

ROMANIAN ACADEMY

Institute of Macromolecular Chemistry "Petru Poni" Iași
Human Resources Payroll Department

Analysis of the results

QUESTIONNAIRE FOR INTERNAL ANALYSIS

on the application of the principles of the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers in ICMPP

The questionnaire was applied to the research staff within the institute, and the email address of the Human Resources Payroll Department was used as a tool for transmission and completion, as well as the Google Docs platform, which facilitated the centralization of the results.

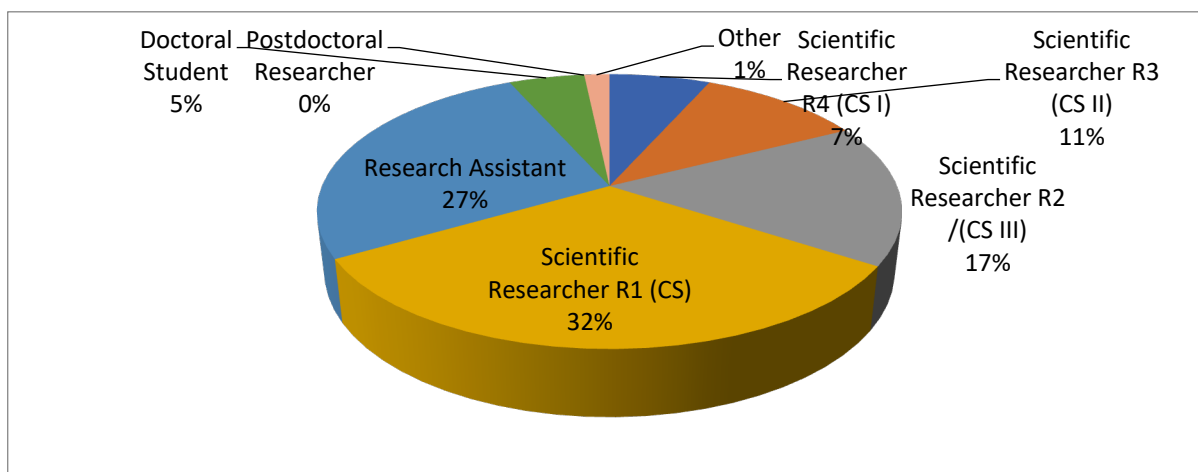
46 questions were asked, covering 4 key sectors:

1. *Ethical and professional aspects*
2. *Recruitment/Hiring*
3. *Working conditions and social security*
4. *Training.*

At the same time, the aim was to collect socio-demographic data such as workplace, gender, age, seniority in the institute and position, in order to verify the representativeness of the information thus obtained and ensuring, at the same time, the confidentiality of the answers provided by the interviewed employees.

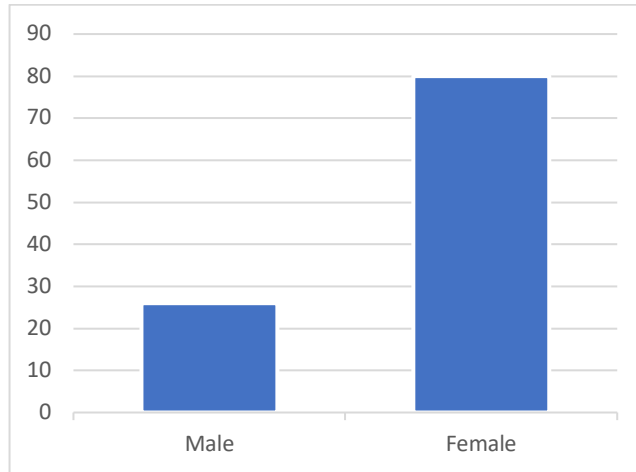
As a **method of analysis**, the collected data were exported to an Excel file which was the basis for further processing by statistical methods (including pivoting of tables) and for graphical visualization. The answers were analyzed and interpreted separately on all the variants offered by the questionnaire and the comments were transposed into the form in which they appear filled in on the platform by the respondents (where applicable).

The people who completed the questionnaire occupy various research positions within the institute as can be seen in the graph below:

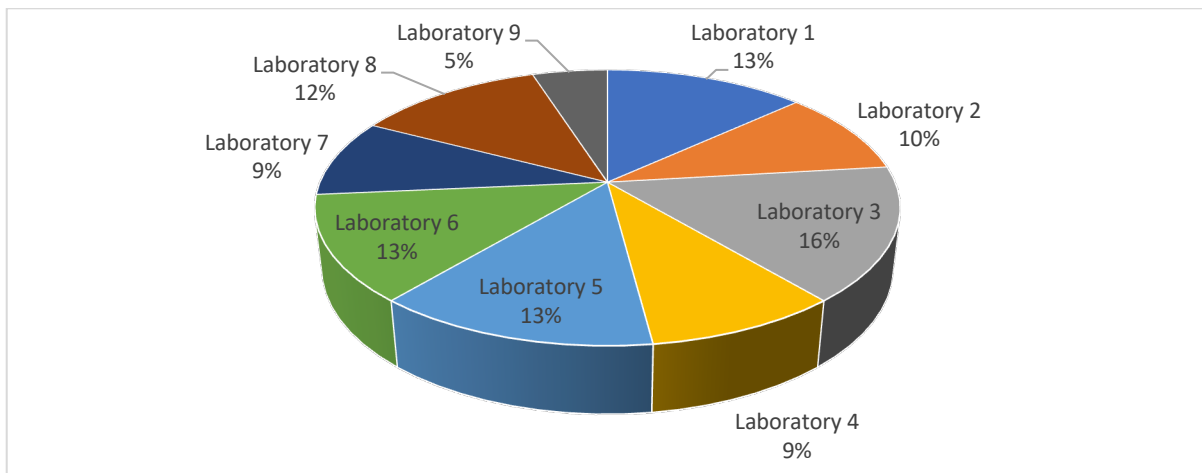


Most respondents have positions of *Scientific Researcher* (32%) and *Scientific Research Assistants* (27%), the explanation also being that these positions are the majority in number in the total research staff at the institute.

At the same time, gender representativeness at the level of the organization (in the area of scientific research) is also found among the respondents in this questionnaire:



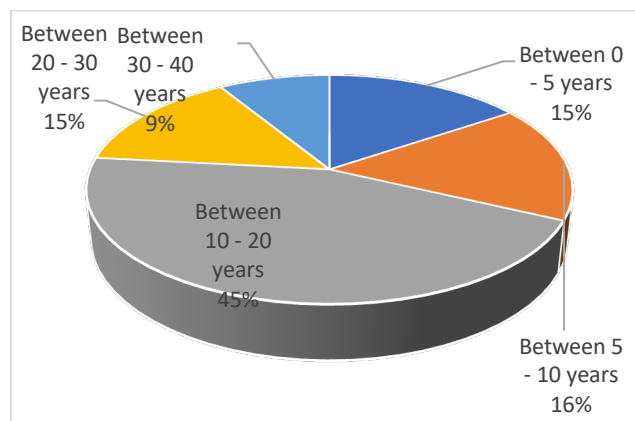
From the point of view of the jobs in which the respondents carry out their activity, relatively balanced proportions are observed on the 9 research laboratories, the percentages being minimum 5% (Laboratory 9) and maximum 13% (Laboratory 3):



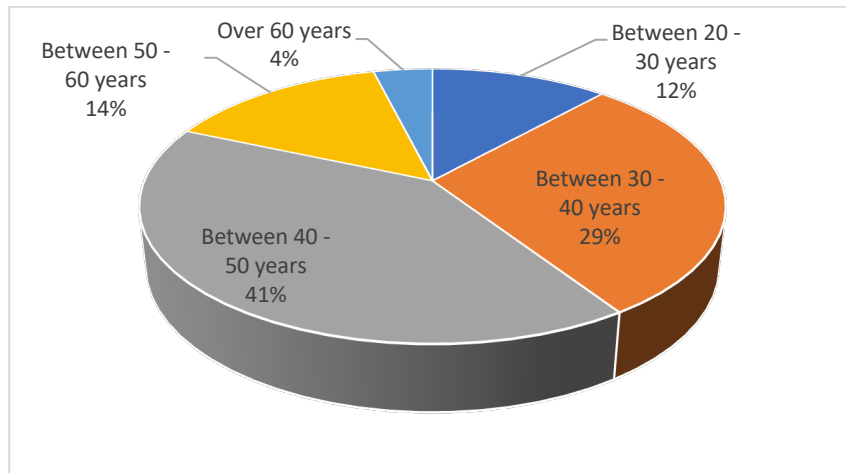
In order to analyze the seniority of the activity within the institute, intervals were established as follows:

1. Between 0 and 5 years
2. Between 6 and 10 years
3. Between 11 and 20 years old
4. Between 21 and 30 years old
5. Over 31 years old

The best represented segment was the 11-20 year old range, with a percentage of 45%, according to the graph below:



Thus, it is natural to correlate with the graph representing the age of the respondent staff, in which the 41-50 age segment is predominant (41%).



