

## GAP Analysis (Charter and Code Checklist)

**Case number:** 2018CZ353848

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**Submission date:** 21/11/2018

**Date endorsement charter and code:** 15/11/2018

### 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 this 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	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
Ethical and Professional Aspects			

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
1. Research freedom	+/- almost but not fully i...	Staff accept the boundaries of this freedom associated in particular to the way research funding in which it participates. These limitations are never in breach of recognised ethical principles and practices, whose observance is self-evident. * Percentage Rating of FAI / CEBIA-Tech - current status: 63/31/6/0	The numbers stated below represent legislative standards that are attached in general Comments to Gap Analysis, OTMR & Action Plan document. Partially resolved in 1, 2, 3 - it is necessary to establish the limits of research freedom with a view to real-life restrictive conditions.
2. Ethical principles	+/- almost but not fully i...	The great majority of researchers adhere to ethical procedures, principles and standards consistent with the ethical values declared in the Technical Sciences field. * Percentage Rating of FAI / CEBIA-Tech - current status: 63/31/6/0	Partially resolved in 1, 2, 3, 4 - it is necessary to elaborate an Ethical Codex for FAI/CEBIA-Tech staff.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
3. Professional responsibility	+/- almost but not fully i...	All researchers, especially "Junior Staff" and postdoctoral students in the collective teams in which they work, are encouraged to uphold this principle. This matter is not resolved legislatively in all details. * Percentage Rating of FAI / CEBIA-Tech - current status: 32/43/25/0	Partially resolved in 2, 3, 5, 6 - it is necessary to establish unambiguous competencies in research teams and anchor them into the FAI/CEBIA-Tech Internal Regulations.
4. Professional attitude	+/- almost but not fully i...	It is not clear if mutual information flows between project management and researchers are fully established - it is necessary to resolve this mutual communication problem. *Percentage of FAI /CEBIA-Tech - current status: 40/42/17/1.	Partially resolved in 2, 3, 7, 8 - it is necessary to anchor mutual communication flows in the FAI/CEBIA-Tech Internal Legislative Measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
5. Contractual and legal obligations	+/- almost but not fully i...	It is not clear if mutual information flows between project management and researchers are fully established - it is necessary to resolve this mutual communication problem. * Percentage Rating of FAI / CEBIA-Tech - current status: 42/41/17/0.	Partially resolved in 7, 8 - it is necessary to anchor mutual communication flows in the FAI/CEBIA-Tech Internal Legislative Measures.
6. Accountability	+/- almost but not fully i...	Not always is the responsibility of researchers relative to employers, investors, and management - but also, the responsibility of the employer and management towards researchers. *Percentage of FAI /CEBIA-Tech - current status: 54/32/14/0.	Partially resolved in 7, 8, 9 - Breaches of this principle are caused by 10 - and its interpretation in FAI/CEBIA-Tech Internal Legislative Measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
7. Good practice in research	+/- almost but not fully i...	Often, the security features of research activities - Physical and Cyber Security - often considered as being lightweight issues. There is a lack of consistent knowledge-dissemination to all researchers about the potential negative impacts of disregarding Good Practices in Research Activities Conduct. *Percentage of FAI /CEBIA-Tech - current status: 55/37/6/2.	Partially resolved in 2, 3, 5, 6, 7, 8, 11, 12. It is necessary to anchor Good Practices in Research Activities Conduct in the FAI/CEBIA-Tech Internal Legislative Measures.
8. Dissemination, exploitation of results	-/+ partially implemented	The long-term problem relates to the commercialisation of achieved results. This is due to a complex relationship between the research and commercial sphere - which needs to address the help of a special team. TBU in Zlín has a "Technology Transfer Centre", which only provides for the commercialisation of partial solutions. *Percentage of FAI /CEBIA-Tech - current status: 26/51/19/4.	Partially resolved in 1, 2, 3, 5, 6, 13 - it is necessary to anchor Good Practices in Research Activity Outcomes for all potential types of results in the FAI/CEBIA-Tech Internal Legislative Measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
9. Public engagement	+/- almost but not fully i...	<p>A major problem that needs to addressing lies in the area of publicly funded research and the relationship of a professional, deeply interested in resolving the problem - and a layperson having the right to information about the results that arise with the support of public finances, with a distorted view of any research activities. Laypersons need to convince - by appropriate arguments, about the meaningfulness of professional research activities. Professionals must be convinced of the appropriate way of submitting information so that the nonprofessional is able to accept them. *Percentage of FAI /CEBIA-Tech - current status: 29/43/26/2.</p>	<p>Partially resolved in 1, 2, 3, 4, 5, 6 - it is necessary to ensure the regular training of R&amp;D researchers in presentation preparation - depending on the composition of the students.</p>

