

EURAXESS

GAP Analysis (Charter and Code Checklist)

Case number

2023RO86582

Name Organisation under review

National Institute of Research and Development for Technical Physics

Organisation's contact details

b-dul Mangeron nr. 47, Iasi, 700050, Romania

Date endorsement charter and code

29/03/2023

GAP Analysis overview

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the 40 articles have been renumbered under the following headings. Please provide the outcome of your organisation's GAP analysis below. If your organisation currently does not fully meet the criteria, please list whether national or organisational legislation may be limiting the Charter's implementation, initiatives that have already been taken to improve the situation or new proposals that could remedy the current situation. In order to help the organisation's recruitment strategy, a specific self-assessment checklist is provided for Open, Transparent and Merit-Based Recruitment.

European Charter for Researchers and Code of Conduct for the Recruitment of Researchers : GAP analysis overview

- **Status** : to what extent does this organisation meet the following principles?
- **Implementation (++, +/-, -/+, --)** :
 - ++ fully implemented

- +/- almost but not fully implemented
 - -/+ partially implemented
 - -- insufficiently implemented
- **GAP** : In case of --, -/+, or +/-, please **indicate the actual “gap”** between the principle and the current practice in your organisation.
 - **Implementation impediments** : If relevant, please list any national/regional legislation or organisational regulation currently impeding implementation.
 - **Initiatives undertaken/new proposals** : If relevant, please list any initiatives that have already been taken to improve the situation and/or new proposals that could remedy the current situation.

Status

Ethical and Professional Aspects

1. Research freedom

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation - Government Ordinance No. 57/2002 on scientific research and technological development, as approved by Law No. 324 /2003, with subsequent amendments, - Law No. 319 / 2003 regarding the Statute of research and development personnel, - Law No. 206/2004 regarding the conduct in scientific research, technological development and innovation.	The research staff at the National Institute of Research and Development for Technical Physics Iasi (NIRDTP Iasi) has no limitations in conducting research work, enjoying the freedom of thought and expression, except for those that are inherent due to funding constraints and potential intellectual property rights. They are encouraged to open up new research directions, and to participate in national and international research calls. The Code of Ethics and Integrity of NIRDTP Iasi, made available to NIRDTP Iasi personnel via e-mail, stipulates the principles, responsibilities and procedures so that scientific research and innovation at NIRDTP Iasi is carried out in agreement with ethical principles. Free access to relevant legislation is provided on the NIRDTP webpage https://www.phys-iasi.ro/en/careers The Code of Ethics and Integrity procedure (PS-01/3.11.2016) is in force at NIRDTP Iasi, which is drawn in compliance with the provisions in the legislation in force.

Status**2. Ethical principles**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: The norms of good conduct are provided in Law no. 206/2004 regarding good conduct in scientific research, technological development and innovation, and they are completed and detailed in the Code of ethics and professional deontology of research and development personnel, provided for by Law no. 319/2003 regarding the Statute of research and development personnel.	Ethical principles are outlined in the NIRDTP's Code of Ethics and Integrity procedure PS-01/3.11.2016, which was communicated to the NIRDTP Iasi personnel via e-mail. The NIRDTP's Code of Ethics and Integrity procedure is the basis for the implementation of a research environment which promotes ethical behavior that is intellectual honesty and accountability for one's own actions, underlining that a high standard of integrity in the performance of our work and in our relationships with others promotes a culture of trust and responsibility. Compliance with the norms of conduct is supervised by the superior hierarchical leader, the good conduct being also monitored by the Institute's Ethics and Integrity Committee.

3. Professional responsibility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	There are no guidelines regarding professional responsibility taking into account the trends at European and national level regarding open data, open access, open science, etc. Legislation: The issues regarding professional responsibility/intellectual property are included into the following normative acts: -Law no. 206/2004 on good conduct in scientific research, technological development and innovation, updated and amended by Law no. 398/2006 , Ordinance 2/2016, Ordinance no. 28/2011;	Researchers are aware that their research must be relevant to the society and it must not duplicate the previous research. The NIRDTP Iasi Code of Ethics and Integrity addresses the principles of Integrity and Professionalism. They are also stipulated in the Individual Employment Contracts – Job description. NIRDTP Iasi permanently monitors publications flow at institute's level, which contributes to a proper quantitative and qualitative analyse of scientific production. Plagiarism and self-plagiarism are forbidden by NIRDTP Iasi Code of Ethics and Integrity. ----- Suggestion for improvement: Development of guidelines regarding professional responsibility taking into account the trends at European and national level regarding open data, open access, open science, etc.