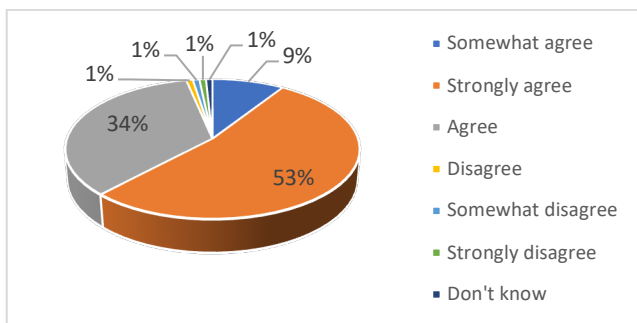
Analysis of the questionnaire answers:

1. I have the freedom of research (freedom of thought, expression, choice and use of research methods), except for some limitations generated by particular situations (supervision/guidance/management) and operational (budget, infrastructure, etc.).

Comments:

The limitations work both ways (for both the supervisor and the supervised; sometimes they can be so strong that there is no longer any question of freedom of research)

There were also exceptions that consisted of situations in which we had to approach certain research topics and not others because they did not fit the profile of the department we were part of, although the scientific expertise existed in the working group.



Analyze:
 Total replies: 121
 The majority of respondents (53%) checked Total agreement to this question, to this percentage being added 34% with agreement and 9% with partial agreement.
 The percentages in the area of disagreement are 1% in terms of freedom of research, taking into account certain limitations (budgetary or operational).
 Total percentages with disagreeing responses (including Somewhat Agree): 12%

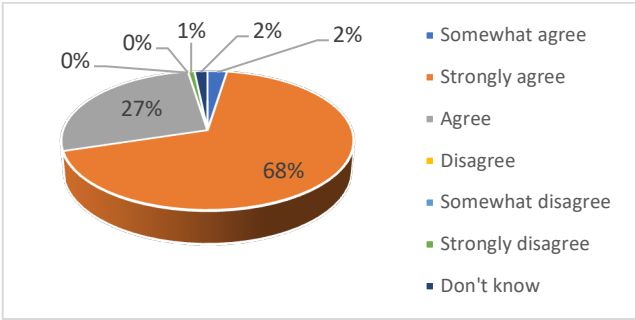
2. I recognize and apply the fundamental ethical practices and principles in my field of research, as provided for in the national legislation on ethics and the ICMPP Code of Ethics.

Comments:

I am aware that it is my duty to know them, I recognize and apply them, but I believe that they are not explained, discussed and debated well enough.

Those regulations are a bunch of nonsense.

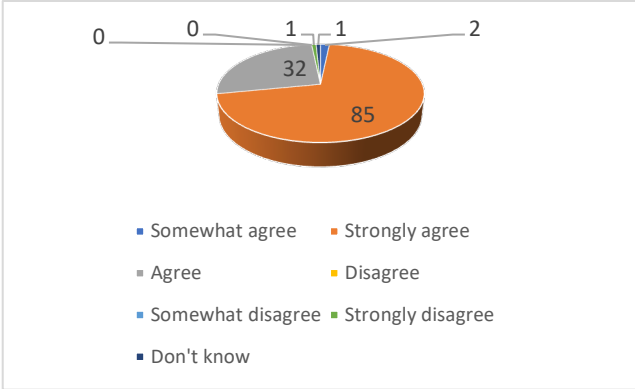
I think that training in these aspects would have been and is necessary for all the staff in the institute, maybe even annually.



Analyze:
 Total replies: 121
 Regarding the application of the principles of ethics in research, the majority of respondents agreed with their observance in the research work (over 90%). However, there are comments that insist on the need for training in the sense of in-depth knowledge of the rules of ethics.
 Total percentages with disagreeing responses (including Somewhat Agree): 3%

3.1. I make sure that my research activity is as relevant and up-to-date as possible for society, without repeating activities or reproducing results previously obtained in other studies/programs.

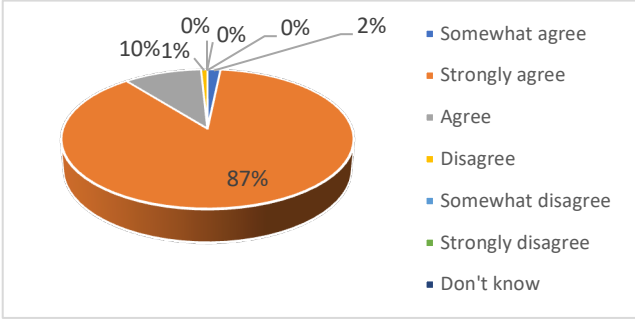
Comments:
 The degree of relevance and timeliness are extremely subjective (especially if different time landmarks are used).
 There are situations in research that require the reproduction of previously obtained results, but which will be redirected to new fields.
 I repeat the research activity to make it easier for me to write other projects



Analyze:
 Total replies: 121
 Regarding the relevance of the results for society, the vast majority of respondents (85 responses) fully agree with the fact that the research activity is topical. There is only one total disagreement with this statement, which also has the comment that the research activity is seen only as a tool to apply projects.
 Total percentages with disagreeing responses (including Somewhat Agree): 3%

3.2. In my activity, I avoid any type of plagiarism and respect the principles of intellectual property.

Comments:
 Again, the level of knowledge, concrete discussion (with relevant examples) and debate is limited and needs improvement. The existence of local cases (at institutional level) and, especially, the media coverage of some famous cases have determined an increased level of attention and the implementation, in proportions and with variable intensity, of specific measures.
 It's hard to do everything from scratch, alone



Analyze:
 Total replies: 121
 As expected, the vast majority agree with this statement. There is a percentage of 2% of respondents who show a partial disagreement as well as comment on the need for discussions and analyses on this subject at the institute level.
 Total percentages with disagreeing responses (including Somewhat Agree): 3%

3.3. I ensure that my substitutes, to whom certain tasks are delegated, have the necessary competence to carry them out.

Comments:

It is difficult to find a replacement, especially during periods when vacations are normally taken (summer, Easter holidays, winter holidays. At the same time, I believe that it is not justified in positions that are not decision-making.

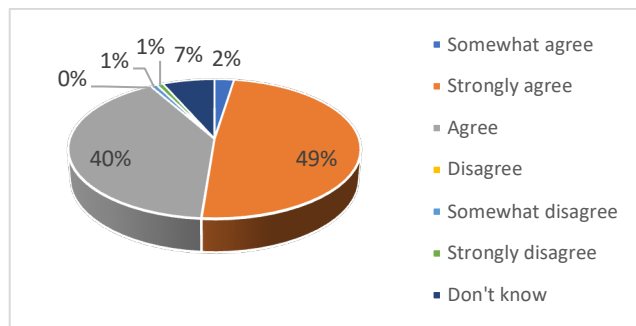
The process of delegating tasks and selecting possible replacements has suffered from communication deficiencies and is implemented inadequately.

It is difficult to find a replacement, especially during the periods when most of the staff take their holidays (Christmas, Easter, August, etc.)

There are no replacements as competent as I am.

I don't have subordinates, I'm a PhD student

There are situations in which it is difficult to find a replacement for performing certain tasks designed for another researcher.



Analyze:

Total replies: 121

Although there are most responses that confirm the importance of the task delegation process (49% total agreement, 40% agreement and 2% partial agreement), there are several comments that draw attention to the difficulty of finding replacements. Moreover, it is considered that the act of replacement is exclusively the prerogative of management.

Total percentages with disagreeing responses (including Somewhat Agree): 4%

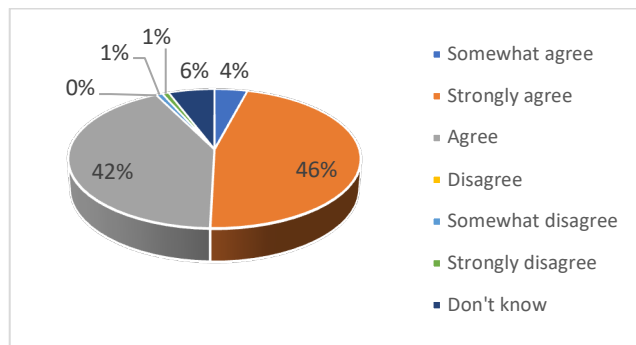
4.1. I am aware of the funding requirements and conditions in my field of research and I am seeking all necessary approvals before starting research or accessing resources.

Comments:

Since I have not been in the management team of any project and my contribution to the projects in which I have been involved has only been on certain tasks, I do not know in full the requirements and funding conditions in my field of research

There are many requirements and financing conditions. If I start studying them, I waste time and fail to do anything

Management is the work of seniors



Analyze:

Total replies: 121

A percentage of 2% of respondents disagree with this statement (1% totally disagree and 1% partially disagree). Correlating or pivoting the answers with those from the question regarding the position held shows that the disagreements come from the area of Research Assistants who have little experience in accessing funds regardless of their origin.

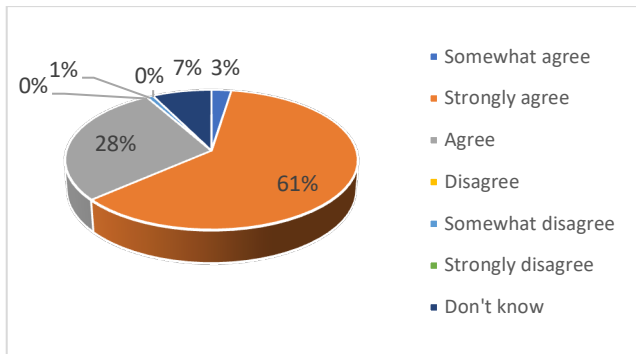
Total percentages with disagreeing responses (including Somewhat Agree): 6%

4.2. I inform ICMPP and the funder of project submissions, delays in activities, changes in the development of projects or suspension or termination of the related financing contracts.

