

## TEMPLATE 2 – GAP ANALYSIS - OVERVIEW

Case number: 2022RO853007

Name Organisation under review: Institutul de Chimie Macromoleculară “Petru Poni”

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### 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			
Status: to what extent does this organisation meet the following principles?	Implementation: ++ = <b>fully</b> implemented +/- = <b>almost but not fully</b> implemented -/+ = <b>partially</b> implemented -- = <b>insufficiently</b> implemented	In case of --, -/+, or +/-, please <b>indicate the actual “gap”</b> 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			
		Free text 300 words maximum	Free text 200 words maximum
1. Research freedom	+/- = <b>almost but not fully</b> implemented	ICMPP research personnel has the freedom to perform research activities, to create and submit research project proposals in the competitions they wish to participate to. The bodies with responsibilities in research activities management are the Scientific Secretary and the Scientific Council. More than half of the respondents to the survey performed within ICMPP personnel consider that has full autonomy within professional activity. However, 12% of respondents consider that they don't have enough research freedom. Research activities practices should be documented and disseminated by a specific procedure (System Procedure - Research process). Young researchers' guidance could be improved to accommodate them in the early stage of research career.	<b>Actual practice:</b> ICMPP organises periodic training courses in the field of research ethics for the research personnel. <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 5 par. 3; - Government Ordinance no. 57/2002 regarding scientific research and technological development, with modifications: art. 5 par. 2 point a. <b>Internal Regulations:</b> - ICMPP Ethical conduct code: Principles of ethics code in scientific research-development and innovation: art. 4 par. 1 point g. <b>Improvement proposals:</b> - drafting a PS- System Procedure - Research process; - Creating a section on the institute's website dedicated to information on research freedom, limitations and opportunities; - Supporting researchers to perform research activities in other domains that those specific to their departments.

2. Ethical principles	+/- = <b>almost but not fully</b> implemented	ICMPP personnel respects ethics principles in their activity in accordance with the Ethical conduct code of ICMPP, whose application is supervised by the Commission of ethics. Even if at ICMPP level all documents regarding ethics principles are disseminated, there is still place for improvement regarding awareness and understanding of ethics principles. 3% of respondents are not aware of ICMPP policies and practices regarding good practice in research.	<p><b>Actual practice:</b> ICMPP organises periodic training courses in the field of research ethics addressed to the institute’s research personnel. ICMPP uses an antiplagiarism software.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 48-63.</p> <p><b>Internal Regulations:</b> - Ethical conduct code of ICMPP: art. 34, 41, 43; - Internal Regulation of ICMPP: art. 46, 69.</p> <p><b>Improvement proposals:</b> - Updating the section dedicated to information on ethical principles application and Commission of ethics activity on the institute’s website section Ethics documents - <a href="https://icmpp.ro/GEP.php">https://icmpp.ro/GEP.php</a></p>
3. Professional responsibility	+/- = <b>almost but not fully</b> implemented	<p>ICMPP developed an open access data base, an institutional repository containing research information, results and data (<a href="https://icmpp.ro/publications.php">https://icmpp.ro/publications.php</a> <a href="https://icmpp.ro/open_access_info.php">https://icmpp.ro/open_access_info.php</a> <a href="https://icmpp.ro/repository_info.php">https://icmpp.ro/repository_info.php</a>).</p> <p>ICMPP monitors publications at institute’s level, which contributes to an quantitative and qualitative analysis of scientific production. Plagiarism and self-plagiarism are forbidden by Ethical conduct code of ICMPP. However, according to the survey within ICMPP personnel, 4% of respondents declare that are not familiarized with professional responsibility.</p>	<p><b>Actual practice:</b> ICMPP uses an antiplagiarism software. An KTT department operates since 2024 within ICMPP, giving support to researchers for research results exploitation.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-39; - Order 600/2018 regarding the approval of internal managerial control code for public entities: Standard 2 - Assignments, positions, tasks.</p> <p><b>Internal Regulations:</b> - Ethical conduct code of ICMPP: art. 34, 41, 43; - Job description; - PO-OJ-ICMPP-12 - Operational Procedure – Ethical counselling of employees and compliance with the rules of professional conduct at ICMPP level; - PO-O1- Operational procedure - Reporting irregularities and protecting employees who report irregularities.; PO-OJ-ICMPP-11 - Operational Procedure – Investigation of reported irregularities and application of sanctions.</p> <p><b>Improvement proposals:</b> - Updating institutional repository; - Dissemination to researchers of professional responsibility with accent on open data &amp; science, AI.</p>
4. Professional attitude	+/- = <b>almost but not fully</b> implemented	ICMPP Strategic Growth Roadmap (SGR) (developed with the support of the World Bank, under the SGRP Pilot project) is setting up strategic objectives related to human resources represented by the institute’s research personnel. A need for continuous information of research personnel on the rules of certain calls for proposals, on their responsibilities within projects’ implementation and a need of project management & administrative support was identified during stakeholders’ consultation: 6% of survey respondents declare that are no aware of these aspects. Research activities practices should be documented and disseminated by a specific procedure (System Procedure - Research process).	<p><b>Actual practice:</b> A Project Management (PM) Department operates since 2024, giving support to researchers for drafting research proposals, identifying the appropriate competitions and looking for partners.</p> <p><b>Legislation:</b> - Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialization 2022-2027; - Government Ordinance no. 57/2002 regarding scientific research and technological development: art. 30-31; - Information packages of the calls for projects &amp; competitions.</p> <p><b>Internal Regulations:</b> - Ethical conduct code of ICMPP; - Research contracts; - Partnership agreements; - ICMPP Strategic Growth Roadmap (SGR).</p> <p><b>Improvement proposals:</b> - drafting a PS - System Procedure - Research process; - Training courses and support for researchers, in order to submit project</p>

