

HR Excellence in Research

GAP Analysis (Charter and Code Checklist)

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Case number

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Name Organisation under review

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Date endorsement charter and code

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GAP Analysis overview

The Charter and Code provides the basis for the Gap analysis. In order to aid cohesion, the GAP Analysis principles 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

Status

Ethical and Professional Aspects

1. Research freedom

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	ICOS research staff are free to carry out research activities and submit project proposals to any competition they choose. This principle is promoted in order to support innovation and scientific progress. The Scientific Secretary and the Scientific Council are responsible for managing these research activities.	Current practice: ICOS organizes periodic meetings in the field of research ethics and research funding opportunities for the research personnel. Currently, new information related to project proposals, scholarships, internships, etc are communicated via email by the Scientific Secretary of ICOS and by ICOS director during our periodical seminars. Legislation: Law No. 183/2024 regarding the status of research, development, and innovation personnel. Organizational Regulations: Ethical Conduct Code of ICOS https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: Continuous update of the Codes, Regulations and Operational Procedures according to the legislation. Continuous posting on the institute's website information on research freedom, limitations and opportunities

Status

2. Ethical principles

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	ICOS staff respects ethics principles in their activity in accordance with ICOS Ethical conduct code, whose application is supervised by the Ethics Committee.	Current practice: ICOS organizes periodic meetings with the research personnel for updating on the field of research ethics. Legislation: Law No. 183/2024 regarding the status of research, development, and innovation personnel. Organizational Regulations: The ICOS Ethical conduct code and Ethics Committee https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: Continuous update of the Codes, Regulations and Operational Procedures according to the legislation.

Status

3. Professional responsibility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	ICOS staff has access to open access data bases and other data bases (E-nformation). Plagiarism and self-plagiarism are forbidden by Ethical conduct code of ICOS	Current practice: ICOS organizes periodic meetings with the research personnel for updating on the field of research ethics. Legislation: Law No. 183/2024 regarding the status of research, development, and innovation personnel and Order 600/2018 regarding the approval of internal managerial control code for public entities. Organizational Regulations: The ICOS Ethical conduct code and Ethics Committee and Operational procedures https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: Continuous update of the Codes, Regulations and Operational Procedures according to the legislation.

Status

4. Professional attitude

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>A reasonable percentage of the respondents conveys a good understanding of the requirements and conditions for the funding of their research, and only few respondents (11%) have given lower scores for this aspect (with an average score of 8.80). At the same time, the representatives of stakeholders expressed a need for an improvement of the researchers' knowledge regarding the legislation framework. As such, this principle is considered a potential weakness, and addressed accordingly.</p>	<p>Current practice: Currently, new information related to project proposals, scholarships, internships, etc are available to all research staff on https://uefiscdi.gov.ro/, on Romanian Academy official site, https://acad.ro/institutia/proiecte.html but also communicated via email by the Scientific Secretary of ICOS and by ICOS director during our periodical seminars. Legislation: - Decision no. 933/20.07.2022 of Romanian Government concerning the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027 - OG no. 57/2002 regarding scientific research and technological development Organizational Regulations: - Ethical conduct code of ICOS - Research contracts/ partnership agreements https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative https://icoscdn.ro/index.php/ro/proiecte New proposals: - additional seminars focusing only on the topic of legislation pertaining project funding, patents, technology transfer with the participation of all research staff.</p>

Status

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	ICOS ensures that its researchers are familiar with the strategic goals and funding mechanisms governing their work, and that all necessary administrative approvals are obtained prior to commencing research. The institution operates in compliance with the national Labor Code (Law no. 53/2003), ensuring all employees adhere to regulations concerning professional development and working conditions. Detailed rights and responsibilities for both employees and the employer are stipulated in individual labor contracts and the Internal Regulation. Only few respondents (13%) have given lower scores for this aspect (with an average score of 9.00). During meetings, several points regarding a possible insufficient understanding of application of legislation concerning project financing, have been raised.	Current practice: Currently, new information related to project proposals are made available to all research staff via email by the Scientific Secretary of ICOS and also communicated by ICOS director during our periodical seminars. Legislation: - Labour code (republished) – Law 53/2003 (updated) - OG no. 57/2002 regarding scientific research and technological development - information packages of each project proposal Organizational Regulations: - internal regulations - individual labour contract - research contracts/partnership agreements https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative https://icoscdn.ro/index.php/ro/proiecte New proposals: We propose annual meetings involving group leaders on application of legislation concerning project financing. Updating Internal Operational Procedures on the conduct in research projects with provisions on intellectual property law

