

Evaluation Report 2017

LNEG Permanent Group to Implement the C&C Action Plan in HRS4R

INTRODUCTION

The LNEG Board of Directors signed the European Charter for Researcher and Code of Conduct for the Recruitment of Researchers, and LNEG received the Research HR Excellence logo in May 2013 undertaking a commitment to implementing a Strategic Action Plan.

This plan aimed at improving working conditions and recruiting researchers for the LNEG and encouraging other national entities to adhere to the principles of the Charter & Code and obtain the Logo of Excellence.

For the implementation and monitoring of the Action Plan, a Permanent Group (GP) was created and presents in this document a summary of the activities carried out in 2017.

SUMMARY OF ACTIVITIES - 2017

The contribution to the questionnaire submitted by the European Commission, Open, Transparent and Merit-based Recruitment of Researchers (OTM-R), that involved the identification of internal practices in the recruitment of LNEG, is under the way.

In order to prepare for the audit, the evaluation report for 2016 was completed and published on the LNEG website.

LNEG participated in the European Researchers' Night (NEI 2017) event held at the National Museum of Natural History and Science (MUHNAC), which received about 4000 visitors, national and foreign, of which about half are engaged in research, development and education, represented entities or visitors (universities, state laboratories, companies). At LNEG stand, the principles of the Charter & Code and the distribution of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (C&C) brochure were disseminated.

Within the scope of the *Ciência Viva* program, LNEG promoted, in the Campus of Lumiar and in the Geological Museum, the National Culture and Technology Week 2017, with a program of visits to the laboratories and dissemination lectures at the facilities of the Energy. These included a slide containing the cover of the C&C brochure and the HRS4R Logo and distributed the corresponding brochure.

In the LNEG Lecture Series of 2017 (13), aimed at the external dissemination of its activity in the areas of Energy and Geology and in events organized by LNEG, a slide was presented containing the cover of the C&C brochure and the HRS4R logo. In addition to LNEG's

collaborators, other participants from companies and research and development entities based in the Lumiar Campus, universities, other laboratories and state entities attended these lectures.

A roll-up for dissemination is being completed at the LNEG facilities in Lisbon, Porto and Aljustrel, in order to mark the 5th anniversary of the assignment of the Logo of Excellence in 2018.

To assess the state of knowledge in the Institution about the adhesion of the LNEG to the principles of the Charter & Code, a question was inserted in the Internal Satisfaction Survey of 2017.

SWOT analysis for 2016

SWOT analysis for 2017 respecting 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) Research Career development blocked b) Junior Researchers – few contracts 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) Mundial mobility investment.

LNEG, 05 February 2018

The Permanent Group for C&C LNEG

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