Comments:

I had no changes or delays in my activities as they were only punctual tasks there is no firm collaboration between ICMPP (employer) and me as project owner (employee). It's a project department, but it's only in name... nothing concrete. Those there should help the researcher in this regard (concretely speaking). An office to guide researchers to submit projects, to be helped and advised. In reality, the ICMPP director only wants the money from the project management, that's how he keeps track of them... and he doesn't want to hire anyone else, except those in the project

team (it's hard for 2-3 people from the project list to complete that project without problems and that's why you need other people - administrative stuff - to help; in reality they are asked for help and they are not paid for the work done; they are not even called "thanks")
 Management is the work of seniors

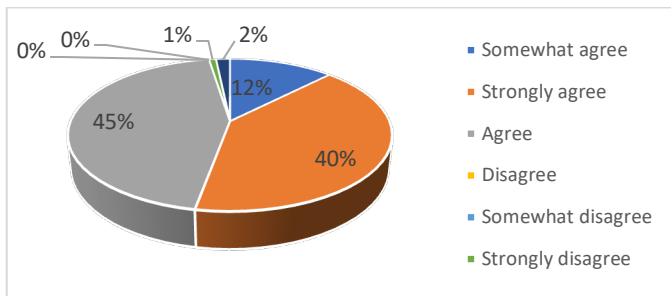


Analyze:
 Total replies: 121
 Most of the responses agree with the statement that the activities related to project submissions are brought to the attention of the management or the funder (89%). A percentage of 7% (9 answers) do not know if this statement is true, and of these 5 respondents are Research Assistants, 2 are PhD students and 1 is a Researcher with 17 years of experience in the institute.
 Total percentages with disagreeing responses (including Somewhat Agree): 4%

5. I am aware of the national, sectoral (including of the Romanian Academy) and ICMPP regulations regarding professional training and working conditions (including intellectual property rights and contractual requirements of different funders or sponsors) and I apply these regulations in the elaboration of all related documents/results (thesis, publications, patents, reports, etc.), as specified in contracts or equivalent documents.

Comments:

These regulations are changing at a much faster pace and are implemented late/cumbersome at the institutional level.
 professional training at ICMPP is only formal, with the name... Because you don't do that. If an employee asks to attend a professional training course, he is told that there is no money for such a thing, but in parallel, ICMPP issues demands that employees be professionally trained...

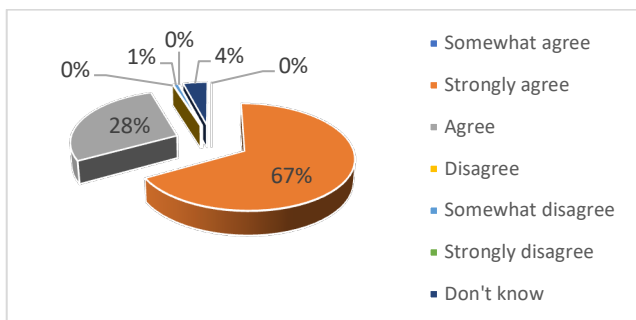


Analyze:
 Total replies: 121
 The respondents agree that they comply with and apply the regulations regarding professional training and working conditions, the percentage being over 90%.
 Total percentages with disagreeing responses (including Somewhat Agree): 13%

6.1. I am aware of the fact that I am responsible to ICMPP/the funder for the efficient use of financial resources towards the company as a whole, with special attention to the payment of the taxes imposed and the application of transparent financial management, through cooperation with the auditors established by the ICMPP/funder or by the ethics committees.

Comments:

Yes, and this aspect scares me the most.



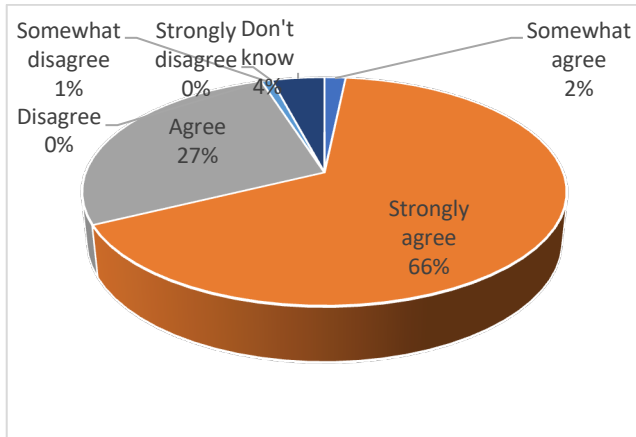
Analyze:
 Total replies: 121
 Over 90% of respondents affirm their responsibility for transparent financial management and efficient use of resources.
 Total percentages with disagreeing responses (including Somewhat Agree): 1%

6.2. The methods of data collection and analysis, research results and financial data are available for verification, whenever requested by the internal or external control bodies.

Comments:

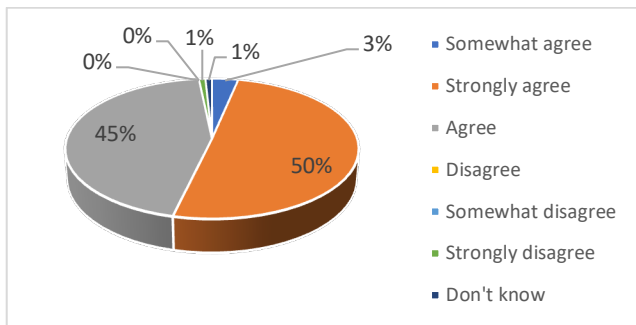
If the requested data are not subject to the regulations regarding service secrecy and confidentiality; In this situation, the oportun is to be presented only to those insiders who know and respect the mentioned principle

I am not sufficiently informed about the internal procedure of the ICMPP



Analyze:
 Total replies: 121
 Regarding the availability to present the results of the research or the methods of data collection and analysis, the respondents declare themselves available in a percentage of over 90%, with comments regarding the confidentiality of certain data or the lack of information on the internal procedures of the institute.
 Total percentages with disagreeing responses (including Somewhat Agree): 3%

7.1. I am aware of the good practices and the national legislation on occupational safety in my field of research, I apply the measures established in the ICMPP for occupational safety and I use alternative solutions to avoid risks.

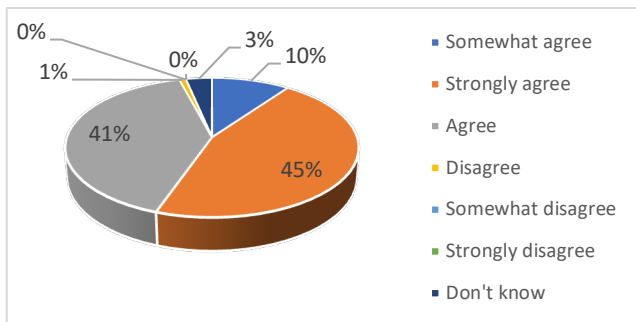


Analyze:
 Total replies: 121
 When asked about safety in research work, including risk avoidance, 98% of respondents say they are aware of good practices and national legislation.
 Total percentages with disagreeing responses (including Somewhat Agree): 4%

7.2. I am aware of the national legislation on data protection and privacy in my field of research and I adopt measures for data protection and privacy.

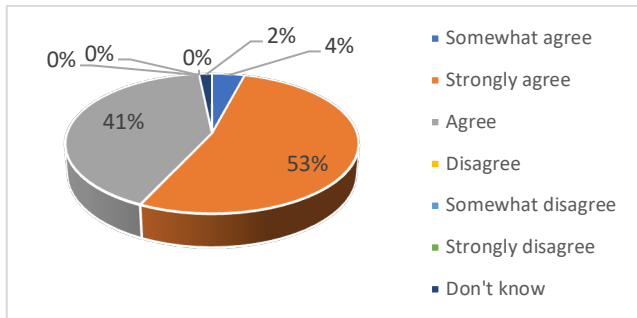
Comments:

The process of updating and disseminating these measures is restricted and inefficient.



Analyze:
 Total replies: 121
 Although there is a comment complaining about the lack of an effective dissemination system regarding the data protection legislation of. In the field of research, the interviewed employees agree with the statement in section 7.2 in a proportion of 96%.
 Total percentages with disagreeing responses (including Somewhat Agree): 11%

8. I ensure that the results of my research are disseminated, in accordance with the contractual provisions, and, where appropriate, are best exploited economically or through dissemination to the general public.

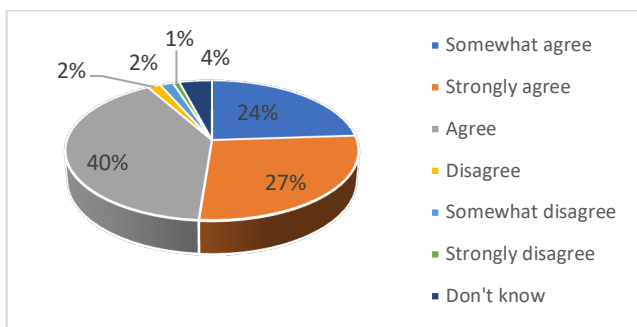


Analyze:
 Total replies: 121
 The dissemination and economic exploitation of research results is a goal adopted by the majority of respondents (total agreement 53%, agreement 41%). Total percentages with disagreeing responses (including Somewhat Agree): 4%

9. I am aware of the public's concerns/interests in science/technology and I make sure that my research activities are known by the general public, i.e. they can be understood by non-specialists.