Status

6. Accountability

Implementation	GAP / Implementation impediments	Initiatives undertaken/ new proposals
-/+ partially implemented	All ICOS researchers hold formal contracts with ICOS under various classifications, including tenured and fixed-term teaching staff, project-specific researchers, fellows, and doctoral students. These employment contracts align with the higher education framework Law 199/2023. Contracts for externally funded projects stipulate key legal obligations regarding data management, privacy, and electronic communication. Finally, all researchers contractually commit to meeting the conditions set by their funding sources (internal or external)	Updating the Internal Operational Procedures for optimal monitoring of research projects, including defining research failure.

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	ICOS successfully maintains an adequate level of computer system security, particularly concerning data protection and recovery in the event of system failures. The primary weakness identified, however, is the insufficiency of current back-up solutions and strategies for addressing health and safety incidents and recovering from major information technology disasters.	Improvement proposals: Microsoft institutional accounts for all staff members in order to provide access to an online cloud and private backup space

Status

8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>Project competitions and resulting research contracts typically mandate the dissemination of research outcomes. This includes sharing results with the scientific community via peer-reviewed publications, engaging the general public, and exploring commercial exploitation when applicable. A reasonable percentage of the respondents consider that ICOS provides support for the dissemination and application of scientific results, and only few respondents (11%) have given lower scores for this aspect (with an average score of 8.80). At the same time, consultation of stakeholders revealed that, when it comes to exploitation of research results, e.g. through introduction of new technologies or services resulted from research activity to market, there might be an improvement potential.</p>	<p>Current practice: The research results are disseminated via in institute's website, on pages created for specific projects, and are also communicated to the general public on facebook official page: https://www.facebook.com/profile.php?id=61566428501132, or on pages created for specific projects, such as: https://www.facebook.com/profile.php?id=61568338358180. At the same time, each research project includes dissemination of results, via publication of a specific number of paper, participation to national or international scientific events, submission of patents, etc. Legislation: - law no. 183/2024 regarding the statute of research-development personnel - OG no. 57/2002 regarding scientific research and technological development Organizational Regulations: - the projects implemented in ICOS promoted the publication of the scientific results in ISI articles, as well as participation of researchers to national or international scientific events - specific clauses stipulated in project proposals https://icoscdn.ro/index.php/ro/proiecte Improvement proposals: training sessions in introduction to market of the new technologies, products or services derived from research activity.</p>

Status

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	Public engagement, science communication, and knowledge dissemination of are core actions in ICOS. Few respondents (17%) have given lower scores for this aspect (with an average score of 8.75) At the same time, via representatives, a small group of respondents conveyed their need for skills improvement, in order to better communicate their results to the general public. Therefore, this principle is considered a potential weakness, and addressed accordingly.	<p>Current practice: Currently in ICOS is promoted a stronger presence in online, to ensure a proper dissemination of results and initiatives. As such, corrective steps have already been taken in this direction through promotion of research activities towards general public on ICOS official facebook page: https://www.facebook.com/profile.php?id=61566428501132, where participation of researchers at events such as Researcher Night or at events aiming to promote chemistry in schools are provided. These activities are coordinated by the Scientific Secretary of ICOS, in collaboration with group leaders and researchers from Faculty of Chemistry. At the same time, for dissemination purposes, aiming the general public, facebook profiles were created for PNRR projects: https://www.facebook.com/profile.php?id=61568338358180.</p> <p>Legislation: - Decision no. 933/20.07.2022 of Romanian Government concerning the approval of National Strategy of Research, Innovation and Smart Specialisation 2022-2027 Organizational Regulations: - ethical code of conduct of ICOS - development strategy of ICOS - specific clauses stipulated in project proposals https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: seminars for researchers concerning the importance of public engagement, encouraging participation to events (such as Researcher Night) aimed at informing the general public about the research activities. Creating a section on ICOS website dedicated to support commercialization of research results; - organization of thematic events dedicated to the general public to popularize ICOS's research activities, constant updating events/achievements on ICOS website and on social media accounts to increase its visibility to the general public and possible private partners.</p>