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
10. Non discrimination	+/- almost but not fully i...	<p>There is a necessity to resolve a fundamental problem in the area of publicly funded research, which needs addressing; the relationship of an expert deeply interested in resolving the problem, and a layperson with the right to be informed about the results that arise from the support of public finances with a distorted view of any research activity. The layperson needs to be convinced by means of appropriate arguments about the meaningfulness of professional research activities. The practitioner must be convinced of the appropriate way of submitting information so that laypeople are able to accept them.</p> <p>*Percentage of FAI /CEBIA-Tech - current status: 29/43/26/2.</p>	<p>Partially resolved in 1, 2, 3, 4 - it is necessary to ensure the regular training of researchers in the preparation of presentations, depending on the composition of the students.</p>



Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
11. Evaluation/ appraisal systems	+/- almost but not fully i...	This is a very complex problem due to the multi-level evaluation of researchers. Often, the rating system is only simplified for quantifiable parameters that do not affect the individual personality assessment in a comprehensive way. It is necessary to make sure that a very individual view is objective and widespread. The mode of assessment is also heavily dependent on the research field. *Percentage of FAI /CEBIA-Tech - current status: 31/51/15/3.	Partially resolved in 2, 3, 14, 15, 16 - the evaluated organisation will, in the course of the coming 12 months, actualise Point 15, in harmony with the method established for the assessment of creative activities to the level set by the Government of the Czech Republic – The Czech Science and Research Council.
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.			

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
12. Recruitment	+/- almost but not fully i...	Implemented in practice - but is not yet legislatively anchored. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 37/40/22/1.	Partially resolved in 1, 2, 3, 5, 6, 15, 16 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and anchored in the FAI/CEBIA-Tech internal legislative measures.
13. Recruitment (Code)	+/- almost but not fully i...	This is implemented in practice - however, it is only partially resolved in legislative measures. National principles need to be extended to the international level. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 39/40/20/1.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and anchored in the FAI/CEBIA-Tech internal legislative measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
14. Selection (Code)	+/- almost but not fully i...	<p>The problem for technical disciplines is to maintain a balanced ratio between men and women – the simple reason being the fact that women make up a very small percentage of research staff. It is necessary to look for ways as to how to reasonably meet this aspect. In the evaluation of the research organisation, external expert opinions are not used yet, and selection committee members are not professionally trained. In practical terms, while implemented, it is not yet legislatively anchored. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. * Percentage of FAI / CEbia-Tech - current status: 35/40/23/2.</p>	<p>Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEbia-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEbia-Tech internal legislative measures.</p>

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
15. Transparency (Code)	+/- almost but not fully i...	This is implemented in practice - however, it is only partially resolved in legislative measures. National principles need to be extended to the international level. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 32/43/16/9.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEBIA-Tech internal legislative measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
16. Judging merit (Code)	+/- almost but not fully i...	This is implemented in practice - however, it is only partially resolved in legislative measures. National principles need to be extended to the international level. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 31/42/22/5.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEBIA-Tech internal legislative measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
17. Variations in the chronological order of CVs (Code)	+/- almost but not fully i...	This is implemented in practice - however, it is only partially resolved in legislative measures. National principles need to be extended to the international level. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 45/37/15/3.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEBIA-Tech internal legislative measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
18. Recognition of mobility experience (Code)	+/- almost but not fully i...	This is implemented in practice - however, it is only partially resolved in legislative measures. National principles need to be extended to the international level. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 54/40/6/0.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEBIA-Tech internal legislative measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
19. Recognition of qualifications (Code)	+/- almost but not fully i...	This is implemented in practice - however, it is only partially resolved in legislative measures. National principles need to be extended to the international level. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 45/42/11/2.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEBIA-Tech internal legislative measures.



Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
20. Seniority (Code)	+/- almost but not fully i...	This is implemented in practice - however, it is only partially resolved in legislative measures. National principles need to be extended to the international level. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 40/48/11/1.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEBIA-Tech internal legislative measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
21. Postdoctoral appointments (Code)	-/+ partially implemented	This is implemented in practice - however, it is only partially resolved in legislative measures. National principles need to be extended to the international level. This issue is only dealt with by the research organisation's management - other workers' wider awareness is lacking. *Percentage of FAI /CEBIA-Tech - current status: 22/42/28/8.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEBIA-Tech internal legislative measures.
Working Conditions and Social Security			

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
22. Recognition of the profession	+/- almost but not fully i...	This is implemented in practice - however, it is only partially resolved in legislative measures. It is necessary to address the relationships of experienced researchers and newly engaged post-doctoral students who are at the beginning of their scientific career. An appropriate tolerance level needs to be set. *Percentage of FAI /CEBIA-Tech - current status: 51/35/11/3.	Partially resolved in 1, 2, 3, 5, 6, 16, 17 - and further, is included in the CEBIA-Tech Management Regulations. Must be extended to FAI and embedded in the FAI/CEBIA-Tech internal legislative measures.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
23. Research environment	+/- almost but not fully i...	<p>Applied in practice but not legally grounded. Health and Safety – It is necessary to perform regular audits in order to meet this requirement. The research environment also involves the purchase of materials, instrumentation, and computer technology. In this area, the Czech National Public Procurement Act significantly impedes the fulfilment of this principle. Purchasing anything - for example, down to the level of the purchase of ordinary pencils) in a financial volume that does not exceed the so-called "investment" threshold, (i.e. more than CZK 40,000) is problematic. This is however, given by the "National" legislation and its implementation under the terms of the evaluated organization (TBU in Zlín).</p> <p>*Percentage of FAI /CEBIA-Tech - current status: 51/31/15/3.</p>	Partially resolved in 2, 3, 7, 8, 9, 11, 12 - this will be anchored in the FAI/CEBIA-Tech Internal Regulations.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
24. Working conditions	+/- almost but not fully i...	<p>In case of need, the practical application of flexible working hours is possible with a number of part-time workers working within the CEBIA-Tech RVC. No rules have been established to deal with these requirements. The evaluated organisation rejects the extensive introduction of work options within the Home Office environment due to its negation of the requirements of Aspect 23 - the research environment. *Percentage of FAI /CEBIA-Tech - current status: 55/26/15/4.</p>	<p>Partially resolved in 2, 3, 5, 6, 7, 8, 9 - this will be anchored in the FAI/CEBIA-Tech Internal Regulations.</p>

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
25. Stability and permanence of employment	+/- almost but not fully i...	<p>Fulfilling this parameter is a very problematical issue related to the "Czech National and European Research Environments". Workers - classed as "researchers" are often employed by the evaluated institution for the duration of a project. The organisation itself is ready to acquire a sufficient number of projects so as to provide researchers with longer and more stable time periods. The problem is however, the low activity of national funding providers for research, development and innovation activities in research centres. In the context of the current programme period there is only a very low number of calls for research projects. The Research organisation is ready to take part in the project-related activities field - but unfortunately, at the Czech national level, these come only amount to a minimal volume. *Percentage of FAI /CEBIA-Tech - current status: 32/43/19/6.</p>	Partially resolved in 5, 6, 7, 8, 17 - this will be anchored in the FAI/CEBIA-Tech Internal Regulations.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
26. Funding and salaries	+/- almost but not fully i...	This issue is very closely related to Parameter 25 - Stability and Job Stability, and the possibility of participating in competitions relating to gaining other projects. It is very limited at the Czech national level; there are very few opportunities to apply for research and development projects offered in the FAI/CEBIA-Tech organisations' research portfolios. This already small number of possibilities to be awarded other projects, financial rewarding of researchers also means significantly reduced financial remuneration for them - which is often a/the reason for their termination of their employment relationship. *Percentage of FAI /CEBIA-Tech staff - current status: 12/32/43/13	Partially resolved in 2, 3, 7, 8, 9, 15, 16, 17, 18, 19, 20 - given the scope of internal legislation containing this principle, it will be consolidated into a single legislative standard. It will include the continuity of this principle in creative activities evaluation and the new motivation system will also be defined.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
27. Gender balance	+/- almost but not fully i...	<p>While implemented in practice - it is not legally enacted; but, due to the actual limited number of women in our organisations' research environments, is not currently resolvable in some cases. It is not possible to dogmatically fulfil this requirement. The organisation is covered by a new opportunities policy; without favouring gender policy over quality and capability criteria. It is necessary to define the "adequacy" of the gender balance - while respecting the role of women in their roles as mothers, ensuring the long-term upbringing of the next generation.</p> <p>*Percentage of FAI /CEBIA-Tech - current status: 68/23/8/1.</p>	<p>Partially resolved in 2, 3, 8, 16 - and in the CEBIA-Tech Management Regulations; which will be updated and transposed into the FAI/CEBIA-Tech Internal Legislation norms.</p>
28. Career development	+/- almost but not fully i...	<p>This principle is implemented in practical ways; and partly resolved by FAI/CEBIA-Tech Internal Legislative norms. There is a lack of thorough knowledge dissemination to all FAI/CEBIA-Tech researchers about this issue. Personnel consultants and staff development are not provided for.</p> <p>*Percentage of FAI /CEBIA-Tech - current status: 34/37/23/6.</p>	<p>Partially resolved in 2, 3, 7, 16, 17 - this will be updated and transposed into the FAI/CEBIA-Tech Internal Legislation norms.</p>



Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
29. Value of mobility	+/- almost but not fully i...	This is realised in a practical way; it is not legislatively resolved. It is partially resolved in the of FAI /CEBIA-Tech internal legislation measures resolving the career development of research staff. *Percentage of FAI /CEBIA-Tech - current status: 45/40/15/0.	Partially resolved in 5, 6, 21, 22 - this will be updated and transposed into the FAI/CEBIA-Tech Internal Legislation norms.
30. Access to career advice	-/+ partially implemented	Not addressed; professional counselling is tied to a researcher's activities that they perform for their employer. There is no reason to deal with job search counselling activities for seeking employment with other employers. *Percentage of FAI/CEBIA-Tech - current status: 28/42/25/5.	For the time being, this is not resolved in the FAI/CEBIA-Tech internal legislation; a legislative norms standard will be prepared to address this principle both from the employees and organisational point-of-view.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
31. Intellectual Property Rights	+/- almost but not fully i...	Problems and issues relate to the realisation of cooperative collaboration with the Technology Transfer Centre. The effectiveness of these activities is, for the time being, low. *Percentage of FAI /CEBIA-Tech - current status: 40/39/17/4.	Partially resolved in 13 - the amendment of this legislative norm will be resolved centrally at TBU in Zlín - in cooperation and collaboration with the "Technology Transfer Centre".
32. Co- authorship	+/- almost but not fully i...	This principle is a typical case of verifying the ethical behaviour of research team staff. In the almost totality of cases - this principle is respected and accepted by the evaluated organisations' staff; but, there are cases where this does not hold true. The evaluated organisation is not sure whether this behaviour can be treated in full - by some legislative norm - most probably not; and then the matter is to explain these ethical principles to all researchers. * Percentage of FAI / CEBIA-Tech - current status: 54/32/11/3.	This matter has yet to be legislatively addressed. It will be included in the FAI/CEBIA-Tech Code of Ethics.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
33. Teaching	-/+ partially implemented	<p>Due to the very close interconnection between FAI and the CEBIA-Tech Research Centre, there is a regular intertwining of both research and educational activities - in both directions. Academics are significantly involved in research activities ... and, researchers learn - to a reasonable extent - and are financially remunerated for this. Experienced researchers' job descriptions include the fact that they have to educate novice colleagues; this assessment is usually in the form of personal financial remuneration – but; this is not addressed by legislation. Within the framework of TBU in Zlín norms, scientific research workers in educational activities are required to do so - beyond the scope of their work contracts. *</p> <p>Percentage of FAI / CEBIA-Tech - current status: 19/42/23/16.</p>	<p>Partially resolved in 2, 3 – the basic regulations describing the interests of both employees and the organisation in the solution of this principle will be incorporated into the FAI/CEBIA-Tech Internal Regulations.</p>