Comments:

The institution suffers from this point of view, despite some theoretically relevant measures and concrete cases of dissemination to the general public.

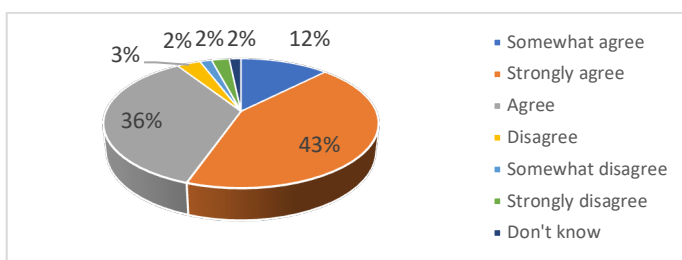


Analyze:
 Total replies: 121
 The percentage of respondents with total agreement decreases to this statement, being 27%, the total of those with agreement being over 90%. The total disagreement is 5% and those who say they do not know it is 4%, and there is also a comment that complains about the insufficiency of measures to disseminate the results to the general public. Total percentages with disagreeing responses (including Somewhat Agree): 29%

10.1. ICMP has never discriminated against me, in any way, on any kind of criterion (gender, age, social origin, ethnic origin, religion, etc.).

Comments:

There may be, but NOT products with the intent to discriminate
 Problems due to accounting problems that were brought to the attention of the management were ignored, causing a project to be declared ineligible. 3 days after the deadline for the project response, the accounting problems were taken seriously and rectified. No explanation was given for this change in attitude.
 Discrimination is made on the basis of age, that you are at the beginning and you have to work a lot and for little money
 Personally, I have not been discriminated against by the management and representatives of IMCPP, but I have felt discrimination due to my age from some colleagues in the institute at the beginning of my career. I was considered too young for certain research activities even though I had the necessary skills.

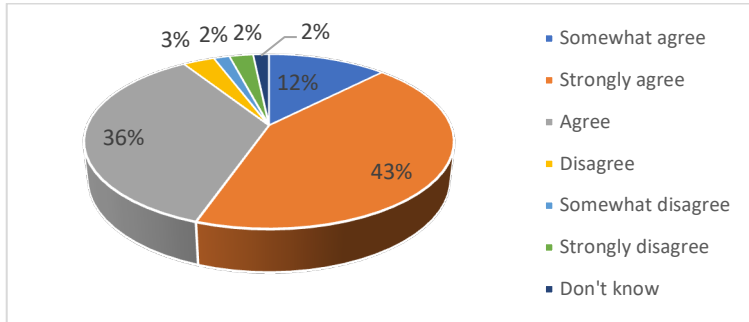


Analyze:
 Total replies: 121
 Most of the respondents declare themselves non-discriminate, but there are comments that bring to attention the age factor that has been, at some point in their career, a serious reason for discrimination, including from colleagues. Total percentages with disagreeing responses (including Somewhat Agree): 19%

10.2. The funders have never discriminated against me, in any way, on any basis (gender, age, social origin, ethnic origin, religion, etc.).

Comments:

Debt collection activities illegally imposed by ANAF and stopped by the court determined that a project was declared ineligible. All projects declared eligible in that competition were funded I consider that the funders discriminated against me from the point of view of the region I belong to (the NE region)
I don't know of incidents like this

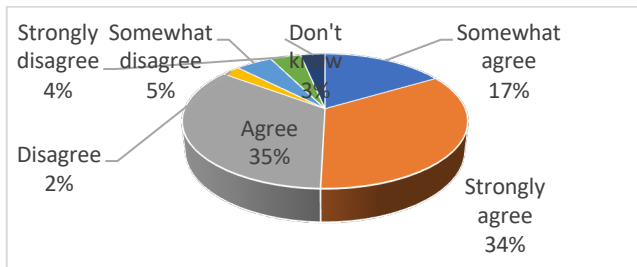


Analyze:
Total replies: 121
Over 90% of the answers eliminate the possibility of discrimination on the part of funders, on various criteria.
Total percentages with disagreeing responses (including Somewhat Agree): 17%

11. The ICMPP evaluates the professional performance of all researchers, which it periodically appreciates in a transparent manner, through independent committees.

Comments:

It has professional demands, but it doesn't help in this regard.
Lack of transparency.

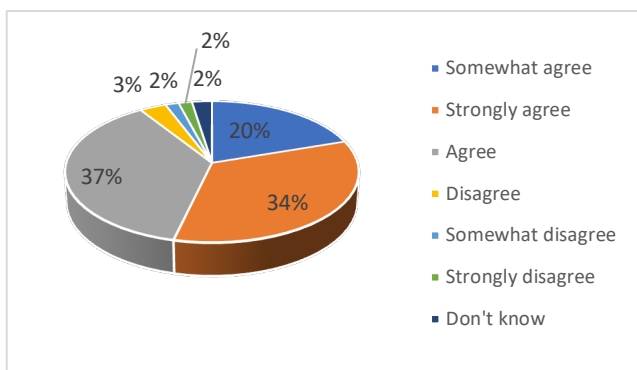


Analyze:
Total replies: 121
In a total share of 11%, respondents disagree with this statement, a percentage to which are added 3% those who are undecided. Most agree with the transparent way of evaluating the professional performance of researchers (86%).
Total percentages with disagreeing responses (including Somewhat Agree): 18%

12. ICMPP has established clear standards, by professional categories, on the basis of which employment in the institution is carried out, according to the legal provisions.

Comments:

It's often called standards...
There is discrimination in terms of evaluation methods in grade advancement, for each specialization. A chemist involved in laboratory work, compared to a theoretical chemist, physicist or a computer scientist is more likely to pass within the same institute. The exam topics are not personalized by specializations.

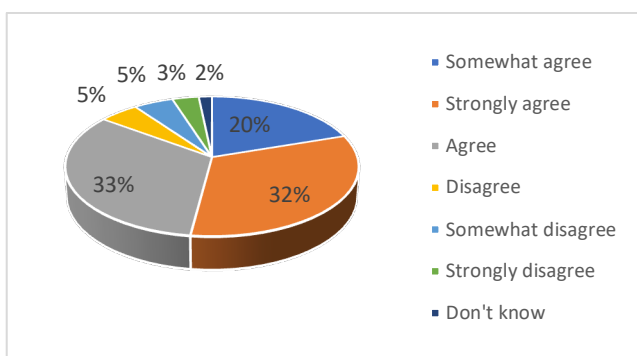


Analyze:
Total replies: 121
Regarding the standards applied when hiring at the institute, 34% of respondents totally agree that they are respected, a percentage to which are added 37% who agree and 20% who partially agree. The percentage of those who show little agreement is higher in this case than in other previous situations, which denotes the need for a more detailed analysis. Only 4 Research Assistants and one PhD Student gave such an answer, the remaining 19 partial agreements coming from Certified Scientific Researchers (of which one is Grade 1).
Total percentages with disagreeing responses (including Somewhat Agree): 27%

13. Within the ICMPP there are open, efficient, transparent, clear, internationally comparable competition procedures for employment and adapted to each type of position put up for competition.

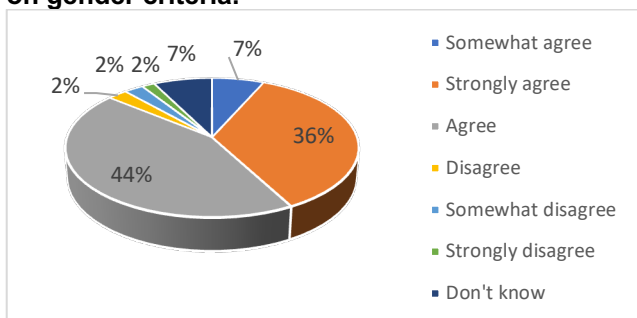
Comments:

The promotion criteria are not comparable at national level (from CA to CS in particular). At all the institutes of the Romanian Academy, once you obtain the title of doctor, you are promoted to the CS. We have another internal regulation that provides for a rigorous written and oral exam. The lack of a higher level of consensus is given by the clarity and adaptation of the competition procedures and, above all, by their comparability at international level. I don't think that at international level mobility (in other countries) is a condition for promotion. Employment/promotion in ICMPP is much more complicated than at international level it exists, everything I know. HR are ok
 Less transparent
 Some conditions for registering for the competition, such as internal grades of very good, put the fate of the candidate at the discretion of some heads of the institute. So there is not even complete freedom to advance in one's career.
 The procedure is not efficient in particular due to the unclear evaluation criteria.



Analyze:
 Total replies: 121
 In this case too, there is a fairly high percentage of partial agreements (20%), to which is added a total of 13% of respondents who disagree with the transparency and efficiency of the competition procedures. At the same time, the comments complain about difficulties in promotion, criteria that are difficult to meet (e.g. international mobility) or procedures that are too complicated.
 Total percentages with disagreeing responses (including Somewhat Agree): 33%

14. Within the ICMPP there are competition commissions, composed of persons from within the institution and/or from outside the institution, according to the national legislation in force, competent and with expertise, commissions that are balanced in terms of distribution based on gender criteria.



