# GAP Analysis (Charter and Code Checklist)

Case number:

Name Organisation under review:

Organisation’s contact details:

Date endorsement charter and code:

# GAP Analysis overview

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation’s GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter’s implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation. In order to help the organisation’s recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

# European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

**Status:** to what extent does the organisation meet the following principles?

Implementation (++, +/- , -/+, --):

* ++ fully implemented
* +/- almost but not fully implemented
* -/+ partially implemented
* insufﬁciently implemented

**GAP:** In case of --, -/+, or +/-, please **indicate the actual “gap”** between the principle and the current practice in your organisation.

**Implementation impediments:** If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation

**Initiatives undertaken/new proposals:** If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Status | | | |
|  | Ethical and Professional Aspects | Implementation | GAP/Implementation impediments | Initiatives undertaken/new proposals |
| 1 | Research freedom |  |  |  |
| 2 | Ethical principles |  |  |  |
| 3 | Professional responsibility |  |  |  |
| 4 | Professional attitude |  |  |  |
| 5 | Contractual and legal obligations |  |  |  |
| 6 | Accountability |  |  |  |
| 7 | Good practice in research |  |  |  |
| 8 | Dissemination, exploitation of results |  |  |  |
| 9 | Public engagement |  |  |  |
| 10 | Non discrimination |  |  |  |
| 11 | Evaluation/ appraisal systems |  |  |  |
|  | Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles. | | | |
| 12 | Recruitment |  |  |  |
| 13 | Recruitment (Code) |  |  |  |
| 14 | Selection (Code) |  |  |  |
| 15 | Transparency (Code) |  |  |  |
| 16 | Judging merit (Code) |  |  |  |
| 17 | Variations in the chronological order of CVs (Code) |  |  |  |
| 18 | Recognition of mobility experience (Code) |  |  |  |
| 19 | Recognition of qualifications (Code) |  |  |  |
| 20 | Seniority (Code) |  |  |  |
| 21 | Postdoctoral appointments (Code) |  |  |  |
|  | Working Conditions and Social Security | Implementation | GAP/Implementation impediments | Initiatives undertaken/new proposals |
| 22 | Recognition of the profession |  |  |  |
| 23 | Research environment |  |  |  |
| 24 | Working conditions |  |  |  |
| 25 | Stability and permanence of employment |  |  |  |
| 26 | Funding and salaries |  |  |  |
| 27 | Gender balance |  |  |  |
| 28 | Career development |  |  |  |
| 29 | Value of mobility |  |  |  |
| 30 | Access to career advice |  |  |  |
| 31 | Intellectual Property Rights |  |  |  |
| 32 | Co-authorship |  |  |  |
| 33 | Teaching |  |  |  |
| 34 | Complains/ appeals |  |  |  |
| 35 | Participation in decision-making bodies |  |  |  |
|  | Training and Development | Implementation | GAP/Implementation impediments | Initiatives undertaken/new proposals |
| 36 | Relation with supervisors |  |  |  |
| 37 | Supervision and managerial duties |  |  |  |
| 38 | Continuing Professional Development |  |  |  |
| 39 | Access to research training and continuous development |  |  |  |
| 40 | Supervision |  |  |  |