			proposals within national and international competitions; - Creating a section on ICMPP website dedicated to open competition calls, research funding process and management of research projects; - PM Framework/Guidelines.
5. Contractual and legal obligations	+/- = <b>almost but not fully</b> implemented	In conformity with national Labor code – Law no. 53/2003, employees respect regulations regarding professional training and working conditions. ICMPP has provisions related to rights and obligations of the employee and employer in the individual labor contracts and Internal Regulation. Stakeholders' consultation revealed that the majority of ICMPP personnel is aware of contractual obligations, but still 13% of survey respondents declaring that not or less familiarized with the application of legislation regarding project financing, patents, technology transfer, data protection and confidentiality. Some employees invoke the lack of funds for periodic trainings. Even if the employer initiated the collective negotiations, there is still no Collective labor contract at ICMPP level due to lack of Syndicate procedures for obtaining representativeness in the court of justice.	<b>Actual practice:</b> Researchers have individual labour contracts for the usual workload (funded from the state budget) and/or one or more labor contracts for a definite period and part-time for the activity performed in research projects (funded from different sources-european, structural or national funds). <b>Legislation:</b> - Law no. 53/2003 - Labour code: art. 6, 37-39; - Government Ordinance no. 57/2002 regarding scientific research and technological development: art. 74-81; - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-39; - Information packages of the calls for projects / competitions. <b>Internal Regulations:</b> - Job description; - ICMPP Internal Regulation; - Individual labour contract;- Research contracts ; - Partnership agreements. <b>Improvement proposals:</b> - Organising yearly training sessions on contractual and legal obligations within research activity (e.g.: annual workshop on application of legislation regarding project financing, patents, technology transfer, data protection and confidentiality) and insuring budget for periodic trainings; - continuing efforts for a Collective labour contract; - Translation to English of documents regarding contractual and legal obligations and their publication to institute's website and <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a> in order to attract researchers from abroad.
6. Accountability	+/- = <b>almost but not fully</b> implemented	ICMPP, being a public research institute operating under the Romanian Academy, respects transparency and budgetary oversight rules for public funds. Within the yearly activity reports, available on institute's website, information on budget and financial management are included (most recent report <a href="https://icmpp.ro/financial_information.php">https://icmpp.ro/financial_information.php</a> ; <a href="https://icmpp.ro/files/program_cercetare/DS2023_ICMPP.pdf">https://icmpp.ro/files/program_cercetare/DS2023_ICMPP.pdf</a> ). According to national legislation, procurements are realized using a transparent and open process via national dedicated platform <a href="https://www.e-licitatie.ro">https://www.e-licitatie.ro</a> . Stakeholders' consultation revealed that 3% of survey respondents declare that are not familiarized with accountability rules. Even if the majority of respondents declare that are aware of the responsibility towards society in relation to their research works, the interviews revealed the need to improve researchers' awareness regarding social responsibility.	<b>Actual practice:</b> Internal management system outlines the relationships between applicable internal regulations and legislation. Financial – Accounting Department checks the compliance and correctness of expenses engaged within research projects. Projects' technical & financial reports and & audit reports are submitted to financing authorities according to the approved implementation plan of each research project. ICMPP operates a soft for the financial-accounting activities. <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 33; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities: Standard 16 Internal audit. <b>Internal Regulations:</b> - ICMPP Ethical conduct code: art. 42; - ICMPP Internal Regulation: art. 62-64; Operational Procedure – Internal preventive financial control; Operational Procedure -PO-ICMPP-CAPI.20 – Audit Missions; - Yearly financial audits of projects.

			<p><b>Improvement proposals:</b> - Organising training sessions on social responsibility; - Dissemination to the personnel of rules related to procurement process within research projects.</p>
7. Good practice in research	+/- = <b>almost but not fully</b> implemented	<p>By using structural funds projects, ICMPP has renovated in the last 5 years all of its buildings and laboratories, using the current standards in safety and security regulations. The ICMPP questionnaire emphasized the fact that majority of respondents are familiarized with safety and security norms at their working place. The majority of researchers know research methodologies, but 11% of respondents are not very familiarized with the data confidentiality and protection of intellectual property rights.</p>	<p><b>Actual practice:</b> ICMPP assures safe working conditions with the contribution of top management, middle management as well as of persons responsible for work security and health. There is a register of risks at ICMPP level that includes research activity. ICMPP has a GDPR Procedure published on its website (<a href="https://icmpp.ro/GDPR.php">https://icmpp.ro/GDPR.php</a>) and a designated GDPR officer.</p> <p><b>Legislation:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 33; - Law no. 182/2002 on protection of classified information: art. 4- 5.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation;- ICMPP Ethical conduct code; - ICMPP GDPR Procedure; - Confidentiality obligation in the individual labor contracts;</p> <p><b>Improvement proposals:</b> - dissemination to researchers of rules dedicated to good practices within research activity; - organizing training sessions on data confidentiality and protection of intellectual property rights; - drafting a PS-System Procedure - Research process.</p>
8. Dissemination, exploitation of results	+/- = <b>almost but not fully</b> implemented	<p>Research projects include dissemination activities of project results by publication of scientific papers, participation to scientific events, submission of patent requests. The KTT Department promotes the research results to the general public and offers support for exploitation of research results. 4% of respondents revealed that exists improvement potential especially for exploitation of research results through introduction to market of new technologies / products / services resulted from research activity.</p>	<p><b>Actual practice:</b> ICMPP researchers disseminate research results through the institute's website pages for research projects (<a href="https://icmpp.ro/ongoing_projects.php">https://icmpp.ro/ongoing_projects.php</a>). ICMPP repository offers open access to research results (<a href="https://icmpp.ro/publications.php">https://icmpp.ro/publications.php</a>; <a href="https://icmpp.ro/open_acces_info.php">https://icmpp.ro/open_acces_info.php</a> <a href="https://icmpp.ro/repository_info.php">https://icmpp.ro/repository_info.php</a>) and to patents (<a href="https://icmpp.ro/brevete_info.php">https://icmpp.ro/brevete_info.php</a>). ICMPP website contains a list of services and products (<a href="https://icmpp.ro/services.php">https://icmpp.ro/services.php</a>; <a href="https://prod.icmpp.ro/Prezentare/servicii.htm">https://prod.icmpp.ro/Prezentare/servicii.htm</a>; <a href="https://prod.icmpp.ro/Prezentare/produse.htm">https://prod.icmpp.ro/Prezentare/produse.htm</a>). ICMPP organizes international conferences MACRO Iasi (<a href="https://icmpp.ro/macroiasi2023/">https://icmpp.ro/macroiasi2023/</a>) and MACROYOUTH (<a href="https://icmpp.ro/macroyouth2024/">https://icmpp.ro/macroyouth2024/</a>) and publishes the journal - Cellulose Chemistry and Technology (<a href="https://www.cellulosechemtechnol.ro/">https://www.cellulosechemtechnol.ro/</a>) indexed within international databases. KTT Department supports researchers for exploitation of their results. ICMPP implements projects that promote researchers' participation to scientific events and open access article publishing. ICMPP is a member of the IMAGO-MOL cluster (<a href="https://www.imago-mol.ro/members/?lang=en">https://www.imago-mol.ro/members/?lang=en</a>).</p> <p><b>Legislation:</b> - Law no. 183/2024: art. 33; - G.O. no. 57/2002: art 85- 86.</p>