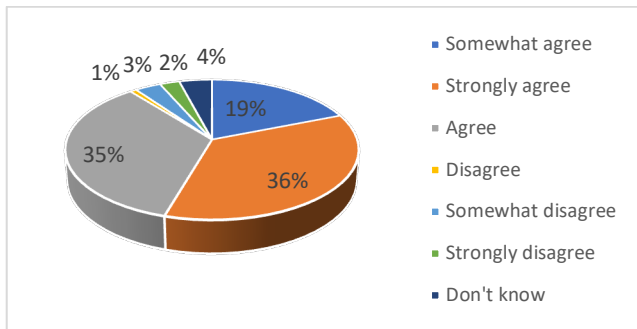
Analyze:
 Total replies: 121
 The majority of respondents (87%) agree with the way competition commissions are set up at institute level.
 Total percentages with disagreeing responses (including Somewhat Agree): 13%

15. Prior to the competition, candidates shall have access to information on the number and type of positions available, career development prospects, competition procedure and evaluation criteria, and after selection, candidates shall be provided with feedback on their application.

Comments:

The career development prospects, respectively the medium and long-term stability and the clarity of the evaluation criteria are key points. It would be useful to display the results for all the candidates registered in the competition. These procedures and the associated evaluation criteria usually change with each competition year, except for the feedback part (anyway I consider this with feedback stupid)

At the competitions in which we participated, aspects related to career development prospects were not touched and clear feedback on their application was not always provided.



Analyze:

Total replies: 121

Although the majority of respondents agree with the above statement (90%), there are comments complaining about the lack of feedback following the competitions as well as the neglect of career development prospects. However, the percentage of those who disagree is only 6%.

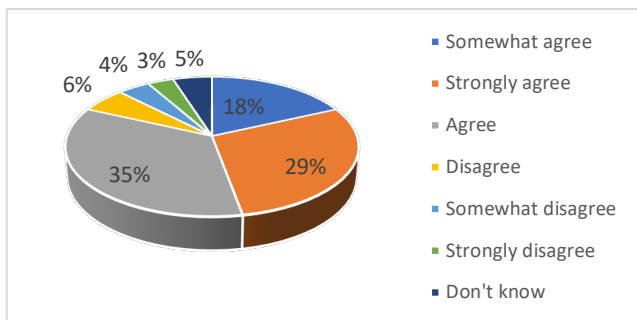
Total percentages with disagreeing responses (including Somewhat Agree): 25%

16. In the ICMPP employment competition, the quantitative and qualitative criteria used emphasize the outstanding results, the entire area of expertise and activity of the researcher (training, mentoring, teamwork skills, knowledge transfer, research management, innovation) and not only the number of publications.

Comments:

There are serious objections to the use, respectively the weighting of quantitative criteria and, equally, to the coverage of the entire area of expertise defined in the question.

At present, the evaluation criteria do not include all the listed elements and the quantification formulas need to be improved.



Analyze:

Total replies: 121

The total percentage of disagreements is 13% in the case of quantitative and qualitative criteria used in employment competitions, and there is also a percentage of 18% with partial agreement.

Total percentages with disagreeing responses (including Somewhat Agree): 31%

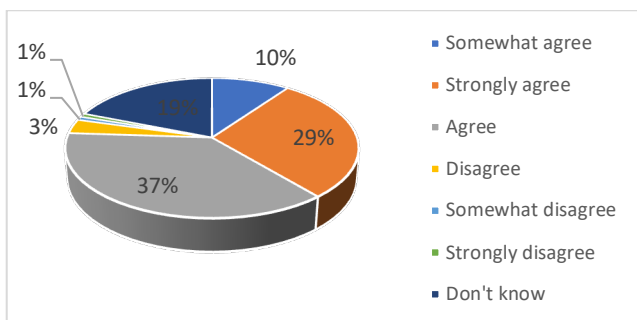
17. In the employment competitions at ICMPP, interruptions of activity and variations in the CV are not penalized, but are regarded, as the case may be, as a career evolution and professional development.

Comments:

After a long interruption, for personal reasons, productivity decreases in the immediate period, but this fact is not always understood/countable.

I don't know because I wasn't part of the commissions to know how decisions are made.

I don't know the selection criteria, but this aspect or advantage should not be a disadvantage. Just extra information about the person



Analyze:

Total replies: 121

The rather high percentage (19%) of respondents who did not know what to check as an answer is noteworthy, an aspect that can be explained by the fact that they were not put in situations of interruption of activity. The majority (76%) do not consider that business interruptions are penalized.

Total percentages with disagreeing responses (including Somewhat Agree): 15%

18. In the employment competitions at ICMPP, mobility (internships in other countries/regions, in other public or private sectors, inter-disciplinary, etc.) is positively evaluated, being seen as a valuable contribution to professional development.

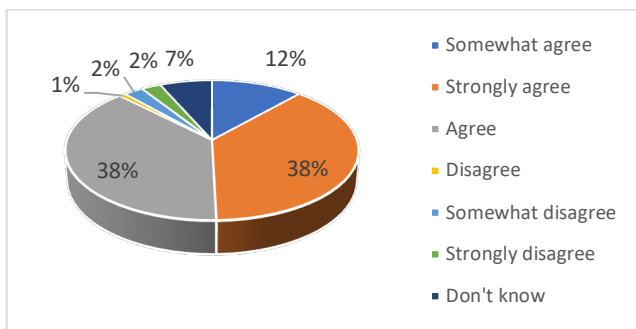
Comments:

The tendency is to condition promotion on external internships, which sometimes goes against ethical principles, by limiting the right to occupy a position strictly on competence criteria.

Yes, mobility is a criterion for promotion, but it is a totally discriminatory criterion. The intelligence and skills of a researcher do NOT lie in an internship carried out abroad. This criterion is implemented only if you want to promote an "approved person" or if you want to prevent the promotion of researchers who have demonstrated that research can be done in Romania with minimal funding (sometimes = 0) and the equipment available.

Traineeships in other countries should not be a condition of eligibility for participation in a competition. With the mention that the internships carried out outside the country are an eliminatory condition for participation in the CS competition, advancement CSIII, CSII and CIS, this condition being fulfilled with internships of at least 6 months that can be added to several internships lasting at least one month. Given that ICMPP does not finance these internships abroad from its own funds but another source of funding must be found, for example research or mobility projects, I believe that this condition should not be eliminatory.

There have also been punctual, isolated situations in which some researchers have been discouraged from applying for research internships. One reason was that there was no replacement to take over that employee's duties.



Analyze:

Total replies: 121

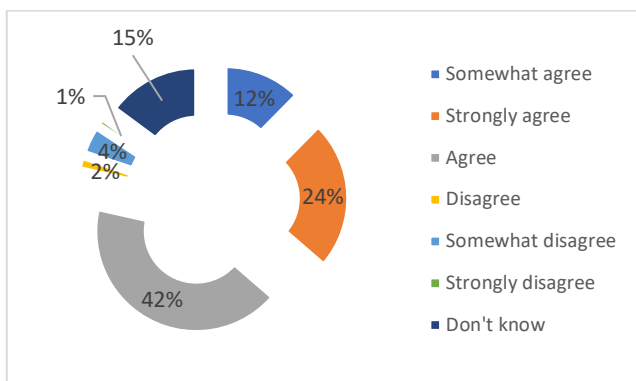
The majority of respondents (over 80%) agree that mobilities are encouraged and positively evaluated within the institute. A percentage of 7% do not know if this statement applies and there are comments that claim that mobility can be a promotion criterion that is difficult to meet due to the lack of necessary funds.

Total percentages with disagreeing responses (including Somewhat Agree): 17%

19. Academic and professional qualifications, formal and non-formal, are adequately recognized and evaluated in employment competitions at ICMPP, especially in the context of international and professional mobility.

Comments:

International mobility can be an advantage for a researcher, but the introduction of long-term mobility as a promotion condition in the methodology of promotion discriminates against people whose career has developed over 20-30 years exclusively in the country.



Analyze:

Total replies: 121

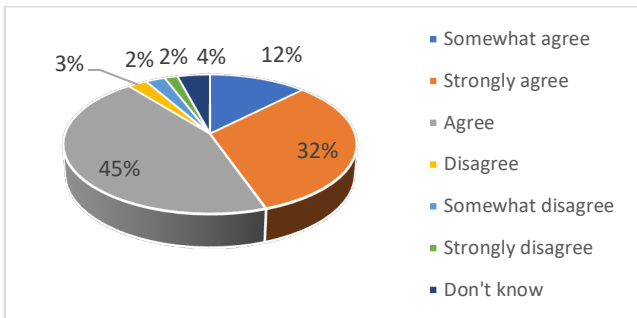
To this statement, a fairly high percentage (15%) of the respondents did not know what to answer, being with different positions in research (less Scientific Researcher Grade I). The majority agree with a total of 78%.

Total percentages with disagreeing responses (including Somewhat Agree): 19%

20. The level of qualification required corresponds to the needs of the position, according to the legislation in force, in the employment competitions at ICMPP, and does not function as a barrier.