Status

4. Professional attitude

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: The issues regarding professional attitude are encompassed in the following regulations: - Law no.1/2011 on National Education no.1/2011; - Ordinance no. 57/2002 regarding scientific research and technological development - Law no. 206/2004 on good conduct in scientific research, technological development and innovation - Law no. 398/2006 amending and supplementing - Law no. 206/2004 on good conduct in scientific research, technological development and innovation - Law no. 206/2004 on good conduct in scientific research, technological development, and in the Code of Ethics and Integrity of NIRDTP Iasi</p>	<p>NIRDTP Iasi Strategic Plan is setting up strategic objectives related to human resources represented by the institute's research personnel. Researchers of NIRDTP Iasi are aware that their research has to be relevant to society and should not duplicate research previously carried out elsewhere. Each employee is made aware of the duties and responsibilities of the position at the time of employment through the Job Descriptions, which are updated according to the changes in the job structure, in the activities carried out, as well as with regard to the legal provisions. In this regard, the procedure PO-02 Preparation, updating and approval of job descriptions was developed. The requirements from information packages of the funding entities are applied with respect to the responsibility of project managers related to notification of delays in the development of research project.</p>

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	<p>Although most of the researchers participate to courses/events on Knowledge Transfer, the legal framework concerning Intellectual Property Rights and entrepreneurship there is still room for improvement, especially for newly recruited research personnel. Legislation: - Law no. 53/2003 - The Labor Code; - Government Decision no. 905/2017 regarding the General Register of Employee; - OG no 57/2002 regarding scientific research and technological development; - Law no 319/2003 regarding the statute of research-development personnel.</p>	<p>NIRDTP Iasi's management team and the researchers abide to the legal provisions related to labour relations provided for in the legislation in force, in the Individual Employment Contracts, in the Collective Employment Contract, Intellectual Property and Innovation Policy, and in the Internal Regulations of NIRDTP Iasi as well as in the Information packages of the calls. The research results (e.g. thesis, publications, patents, reports, new products development, etc), are delivered every year by each researcher and they can be found in the NIRDTP Iasi Annual Reports available on institute's website (https://www.phys-iasi.ro/en/reports). ----- - Suggestion for improvement: There is an ongoing concern to constantly increase the awareness on Knowledge Transfer, the legal framework concerning Intellectual Property Rights and entrepreneurship for researchers..</p>

Status**6. Accountability**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: - Government Ordinance No. 57/2002 on scientific research and technological development, as approved by Law No. 324 /2003, with subsequent amendments; - Law no. 319/2003 regarding the Statute of research and development personnel; - Law no 206/2004 on good conduct in scientific research, technological development and innovation, updated.</p>	<p>As part of the network of national research and development institutes under the coordination of research authority NIRDTP Iasi follow transparency and budgetary rules for public funds. Through the Annual Reports available on institute's website (https://www.phys-iasi.ro/en/reports), information on budget and financial management are made public for internal and external scrutiny. It is the responsibility of the project manager and the research team to accomplish the assumed objectives, to comply with the budget lines, and to comply with the legislation in force. Financial – Accounting Department authorises the compliance and correctness of expenses engaged within research projects. Projects' technical reports, financial reports, internal audit reports are submitted to financing authorities in accordance with the approved implementation plan of each research project.</p>

Status

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no 319/2003 regarding the statute of research-development personnel; - Law 182/2002 on protection of classified information; - Law no. 319/2006 on occupational safety and health; -Law no. 53/2003 - Labor Code, updated.	NIRDTP Iasi has a dedicated occupational Health & Safety Committee and a contract with a specialized Health and Safety company as well as a System procedure, PS 15, on Health and Security at work drawn according to the legislation in force. All employed Members of Personnel must address aspects related to health, safety and working conditions via a compulsory questionnaire and training course depending on the activities to be carried out. NIRDTP Iasi has an IT System Administrator which ensures safe computer facilities, the system security level, safe access to the public information of NIRDTP Iasi web page, etc. The legal provisions regarding the protection of personal data are in force. In this regard, the Procedure for the Protection of Personal Data was implemented at NIRDTP Iasi based on the Regulation 679/2016/ of the EU Parliament and of the EU Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and of repealing Directive 95/46/EC (General Data Protection Regulation (GDPR) and on the national legislation. The data protection and confidentiality protection are also covered in the NIRDTP Iasi Data Protection Procedure drawn according to the EU and the national legislation in force.