			<p><b>Internal Regulations:</b> - Strategic Growth Roadmap (SGR); - Participation to scientific events, fairs; - Institutional International Conferences (Macro Iasi and Macro Youth); - Institutional repository; - Cellulose Chemistry and Technology journal.</p> <p><b>Improvement proposals:</b> - Institutional centralized data bases of ICMPP patents and list of services and products for SMEs and industrial partners periodically updated &amp; uploaded on ICMPP website; - Training sessions on introduction to market of new technologies, products &amp; services based on research results; - developing an IP Policy and a KTT Guidelines and uploading it on internal ICMPP website.</p>
9. Public engagement	-/+ = <b>partially</b> implemented	ICMPP Strategic Growth Roadmap (SGR) contains objectives related to large scale dissemination to the public of research results. Researchers' skills to communicate science to the general public should be improved, since there is insufficient popularization of ICMPP's research activity in an accessible manner to the general public. 29% of respondents consider that there is a need of improvement in this area regarding better understanding of public's scientific and technological priorities, as resulted from stakeholders' consultation.	<p><b>Actual practice:</b> ICMPP has a designated Communication Coordinator. ICMPP Communication Plan has settled internal and external communication activities. Marketing compartment supports dissemination of research activities and results through participation at various public events.</p> <p><b>Legislation:</b> - Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027; - Specific clauses of research projects.</p> <p><b>Internal Regulations:</b> - ICMPP Strategic Growth Roadmap (SGR); - ICMPP Communication Plan; - Marketing compartment; - KTT compartment; - Communication Coordinator; - ICMPP Ethical conduct code;</p> <p><b>Improvement proposals:</b> - organizing seminars for researchers on Science communication to the general public; - creating a section on ICMPP website dedicated to support commercialization of research results; - organization of thematic events dedicated to the general public to popularize ICMPP's research activities: e.g., ICMPP Open Days, Researchers' Night, Flame Laboratory, Researchers' Festival; - updating events/achievements on ICMPP website and on social media accounts (Facebook, LinkedIn, Twitter, Instagram) to increase its visibility to the general public and possible private industry partners.</p>
10. Non discrimination	+/- = <b>almost but not fully</b> implemented	In ICMPP there is not allowed and supported any form of discrimination. The motivation for developing the ICMPP GEP strategy&plan was to ensure that ICMPP is a safe place for everyone, and all activities and processes that take place respect the principles of equality, diversity, inclusiveness and non-discrimination. Questionnaire responses showed that 19% of respondents met a form of discrimination (e.g.: on age or citizenship criteria). It was recommended to improve recruitment process by integrating measures for hiring researchers from abroad.	<p><b>Actual practice:</b> Non-discriminatory criteria related to selection/recruitment process and scientific career evolution are implemented in ICMPP. A gender equality plan (GEP) is implemented available to all staff on ICMPP website (<a href="https://icmpp.ro/files/intranet/ICMPP_eng_Gender%20equality%20strategy%20&amp;%20Gender%20equality%20Plan%202022-2025_iulie.2022.pdf">https://icmpp.ro/files/intranet/ICMPP_eng_Gender%20equality%20strategy%20&amp;%20Gender%20equality%20Plan%202022-2025_iulie.2022.pdf</a>). A GEP officer was designated.</p> <p><b>Legislation:</b> - Law no. 202/19.04.2002 on equal opportunities and treatment between women and men; - Government Decision no. 262/24.04.2019 approving the Methodological Norms for the application of the provisions</p>

			<p>of Law no. 202/2002 on equal opportunities and treatment between women and men; - Government Emergency Ordinance no. 137/31.08.2000 on the prevention and sanctioning of all forms of discrimination; - Law no. 280 /2023 regarding priority access for pregnant women, as well as for persons accompanied by children up to 5 years of age.</p> <p><b>Organizational Regulations:</b> - ICMPP Internal Regulation; - ICMPP Ethics Code of conduct; - PO-OJ-ICMPP-12 - Operational Procedure – Ethical counseling of employees and compliance with the rules of professional conduct at ICMPP level; - PO-O1- Operational procedure - Reporting irregularities and protecting employees who report irregularities.; PO-OJ-ICMPP-11 - Operational Procedure – Investigation of reported irregularities and application of sanctions.</p> <p><b>Improvement proposals:</b> - Translation to English of documents regarding personnel recruitment and their publication to institute’s website and <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a> in order to attract researchers from abroad; - GEP annual reports published on ICMPP website.</p>
11. Evaluation / appraisal systems	+/- = <b>almost but not fully</b> implemented	Evaluation of ICMPP research personnel is made at the Laboratory level and approved at institute’s top management level. The process is documented by procedures, ICMPP researchers filling in several evaluation forms. 18% of respondents consider that personnel evaluation /appraisal is realized in a non-transparent way, but the majority of respondents agreed that their performance evaluation are realized regularly in a transparent and independent way.	<p><b>Actual practice:</b> Yearly activity reports are including information on research personnel performance based on self-assessment/assessment forms documented through specific procedures.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 10, 13-15, 25-31; - Government Ordinance no. 57/2002 regarding scientific research and technological development: Chapter 3 Evaluation of scientific research and technological development activities.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation for periodic professional evaluation  <a href="https://icmpp.ro/files/intranet/Regulament%20evaluare%202024.pdf">https://icmpp.ro/files/intranet/Regulament%20evaluare%202024.pdf</a>  - Self-assessment forms; - Evaluation Reports.</p> <p><b>Improvement proposals:</b> - drafting new and broader criteria for researchers’ periodic evaluation and drafting Internal Methodology for recruitment and research personnel hiring, according to the new Law no. 183/2024, and posting them on ICMPP website in Romanian and English.</p>
<b>Recruitment and Selection</b>			
12. Recruitment	-/+ = <b>partially</b> implemented	The vacant research positions are occupied by public competition, according to internal regulations and national legislation, with respect to transparency, non-discrimination, equal opportunities principles and quality standards specific to the job position. HR compartment is responsible for	<p><b>Actual practice:</b> Candidates counselling and monitoring of researchers recruitment and promotion process are the responsibility of HR compartment and the Scientific Secretary.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-24; - Order no. 600/2018 regarding</p>

