actions must be taken if the offence of Plagiarism is established:

- a) If the plagiarized publication is accessible on the webpage, its access will be retracted. The publication itself will be kept in the database for future research or legal purposes.
- b) The author(s) will be asked to write a formal letter of apology to the authors of the original publication that was plagiarized.
- c) If the publication is submitted but not published yet, the draft publication will be rejected. However, written warning shall be served to the author/ co-authors.

15. Appeal Process:

The HEC will establish a Standing Anti-Plagiarism Grievance Redressal Committee (SAPGRC) to double-check findings/recommendations of University Anti-Plagiarism Committees. If anyone found guilty of plagiarism by the UAPC wants to carry out a technical and academic audit of the adverse decision, they may appeal to the HEC Chairperson within 30 Days of the said decision. The Grievance Redressal Committee will review the deliberations and findings of the UAPC in order to determine whether any procedural lapses have occurred. Once the grievance is received, the SAPGRC will have 30 days to carry out its audit and report.

SoPs for this appeals process may be considered as follows:

- a) While the complaint is presented before the HEC's Grievance Redressal Committee the concerned Organization will stay implementation of any punishment.
- b) Once the Grievance Redressal Committee has submitted its report, the same will be communicated by HEC Chairperson to the concerned Head of Organization.
- c) The findings of the HEC Grievance Redressal Committee will be placed before the relevant Statutory Body of the concerned organization and a final decision will be made in light of its recommendations.
- d) Subsequent to this, any further appeal will have to be a formal legal one to the Chancellor of the concerned institution or another duly constituted legal forum.
- e) The HEC may frame any additional SoPs and adjust the composition of its Anti-Plagiarism Grievance Redressal Committee periodically.

16. False/Malicious Accusations of Plagiarism:

If the case of Plagiarism is not proved and it is confirmed that a false allegation was lodged, the Vice Chancellor / Rector may institute disciplinary proceedings against the accuser under the Organization's Statutes and E&D rules, while for loss of reputation any relevant

Defamation Laws shall be applicable. If the accuser is from another organization, the Head of the Organization of the accused will inform the complainant's Organization by recommending disciplinary action against the complainant, to be taken by his / her parent organization. The name(s) of the false accuser(s) be subjected to blacklisting as specified on the HEC website for a fixed period. At each step of the process, HEC ought to be kept informed by the concerned Organization.

Annexure-1: HEC Guidelines for Use of Electronic Detection System

Interpreting and Applying the Similarity Index

1. The similarity score is just a percentage of material in the paper that matches sources in the Electronic Detection System (EDS) databases.
2. Text that is quoted and cited may appear as a match in the Similarity Report if quotes have not been excluded from the report; this offers a great opportunity to check for proper citation.
3. The similarity score must be interpreted in the context of the assignment and the actual writing. The only way to do this is to look at the Similarity Report.
4. If similarities in the Electronic Detection Systems (EDS) report are significant, i.e., without citation of the source then the scholar/student or faculty may be guided accordingly. In case, if he/she repeats the same action (plagiarism) then it may be reported to the University Anti-Plagiarism Standing Committee with relevant evidence.
5. The similarities in the EDS report may contain matches with author's previous work, i.e., thesis, paper, or report; these may be ignored if properly cited and are not too much. This be decided by the respective Instructor/subject expert.
6. Bibliography, Quoted/Cited material may be excluded from the EDS report after verification. Further, as per little book of plagiarism (page 6) the use of several sources with proper citations is also not acceptable.
7. Common phrases, proper nouns, universal truths, formulae etc. may also appear as similarities in the Turnitin report, therefore every instructor/faculty member may ignore these. This also applies to small matches of less than **five to ten words**.
8. The EDS Similarity Report/Originality report will show similarities from three major sources: Internet (Information available publicly), periodicals (subscribed sources i.e. Academic databases) and Student repository (Database of documents uploaded in the Turnitin by Instructors or Students). Similarity with student repository may be ignored if it is author's own work. Similarities from Student repository may help detect complicity in the documents.
9. EDS are text-matching tools, therefore, similarity across graphs, formulae, mathematical equations, models, and other pictorial materials cannot necessarily be discerned with this software.
10. The similarity score must be interpreted by the relevant subject expert or faculty member supervising the student as they know the context of the assignment/paper/thesis/report, etc. In case of forwarding a complaint, the EDS report can be used as evidence if it supports the allegations raised by the complainant.
11. For the purpose of submission of assignments, theses, and research papers, the 20% Similarity Index score is sufficient for descriptive disciplines embodied by Social Sciences, Arts, and Humanities. In SSA&H Similarity Index scores of 20% or more may

be considered as red-flags requiring the supervisor/author to be alert to the possibility of plagiarism in the submitted work.