Status

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	ICOS does not allow or support any form of Discrimination so an ICOS Gender Equality strategy & plan is applied in order to ensure that all activities and processes carried out respect the principles of equality, diversity, inclusiveness and nondiscrimination and ICOS is a safe place for everyone.	Organizational Regulations: ICOS Gender Equality strategy & plan can be ofun at: https://icoscdn.ro/index.php/ro/informatii-publice/strategie-plan-egalitate-de-gen Improvement proposals: update regulatory documents according to the changes in legislation

Status

11. Evaluation/ appraisal systems

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>The majority of respondents consider that ICOS assesses the professional performance of all researchers in a transparent manner, while few respondents (15%) have given lower scores for this aspect (with an average score of 8.85). At the same time, during meetings with the WG and SC, the representatives of stakeholders have conveyed their need for the improvement of the assessment system regarding the professional performance of the researchers. Therefore, this principle is considered a potential weakness, and addressed accordingly.</p>	<p>Current practice: Currently, an individual performance evaluation is in place (annual and periodical evaluation), based on an objective assessment of the performance and quality of work, in accordance to current legislation. Legislation: - law no. 183/2024 regarding the statute of research-development personnel - HG no. 1569/2024 on approval of the Methodological Norms on the organization of the promotion exam for obtaining the professional degree by research, development and innovation personnel in research organizations - HG no. 1568/2024 on the approval of the Methodological Norms regarding the organization of competitions for filling vacant positions of research, development and innovation personnel in research organizations -law no. 199/2023 – Education Law (Higher Education Law – granting professional degrees) Organizational Regulations: - as Institute affiliated with Romanian Academy, ICOS respects its established methodology, refer. no. 4558/2024 - to complete the methodology established by the Romanian Academy, ICOS has its own internal standards, published.... Improvement proposals: the assessment of the professional performance on a regular basis and updated internal procedures to ensure that they meet the mandatory requirements of the OTM-R.</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
-/+ partially implemented	In ICOS, vacant research positions are occupied by public competition, according to internal regulations and national legislation, with respect to transparency, non-discrimination, equal opportunities principles and quality standards specific to the job position. HR compartment is responsible for this actions.	Organizational Regulations: ICOS Internal Regulations for research personnel recruitment hiring and promoting Improvement proposals: update regulatory documents according to the changes in legislation and posting all documents on the ICOS website in RO and EN https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative

Status

13. Recruitment (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>While current regulations ensure a framework for transparency, there are opportunities to enhance the efficiency of this process. We are focused on improving public access to information by expanding dissemination channels beyond dedicated environments, ensuring data is easy for interested audiences to find, both nationally and internationally. The majority of respondents consider that within ICOS, there are open, efficient, transparent, clear, internationally comparable recruitment procedures, adapted to each type of advertised position. Few respondents (13%) have given lower scores for this aspect (with an average score of 8.85). Recently, new methodologies for personnel recruitment/promotion criteria have been adopted; there is a need for an improvement of communication and awareness in this regard.</p>	<p>Current practices: In accordance with the current national legislation, within ICOS the principles of transparency, non-discrimination and equal opportunity are respected in personnel recruitment. Researchers recruitment announcements are published at least on institute's website and within a press release in the media. Legislation: - law no. 183/2024 regarding the statute of research-development personnel. - law no. 153/2017 Salary law - law 53 /2003 - Updated Labor Code Organizational Regulations: - Recruitment of research personnel https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: revision of the existing HR policy and performance evaluation system to ensure our policies are in line with the OTM-R policy and publication of the new methodology for personnel recruitment and promotion on ICOS official page. Elaboration of OTM-R policy, regular use of https://euraxess.ec.europa.eu/ for promoting recruitment opportunities</p>