		<p>administrative activities related to recruitment and promotion of research personnel. Recruitment procedures for vacant positions within research projects are performed in respect to the specific guideline. Stakeholders' consultation revealed that majority of ICMPP personnel consider that transparent, efficient procedures with clear quality standards are applied within recruitment of researchers. However, 27% of respondents disagreed with this statement, showing the need to revise recruitment and promotion procedures in agreement with OTM-R requirements, with job specific conditions designed for each specialization (chemists, physicians, biologists, etc.). ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment needs updating according to the new Law no. 183/2024.</p>	<p>the approval of internal managerial control code for public entities: Standard 3 Competence, performance.  <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring;  <b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Regular use of <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a>, not only in the case of vacant positions within research projects, but for all vacant job positions; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, with job specific conditions designed for each specialization (chemists, physicians, biologists, etc.), and posting them on ICMPP website in Romanian and in English; - Revising administrative tasks of human resources compartment in line with OTM-R mandatory requirements; - Review and enhance the existing HR policy and performance evaluation system to attract, develop, and retain foreign researchers.</p>
13. Recruitment (Code)	-/+ = <b>partially</b> implemented	<p>Despite existing regulations assuring transparency, they do not ensure efficiency, being published especially in dedicated environments, not easily accessible to interested public at national and international level. The portal <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a> is used only for advertising vacant positions available within research projects (guideline requirement) and is not regularly used for all job vacancies. Job opportunities announcements are not clearly describing offered working conditions, as well as career development opportunities. 33% of respondents consider that the recruitment procedures lack clear rules, adapted to national and international standards.</p>	<p><b>Actual practice:</b> Researchers recruitment announcements are published at least in institute's website and within a press release in the media. For vacant positions available within research projects, announcements are published in respect to specific guidelines of the project, including <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a>, the needed requirements for job position and other specific requirements being described.  <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-24; - Awarding of professional degree and assignment to position; - Order no. 600/2018 regarding the approval of internal / managerial control code for public entities;  <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring;  <b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Regular use of <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a>, not only in the case of vacant positions within research projects, but for all vacant job positions; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, with clear rules adapted to national and international standards, and posting them on ICMPP website in Romanian and in English; - Revising administrative tasks of HR department in line with OTM-R mandatory requirements; - Review and enhance the existing HR policy and performance evaluation system to attract and retain foreign researchers.</p>

14. Selection (Code)	+/- = <b>almost but not fully</b> implemented	Designation of selection commissions is done based on existing procedures, based on scientific merit and professional recognition, but there is no condition that commission members to prior participate to an adequate training program on competence evaluation. 13% of respondents consider that the commission members do not fully possess evaluation competences.	<p><b>Actual practice:</b> Procedures assure selection commissions appointment depending on the specific of the job vacancy. Within the selection commission an adequate gender, competences and expertise balance is assured.</p> <p><b>Legislation:</b> - Law no. 183/2024: art. 18-24; - Order 600/2018 regarding the approval of internal / managerial control code for public entities.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring;</p> <p><b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Regular use of <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a>, not only in the case of vacant positions within research projects, but for all job vacant positions; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, with clear rules adapted to national and international standards, and posting them on ICMPP website in Romanian and in English; - Revising administrative tasks of HR department in line with OTM-R mandatory requirements; - Training for evaluation competences of selection commissions members.</p>
15. Transparency (Code)	-/+ = <b>partially</b> implemented	The applied procedures provide to some extent the necessary information for the candidate, but 25% of the respondents consider that there is still place for improvements. Career and professional development opportunities are not specified within job vacancy announcement and candidates are not individually informed after selection process about the strengths and weaknesses of their applications.	<p><b>Actual practice:</b> Job vacancy announcements are providing the information related to the requirements needed to be fulfilled by the candidate. After selection process the candidate is informed about results but not about positive or negative aspects of the application.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring;</p> <p><b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Regular use of <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a>, not only in the case of vacant positions within research projects, but for all vacant job positions; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, with rules for including career development opportunities and individual feedback on applications results, and posting them on ICMPP website in Romanian and in English; - Revising administrative tasks of HR department in line with OTM-R mandatory requirements.</p>
16. Judging merit (Code)	-/+ = <b>partially</b> implemented	Performance assessment within recruitment and selection process includes issues related to the number and quality of scientific publications, research performance, and capacity to manage research projects, experience and capacity to	<p><b>Actual practice:</b> Current organizational regulations state for each category of personnel various assessment criteria. As the career progress, candidates must meet criteria related to scientific production and its impact, as well as criteria</p>

