

# Evaluation Report 2018

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 (PG) was created and presents in this document a summary of the activities carried out in 2018.

## SUMMARY OF ACTIVITIES - 2018

Following the creation of the conditions and capacity to merit the award by the European Commission of the Logo of Excellence HRS4R-Human Resources Strategy for Researchers, LNEG made a commitment to intervene to implement the European Charter for Researchers & Code of Conduct for the Recruitment of Researchers (C&C) and to stimulate other national entities to obtain the logo of excellence.

LNEG published the document “OTM-R Checklist on Open, Transparent and Merit-based Recruitment of Researchers” in response to the questionnaire sent by the European Commission, which involved identifying internal practices in recruiting researchers at LNEG.

The composition of the new permanent group of the LNEG C&C was formalized by nomination of the Board of Directors, and to which were nominated: Belina Ribeiro and Paula André (participating in the activities since June 2016).

On May 28th 2018, the 5th anniversary of the HRS4R Logo of Excellence was celebrated. To mark the date an allusive poster was produced and is displayed on the different campuses.

Aiming the preparation of the audit, the 2017 evaluation report was completed and published on the LNEG portal.

LNEG participated in the event “European Researchers Night” (NEI 2018), held at the National Museum of Natural History and Science (MUHNAC), where the principles of the Charter & Code were disseminated and clarified. The European Charter for Researchers & Code of Conduct for the Recruitment of Researchers brochure was distributed. Attendees were national and foreign visitor’s representatives from different entities (Universities, State Laboratories, and companies).

As part of the program “Ciência Viva” initiative during the Science and Technology Week 2018, LNEG opened its doors to make research projects and new experiences known to schools and the general public with the following main activities:

- Lab Experience: Open day Geology and Mines
- Guided visit to Museu Geológico
- Lab Experience: Open Day SOLAR XXI – NZEB
- Open day at Museu Geológico
- “Pedra ante Pedra” - from Palácio Nacional de Ajuda to Residência Faria Mantero. Partnership with S. Roque Museum

All lectures of the 2018 “LNEG Lecture Cycle” (16), and in the events organized by LNEG, a slide was always presented containing the C&C brochure cover and the HRS4R logo. In addition to the LNEG collaborators, these lectures were attended by other participants from companies and research entities, from universities, laboratories.

## SWOT analysis for 2018

SWOT analysis for 2018 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"> <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 NP-EN ISO 9001:2015 for knowledge transfer activities in Energy and Geology.</li> <li>f) Hiring two researchers under the application approved by the “Scientific Employment Stimulation” competition of the POCH</li> </ul>	<ul style="list-style-type: none"> <li>a) Research Career development blocked</li> <li>b) Junior Researchers – few contracts</li> <li>c) Senior researchers - aged</li> <li>d) Salaries - unattractive.</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>a) Opportunity of contracting PhD researchers (Decreto-Lei n.º 57/2016 de 29 de agosto).</li> <li>b) Extraordinary regularization of precarious labor ties in the Public Administration (PA).</li> <li>c) Possibility of unfreezing career progressions in Public Administration</li> </ul>	<ul style="list-style-type: none"> <li>a) Europe-dynamic macroeconomics</li> <li>b) Mundial mobility investment.</li> </ul>

LNEG, 28th June de 2019

Permanent Group for the C&C

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