Comments:

Too much is asked and too little is offered from all points of view

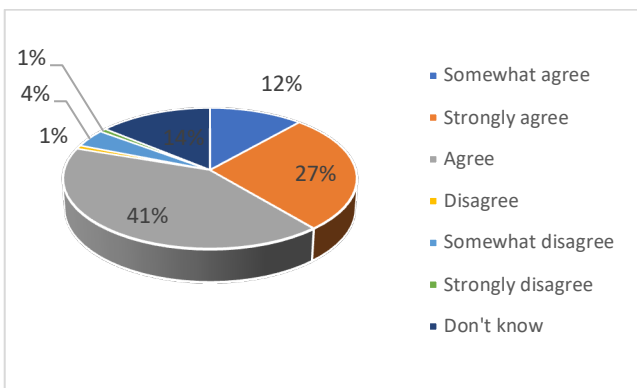


Analyze:
 Total replies: 121
 89% of respondents agree that the requirements in the job description correspond to the employees' qualifications. At the same time, 7% of those who sent the answers do not agree with this statement. Total percentages with disagreeing responses (including Somewhat Agree): 19%

21. Clear and explicit rules govern the competitions for filling post-doctoral positions in ICMPP, and the duration and objectives of post-doctoral positions take into account previous experience and training and long-term career prospects.

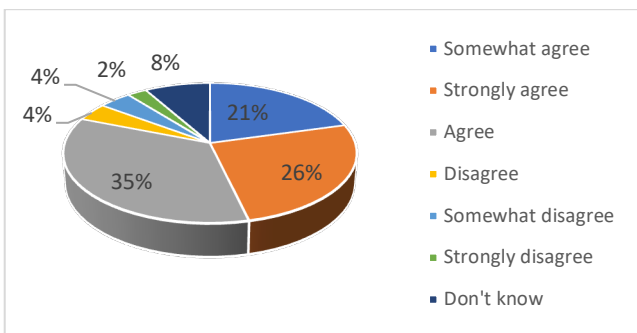
Comments:

The regulations and methodologies of the AC/CS employment competition and CSIII, CSII and CSI advancement competition change from one competition to another by internal regulation



Analyze:
 Total replies: 121
 The answers regarding the conditions for occupying post-doctoral positions are totally agreed by 27% and agree by 41%. There is, however, a percentage of 14% who are undecided about this statement in addition to those who total 12% who partially agree. At the same time, a comment is visible accusing the fact that there is no stability or predictability in terms of competition regulations and methodologies. Total percentages with disagreeing responses (including Somewhat Agree): 18%

22. All ICMPP researchers are recognized as professionals and are valued in accordance with this status from the beginning of their careers to the present.



Analyze:
 Total replies: 121
 The vast majority of respondents (over 90%) agree that the researchers in the institute are recognized and appreciated as professionals. Total percentages with disagreeing responses (including Somewhat Agree): 31%

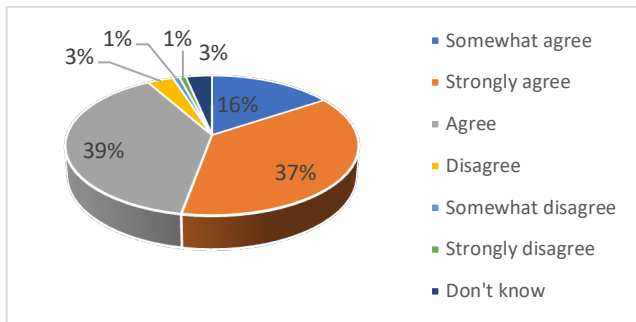
23. In ICMPP there is an environment that allows/stimulates professional training and research activity, in compliance with occupational safety conditions (adequate equipment and facilities, including for remote collaboration through research networks).

Comments:

mediu toxic...

ICMPP does not finance these aspects from its own funds, the only way to receive funding is national or international projects

Big problems with internet speed prevent good participation in zoom meetings with research partners or virtual conferences



Analyze:
 Total replies: 121
 The percentage of 16% with partial agreement with this statement is part of the total of 92% with agreement. However, there are comments that accuse shortcomings in terms of the working environment such as lack of funds or the quality of the Internet. Total percentages with disagreeing responses (including Somewhat Agree): 21%

24. In ICMPP there are working conditions that facilitate research performance, including for people with disabilities, such as: flexible schedule, part-time activity, days off and leave, parental leave, unpaid leave, as well as the financial and administrative needs appropriate to each of the mentioned situations.

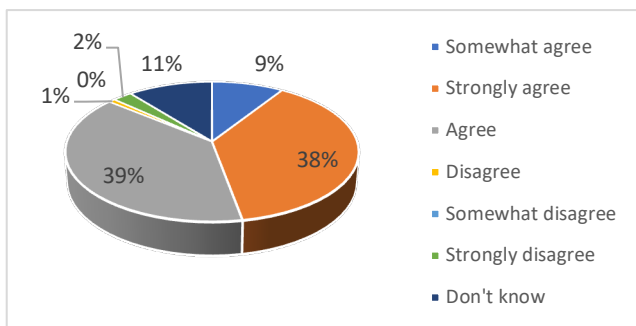
Comments:

Theoretically applied and applicable, the flexible schedule and part-time activity are difficult to put into practice and partially accepted, with serious reservations.

As far as possible

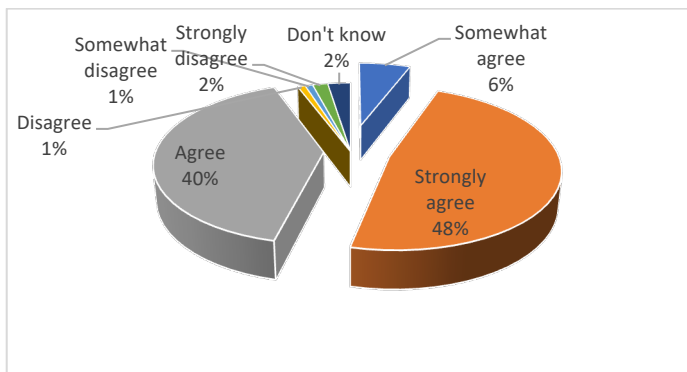
With the mention that ICMPP does not have adequate infrastructure for people with disabilities according to the laws in force

Some laboratory managers have a behavior similar to plantation masters, imposing absurd rules, which are not approved and implemented at the institute level (permission tickets, evaluations of annual professional performances, not supported by the internal regulations approved in the scientific council, the state of smoldering conflict and persistent dissatisfaction). Absolutely unacceptable for an environment conducive to thought and research, to the promotion of collegiality.



Analyze:
 Total replies: 121
 Although the majority of respondents (86%) agree that the institute provides an adequate environment for conducting research activities, there are comments indicating a lack of facilities or inappropriate behaviour on the part of staff in management positions. Total percentages with disagreeing responses (including Somewhat Agree): 12%

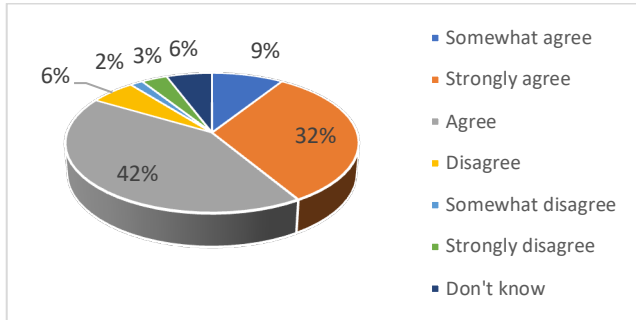
25. ICMPP offers me the stability of the employment contract in the case of the fixed-term contract, and in the case of the indefinite contract, aiming to achieve job stability for researchers, according to the national legislation in force.



Analyze:
 Total replies: 121
 In terms of job stability, the total percentage of agreement is quite high (48%), contributing significantly to the total of over 90% of those who responded positively to this statement. Total percentages with disagreeing responses (including Somewhat Agree): 10%

26. In the ICMPP there are salary conditions in relation to the position held, the professional grade, the level of qualification, including for sickness, child-rearing, unemployment, retirement allowances, in accordance with the specific legislation at national level and individual employment contracts.

The specific legislation at national level regarding salary conditions is a sad joke. The salary differences are not significant between the research positions (especially in the AC-CSIII area), in correlation with the difficulty of the promotion competitions. ICMPP salaries are not aligned with CDI salaries

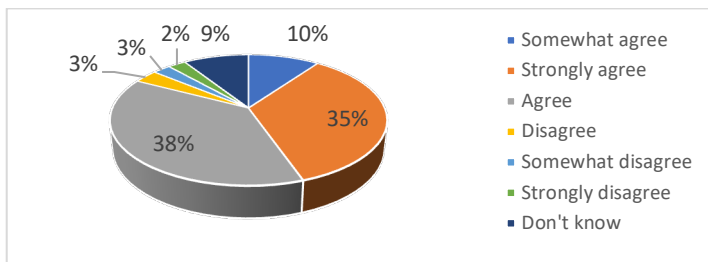


Analyze:
 Total replies: 121
 Despite the fact that there were comments on the inequity of the salary system (between professional grades or compared to other organizations), the percentage with agreement is 83% in total. Disagreement with the statement at this point amounts to 11 percent. Total percentages with disagreeing responses (including Somewhat Agree): 20%

27. ICMPP aims to achieve a balance of gender representation at all levels of the organization, including management, through measures that ensure equal opportunities for researchers, without ignoring the criterion of quality and competence.