		coordinate research teams, in line with national legislation on research performance assessment and judging merit. Both quantitative and qualitative criteria related to candidate's professional and personal skills are used. Still, 31% of respondents consider that there is a deficient balance between the quantitative and qualitative criteria for judging merit included in the Methodology for research personnel recruitment, that should be revised so that it comprises all areas of expertise and the quantification formulas should be revised.	related to research funds attracted through projects and research results that can be exploited in economic area. <b>Legislation:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities; <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring; - Assessment forms; <b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Regular use of <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a> , not only in the case of vacant positions within research projects, but for all job positions; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, in order to be a more balanced and comprehensive version; - Revising administrative tasks of HR department in line with OTM-R mandatory requirements.
17. Variations in the chronological order of CVs (Code)	+/- = <b>almost but not fully</b> implemented	Variations in the professional career of candidates are not penalized. Candidates provide information from their CVs with supporting documents. This fact was confirmed by the majority of the stakeholders. Still, 15% of respondents consider that can be made improvements in this respect.	<b>Actual practice:</b> Persons that fulfill criteria for promotion are not restricted to exercise this right, even if there exist variations in their professional career path. <b>Legislation:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities. <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring; <b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Regular use of <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a> not only in the case of vacant positions within research projects but for all vacant job positions; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, in order to be a more balanced and comprehensive version; - Revising administrative tasks of HR department in line with OTM-R mandatory requirements.
18. Recognition of mobility experience (Code)	+/- = <b>almost but not fully</b> implemented	Selection commissions are assessing the general experience of the candidate taking into consideration international mobility strategies. 17% of respondents consider that mobility stages should not be a mandatory eligibility criteria for candidates, but one optional criteria for assessing and evaluating their applications, since ICMPP does not also offer the financial resources for these stages. Some researchers complain that they can not access secondments because they do not have a replacement to take over their tasks for a period of time.	<b>Actual practice:</b> ICMPP researchers use all available facilities and funding opportunities that support various mobility programs. <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities. <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring; <b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Creating a section on the institute's website dedicated to mobility opportunities; - Creating individual career plans for researchers; - Support from the PM Department for researchers

			for searching and drafting mobility project applications; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, in order to be a more balanced and comprehensive version.
19. Recognition of qualifications (Code)	+/- = <b>almost but not fully</b> implemented	National regulatory framework include legislation related to research personnel recruitment and selection. 19% of respondents consider that mobility stages should not be a mandatory eligibility criteria for candidates, but one optional criteria for assessing and evaluating their applications.	<b>Actual practice:</b> Internal specific procedures are applied within recruitment process for research personnel. <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities. <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring; <b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Regular use of <a href="https://euraxess.ec.europa.eu/">https://euraxess.ec.europa.eu/</a> , not only in the case of vacant positions within research projects, but for all job positions; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, in order to be a more balanced and comprehensive version; - Revising administrative tasks of HR department in line with OTM-R mandatory requirements.
20. Seniority (Code)	+/- = <b>almost but not fully</b> implemented	Within ICMPP, there is no age discrimination; retired personnel can candidate to research positions on determined period in accordance with national legislation. Still, 19% of respondents consider that can be made improvements in this respect.	<b>Actual practice:</b> Retirement age for research personnel is generally 65 years. The scientific researchers that fulfill retirement conditions can opt between pension or continuing their activity if they obtain the „very good” mark when being annually evaluated. <b>Legislation:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 30; <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for recruitment and research personnel hiring; <b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, in order to be a more balanced and comprehensive version.
21. Postdoctoral appointments (Code)	+/- = <b>almost but not fully</b> implemented	Postdoctoral researchers that apply for a research position within ICMPP benefit of all rights specific to the position in accordance with existing regulations. ICMPP does not organize postdoctoral studies, but researchers from institute are involved in various research projects on postdoctoral positions. There are no unitary norms related to the selection of postdoctoral personnel (they depend on the specific project guideline). 18%	<b>Actual practice:</b> ICMPP does not organise postdoctoral studies, but researchers from institute are involved in postdoctoral research projects as coordinators (ICMPP being host organization) or members within other research projects teams (on postdoctoral researcher position). <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; - Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research,

		of respondents consider that there is place for improvement, since the recruitment rules change from one postdoc competition to the other.	Innovation and Smart Specialization 2022-2027 - Chapter 5 General and specific objectives. <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 6; - ICMPP Methodology for research personnel recruitment and hiring; <b>Improvement proposals:</b> - Elaboration of OTM-R policy; - Revising ICMPP Internal Regulation and ICMPP Methodology for research personnel recruitment and hiring according to the new Law no. 183/2024, with specific unified rules for recruitment of postdoc positions.
<b>Working Conditions and Social Security</b>			
22. Recognition of the profession	-/+ = <b>partially</b> implemented	Research profession is recognized by national legislation. ICMPP researchers are recognized as professionals and treated accordingly, no matter of their career level (fact confirmed by the vast majority of survey respondents). Additional activities such as project management and research infrastructure management are carried on by research personnel resulting an increased workload in their current activity. 31% of respondents consider that there is place for improvement, indicating the insufficient remuneration due to national legislation financial constraints.	<b>Actual practice:</b> Research activity is representing the main activity object of ICMPP. <b>Legislation:</b> Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 24. <b>Internal Regulations:</b> - ICMPP Internal Regulation: art. 48; - ICMPP Methodology for research personnel recruitment and hiring; <b>Improvement proposals:</b> - Increasing researcher number by attracting additional funding, other national and European funding; - Annual teambuilding/networking event; - Annual seminar on research project financing programs to increase access options to supplementary financial sources.
23. Research environment	+/- = <b>almost but not fully</b> implemented	Because of several structural fund projects investments, ICMPP has a modern research infrastructure, with newly renovated laboratories and state-of -the art equipment. Still, 21% of respondents consider there is place for improvement, due to insufficient access and training for the use of research equipment and lack of projects financed by institution's own funds.	<b>Actual practice:</b> ICMPP offers researchers modernized laboratories and the necessary access to equipment and the materials for performing experimental work. ICMPP is member of ANELIS + and co-finances the access to scientific publications. The institute offers researchers access to it's repository of scientific papers and patents. Some research projects are sustained from own financial sources until reimbursement by financing authorities. At national level, researchers benefits from fiscal incentives for research activities carried within research projects. Research personnel has individual email accounts. The working schedule is flexible and allows work on state budget and on projects financed from different sources and also remote work. <b>Legislation:</b> - Government Ordinance no. 57/2002 regarding scientific research and technological development: art. 5, 16. <b>Internal Regulations:</b> - ICMPP Ethical conduct code; ICMPP Internal Regulation. <b>Improvement proposals:</b> - internal pilot project for digitalized planning and training for the use of institutional research equipment; - diversification of financing sources for research projects, including from enterprises and industry.