Status

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	Designation of selection commissions is done based on existing procedures, based on scientific merit and professional recognition. No training is provided for committee members.	Current practice: ICOS organizes periodic meetings with the research personnel for updating on the field of research ethics. Legislation: Law No. 183/2024 regarding the status of research, development, and innovation personnel. Organizational Regulations: The ICOS Ethical conduct code and Ethics Committee Improvement proposals: Elaboration of OTM-R policy, regular use of https://euraxess.ec.europa.eu/ for promoting recruitment opportunities https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative

Status

15. Transparency (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	The existing procedures the necessary information for the candidates, but t there is still place for improvements. Career and professional development opportunities are not specified within job vacancy announcement and candidates are not individually informed after selection process about the strengths and weaknesses of their applications.	Actual practice: Job vacancy announcements are providing the information related to minimum requirements. After selection process the candidate is informed about results but no feedback on their application is provided. Legislation: - Law no. 183/2024 regarding on the status of research, development and innovation staff: art. 18-31; - Order no. 600/2018 regarding the approval of internal managerial control code for public entities. Internal Regulations: - ICOS Internal Regulations and Methodologis for research personnel recruitment and hiring; Improvement proposals: - Elaboration of OTM-R policy; - Regular use of https://euraxess.ec.europa.eu portal. Revising administrative tasks of HR department in line with OTM-R mandatory requirements. mandatory requirements. Publishing RO and EN versions for all documents

Status

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/ new proposals
+/- almost but not fully i...	ICOS utilizes a holistic selection process that evaluates the entirety of a candidate's experience. This merit recognition system values outstanding results and career diversity over a simple count of publications. To maintain relevance and compliance, the internal procedures are periodically updated to reflect national and international legislation and current trends.	Improvement proposals: Continuous updating of Internal Operational Procedures

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

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Evaluation of candidates is based on public, national standards.	Current Situation: ICOS's current practice allows qualified individuals to pursue promotion opportunities irrespective of non-traditional career paths. This is managed through internal regulations and methodologies aligned with the overarching Law no. 183/2024 and Order no. 600/2018. Improvement proposals: To ensure full compliance and best practices in open and transparent recruitment, ICOS plans to : standardize the use of the Euraxess portal for all job postings; update internal regulations and recruitment methodologies according to the specifications of Law no. 183/2024 to create a more comprehensive and balanced system; adjust the HR department's administrative tasks to incorporate mandatory OTM-R requirements.

Status

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	ICOS promotes the international mobility of its staff.	Improvement proposals: promoting professional mobility as part of the academic career. Elaboration of OTM-R policy. Creating a dedicated section on ICOS's website dedicated to mobility opportunities.

19. Recognition of qualifications (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The recognition of official qualifications by ICOS is governed by nationally applicable regulations. This framework facilitates the acknowledgment of various credentials, including, but not limited to: academic studies, degrees, and diplomas acquired outside of the national system, PhD or equivalent professional titles awarded by international institutions.	No action needed.

Status

20. Seniority (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>The institution maintains a policy of non-discrimination based on age. In compliance with national legislation, retired personnel are welcome to apply for fixed-term research positions. The awarding of senior research titles relies on mandatory national minimum standards. The selection process values a candidate's comprehensive experience, seniority, knowledge, and skills gained over time, ensuring no formal barriers exist in the assessment of qualified candidates.</p>	No action needed.

Status

21. Postdoctoral appointments (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>There are currently no uniform national norms governing the selection of postdoctoral personnel. However, postdoctoral researchers who apply for and secure a research position within ICOS are granted all rights appropriate to that role, in strict accordance with existing regulations. Few respondents (15%) have given lower scores for this aspect (with an average score of 8.71). At the same time, researchers in ICOS have expressed that a revision of the guidelines for recruitment of postdoctoral researchers, including the duration and the objectives of these positions would be recommended. Therefore, this principle is considered a potential weakness, and addressed accordingly.</p>	<p>Current practices: Currently, in the national legislation, there is not a clear definition of the term “postdoctoral”. As such, this can lead to inconsistencies regarding the hiring or recognition of postdoctoral researchers. Even though we are able to hire postdoctoral researchers on fixed-term contracts, this, and the financial constraints due to delays in fundings, may not be sufficient to attract and retain postdoctoral researchers. While ICOS does not organize its own postdoctoral study programs, researchers from the institute frequently participate in various research projects that include dedicated postdoctoral positions. Legislation: - law no. 183/2024 regarding the statute of research-development personnel - Education Law 199/2023 Organizational Regulations: - Recruitment of research personnel https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: We aim to ensure that the recruitment guidelines for postdoctoral positions are updated.</p>