Comments:

In the ICMPP exactly the two criteria are ignored Quality and Competence
 Gender issues are almost non-existent in the institute

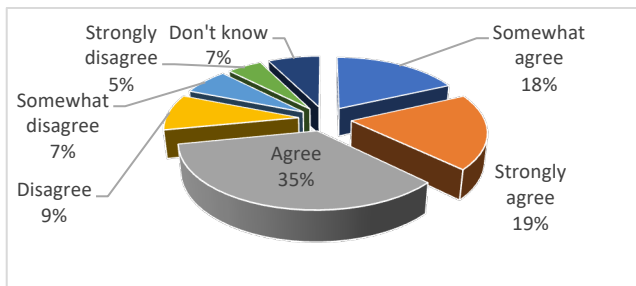


Analyze:
 Total replies: 121
 As for the representativeness on gender criteria, it is recognized in a share of over 80%, although there are comments that claim that the problem is non-compliance with the criteria of quality and competence. Total percentages with disagreeing responses (including Somewhat Agree): 18%

28. The ICMPP aims to reduce uncertainty regarding the career development of all researchers, regardless of the stage of their career and the nature of the employment contract, by developing and implementing a dedicated strategy, and researchers are informed about this strategy.

Comments:

See comments on questions 15, 16 and 24.
 Promotion strategy/criteria change too often
 There is no such thing in ICMPP
 Promotion at any level is flawed, mainly pursuing quantity to the detriment of quality.



Analyze:
 Total replies: 121
 The percentage of total agreement is significantly lower (19%) compared to the other points in the questionnaire, with disagreement responses being 21%. The comments on this point accuse the fact that promotion is a process that needs to be revised. Total percentages with disagreeing responses (including Somewhat Agree): 39%

29. ICMPP appreciates the importance of mobility of any type in professional development and has developed tools to promote and enhance geographical, inter-sectoral (including public-private), inter- and trans-disciplinary mobility, remote collaboration through electronic networks.

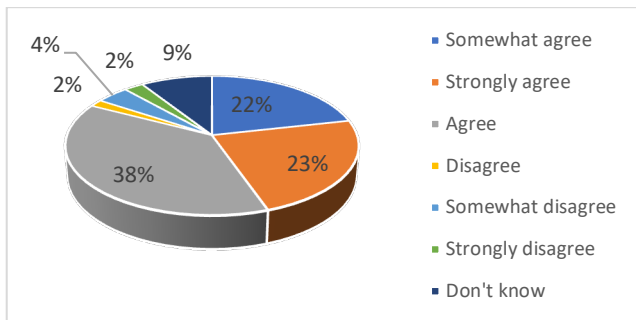
Comments:

The (too) few existing instruments, mainly relating to geographical mobility, tend towards 'obliging' rather than 'favouring'.

ICMPP does not encourage collaboration with other partners, these collaborations are not taken into account in the advancements or in the annual evaluation

I am not aware of such tools and strategies accessible to all researchers.

At the moment, I am not aware of any instruments developed by the ICMPP that would favor and enhance mobility.



Analyze:

Total replies: 121

In this situation, the total agreement responses (23%) are close, in weight, to those in the partial agreement category (22%). The comments in this section regard mobility as a criterion that is more imposed than encouraged or supported. Disagreements total a percentage of 8%.

Total percentages with disagreeing responses (including Somewhat Agree): 30%

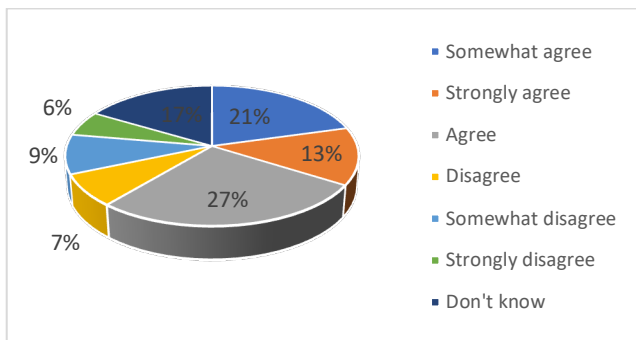
30. ICMPP provides career development consultancy and employment assistance, regardless of the level of career development or contractual situation.

Comments:

See all comments provided prior to this question.

Apart from the head of department, no one is interested in career development

I don't know if there is this career development consulting support, but it is possible that there is.



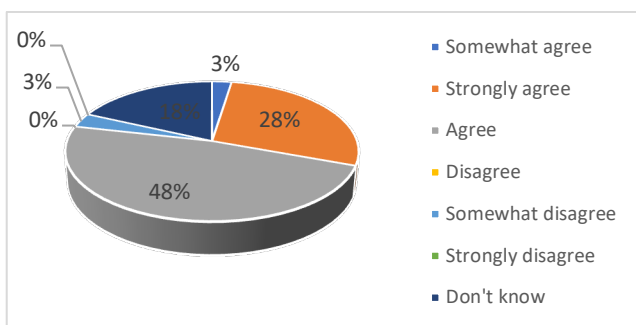
Analyze:

Total replies: 121

At this point in the questionnaire, the percentage of total agreement is significantly reduced (13%), with a visible impact on the other categories of answers: 22% of respondents disagreed and 17% did not know what to answer. At the same time, the percentage of partial agreement (21%) is high compared to the percentage of total agreement.

Total percentages with disagreeing responses (including Somewhat Agree): 43%

31. In the ICMPP there are practices that specify and protect intellectual property rights, according to the legislation in force.



Analyze:

Total replies: 121

Similar to the other statements regarding compliance with legislation or norms with an impact on research, the majority of respondents (28% in total agreement, 48% in agreement, 3% in partial agreement) confirm that there are practices that respect intellectual property rights.

Total percentages with disagreeing responses (including Somewhat Agree): 6%

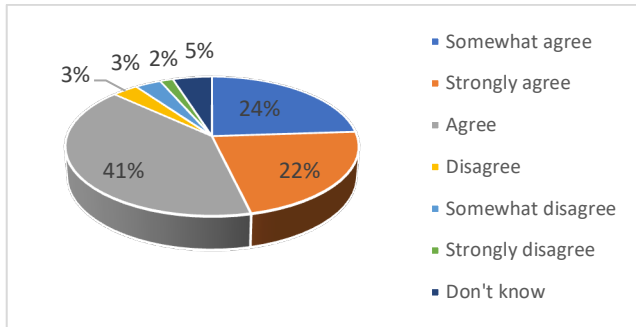
32. ICMPP appreciates co-authorship as a constructive conduct of research and has developed strategies, practices and procedures that guarantee the recognition of the merits of all authors.

Comments:

However, through the formula of calculating the score on scientific activity, papers with a small number of co-authors are favored, which discourages collaboration and does not fully ensure the recognition of the merit of each author

If you are a co-author, ICMPP considers the contribution to be insignificant

Some lab heads downplay the contribution of co-authors by not considering this in their annual personal assessment.



Analyze:
 Total replies: 121
 As for the co-authorship in the elaboration of research papers, the respondents mostly agree (over 80%), although there are comments that indicate that this way of working is discouraged or underappreciated. Total percentages with disagreeing responses (including Somewhat Agree): 32%

33. The ICMPP shall implement guidance/training/teaching programmes/measures and ensure that they do not, on the one hand, hinder research activities by excessive volume, especially in the case of young researchers, and, on the other hand, are taken into account in professional evaluations and adequately remunerated.

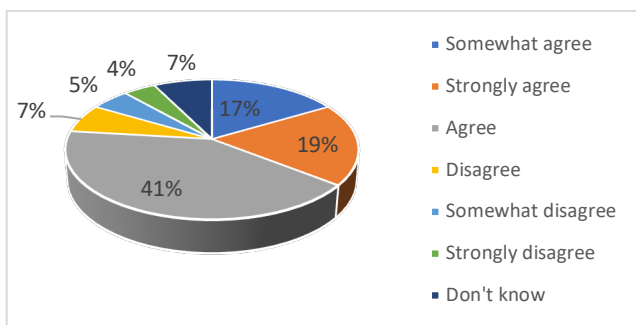
Comments:

The lack of a higher level of consensus derives from the fact that they are not "taken into account in professional evaluations and adequately remunerated".

zero training from ICMPP on any subject...

ICMPP does not provide training or other activities to increase performance, but on the contrary, the researcher often has to deal with administrative activities for the fulfillment of certain objectives, especially in the implementation of research projects. These activities are not taken into account in the annual evaluation as they are not specified in the job description as duties for a researcher.

The remuneration is a joke, I'm really surprised that the doctoral scholarship has been increased



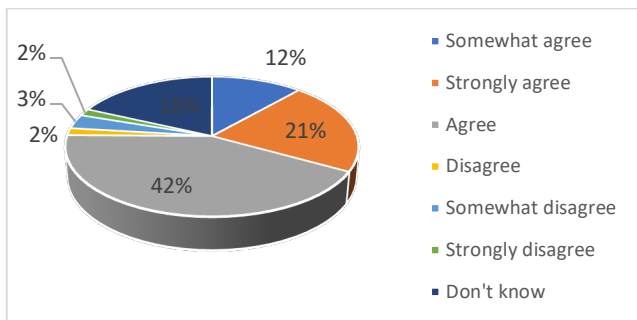
Analyze:
 Total replies: 121
 The majority of respondents (77% total) agree that mentoring or training programs apply. However, the comments on this point accuse that these measures are not applied or that there are too many administrative burdens in the implementation of research projects. Total percentages with disagreeing responses (including Somewhat Agree): 33%

34. In the ICMPP there are procedures for the analysis and resolution of labor conflicts, disputes and dissatisfactions, in accordance with the legislation in force, in order to promote a fair and equitable treatment within the institution.

