

# EVALUATION REPORT 2019

## The European Charter for Researchers and Code of Conduct for the Recruitment of the Researchers

### LNEG Permanent Group

## CONTENTS

1. INTRODUCTION .....	3
2. SUMMARY OF ACTIVITIES - 2019 .....	3
3. SWOT ANALYSIS FOR 2019 .....	4

## 1. 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 2019.

## 2. SUMMARY OF ACTIVITIES - 2019

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 participated in the event “European Researchers’ Night”, held at the National Museum of Natural History and Science, where there was the opportunity to disseminate and explain the principles of the C&C and to distribute the brochure “European Charter for Researchers & Code of Conduct for the Recruitment of Researchers”. Attendees were national and foreign visitor’s representatives from different entities (Universities, State Laboratories, companies and general public).

As part of the program “Ciência Viva” initiative during the National Science and Technology Week 2019, 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 at NZEB SOLAR Building XXI
- Lab Experience: Open day of Bioenergy- Biorefinery, one factory to exploit biomass
- Lab Experience: Open day of Renewable Energy- Solar Energy Laboratory
- Lab Experience: Open day of Renewable Energy- Renewable Energies Integration Laboratory
- Lab Experience: Open Day at “LITOTECA”, The Stories are in the rock
- Open Day at the Geologic Museum.

During all sessions, the LNEG’s HRS4R X-banner was exhibited.

All lectures of the 2019 “LNEG Lecture Cycle” (14 lectures in 2019), 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 different entities.

Within the scope of the national funded project *INLIGHT “Conhecimento em movimento”*, the intention is to disclose the C&C Action Plan to LNEG's workers and encourage other entities by holding an event in 2020 with the participation of an HRS4R expert from the European Commission. In order to prepare the event, a meeting was held at the Foundation for Science and Technology with the Portuguese coordination of the portal EURAXESS – Researchers in Motion, in December 2019, which had established contacts at the European Commission level.

### 3. SWOT ANALYSIS FOR 2019

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) 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>d) 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>e) 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
<p>a) Opportunity of contracting PhD researchers (Decreto-Lei n.º 57/2016 de 29 de agosto).</p> <p>b) Extraordinary regularization of precarious labor ties in the Public Administration (PA).</p> <p>c) Possibility of unfreezing career progressions in Public Administration</p>	<p>a) Europe-dynamic macroeconomics</p> <p>b) Mundial mobility investment.</p>

LNEG, 8 April 2020

Permanent Group for the C&C

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