12. In Natural Sciences and Biological Sciences, the Similarity Index score in the findings/conclusions must not exceed 10%. The Similarity Index Score in the remainder of the work may be considered normal up to 30%. This is done given that use of similar models, theoretical formulations, and postulates, as well as experimental designs, with minor modifications, can lead to varied and original results.
13. If there is a Similarity Index higher than 20% (SSA&H) and 30% (Natural/Biological Sciences) due to it drawing upon the author(s)' own work(s), then these may be considered legitimate and not be used to penalize or obstruct the author(s), provided it does not result in a duplicate publication or a rehashing of an earlier publication for which credit has already been claimed.

Annexure 2: Additional Suggestions/Considerations

1. Prior to the availability of Turnitin services in Pakistan the ability of supervisors to verify that the students working under their supervision had plagiarized was limited. It is recommended that the applicability of collective responsibility of supervisor/student be limited to the period from January 1, 2008.
2. There is a genuine need to work out guidelines for plagiarism in Audio and Visual Art work. The HEC ought to constitute a committee from relevant disciplines to define the scope of the Anti-Plagiarism Policy in the context of visual work.
3. The issue of gift publications is one that has repeatedly come to the Committee's attention. It is a very important issue as the claiming of credit for publications that one has not played a role in researching and writing represents a very serious ethical lapse. Due to variations in different disciplines, the merit of placing limits on co-authorship is debatable, and it was not possible to do justice to this issue within the time available to this Committee. A proper Taskforce on Gift Publications/Academic Dishonesty may be constituted by the HEC with a mandate to probe this issue and formulate specific responses that reflect disciplines' varied publishing traditions. Some initiatives taken by the Pakistan Council for Science and Technology (PCST), in its last two publications on "Productive Scientists of Pakistan" may help the policy makers to curb gift authorship. Similarly, review of HEC Policy on Appointments and Promotions of faculty will have important bearing on this major issue as the current policy counts number but not the quality of publications and takes no consideration of the number of co-authors.
4. Policy review has got to be a dynamic process due to the evolving National and International ground realities of globally significant research. It is recommended that the Anti-Plagiarism Policy be reviewed at least once every three years to reflect and respond to the emerging developments.
5. There is a need for a broader conversation on research ethics. This would go beyond the issue of anti-plagiarism policy that the present committee has attempted to deal with.
6. All research organizations, particularly Universities and DAIs must provide orientation programs about International Scholarly Norms of conducting, reporting and sharing of research to young scholars embarking on Ethical research activities. Violations of Intellectual Property Rights (IPR) including plagiarism is serious Crime with legal ramifications.
7. It is vital that adequate resources be deployed in order to develop multilingual capability of Turnitin (or any other software that has this potential) in the national language (Urdu), Arabic, Persian, and Turkish. At present, the ability of anti-plagiarism softwares to process non-Western languages relevant to Pakistan is limited. This matter was discussed at length by the Committee and it was realised that the task was one that required a dedicated long-term effort from the HEC by way of database development in partnership with Turnitin or other software providers.

Consolidated with revisions up to September 14, 2021

Annexure 3: Sample Declaration format

(Sample)



HIGHER EDUCATION COMMISSION OF PAKISTAN (Monograph & Textbook Writing Scheme)

Monograph / Textbook Proposal Submission Undertaking*

Corresponding Author(s) name: _____

Corresponding Author(s) Address: _____

Title of Work: _____

The Higher Education Commission (Publisher) and the Monograph/Textbook Proposal Author (Authors if a multi-authored Work) agree as the following:

1. The Monograph/Book will contain the original Work of author(s).
2. It will not violate copyright or intellectual property right of any person or entity.
3. It will not contain previously published material in whole or in part for which permission from the concerned parties has not been secured.
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Annexure 4: [The Little Book of Plagiarism](#)