

Assessment report 2016

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 – 2016

LNEG participated in the Mutual Learning Seminar Event held in Brussels by European Commission (*DG Research*), on the subject of "*Attracting skilled researchers through a strengthened Human Resources Strategy (HRS4R)*".

The reply to the questionnaire on *Open, Transparent and Merit-based Recruitment of Researchers (OTM-R)*, which involves a review of the current recruitment practices of researchers in LNEG, is now under preparation.

At the European Researchers' Night (NEI 2016), which was held in the National Museum of Natural History and Science and attracted over 300 visitors, LNEG had a stand and took the opportunity to disseminate the C&C with a slide show and brochures distribution.

In the National Week of Science and Technology, LNEG organized, under the initiative "Ciência Viva", a program of activities including visits to the laboratories and lectures in Lumiar Campus and Museu Geológico. In the lectures, the Permanent Group for C&C included a slide with HRS4R logo and the cover of the Charter & Code and distributed C&C brochures to spread the related information.

The dissemination of C&C goals in internal lectures and events organized in LNEG, displaying a slide with HRS4R logo and the cover of the Charter&Code was carried out.

For dissemination, a roll-up of the Logo of Excellence was prepared to be displayed in different events.

SWOT analysis for 2016

SWOT analysis for 2016 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"> a) Groups- integration in the plan and actions b) Genre – orientation for equality c) Charter - integration of LNEG procedures 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. 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. 	<ul style="list-style-type: none"> a) Career of research – blocked b) Junior Researchers - no entries c) Senior researchers - aged d) Salaries: unattractive.
Opportunities	Threats
<ul style="list-style-type: none"> a) Chance for mobility between careers to reinforce the research career. b) Opportunity of contracting PhD researchers (<i>Decreto-Lei n.º 57/2016 de 29 de agosto</i>). c) Extraordinary regularization of precarious labor ties in the Public Administration (PA). d) Possibility of unfreezing career progressions in Public Administration 	<ul style="list-style-type: none"> a) Europe-dynamic macroeconomics b) Portugal- state stability c) Mundial mobility investment.

LNEG, February 03, 2017

The Permanent Group for C&C LNEG

(Ana Picado, Carla Midões, David Loureiro (coordenador), Lídia Quental, Maria Augusta Medeiros, Mário Santos, Paula André)