24. Working conditions	+/- = <b>almost but not fully</b> implemented	Working hours program is set by internal regulations of ICMPP. Requests for remote working and flexible working hours are subject to approval by institute's top management. ICMPP headquarter has facilities for access of disabled persons. 12% of respondents consider that there is place for improvement, due to inflexible behavior of some laboratory heads.	<b>Actual practice:</b> ICMPP personnel benefits of working program flexibility, access to scientific publications data bases, to repository of scientific papers and patents, possibility to work part-time or remote working. <b>Legislation:</b> - Law no. 319/2006 on work security and health: art. 6 – 7; - Labour code - Law no. 53/2003: art 6-8. <b>Internal Regulations:</b> - ICMPP Internal Regulation. <b>Improvement proposals:</b> - Development of an internal regulation on remote working for research activities; - Assuring suitable working conditions for researchers, including for disabled researchers; - Trainings for laboratory heads on velvet leadership.
25. Stability and permanence of employment	+/- = <b>almost but not fully</b> implemented	In respect to national legislation, labor contracts are stable. The vast majority of labor contracts are on indefinite period. Contracts on defined period are signed usually for a period of approximately 1 year for the new employers, or for the duration of project implementation for research projects. Stakeholders' consultation confirmed that vast majority of ICMPP personnel perceive the stability of employment. Still, 10% of respondents consider that there are personnel fluctuations especially for young researchers, which tend to migrate to more financially attractive activity domains.	<b>Actual practice:</b> The majority of research personnel has labour contracts signed on indefinite period. <b>Legislation:</b> - Labour code – Law no. 53/2003: art. 12. <b>Internal Regulations:</b> - ICMPP Internal Regulation; - Individual labour contract. <b>Improvement proposals:</b> - Elaboration of individual career plan for researchers.
26. Funding and salaries	+/- = <b>almost but not fully</b> implemented	Remuneration conditions are set by Romanian labor legislation and applied in individual labour contracts. 20% of respondents indicate insufficient remuneration, due to national legislation financial constraints.	<b>Actual practice:</b> ICMPP is a public research institutions, so the salaries are fixed by the Romanian legislation and can not be negotiated like in the private sector. The personnel can supplement their income by using part-time labor contracts on won projects financed from external sources. Exceptionally, there are granted incentives for ICMPP research personnel on various occasions (publication of articles in high ranking journals, etc.), depending on institute's financial situation and if the legislation allows is at that moment (sometimes, there are austerity measures imposed by the Government). Long service and PhD degree are also awarded. <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art 24; - Law no. 153/2017 regarding the salaries for public institutions: Annex 1 for Higer Education (inlcuding research); - Legal regulations related to retirement fund, social contributions, unemployment, health insurance, maternity leaves, children care leaves. <b>Internal Regulations:</b> - ICMPP Internal Regulation; - Individual labour contract. <b>Improvement proposals:</b> - Annual seminar on research project financing sources to increase access options to supplementary financial remuneration.

27. Gender balance	+/- = <b>almost but not fully</b> implemented	Most of survey respondents' affirmed that ICMPP promote an equal opportunity policy. Both at top and middle management there is a balance between male and female numbers. Female researchers are more present on management positions. Recruitment and assessment commissions are also gender balanced. Access to management positions is also non-discriminatory. Still, 18% of respondents consider there is room for improvement.	<p><b>Actual practice:</b> Management team, evaluation and selection commissions are reflecting the gender structure of ICMPP personnel. A gender equality plan is implemented and is available to all staff at <a href="https://icmpp.ro/files/intranet/ICMPP_eng_Gender%20equality%20strategy%20&amp;%20Gender%20equality%20Plan%202022-2025_iulie.2022.pdf">https://icmpp.ro/files/intranet/ICMPP_eng_Gender%20equality%20strategy%20&amp;%20Gender%20equality%20Plan%202022-2025_iulie.2022.pdf</a></p> <p><b>Legislation:</b> - Law no. 202/2002 on equal opportunities and treatment between women and men;</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Ethical conduct code; - ICMPP GES&amp;GEP;</p> <p><b>Improvement proposals:</b> - Annual seminar on GEP issues; - annual reports on implementation of GEP.</p>
28. Career development	-/+ = <b>partially</b> implemented	Despite the fact that stakeholders' consultation concluded that ICMPP is acting for professional development of researchers, 39% consider there is a lot of place for improvement, the quantitative criteria being wrongly evaluated as a priority by the evaluations commissions, to the detriment of the qualitative criteria, indicating also a lack of a dedicated Strategy for career development for researchers. Young researchers are feeling the need for more support and guidance in their career development. There is a need to implement individual career development plans and their use in regular staff appraisals and the provision of two-way feedback between supervisor and employee.	<p><b>Actual practice:</b> ICMPP is organising trainings on professional development of researchers, especially for those in early career stage. Guidance of young researchers is usually the responsibility of middle management from their laboratories.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 21-29; - Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027 - Chapter 5 General and specific objectives; challenges and actions.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Strategic Growth Roadmap (SGR).</p> <p><b>Improvement proposals:</b> - Elaboration of a dedicated Strategy for career development for researchers; - Organizing training courses on research methodologies, planning of research projects, ethical aspects of research projects; - Individual career development plans.</p>
29. Value of mobility	-/+ = <b>partially</b> implemented	Stakeholders' consultation revealed the importance of international mobility for professional development, but 30% of respondents consider that there is place for improvement, since the top management requires abroad secondments, but does not provide the necessary budget. Because of financial constraints, the number of ICMPP researchers that benefited from foreign secondments is relatively low.	<p><b>Actual practice:</b> ICMPP researchers use all available facilities and funding opportunities that support various mobility programs. ICMPP implements projects that support participation to scientific events, working visits and professional training.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18, 25.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Strategic Growth Roadmap (SGR).</p> <p><b>Improvement proposals:</b> - Creating a section on the institute's website dedicated to mobility opportunities; - Elaboration of a dedicated Strategy for career development for researchers; - Individual career development plans.</p>

