**TEMPLATE 2 – GAP ANALYSIS - OVERVIEW**

Case number:

Name Organisation under review:

Organisation’s contact details:

Submission date:

Date endorsement Charter and Code:

**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.

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| **European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview** |
| Status: to what extent does this organisation meet the following principles? | Implementation:++ = **fully** implemented+/- = **almost but not fully** implemented-/+ = **partially** implemented-- = **insufficiently** implemented | 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 | Initiatives undertaken and/or suggestions for improvement:  |
| **Ethical and Professional Aspects** |
| 1. Research freedom |  | Free text 300 words maximum | Free text 200 words maximum |
| 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**  |
| 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** |
| 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**  |
| 36. Relation with supervisors |  |  |  |
| 37. Supervision and managerial duties |  |  |  |
| 38. Continuing Professional Development |  |  |  |
| 39. Access to research training and continuous development |  |  |  |
| 40. Supervision |  |  |  |