

# Activities plan **2019/2020**

## Of

### The Permanent Group of Charter & Code

### The European Charter for Researchers and Code of

### Conduct for the Recruitment of the Researchers

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## 1. INTRODUCTION

The actions foreseen in the 2019-2020 plan of the Permanent Group of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (PG-C&C), aim to continue the implementation of C & C's action plan under the logo of excellence in strategic management of human resources and research.

## 2. OBJECTIFS OF THE CHARTER&CODE

The purpose of the Charter & Code is to create an environment favorable to the development of research activities among the main actors, as set out in the Charter principles, i.e. all "professionals working in the design or creation of new knowledge, products, processes, methods and systems and in the management of their projects.

## 3. HRS4R – Management system

According to the "quality progress" plan of the HRS4R, see figure 1, in the present management cycle the LNEG is in the "AWARD RENEWAL" phase. This phase includes the implementation of the revised C&C action plan in HRS4R in accordance with the OTM-R Policy, updating of the action plan, publication in the LNEG's portal in April 2018 ([https://www.lneg.pt/wp-content/uploads/2020/04/OTM-R\\_LNEG\\_April-2018.pdf](https://www.lneg.pt/wp-content/uploads/2020/04/OTM-R_LNEG_April-2018.pdf)).

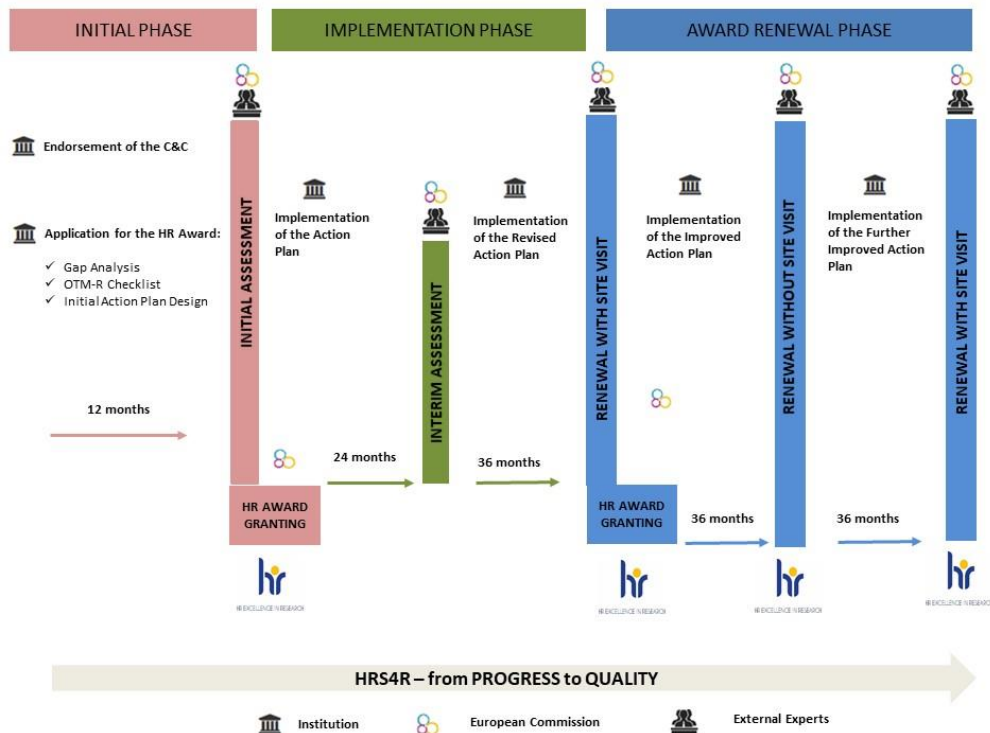


Figure 1 - HRS4R Implementation Plan

#### 4. EVALUATION PROGRAM

As planned in the HRS4R implementation plan (Figure 1), will be there is the follow-up by external evaluators designated by DG RTD to carry out the external evaluation. This includes a visit to LNEG, were will be discussed, evaluate and recommend the quality of the actions undertaken to development of systems that fall within the scope of C&C.