30. Access to career advice	-/+ = <b>partially</b> implemented	Despite the fact that ICMPP laboratory/department heads and HR Department ensure career counselling for all employees, 43% of respondents consider that there is place for improvement, indicating a lack of a dedicated Strategy for career development for researchers and a lack of individual career development plans.	<p><b>Actual practice:</b> Research activity performance is regularly evaluated and feedback is provided, in order to improve the results, according to the ICMPP Regulation for evaluation of employees professional performances, posted on ICMPP website: <a href="https://icmpp.ro/files/intranet/Regulament%20evaluare%202024.pdf">https://icmpp.ro/files/intranet/Regulament%20evaluare%202024.pdf</a></p> <p><b>Legislation:</b> Law no. 183/2024 regarding the status of research, development and innovation staff: art. 25-29; - Law no. 153/2017 regarding the salaries for public institutions: art. 8, 31;</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Strategic Growth Roadmap (SGR); - ICMPP Regulation for evaluation of employees professional performances.</p> <p><b>Improvement proposals:</b> - Elaboration of a dedicated Strategy for career development for researchers; - Individual career development plans.</p>
31. Intellectual Property Rights	+/- = <b>almost but not fully</b> implemented	ICMPP financially supports submission of national patent requests and there is an incentive mechanism in place in order to stimulate innovation (depending on institute's financial situation). Information related to participation to invention fairs, awarded patents, submitted patent requests are included within annual activity reports. International patent applications taxes are very expensive and not supported from state budget, so these are funded from external sources (donations or European or structural funds projects). Most of survey respondents agreed that ICMPP provides clear and transparent actions related to intellectual property rights for research result; still, 6% of respondents consider there is room for improvement, indicating there is no ICMPP policy on intellectual property rights and exploitation of research results.	<p><b>Actual practice:</b> KTT Department of ICMPP offers support to researchers in the field of intellectual property rights and facilitate collaboration with economic units in order to exploit new technologies based on research results. There is a repository of patents on ICMPP website: <a href="https://icmpp.ro/patents_info.php">https://icmpp.ro/patents_info.php</a></p> <p><b>Legislation:</b> Law no. 183/2024 regarding the status of research, development and innovation staff: art. 32-33; - Law no. 64/1991 on patents; - Law no. 83/2014 on service inventions.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Ethical conduct code;</p> <p><b>Improvement proposals:</b> - Elaboration of a ICMPP policy on intellectual property rights and exploitation of research results; - Elaboration of KTT Framework; - Training of early stage researchers on intellectual property rights and exploitation of research results.</p>
32. Co-authorship	-/+ = <b>partially</b> implemented	Majority of survey respondents consider that the contributions to publications and patents are recognized and the rights are shared among co-authors according to internationally recognized practices. Still, 32% of respondents consider there is room for improvement, indicating that the formula for calculating the score on scientific activity, papers with only a small number of co-authors are favored, which discourages collaboration and does not fully ensure the recognition of the merit of each author. There is no methodology for determination of actual contribution of each participant to a research result, scientific paper, patent.	<p><b>Actual practice:</b> At ICMPP level, researchers are recognised as authors or co-authors in accordance with international practice.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding the status of research, development and innovation staff: art. 32-33, 49-50; - Law no. 8/1996 on copyright and related rights; - Law no. 64/1991 on patents; - Law no. 83/2014 on work inventions.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Ethical conduct code;</p> <p><b>Improvement proposals:</b> - Elaboration of a ICMPP Methodology on co-authorship; - Training for implementation of co-authorship procedure; - Elaboration of a ICMPP policy on intellectual property rights and exploitation of research results.</p>

33. Teaching	-/+ = <b>partially</b> implement ed	ICMPP offers PhD teaching courses specific to higher education institutions, under the Romanian Academy doctoral school. The majority of survey respondents acknowledge that teaching/training represents an essential tool for knowledge gain and knowledge sharing, being an important factor for the researchers' career development. Still, 33% of respondents consider there is place for improvement, since the ICMPP Methodology for research personnel recruitment does not provide any clear criteria and/or rewards for mentoring and tutoring activities for young researchers.	<b>Actual practice:</b> ICMPP offers PhD teaching courses specific to higher education institutions, under the Romanian Academy doctoral school ( <a href="https://acad.ro/institutia/scosaar.html">https://acad.ro/institutia/scosaar.html</a> ). <b>Legislation:</b> - Law no. 183/2024 regarding the status of research, development and innovation staff: art. 32-33; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities: Standard 3. Competence, performance. <b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Ethical conduct code. <b>Improvement proposals:</b> - Elaboration of a dedicated Strategy for career development for researchers; - Individual career development plans; - Modification of the Methodology for research personnel recruitment in order to provide clear criteria and/or rewards for mentoring and tutoring activities for young researchers.
34. Complains / appeals	+/- = <b>almost but</b> <b>not fully</b> implement ed	Most of respondents consider that there are procedures for analyzing and resolving labor conflicts and disputes, in accordance with the legislation in force, in order to promote fair and equitable treatment within the institution. Still, 19% of respondents consider that there is a lack on dissemination to personnel level of structures that are responsible for solving various types of complains that can occur.	<b>Actual practice:</b> Solving of complains related to research ethics issues are in the responsibility of Commission of Research Ethics. Other complaints related to labor obligations infringements are solved through Disciplinary Labor Commission. <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 48-55; - Labour code – Law no. 53/2003: art. 247-252. <b>Internal Regulations:</b> - ICMPP Ethical conduct code; - ICMPP Internal Regulation; PO-OJ-ICMPP-12 - Operational Procedure – Ethical counseling of employees and compliance with the rules of professional conduct at ICMPP level; - PO-O1-Operational procedure - Reporting irregularities and protecting employees who report irregularities; - PO-OJ-ICMPP-11 - Operational Procedure – Investigation of reported irregularities and application of sanctions. <b>Improvement proposals:</b> - Organizing training sessions on the internal regulations and structures responsible for solving complains.
35. Participati on in decision- making bodies	+/- = <b>almost but</b> <b>not fully</b> implement ed	The Scientific Council of ICMPP is the decision-making body, with members that are representatives of each Laboratory/Department. 14% of respondents consider that is a need for better dissemination of the ICMPP information, consultation and decision – making bodies activities within institute's personnel.	<b>Actual practice:</b> Researchers are represented within the decision-making body - Scientific Council and elected employees representatives are participating to the Scientific Council meetings. ICMPP Scientific Council Regulation on organization and operation is posted on ICMPP website: <a href="https://icmpp.ro/files/intranet/ROF_Consiliu%20stiintific%20ICMPP%20nov%202022.pdf">https://icmpp.ro/files/intranet/ROF_Consiliu%20stiintific%20ICMPP%20nov%202022.pdf</a> <b>Legislation:</b> - Labour code – Law no. 53/2003: art. 221 -223; - Law no. 367/2022 on social dialogue.

