

# Assessment report 2014-15

Permanent Group of LNEG for Implementation of C&C Action Plan in HRS4R

## INTRODUCTION

The administration board of LNEG signed the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers and LNEG received the HR logo for Excellence in Research in May 2013, assuming the commitment through the implementation of a strategic Action Plan of the Charter & Code.

This plan aims to improve working conditions and recruitment of researchers to LNEG and to persuade other entities to adhere to the principles of the Charter & Code and get the logo of excellence.

The Permanent Group (PG) created for the implementation of the Charter & Code in LNEG presents a summary of activities during 2014 and 2015.

## SUMMARY OF ACTIVITIES - 2014

Presently LNEG is the only national organization rewarded with the Excellence HR logo. The PG pursues to execute the proposals foreseen in the Activity Plan Summary to the Charter & Code. Directly or indirectly, actions were taken to promote and persuade Portuguese Institutions to adhere to the principles of the Charter & Code in order to achieve the Excellence HR logo. As a result the following entities adhered to the principles of the Charter&Code:

- a) ABIC- Association of Scholars for Scientific Research.
- b) ANICT- National Association of Researchers in Science and Technology.
- c) CNC- Centre for Neuroscience and Cell Biology.
- d) CQM- Wood Chemistry Research Center.
- e) FCUL- Faculty of Science of the University of Lisbon.
- f) IPL- Polytechnic Institute of Leiria.
- g) IST- Instituto Superior Técnico of Lisbon.
- h) Númena- Research Centre on Social Sciences and Humanities.
- i) SPM- Portuguese Society of Materials.

LNEG organized a session with the participation of 8 State Laboratories aiming to disseminate the adherence procedure to the European Charter for Researchers and Code of Conduct to the Recruitment of Researchers, the creation of a network of State Laboratories and criteria definition for the Diagnosis of Convergence with Principles of C&C.

The activity of PG in 2014 had the purpose of boosting the dissemination of C&C goals in internal lectures, displaying a slide with HRS4R logo and the cover of the Charter&Code. With this action almost 70% of LNEG researchers were reached.

A general dissemination was also achieved through a fixed slide in two auditoriums and in the electronic placard at hall of LNEG building at Alfragide Campus.

The institutional communication of LNEG, all media, print, audiovisual and *e-mail*, now have the HRS4R logo, as well as LNEG's portal, where through the main page there is a direct link to the Permanent Group and their activities.

The PG participated in a MLS - Mutual Learning Seminar in Brussels organized by DG Research of European Commission on the European Charter for Researchers and Code of Conduct to the Recruitment of Researchers. Following the seminar it was announced, at LNEG, the importance of having this HRS4R logo as a key element in H2020 applications.

LNEG, together with 16 European Institutions submitted an application entitled "ACTION TO ADVANCE AND PROMOTE RESPONSIBLE RESEARCH AND INNOVATION (RRI) IN RESEARCH ORGANIZATIONS" within the Horizon 2020 program but haven't received the funding required.

## SUMMARY OF ACTIVITIES – 2015

At LNEG the 2nd anniversary of the implementation of the principles of the Charter & Code was celebrated. The ceremony took place on the campus of Alfragide, having been invited all employees and external entities. The opportunity was taken to launch a poll for attracting collaborators for the group. A giant slide was displayed and C&C brochures were distributed.

LNEG participated in the Mutual Learning Seminar Event (MLS) held in Brussels.

The PG was present at the event organized by the European Commission for the celebration of the 10<sup>th</sup> Anniversary of the Charter & Code held in Brussels. The President of LNEG attended this meeting which brought together Deans and HR managers awarded research institutions to share their views and experiences on the impact and benefits of running a human resources strategy for the researchers.

LNEG participated in the European Commission "EURAXESS- Researchers in motion" Roadshow at the Gulbenkian Institute of Science, in Oeiras, where several initiatives took place. It should be noted also the presence at the European Researchers' Night event (NEI 2015), where the PG exposed a poster of C&C to disseminate the information for researchers and institutions.

LNEG organized the X Iberian Congress of Geochemistry and PG prepared a slide in Portuguese and Spanish referring to the HRS4R logo and related links of interest, encouraging institutions to join the C&C. European Charter for Researchers & Code of Conduct for the Recruitment of Researchers brochures were also distributed.

The application entitled “ACTION TO ADVANCE AND PROMOTE RESPONSIBLE RESEARCH AND INNOVATION (RRI) IN RESEARCH ORGANIZATIONS” was re-submitted but despite having a good evaluation it was not selected for funding.

Under the initiative *Showcasing Good Valuation Practices of People* promoted by the *Instituto Nacional de Administração* in order to give public visibility to examples of practices that encourage the improvement of interpersonal relationships in a professional context, LNEG participated through the presentation of the Good Practice *HR Excellence in Research* which was selected and appeared in Showcasing booklet.

LNEG organized some activities for National Week of Science and Technology and PG distributed C&C brochures to spread the related information.

At the European Researchers' Night event (NEI2015), held in the National Museum of Natural History and Science, LNEG had a stand and took the opportunity to disseminate the C&C with a poster and slide-show.

### SWOT analysis for 2015

SWOT analysis for 2015 with respect to the Action Plan of the C&C implementation of Excellence HR logo in LNEG shows the identified strengths, weaknesses, opportunities and threats:

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>a) Groups- integration in the plan and actions</li> <li>b) Genre – orientation for equality</li> <li>c) Charter - integration of LNEG procedures</li> <li>d) Certification NP 4457: 2007 for the Research, Development and Innovation (RDI) Managing System for the activities of Scientific Research, Technical and Technological Development and Innovation in the fields of Energy and Geology.</li> <li>e) National and international certification of Quality Management System which complies with the standard UNE-EN ISO 9001: 2008 for knowledge transfer activities in Energy and Geology.</li> </ul>	<ul style="list-style-type: none"> <li>a) Career of research – blocked</li> <li>b) Junior Researchers - no entries</li> <li>c) Senior researchers - aged</li> <li>d) Salaries: unattractive.</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>a) Entities - interact, intervene and integrate;</li> <li>b) Events - stimulate, promote and disseminate information</li> <li>c) <b>HRS4R Logo - establish a network.</b></li> </ul>	<ul style="list-style-type: none"> <li>a) Europe-dynamic macroeconomics</li> <li>b) Portugal- state stability</li> <li>c) Mundial mobility investment.</li> </ul>

LNEG, January 29, 2016

The Permanent Group for C&C LNEG

(Ana Picado, Carla Midões, Carla Santos, Lídia Quental, Maria Augusta Medeiros, Mário Santos and David Loureiro (coordinator))