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
34. Complains/ appeals	+/- almost but not fully i...	This very sensitive principle is – currently, successfully resolved by FAI or CEBIA-Tech in an ad hoc manner - on a case-by-case basis, with the aim of finding a suitable solution for all parties to the dispute. However, no general approaches to addressing this issue nor organs able to deal with such cases have been established. *Percentage of FAI /CEBIA-Tech - current status: 31/42/20/7.	For the time being - this is not legally anchored, it is always resolved by the direct superior with partial support of 7 – it is necessary that these general procedures be incorporated and anchored in FAI/CEBIA-Tech internal legislation.
35. Participation in decision- making bodies	+/- almost but not fully i...	Currently, all sub-research teams have representation in the “CEBIA-Tech Centre's Board of Governors”; in most cases, this is often the head of the sub-team. Members of this council have the task of transferring mutual information-flows between the Centre's management and all its' research staff. This fact is not - (at the present time), legally enacted. *Percentage of FAI /CEBIA-Tech - current status: 46/35/14/5.	Partially resolved in CEBIA-Tech's management regulations. This internal norm will be updated - and its most important parts will be included in the FAI / CEBIA-Tech internal legislation.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
Training and Development			
36. Relation with supervisors	+/- almost but not fully i...	This principle is resolved on a continuous basis at the sub-research teams and these teams' leaders level - and the annual periodicity of the CEBIA-Tech Centre's management. Implementation of this principle in the evaluated organisation takes place in a natural way – this is not legally anchored in any way. *Percentage of FAI /CEBIA-Tech - current status: 45/35/17/3.	Partially resolved in 7, 9, 16 - and in the CEBIA-Tech Management Regulations. There is an immediate need for this to be clearly defined in the FAI/CEBIA-Tech Internal Legislation.
37. Supervision and managerial duties	+/- almost but not fully i...	This principle is resolved in a continuous manner at the level of sub-research teams and the leaders of these teams - and with regard to the annual period with the Centre's management. Implementation of this principle in the evaluated organisation takes place in a natural way - not legally anchored in any way. *Percentage of FAI /CEBIA-Tech - current status: 34/45/17/4.	Partially resolved in 7 - and in the CEBIA-Tech Management Rules and must be clearly defined in the FAI/CEBIA Tech Internal Legislation norms.

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
38. Continuing Professional Development	+/- almost but not fully i...	<p>The evaluated organisation tries to implement this principle on the one-hand by evaluating sub-research groups' activities - including achieved results' evaluation. All researchers have the opportunity to participate in professional conferences with an adequate professional focus; and the researchers are sent to expert conferences given in the CEBIA-Tech Management Regulations. This must be clearly defined in the FAI/CEBIA Tech Internal Regulations. Measured by their ability to present their results and those of the workplace - and to establish personal contacts with participating workplaces. Of course, is possible - in the interest of the eventual interest of staff, to participate in systematic standard education within the framework of accredited study programmes at their Alma Maters. For the time being, this principle is not legally anchored. * Percentage of FAI / CEBIA-Tech - current status: 51/35/12/2.</p>	<p>Partially resolved in 5, 6, 22, 23, 24, 25, 26 – this shall be incorporated into the FAI/CEBIA-Tech Internal Legislative norms.</p>

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
39. Access to research training and continuous development	+/- almost but not fully i...	<p>The evaluated information enables all research staff interested in continually educating themselves to engage in these activities. Interested parties in this form of career growth are – as a rule, satisfied. A limiting condition is the financial cost of covering these activities. Such cases are currently addressed on an ad-hoc basis; these principles are not embedded in FAI/CEBIA-Tech internal legislation.</p> <p>*Percentage of FAI /CEBIA-Tech - current status: 49/35/12/4.</p>	<p>Partially resolved in 5, 6, 22, 23, 24, 25, 26 - will be incorporated into the FAI/CEBIA-Tech internal legislative norms.</p>

Status	Implementation ( ++ , +/- , -/+ , -- )	GAP / Implementation impediments	Initiatives undertaken/new proposals
40. Supervision	+/- almost but not fully i...	This principle is implemented in the workplaces of the evaluated organisation; but, is not explicitly formulated and embedded in FAI/CEBIA-Tech legislative norms. *Percentage of FAI/CEBIA-Tech - current status: 34/35/26/5.	Partially resolved in 2, 3, 5, 6, 7 - and in the CEBIA-Tech Management Rules. It is necessary to establish a periodic schedule of managerial control activities at all levels of the evaluated organisation - to be included in the FAI / CEBIA-Tech legislative norms.