Status

8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law No. 319/2003 on the statute of research and development personnel.	<p>As stated in institute's Marketing Strategy, NIRDTP lasi intensify the efforts for the achievement of a more effective capitalization of the results by: (1) patenting innovative ideas; (2) widespread dissemination in publications with a high scientific impact factor; (3) the use of results in priority application areas at national and international level; (4) diversification of services and results valorisation to the economic sector; (5) exploitation of intellectual property rights (licensing, assignment). The researchers disseminate the results of the research projects through the projects' own web pages, the NIRDTP lasi website or other communication channels. NIRDTP lasi organizes scientific events and constantly participates in scientific, technical and innovation events, at national and international level. NIRDTP lasi stimulates the participation of researchers in various scientific events (e.g. conferences, workshops etc.) and the publication of scientific articles papers, including Open Access publications. The valorisation of research results (Procedures PO-22 + P 8.1 si P 8.2 on the valorization of research results) is based on the transfer of innovative technologies and on small scale production. ----- Suggestion for further improvement: NIRDTP lasi will continuously improve the exploitation of research results by introduction to market of new technologies / products.</p>

Status

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	<p>There is still potential for better understanding of entrepreneurial and public scientific and technological priorities. Legislation: - Government Ordinance no. 57/2002 on scientific research and technological development; - Law No. 319/2003 regarding the Statute of research and development personnel; - National Strategy for Research, Innovation and Smart Specialization -2022-2030.</p>	<p>The goal of research is to achieve objectives that serve the general public through development and innovation, and to properly inform the public about this. This is only possible with a proper understanding that this is important and they are part of researcher duties, like any other mandatory administrative activity. The Development Strategy Plan of NIRDTP Iasi comprises objectives related to large scale dissemination of research results to the public. Various initiatives to promote research results have been taken, and will be repeated in the future, such as: - dissemination of results of the research projects through the projects' own web pages, the NIRDTP Iasi website or other communication channels; - participation to national and international events (exhibitions, fairs, events for the popularization of science, at national and international level; - promotion of the Institute's work through media; - visits of pupils and students to the institute -----</p> <p>Suggestion for improvement: Researchers will be encouraged to present their research results and knowledge in a less specialized environment. This will enhance their understanding of entrepreneurial and public scientific and technological priorities.</p>

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: -Law no. 202/2002 regarding equal opportunities and treatment between women and men; -Law No. 319 / 2003 regarding the Statute of research and development personnel.</p>	<p>Valuing the principle of equal opportunities, non-discriminatory criteria related to selection/recruitment process and scientific career evolution / promotion (based on criteria of age, ethnicity, sex, social origin, political or religious orientation, disabilities, sexual orientation or other types of discrimination) cannot contain provisions that disadvantage candidates from outside the institution or from outside the country. Principles of equal opportunities are implemented in NIRDTP Iasi, as specified in the institute Internal Regulation - Title VII - Rules regarding compliance with the principle of non-discrimination and avoiding any form of violation of dignity, the Strategy and Plan for Gender Equality, in accordance with Romanian and EU legislation. To date, no cases have been identified that jeopardize equal opportunities and treatment of NIRDTP Iasi personnel.</p>

Status

11. Evaluation/ appraisal systems

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: - Government decision no. 97/2016 regarding the approval of Methodological norms on evaluation for certification of research-development national system units and institutions; - Government ordinance no 57/2002 regarding scientific research and technological development; - Government Ordinance 6129/2016 regarding the minimum necessary and mandatory standards for scientific degrees in research and development; - Order MEC (Ministry of Education and Research) no. 5755/06.01.2020 on accreditation of national research development institutes; - Law No. 319 / 2003 regarding the Statute of research and development personnel</p>	<p>The evaluation of the candidates' professional performance, as well as the assignment to positions, is carried out taking into account the studies, the competence and the professional results obtained, the scientific titles and the professional degrees obtained, the experience in the specialty of the position as well as the specific skills necessary to fulfill the position. Performance monitoring is based on quantitative and qualitative indicators, the results being included in the Annual Activity Report of NIRDTP Iași. The criteria for evaluation of employee's professional activity, in the context of career progression, are set according to the national legislation in force and are based on: a) job responsibilities; b) scientific results: scientific papers communicated /published in high ranked journals; patent applications/granted patents; author/co-author on the design/proposal of an experiment; methods; products; specific software applications; awards, medals awarded; c) knowledge and experience; d) professional training; e) seniority in the research activity/management; f) complexity, creativity and diversity of activities; g) availability for teamwork; h) number of projects proposed for financing/financed; i) faithfulness in relation to the institute; j) collegiality, fairness in labor relations; According to the legislation in force and internal Methodology, the evaluation/appraisal for Leading and Established researchers R4 and R3 is done by a commission consisting of 2 internal and 2 external independent, equally or highly ranked, researchers while for the Recognized and First stage researchers, a commission of internal evaluators is assessing their achievements. ----- ----- Suggestion for improvement: The new Law on the Statute of Research, Development and Innovation Personnel, adopted by the Romanian parliament, which will come soon into force, provides for periodic evaluation in accordance with EU legislation. The methodology for periodic evaluation will be changed accordingly.</p>

Recruitment and Selection - please be aware that the items listed here correspond with the Charter and Code. In addition, your organisation also needs to complete the checklist on Open, Transparent and Merit-based Recruitment included in a separate section, which focuses on the operationalization of these principles.