#### 5. PROGRAM OF ACTIVITIES

The activities plan to be carried out for the period 2019-2020 within the framework of C&C, is described in Table I.

Plan 2019/2020	Target	Action	Responsible	Monitoring
Dissemination of Principles	<ul style="list-style-type: none"> <li>- Ministry of Science, Technology and Higher Education – FCT</li> <li>- Entities of Higher Education and Others</li> <li>-Scientific council</li> <li>-Employee's council</li> <li>- Scientific community and general public</li> </ul>	<p><u>External events</u> for the dissemination of research such as:</p> <ul style="list-style-type: none"> <li>- European Researchers' Night (Euraxess);</li> <li>- “Ciência Viva” Program</li> <li>- Science and Technology National Week</li> <li>- Energy and Geology Open day</li> <li>- <u>Exhibition and dynamism of the C &amp; C to the public and professional groups</u> that participate in events that take place in LNEG, such as: Workshops, training actions, seminars, congresses, etc.</li> <li><u>HRS4R commemorative poster</u> for the 5th anniversary (X-banner) on display at all LNEG centers.</li> </ul> <p><u>Internal events</u>, through various advertising displays and an allusive slide that precedes any slide-show institutional presentation.</p> <ul style="list-style-type: none"> <li>-Cycle of conferences</li> <li>- Celebration of the anniversary of the HR Excellence Logo assignment</li> </ul>	NQAPF PG	<ul style="list-style-type: none"> <li>Events</li> <li>Surveys</li> <li>Flyers</li> <li>Brochures</li> <li>Presentations</li> <li>Meetings</li> <li>LNEG's Portal</li> <li>HRS4R poster</li> </ul>
External Assessment	LNEG	Evaluation from external experts	PG	Evaluation report
Implementation of the LNEG's C&C Plan	CD PG	<ul style="list-style-type: none"> <li>- Science &amp; Technology Disclosure</li> <li>- PG Communications</li> <li>- Meetings</li> <li>- Completion / submission of the HRS4R Assessment Report</li> </ul>	NQAPF PG	<ul style="list-style-type: none"> <li>Assessment Report HRS4R.</li> <li>Chronology of events in the LNEG's Portal.</li> <li>Minutes meeting</li> <li>Reports and Plans</li> </ul>

### **5.1 Fundação para a Ciência e Tecnologia and State Laboratories Forum**

The GP will continue to boost the connection to the FCT, as a privileged source in European contacts and research funding, in order to promote the dissemination of C&C Higher Education Institutions and other partners with R&D Activities.

Intention to proceed with the dissemination of the C&C Action Plan within the scope of the “INLIGHT – Conhecimento em Movimento” (SAMA2020-POCI-05-5762-FSE-000034I) project, through the realization of an event during 2020, in collaboration with FCT.

The GP will promote contacts with the Scientific Councils Forum of State Laboratories through the presidency of LNEG for the formation of a C&C Network.

### **5.2. Entities of Higher Education and university**

The GP is concerned with disseminating the principles of C&C in the various national S&T initiatives, both for researchers and for young students and the general public.

The GP will seek to encourage managers, researchers and employees of Research Institutions to the importance of establishing adherence to C&C and its institutional application.

### **5.3. LNEG employee’s council**

The PG will seek to sensitize the Workers' Committee, due to its specificity and its competencies, so that through its actions and activities mobilize its members, to the principles of C&C, recognizing the added value of the LNEG HR Excellence Logo.

### **5.4. Support for actions of scientific dissemination**

The PG will continue to support internal and external research dissemination events to convey C&C's message.

### **5.5. Monitoring**

In a perspective of continuous improvement, the GP sees the need to continue developing actions that allow a better assessment of the C&C principles' state of knowledge.

## 6. IMPROVEMENT ACTIONS

The improvement actions to perform will be weighted in order to guarantee a better efficiency and alignment with the objectives of C&C.

LNEG, 2019/06/07

The Permanent Group of C&C

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