Comments:

They exist and they are ok

These procedures exist, but their implementation is still deficient. There is a need for training of all staff and clearer communication on these issues.



Analyze:

Total replies: 121

Most respondents (over 70%) say that there are procedures for managing labor conflicts at institute level, and a fairly high percentage (18%) do not know them. At the same time, the comments confirm their existence but complain about the deficient implementation.

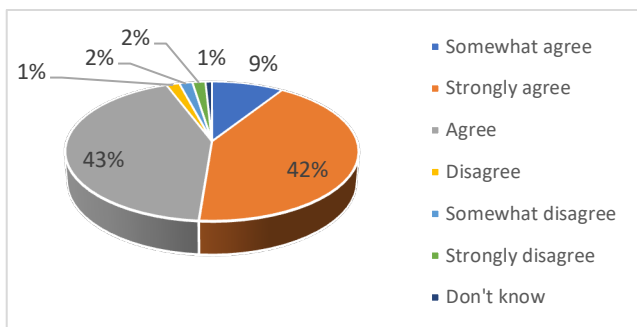
Total percentages with disagreeing responses (including Somewhat Agree): 19%

35. Researchers are represented in the decision-making structures (scientific council, various commissions) of the institution.

da, dar cam degeaba.

There are representatives in the decision-making structures, but most of them represent only their personal interests.

There are groups of researchers who are not represented in the scientific council, do not receive information about the decisions of the scientific council, or the information is distorted, used only for coercive purposes by some laboratory heads.



Analyze:

Total replies: 121

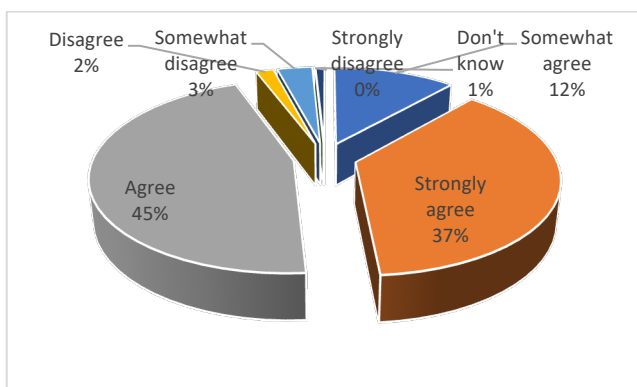
The majority of respondents (42% in total agreement, 43% in agreement and 9% in partial agreement) confirm the representativeness in the management structures of the institute. The comments support the fact that this representation is only procedural or at the formal level, the information not being disseminated as would be desirable at the group/collective level.

Total percentages with disagreeing responses (including Somewhat Agree): 14%

36. ICMP has established an organizational structure in which young researchers carry out their activity under the direct guidance of mentors, more experienced colleagues and department coordinators, receiving permanent feedback on the activities carried out.

Comments:

See the second part of the answer to question 40.



Analyze:

Total replies: 121

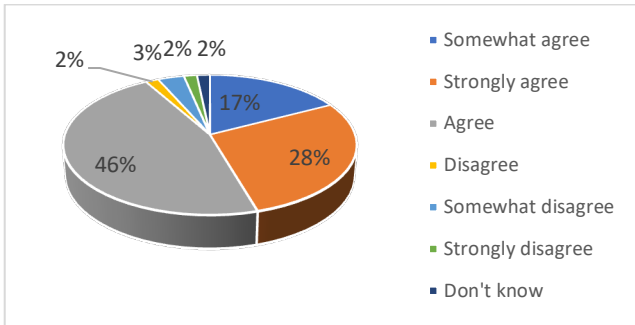
The total of those who agree with the existence of a structure in which young researchers are guided and receive feedback on the work carried out is 93%. There are 6 respondents who disagree with this statement, of which 2 have positions of Research Assistant, respectively PhD Student, the rest being Certified Scientific Researchers.

Total percentages with disagreeing responses (including Somewhat Agree): 17%

37. Experienced researchers from each department are supervisors, mentors, project coordinators and have developed a constructive relationship with young researchers, for a transfer of knowledge and to facilitate their professional development.

Comments:

See the second part of the answer to Question 40, i.e. the following addition: the constructive nature of this relationship sometimes suffers in both directions.

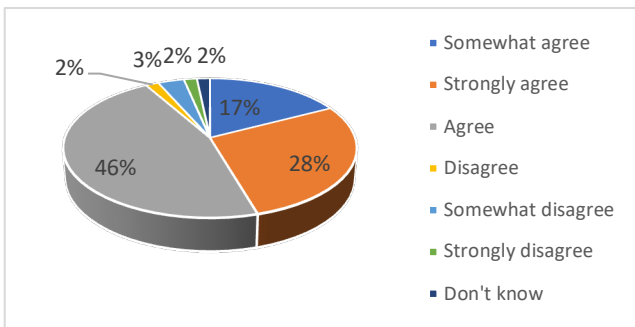


Analyze:
 Total replies: 121
 At this point, there is a clear majority in the total percentages with agreement (over 80%), with respondents disagreeing with 7% of the total. Partial agreements are expressed by employees from all professional categories interviewed and aged up to 57 years.
 Total percentages with disagreeing responses (including Somewhat Agree): 24%

38. I place special emphasis on continuous professional training, through regular updating and development of competences and skills (consultation of the literature, learning and practical application of new techniques, along with training through courses and participation in scientific/information events organized by ICMPP and outside it).

Comments:

yes, but I hardly receive help from ICMPP. I find it easier on my own, outside ICMPP

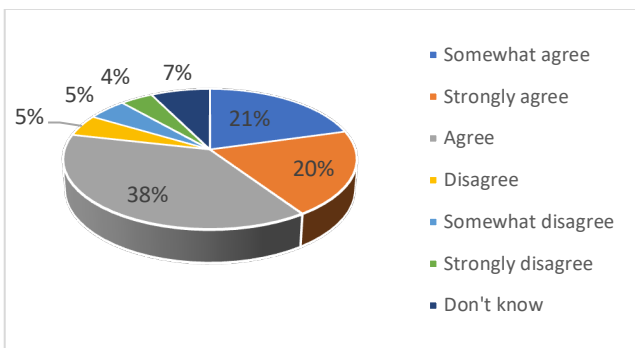


Analyze:
 Total replies: 121
 As for continuous professional training, the share of those who show total agreement is high (64%).
 Total percentages with disagreeing responses (including Somewhat Agree): 1%

39. In the ICMPP there are opportunities for professional training in continuous research and development of researchers, these being regularly evaluated, in order to determine whether they are accessible, applicable and effective, depending on the available financial resources.

Comments:

These opportunities are extremely rare and cover a narrow range of needs and requirements. I don't know the answer to the second part of the question

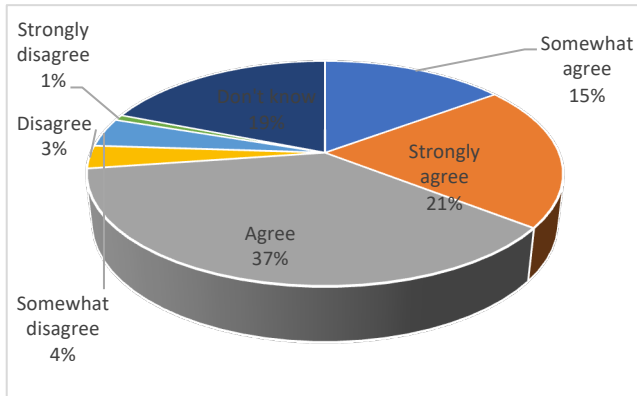


Analyze:
 Total replies: 121
 The total percentage of respondents who agree that there are opportunities for professional training is 79%, and the disagreement is manifested by 14% of the interviewed staff. The pivot in the analysis of the data in the area of disagreement indicates 3 Research Assistants, 7 Scientific Researchers, 3 Scientific Researchers Grade III, 2 Scientific Researchers Grade II and one Scientific Researcher Grade I.
 Total percentages with disagreeing responses (including Somewhat Agree): 35%

40. Within ICMPP there have been appointed persons (supervising experts who have the necessary time, knowledge, expertise and involvement), to whom young researchers can turn in relation to the fulfillment of their professional duties.

Comments:

This is completely true in the case of doctoral students (in addition to the doctoral supervisor there is a supervisory committee made up of three members who, at least theoretically, satisfy the above conditions). In other cases, this process is related to understanding the status conferred by the position, respecting the job description or human quality, respectively the personal preavailability to understand the shortcomings or needs and the courage to ask questions. I believe that both situations described can be improved.



Analyze:

Total replies: 121

21% of respondents fully agree with the statement that people are appointed within the institute to supervise the activity of young researchers. There is also a percentage of 19% who do not know such an organization within the organization.

Total percentages with disagreeing responses (including Somewhat Agree): 22%