Status

12. Recruitment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation - Law No. 319 / 2003 on the Statute of research and development personnel; - Ordinance 6129/2016 on the minimum necessary and mandatory standards for granting degrees in research and development; - Law no. 53/2003 on the Labor Code.</p>	<p>Staff recruitment is done in accordance to the legal provisions provided for in national and EU legislation and in accordance with the NIRDTP Iasi: - Methodology and Competition Rules for recruitment of personnel for the positions of Leading and Established researchers (R4 and R3) and with the - Methodology and competition Rules for the positions of Recognized and First Stage (R2 and R1) which are made public on the institute's web page https://www.phys-iasi.ro/en/careers and, where appropriate, on EURAXESS. The individual evaluation is done in accordance to the national system of evaluation criteria. The quantitative and qualitative elements specified in these criteria refer to publications, projects, patents, management of research, teaching/lecturing, supervision, mentoring, national or international visibility, administrative duties, public awareness activities, mobility, etc. The competition methodology does not contain discriminatory provisions regarding candidates based on gender, ethnic or social origin, citizenship, religion or belief, disabilities, political opinions, social or economic condition and cannot refer to seniority and does not contain provisions that disadvantage candidates from outside the institution or from outside the country. ----- Suggestion for further improvement: The new Law on the Statute of Research, Development and Innovation Personnel, adopted by the Romanian parliament, which will come soon into force, stipulates that the employers will have "to respect and be guided by the general principles and conditions referred to in the European Charter of Researchers and the Code of Conduct for the recruitment of researchers adopted by Recommendation (EC) no. 2005/2051 of the European Commission published in the Official Journal no. 142L of June 1, 2012". The Methodology and Competition Rules for recruitment will be modified accordingly.</p>

Status

13. Recruitment (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	<p>Although all positions are advertised according to national legislation an increased visibility for research staff vacancies must be ensured. The EURAXESS website is mostly used for recruitment in EU projects.</p> <p>Legislation: - Law no. 319 / 2003 regarding the Statute of research and development personnel - Ordinance no. 6129/2016 regarding the minimum necessary and mandatory standards for granting degrees in research and development, - Law no. 53 /2003 regarding the Labor Code;</p>	<p>According to national legislation all positions in a research institution are advertised in the Official Gazette of the Romanian Government, in one newspaper of wide audience, on the Research Authority web page https://jobs.mcid.gov.ro/ , as well as on the public website of the institution. Moreover, the research positions from the projects funded by EU public resources are advertised on EURAXESS portal. The Methodology and Competition Rules for the recruitment of Leading Researchers (R4) and Established Researchers (R3) and with the Competition regulations for the recruitment of Recognised Researchers (R2) and First Stage Researchers R1) is published on the institute's web page. Heads of department/laboratory/team of NIRDTP Iasi have the responsibility give the job descriptions to establish the duties for each employee, starting from the specific objectives of the department/laboratory/team in which he is assigned. ----- ----- Suggestion for improvement: It is necessary to ensure an increased visibility for research-staff vacancies.</p>

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: - Law No. 319 / 2003 regarding the Statute of research and development personnel; - Ordinance no. 6129 / 2016 regarding the minimum necessary and mandatory standards for granting degrees in research and development.</p>	<p>According to Law No. 319 / 2003 on the Statute of research and development personnel, the selection committees consist of research-development or/and higher education personnel, from the host institution and from outside (national or international), who have a higher or at least equal scientific degree. The competition criteria are set according to Ordinance no. 6129/2016 of the Ministry of National Education and Scientific Research and they are approved by the Scientific Committee of the institution. The selection of candidates is based on the fulfilment of the conditions for participation in the competition, which are provided in the announcement regarding the tendering of the vacant post.</p>

Status

15. Transparency (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Individual feedback is not systematically provided to non-selected applicants, but only on request, following the filing of an appeal. Legislation - Law No. 319 / 2003 regarding the Statute of research and development personnel - Ordinance 6129/2016 regarding the minimum necessary and mandatory standards for granting degrees in research and development,	The recruitment is carried out respecting the principle of transparency, in the sense that the provisions set forth in Law no. 319/2003 regarding the Statute of research and development personnel, which provides for the publication of an announcement in a newspaper of national circulation and on the institute's web page. The job vacancies are available on the specific recruitment sites in the RDI field: https://jobs.research.gov.ro/ , https://euraxess.ec.europa.eu/jobs/ The Methodology and Competition Rules for the recruitment of Leading Researchers (R4) and Established Researchers (R3) and with the Competition regulations for the recruitment of Recognised Researchers (R2) and First Stage Researchers R1) for vacant positions provide, to a significant extent, recommendations on the necessary information for the candidates and are published on the institute's web page. ----- ----- Suggestion for improvement: Recommendation for improvement includes giving feedback to those candidates who are not selected, so that they understand their weak points.

