EURAXESS

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CAP Analysis overview

Below, the CAP analysis overview tools for the four analysis. In order to self-assess the actions have been circumstant under the following heatings. Please provide the outcome of your organisation's CAP analysis below. If your organisation is currently carrying out the same exercise, please provide the outcome of the ongoing exercise. Alternatively, if your organisation has not already been made to assess the situation or new proposals that overall complete 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: CAP analysis overview

Status: *In Progress* *Action Gaps* Organisations select from following principles?

Implementation (0 - 100 %)

- *In fully implemented*
- *In advanced but not fully implemented*
- *In partially implemented*
- *Insufficiently implemented*

CAP (*As based* / *In* / *In* / *please* **indicate the actual "gap"** between the principle and the current practice in your organisation.

Implementation Experiments (If relevant, please list any sectoral/regional experiences or organisational explanations currently impacting implementation).

Initiatives underlaid/serve proposals (If relevant, please list any initiatives that have already been taken to improve the situation and to ear proposals that could remedy the current situation.

Open and Professional Recruitment

1. Research freedom

Recommendation	SMART Implementation/requirements	Initiatives underlaid/serve proposals
In fully implemented	The target part of HR-related training where the national good practices such as HRSM, HRSM, HRHR Where the eligibility of people participate in an internship or has had no scientific equivalent. - Public Administration Institutes (PAI) and Research Performing Organisations (RPO) Human Resources Strategy for Researchers (HRSM) and Human Resources for Research (HRHR) Training Programme. - Ministry of Education, Science and Culture (MESC) Ministry of Education, Science and Culture (MESC) Ministry of Education, Science and Culture (MESC)