			<p><b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Scientific Council Regulation on organisation and operation.</p> <p><b>Improvement proposals:</b> - Organizing periodic information sessions on results of information, consultation and decision-making body – Scientific Council activities.</p>
<b>Training and Development</b>			
36. Relation with supervisors	+/- = <b>almost but not fully</b> implemented	17% of respondents invoked the need to improve the communication with supervisors and to develop and implement an individualized professional development plan. Even if examples of good practice can be identified at laboratories/departments level, ICMPP does not have a Strategy for career development for researchers, that will help an individualized professional training and an unitary approach of mentoring and supervision activities.	<p><b>Actual practice:</b> ICMPP is host institution for its phd students, which have a phd coordinator and a phd commission, according to the Regulation for Organisation of Romanian Academy Phd School (<a href="https://acad.ro/scosaar/doc2024/REGULAMENT-SCOSAAR.pdf">https://acad.ro/scosaar/doc2024/REGULAMENT-SCOSAAR.pdf</a>).</p> <p>Supervision of young researchers is the responsibility of project responsible or head of laborator.</p> <p><b>Legislation:</b> - Labour code – Law no. 53/2003: art 5; - Government Ordinance no. 137/2000 regarding the prevention and sanctioning of any form of discrimination: art. 2.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation.</p> <p><b>Improvement proposals:</b> - Elaboration of a dedicated Strategy for career development for researchers; - Individual career development plans; - Modification of the Methodology for research personnel recruitment in order to provide clear criteria and/or rewards for mentoring and tutoring activities for young researchers; - Organizing training courses on research methodologies, planning of research projects, ethical aspects of research projects.</p>
37. Supervision and managerial duties	+/- = <b>almost but not fully</b> implemented	Heads of Laboratories' job description contain tasks & responsibilities for mentoring and supervising early stage career researchers. Although examples of good practice can be identified at the level of research laboratories / departments, 24% of respondents consider that is a high improvement potential for this principle.	<p><b>Actual practice:</b> Heads of Laboratories are responsible for supervision and guidance of junior and early stage researchers. Young researchers have the opportunity to participate to professional development courses/trainings organized both at internal and external level.</p> <p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-33;- Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialization 2022-2027 - Chapter 5 General and specific objectives; challenges and actions.</p> <p><b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Strategic Growth Roadmap (SGR).</p> <p><b>Improvement proposals:</b> - Elaboration of a dedicated Strategy for career development for researchers; - Individual career development plans; - Modification of the Methodology for research personnel recruitment in order to provide clear criteria and/or rewards for mentoring and tutoring activities for</p>

			young researchers; - Organizing training courses on research methodologies, planning of research projects, ethical aspects of research projects.
38. Continuing Professional Development	+/- = <b>almost but not fully</b> implemented	ICMPP is focused on research personnel skills development and ICMPP researchers are participating to professional trainings. The majority of ICMPP personnel consider that the institute is operating with clear and transparent procedures related to scientific career promotion. For 1% of respondents there is still place for improvement, since there are insufficient funds to cover all necessary trainings.	<b>Actual practice:</b> ICMPP is implementing professional development activities for its own personnel. Researchers are supported to participate to scientific events, trainings, workshops, mainly financed from projects, because the annual state budget does not provide sufficient funds for trainings. <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-33; - Labour code – Law no. 53/2003: art. 192-200. <b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Strategic Growth Roadmap (SGR). <b>Improvement proposals:</b> - Elaboration of a dedicated Strategy for career development for researchers; - Individual career development plans; - Organising training courses on research methodologies, planning of research projects, ethical aspects of research projects.
39. Access to research training and continuous development	-/+ = <b>partially</b> implemented	Despite the fact that ICMPP is encouraging external mobilities, these are limited by financial constraints. 35% of respondents invoked fluctuating financing for researcher training, dependent on the budget of the projects won by competition.	<b>Actual practice:</b> ICMPP is implementing activities related to participation to scientific events, trainings, workshops. Long term mobilities are limited by financial constraints. Training needs and periodically identified and training courses are regularly assessed. <b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-33; - Labor code – Law no. 53/2003: art. 192-200; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities: Standard 3 Competence, performance. <b>Internal Regulations:</b> - ICMPP Internal Regulation; - ICMPP Strategic Growth Roadmap (SGR). <b>Improvement proposals:</b> - Elaboration of a dedicated Strategy for career development for researchers; - Individual career development plans; - Organizing training courses on research methodologies, planning of research projects, ethical aspects of research projects; - Creating a section on the institute’s website dedicated to mobility opportunities ; - Periodical monitoring of the training plan/opportunities of training vs. available financing.
40. Supervision	+/- = <b>almost but not fully</b> implemented	Head of laboratories have the responsibility of mentoring and supervising early stage career researchers. Research activities results and impact are periodically assessed and resulted information is included in annual reports. Although examples of good practice can be identified at the level of research laboratories, 22% of respondents indicated that there is place	<b>Actual practice:</b> Senior researchers are responsible for supervision and guidance of junior and early stage researchers. Young researchers have the opportunity to participate to professional development trainings. Research activity performance is periodically assessed and feedback is provided in order to improve research results.

	<p>for improvement. The duties of research supervisors or mentors and the actions for needed professional training and continuous development in research are not clearly identified.</p>	<p><b>Legislation:</b> - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 32-33;  <b>Organizational Regulations:</b> - ICMPP Internal Regulation; - ICMPP Strategic Growth Roadmap (SGR); - Job description for senior researchers.  <b>Improvement proposals:</b> - Elaboration of a dedicated Strategy for career development for researchers; - Individual career development plans; - Organizing training courses on research methodologies, planning of research projects, ethical aspects of research projects; - Introducing specific duties related to professional training and continuous development in research in the job description sheets of research coordinators/supervisors and mentors; - An improved annual plan for professional training and continuous development, based on a better communication between each employee and the direct coordinator/supervisor or mentor.</p>
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