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no. 319/2003 regarding the Statute of research and development personnel; - Ordinance of the Ministry of National Education and Scientific Research no. 6129/2016 regarding the approval of the minimum necessary and mandatory standards for the awarding of teaching titles in higher education, professional degrees in research and development, the quality of doctoral supervisor and the qualification certificate.	Current national regulations enact various assessment criteria for each category of research personnel (R1-R4). Candidates must meet quantitative criteria related to their scientific production and its impact as well as criteria related to research funds attracted through projects and research results that can be exploited in economic area. Additionally, the institute has a set of internal regulations posted on the institute's web page (https://www.phys-iasi.ro/en/rules-and-regulations) which enable and encourage the candidates to highlight the qualitative aspects (creativity, innovation, new research directions, etc) of their previous work.

Status**17. Variations in the chronological order of CVs (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		Candidates that meet the criteria for promotion are not restricted in any way to exercise this right, even if there are variations in their professional career path. The Selection Committee is made aware of the importance of taking into account candidates' full professional and scientific background, and the diversity of their experiences.

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no 319/2003 regarding the Statute of research-development personnel	Candidates for research positions are encouraged to highlight mobility in their application (in particular: experiences in other national or international organizations, research positions at universities or research institutions, industry) which are considered as valuable experience. The NIRDTP Iasi Strategic Plan for Institutional Development 2023-2026 supports mobility in order to promote the career development of the research staff. Knowledge exchange and training in collaborating international institutions, is funded, especially for early-stage researchers, through projects designed to upgrade the research and innovation capacity of NIRDTP Iasi.

Status**19. Recognition of qualifications (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: - Law no 319/2003 regarding the statute of research-development personnel (updated): Chapter III Awarding of professional degree and assignment to position - Order 600/2018 regarding the approval of internal / managerial control code for public entities - Order of the Minister of Education no. 6753/05.12.2023 for the approval of the Methodology for automatic recognition by higher education institutions of teaching positions obtained in accredited universities from abroad</p>	<p>The assessment of qualifications are the starting point along with experience when looking at an applicant's file. Staff positions are assessed by Scientific Committee before they are published, and subsequently the grade entry point of the selected candidate is approved prior to issue of the employment contract. The experience requirements for Staff Members are set out in the Methodology and Rules for conferring the professional degrees of Scientific Researcher (R1-R4) advertisements on https://www.phys-iasi.ro/en/careers. For Staff applicants, relevant experience and outputs in their chosen field will be valued. Complementary training (in addition to academic qualifications) will also be taken into consideration as contributing to the candidate's skill base. Romania belongs to the ENIC-NARIC network which offers ongoing collaboration between the national information centres on academic recognition of qualifications of in total 55 countries, which are operating under the principles of the Lisbon Recognition Convention.</p>

20. Seniority (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: - Law no. 319/2003 regarding the Statute of research and development personnel; - Ordinance of the Ministry of National Education and Scientific Research no. 6129/2016 regarding the approval of the minimum necessary and mandatory standards for the awarding of teaching titles in higher education, professional degrees in research and development, the quality of doctoral supervisor and the qualification certificate;</p>	<p>Qualifications and length of experience are taken into consideration according to the legislation in force for Staff Member positions. Early-stage researchers may access senior level positions on the basis of merit, according to the national legislation and rules, and institutional performance standards. Retirement age in research positions is 65, irrespective of sex. Senior research staff (R4) may continue their work after the retirement age based on institutional standards. Retired staff may be employed on individual fixed-term contract, subject to legal provisions. They may apply for funding to manage or to be part of the team of research projects.</p>

Status**21. Postdoctoral appointments (Code)**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		Any graduate of a doctoral program may access any position available at NIRDTP Iasi by competition, according to their skills and experience, initially on a fixed-term contract with the possibility to accede for a permanent position. The experience requirements for Staff Members are set out in the Methodology and Rules for conferring the professional degrees of Scientific Researcher (R1-R4) advertisements on https://www.phys-iasi.ro/en/careers . The prospect of further training and career development can be reached according to internal procedures and methodologies related to the development of human resources involved in research, without discrimination, on the basis of equal treatment. Researchers who correspond to the international definition for the postdoctoral position are encouraged and supported to submit project proposals in the dedicated calls (postdoctoral projects, young teams) at national level and at the EU level (MSCA).

Working Conditions and Social Security**22. Recognition of the profession**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no. 319/2003 regarding the Statute of research and development personnel.	The research staff of NIRDTP Iasi is appointed based on the graduation diplomas. All researchers are treated equally, whatever the stage of their career when they join the institute. They all have access to training, conferences, publications and presentations as well as access to support services and infrastructure. Respect for their work and their contribution to the organization is laid out in the principles of the NIRDTP Iasi Code of Ethics and Integrity (procedure PS-01) which applies to all members of personnel and people on site regardless of their status or stage of career.

