

TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2019ES372619

Name Organisation under review: **BC3 BASQUE CENTRE FOR CLIMATE CHANGE – KLIMA ALDAKETA IKERGAI**

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DATE ENDORSEMENT CHARTER AND CODE: 12/ 2013

GAP ANALYSIS

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.

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

<p>Status: to what extent does this organisation meet the following principles?</p>	<p>Implementation: ++ = fully implemented +/- = almost but not fully implemented -/+ = partially implemented -- = insufficiently implemented</p>	<p>In case of --, -/+, or +/-, please indicate the actual "gap" between the principle and the current practice in your organisation. If relevant, list any national/regional legislation or organisational regulation currently impeding implementation</p>	<p>Initiatives undertaken and/or suggestions for improvement:</p>
<h3>Ethical and Professional Aspects</h3>			
<p>1. Research freedom</p>	<p>++</p>		
<p>2. Ethical principles</p>	<p>++</p>		
<p>3. Professional responsibility</p>	<p>++</p>		
<p>4. Professional attitude</p>	<p>++</p>		
<p>5. Contractual and legal obligations</p>	<p>++</p>		
<p>6. Accountability</p>	<p>++</p>		
<p>7. Good practice in research</p>	<p>++</p>		<p>IAP1_A2_Guarantee employees safety in every circumstance</p>

8. Dissemination, exploitation of results	++		
9. Public engagement	++		
10. Non discrimination	++		IAP1_A1_Implementation of the Gender Equality Action Plan
11. Evaluation/ appraisal systems	++		
Recruitment and Selection			
12. Recruitment	+/-	The entry and admission standards for researchers are specified at every call but BC3 should facilitate access for disadvantaged groups. Currently BC3 is promoting Gender Equality but other disadvantaged groups should be considered.	Action AP1_A3: Guarantee that OTM-R principles are applied
13. Recruitment (Code)	++		Action AP1_A3: Guarantee that OTM-R principles are applied
14. Selection (Code)	-/+	The evaluation panel members at BC3 should be adequately trained as BC3 provides general guidance to develop selection processes	Action AP1_A3: Guarantee that OTM-R principles are applied IAP1_A1_Implementation of the Gender Equality Action Plan
15. Transparency (Code)	+/-	BC3 provides general responses to those candidates that has not been selected, without providing specific feedback	Action AP1_A3: Guarantee that OTM-R principles are applied

16. Judging merit (Code)	++		
17. Variations in the chronological order of CVs (Code)	++		
18. Recognition of mobility experience (Code)	++		
19. Recognition of qualifications (Code)	+/-	The evaluation panel members at BC3 should be adequately trained as BC3 provides general guidance to develop selection processes	Action AP1_A3: Guarantee that OTM-R principles are applied
20. Seniority (Code)	+/-	The evaluation panel members at BC3 should be adequately trained as BC3 provides general guidance to develop selection processes	Action AP1_A3: Guarantee that OTM-R principles are applied
21. Postdoctoral appointments (Code)	++		
Working Conditions and Social Security			
22. Recognition of the profession	++		
23. Research environment	++		IAP1_A2_Guarantee employees safety in every circumstance IAP1_A6_Promote a sustainability Plan IAP1_A7_Promote a collaborative and friendly working environment
24. Working conditions	++		

25. Stability and permanence of employment	-/+	BC3 is a non profit research association with a high rate of self-finance. BC3 is not a public institution nor a University. BC3 finances the research positions with competitive funding so this way is very difficult to guarantee stability or permanent employment. In any case, BC3 tries to keep real expectations to every researcher and also promotes the mentoring process in order to provide adequate career advice.	<p>IAP1_A5_Identify problems and issues in a rapid wat to effectively respond to them</p> <p>IAP1_A8_Strengthen relationships between early career stage researchers and supervisors aligning BC3's Strategy and Researchers' activities</p>
26. Funding and salaries	++		
27. Gender balance	++		IAP1_A1_Implementation of the Gender Equality Action Plan
28. Career development	++		IAP1_A5_Identify problems and issues in a rapid wat to effectively respond to them
29. Value of mobility	++		
30. Access to career advice	++		<p>IAP1_A4_Promote PhD representative figure to better identify junior researchers' challenges</p> <p>IAP1_A5_Identify problems and issues in a rapid wat to effectively respond to them</p> <p>IAP1_A8_Strengthen relationships between early career stage researchers and supervisors aligning BC3's Strategy and Researchers' activities</p>
31. Intellectual Property Rights	++		
32. Co-authorship	++		

33. Teaching	+/-	BC3 is not a University but a research centre. BC3 allows teaching with a limit of hours that should not be excessive.	This principle has not any foreseen action as we detected that researchers answers/ comments referred to the need of promoting more collaboration with local universities so they could participate in teaching activities. BC3 already explained at the HRM our teaching means.
34. Complains/ appeals	++		IAP1_A4_Promote PhD representative figure to better identify junior researchers' challenges IAP1_A5_Identify problems and issues in a rapid way to effectively respond to them
35. Participation in decision-making bodies	++		
Training and Development			
36. Relation with supervisors	++		IAP1_A8_Strengthen relationships between early career stage researchers and supervisors aligning BC3's Strategy and Researchers' activities
37. Supervision and managerial duties	++		
38. Continuing Professional Development	++		IAP1_A8_Strengthen relationships between early career stage researchers and supervisors aligning BC3's Strategy and Researchers' activities
39. Access to research training and continuous development	++		IAP1_A9_Improve BC3's training plan to align researcher needs and BC3 Strategy
40. Supervision	++		IAP1_A8_Strengthen relationships between early career stage researchers and supervisors aligning BC3's Strategy and Researchers' activities

Codes:

Implementation	Color	Internal assessment score
++		Bigger than 7,0
+/-		Between 6,6 – 7,0 (both included)
-/+		Between 5,1 – 6,5 (both included)
--		Lower or equal to 5.0