Status**23. Research environment**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Government Ordinance No. 57/2002 on scientific research and technological development, as approved by Law No. 324 /2003, with subsequent amendments; - Law 319/2026 on health and security at work.	The Internal regulations of NIRDTP lasi stipulate that the institute is committed to deliver and to create a positive work environment to achieve high professional standards, individually and collectively, to ensure that the human, material and financial resources are used optimally for the benefit of NIRDTP lasi. The Occupational Health and Safety committee includes, apart from an Occupational Physician, a Health and Safety representative of the Health and Safety company which observes that the mandatory measures for health and safety at work are in place and provides training for NIRDTP lasi personnel, collaborators, visitors, etc. A planning of distribution of resources, both human and material, is defined according to the strategic priorities set in the NIRDTP lasi Strategic Plan for Institutional Development 2023-2026. NIRDTP lasi encourages continuous learning and development and values innovation as well as a proactive approach to acquiring and sharing information. All necessary facilities are provided to the Members of Personnel, including office space, telephone, a personal computer with full internet access as well as all other equipment and services needed to execute their work.

Status

24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation - Law no. 202/2022 on equal opportunities and treatment between women and men; - Law No. 319/2003 on the Statute of research and development staff; - Law No. 53/2003 - Labor Code.	The working conditions are specific to the field of activity, with researchers working within the existing laboratories and using the existing high-performance apparatus and equipment. The Internal Regulations of NIRDTP Iasi stipulate that the management is committed to "permanently ensure appropriate working conditions, being committed to take all the necessary measures to protect the health and safety of employees and to comply with legal norms in the field of labour security". NIRDTP Iasi provides equal career opportunities and treatment for women and men to cover working conditions, work-life balance, including, maternity protection and parental leave, stipulated in the Collective Employment Contract of NIRDTP Iasi, according to NIRDTP Iasi' Strategy and Plan for Gender Equality and to the legislation in force. NIRDTP Iasi annually reviews the financial and social conditions of members of personnel in meetings with management and employees representatives, according to the Collective Employment Contract with a view to ensuring that the financial and social conditions offered by the institute are fulfilled. ----- Suggestion for further improvement: Specific facilities will be further developed for people with disabilities, whenever necessary.

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law No. 53/2003 - Labor Code.	The institute's staff benefit of stability at work, being employed on the basis of individual employment contracts of indefinite period, in accordance to the legal provisions in the field of labor. Contracts on fixed-term period are signed usually for a maximum of 3 years for the new employers at the beginning of a project implementation. They are constantly encouraged and trained to apply for a permanent job. The First Stage Researchers benefit of the same social protection and working conditions which are applicable to researchers in senior career stages.

Status

26. Funding and salaries

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: - Law no. 53/2003 - Labor Code; - Government Decision no. 583/2015 for the approval of the National Research-Development and Innovation Plan for the period 2015-2020 (PNCDI III); - Government Decision no. 1405/2022 for the approval of the Methodological Norms regarding the evaluation, contracting, financing and monitoring of core research-development programs.</p>	<p>The salary level for each position is based on transparent criteria of differentiation according to scientific degree. For staff involved in one or more research projects, the Collective Employment Contract of NIRDTP lasi stipulates the possibility of supplementary payment, in compliance with the legal provisions in the field of research-development and innovation, this amount representing an addition to the basic salary, which may or may not be granted, depending on individual performances of the research staff. This is an incentive for researchers to attract project funding. The individual salaries of the research staff are established by negotiation, according to the legal regulations and the provisions of the Collective Employment Contract, within the limit of the total fund intended for the payment of salaries, provided for in the budget of revenues and expenses established, according to the legislation in force.</p>

27. Gender balance

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation - Law no. 202/2002 on equal opportunities and treatment between women and men (updated).</p>	<p>According to the Strategy and Plan for Gender Equality, Internal Regulations and Code of Ethics and Integrity conduct code, NIRDTP lasi promote an equal opportunity policy in recruitment, promotion, supervision and management. Both at top and middle management there is a balance between male and female numbers. Taking into account the gender structure of NIRDTP lasi personnel, 38% of staff are female, of which 35% are research staff, and they are equally present on management positions. Recruitment and assessment commissions are gender balanced. Access to management positions is non-discriminatory.</p>

Status

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no. 319/2003 regarding the statute of research-development personnel; - Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027.	Staff Members are assigned a supervisor in a department. A key part of the arrival at NIRDTP Iasi for them is the Induction process which comprises an induction interview with the supervisor to set work objectives and identify training needs. NIRDTP Iasi ensures trainings on professional development of researchers, especially for those in early career stage. Guidance of early-stage researchers is usually the responsibility of middle management from their laboratories / department. The research personnel participates in training and personal development courses necessary for the research activity, in particular, the elaboration and publication of scientific work, the exploitation of the research results and so on.

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no. 319/2003 regarding the statute of research-development personnel.	NIRDTP Iasi actively supports the mobility and participation of researchers in courses and activities that involve career development and foster career progression. The NIRDTP Iasi Strategic Plan for Institutional Development 2023-2026 supports mobility in order to promote the career development of the research staff. Thus, participation in any national and international training programs is encouraged within the limits of available funds, usually from existing projects or from other resources and sponsorships, personally nominated, beyond the Institute's budget. Participation in short-term mobility to scientific events (conferences, workshops, symposiums, fairs and exhibitions) is encouraged, cultivating the idea of building interpersonal relationships that will also have an impact on institutional visibility. A significant number of young researchers have benefited within recent years from knowledge exchange and training periods between 1 and 6 months, in collaborating international institutions, funded from national or EU projects designed to upgrade the research and innovation capacity of NIRDTP Iasi. Participation of staff in continuous training activities is decided either individually or together with senior managers (e.g. direct line manager) on the principle of role modelling in a variety of professional aspects. In many national research funding programs, portability of research grants is allowed and is a clause in the project contract.

Status**30. Access to career advice**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no. 319/2003 regarding the statute of research-development personnel.	NIRDTP Iasi ensures career counselling for all researchers regardless of their contractual situation, this counselling being related mainly to promotion assistance within the institute. Research activity performance is evaluated regularly and feedback is provided in order to improve the results. As a research and development institution, NIRDTP Iasi does not offer job placement assistance.

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no. 319/2003 regarding the statute of research-development personnel; - Law no. 64/1991 regarding patents; - Law no. 83/2014 on service inventions.	NIRDTP Iasi supports the protection of intellectual property rights through specialized assistance offered by internal or through external expertise (when potential economic benefits are foreseen). The NIRDTP Iasi IPI Policy provides clear and transparent actions related to intellectual property rights for research results, according to the national and EU legislation in force. NIRDTP Iasi financially supports the fees for national and international patent applications as well as for patents maintenance, from projects' budget or own financial resources. The IPI Policy specifies what rights belong to researchers, to the institute or, if the case, to collaborating institutions (through IPI contractual agreements), according to the legislation in force.

Status**32. Co-authorship**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law No. 64/1991 on patents; - Law no. 8/1996 on copyright and related rights, republished; - Law no. 83/2014 on employee inventions.	Researchers are encouraged to exploit the results of their research in the most appropriate ways (scientific papers, patents, communications at scientific events, etc.) being recognized as first authors/corresponding authors or co-authors in accordance with international practice in the field. The contribution of each author is agreed by all team members of a project. Individuals in technical and graduate positions who have made outstanding contributions to the results and their analysis may be listed as co-authors. Training has been provided for researchers in the field of co-authorship (qualification as author/co-author, protection and exploitation of intellectual property rights) by dedicated Workshops at the NIRDTP lasi premises and participation in on-line training courses. There are internal regulations in force addressing co-authorship such as IPI Policy.

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		As a national research – development institute NIRDTP lasi does not offer teaching courses specific to higher education institutions but NIRDTP lasi offers professional training courses for own personnel. Through Collaboration Agreements with two universities from lasi research staff of NIRDTP lasi provides coaching for master or doctoral students for using the facilities of NIRDTP lasi for experiments related to the elaboration of their PhD or MSc thesis. In the institute Strategy it is stated that: the continuation of the already existing experience of NIRDTP lasi to have PhD or MSc students from lasi universities who are employed at NIRDTP lasi is encouraged. Their doctoral thesis topics are included in the research activities that are carried out within the ongoing research projects at the institute, thus ensuring a co-interest of the doctoral students in engaging in the institute research activities.

Status

34. Complain/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: - Law No. 319/2003 on the status of research and development staff; - Law no. 53/ 2003 on Labor Code, Articles 247 - 252 regarding the Disciplinary Commission; - Law no 206/2004 regarding good conduct in scientific research, technological development and innovation</p>	<p>There is no Ombudsman institution at NIRDTP Iasi level. The Institute is a small organization, so any possible incident related to the current activity, formally materialized, is taken into consideration and offered for review to the competent institutional forums (Ethics and Integrity Committee, Disciplinary Committee, etc.). Any inconvenience that may arise can be amicably resolved at the level of the organizational structure in which it arises. If competences and responsibilities are exceeded, solutions are sought at a higher hierarchical level. The resolution of complaints on ethical issues is the responsibility of the Ethics and Integrity Committee. Disciplinary misconduct (where it does not involve a breach of the Code of Ethics and Integrity) is the responsibility of the Disciplinary Committees. Conflicts over rights and working conditions are resolved between management and employees' representatives. A series of procedures and regulations are in force at NIRDTP Iasi: PS-02 - Disciplinary research; PS-03 - Reporting and investigation of irregularities; PS-17 - Conflict of interests, incompatibility; NIRDTP Iasi Regulation regarding the prevention and combating of sexual harassment as well as moral harassment at the workplace.</p>

35. Participation in decision-making bodies

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Legislation: -Law No. 319/2003 on the status of research and development staff Internal regulations; - Law no. 467/2006 regarding the establishment of the general framework for information and consultation of employees; - Law no 367/2022 on social dialogue.</p>	<p>Researchers are represented in the governing and decision-making bodies (Scientific Council, Board of Directors). In aspects related to the administrative and working environment, the elected employees' representatives participate, within the interests of employees, in the yearly meeting for the review of the Collective Employment Contract, salary negotiations and other matters relating to working conditions. The Law 367/2022 includes provisions regarding the procedures for informing and consulting the employees, as an integral part of the social dialogue, alongside the collective negotiation, in accordance to EU Directive 2002/14/EC establishing a general framework for informing and consulting employees in the European Community.</p>

Status**Training and Development****36. Relation with supervisors**

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law No. 319/2003 on the statute of research and development staff; - Law no. 53 / 2003 on Labor Code; - Order no. 600/2018 regarding the approval of internal / managerial control code for public entities.	The institutional context, as research-development institute, favors a direct and continuous interaction of early-stage researchers with the coordinators of the research activity in research projects. Immediate interaction between coordinators and team members is encouraged when issues arise that depend on the smooth running of the research. Supervision of early-stage researchers is also the responsibility of the head of laboratory / department (procedure PO-20 Activity supervision). Researchers are guided by the rule of full openness towards solving any issues that might affect their research work.

37. Supervision and managerial duties

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no 319/2003 regarding the statute of research-development personnel (updated); - Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027.	Each group leader is responsible for the mentoring and training activities of the young researchers which are under their supervision. The development of constructive relationships with effective knowledge transfer is encouraged. Attention is paid both to the theoretical and practical training of young researchers, as well as to their training in project management. NIRDTP Iasi employs MSc and PHD students from local universities on permanent positions, their doctoral thesis topics being included in the CDI activities that are carried out in the ongoing research projects of NIRDTP Iasi. Their activity is strictly supervised by the PHD supervisors (affiliated at a local University), by a supervisory doctoral commission (with members from the senior staff of NIRDTP Iasi) whose activity is complementary to that carried out by the PHD supervisor, as well as by the project managers or senior staff. Senior researchers' job description contains tasks / responsibilities for mentoring and supervising early stage career researchers.

Status

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Legislation: - Law no 319/2003 regarding the statute of research-development personnel (updated). - Decision no. 933/20.07.2022 of Romanian Government regarding the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027.	In accordance with the provisions of Law no. 319/2003 regarding the Statute of research and development personnel researchers are continuously improving their skills and competencies through a) PhD studies; b) continuous training programs; c) documentation programs and exchange of experience at national and international level; d) interdisciplinary specialization and cooperation programs, at national and international level; e) postgraduate education, organized according to the law; f) training scholarships and training and documentation internships carried out in the country or abroad; g) scientific events organized at national and international level. NIRDTP Iasi has carried out for many years capacity building projects financed from EU and national funds that have enabled many young researchers to participate in training programs, visits in universities and research centres, conferences, workshops, and e-learning training courses. The process will be continued, especially for newly recruited staff.

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented		Staff Members identify training needs alongside with their supervisors in the induction interview at the start of their contract. Research activity performance is periodically assessed and feedback is provided in order to improve research results. Researchers have the opportunity to participate in any suitable training programs at national and international level, subject to available funding. Participation in short-term mobility to conferences, workshops, symposiums, etc. is encouraged and facilitated through implementing dedicated projects (mobility projects or institutional development projects - projects for financing excellence in research) where funds are available for this purpose. Many young researchers have benefited from 1 to 6-month training periods.

Status

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	<p>A feedback system for the evaluation of research progress, with a focus on qualitative analysis of research results or related activities</p> <p>Legislation: - Order 600/2018 regarding the approval of internal / managerial control code for public entities.</p>	<p>The researchers, including newly employed researchers, is in direct contact with: (i) the manager of the research project; (ii) the head of the laboratory; (iii) senior management (General Manager, Scientific Secretary, and Financial Manager). Solving problems that may arise in the work of any researcher is done through the hierarchical involvement of those mentioned, according to their duties. Senior researchers are responsible for supervision and guidance of junior and early stage researchers (Collective employment contract - Individual employment contract - Job description - Code of Ethics and Integrity). Research activity performance is periodically assessed and feedback is provided in order to improve research results. ----- ----- Suggestion for improvement: - Improving the system for the evaluation of research progress, with a focus on qualitative analysis of research results or related activities.</p>