Working Conditions and Social Security

Status

22. Recognition of the profession

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>National legislation formally recognizes the research profession. ICOS ensures all its researchers are treated as accredited professionals and accorded appropriate standing, regardless of their specific career level. The majority of respondents consider that ICOS researchers are recognized as professionals and valued accordingly, and only few respondents (11%) have given lower scores for this aspect (with an average score of 8.80). At the same time, the researchers have expressed concerns in relation to the insufficient remuneration, that are mostly due to national legislation financial constraints. As such, ICOS acknowledges the importance of this issue and considers this principle a potential weakness, and addresses it accordingly.</p>	<p>Legislation: - law no. 183/2024 regarding the statute of research-development personnel - 199/2023/Education law - law no. 153/2017 (legea salarizarii) Salary law - law 53 /2003 - Updated Labor Code Organizational Regulations: Recruitment of research personnel regulations Improvement proposals: annual seminars/meetings between the ICOS Director, the Scientific Secretary and group leaders on research project financing programs, in order to increase access to supplementary financial sources. Our goal is to attract additional national and/or European funding and thus to increase the employment rate of young researchers in particular.</p>

Status

23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	ICOS has a has a modern research infrastructure and provides access to scientific publications.	Improvement proposals: Efforts are focused on broadening the portfolio of freely accessible databases available to personnel. Concurrently, initiatives are in place to diversify existing continuous vocational training programs, with particular emphasis placed on developing skills in the management of research activities. Improving the overall communication strategy regarding these continuous training programs to ensure maximum participation and awareness

24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	ICOS's internal regulations set the working hours; flexible or remote work requests need top management approval. The institute complies with all national labor standards. The Romanian Labor Code covers general employment matters, while the new Higher Education Law (199/2023) dictates specific research staff benefits, such as professional leaves and sabbaticals.	Improvement proposals: Extend the: - access of the researchers with disabilities - program flexibility, - access to scientific publications data bases - possibility to work part-time or remote working.

Status

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Adhering to national legislation, the institution prioritizes job stability, evidenced by the prevalence of indefinite-period labor contracts. Defined-period contracts are primarily implemented in two scenarios: for new hires, generally lasting around one year, or to match the specific implementation timeline of research projects.	

26. Funding and salaries

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	Remuneration is determined by Romanian labor legislation and outlined in individual contracts. However, some respondents feel their compensation is insufficient, a situation attributed to financial constraints imposed by national legislation.	Improvement proposals: Periodic seminars on research projects financing opportunities.

Status

27. Gender balance

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>Overall, the majority of respondents feel they are treated equally to their co-workers, irrespective of gender. Few respondents (15%) have given lower scores for this aspect (with an average score of 8.85), recommending an improvement of the gender balance at all levels (organizational and management), on the basis of quality and competence criteria, on equal opportunity policy.</p>	<p>Current practices: In Romania, gender equality is granted by the Constitution. ICOS is fully committed to ensure equal opportunities, and as such, discriminations are not allowed in the recruitment process, human resources and management approach. In ICOS there are mechanisms in place for reporting gender discriminations and harassment, subject to disciplinary measures and/ or legal action. Also, in this regard, an in-depth analysis of gender balance at all levels of employment was conducted, and, as such, ICOS has implemented the gender equality strategy where the issue regarding the gender balance in selection and evaluation committees is stipulated. https://icoscdn.ro/index.php/ro/informatii-publice/strategie-plan-egalitate-de-gen. Legislation: - law no. 202/2002 on equal opportunities and treatment between women and men (updated) Organizational Regulations: - Internal Regulation of ICOS - Ethical conduct code of ICOS Improvement proposals: a regular monitorization of the representation of women and men across employment and management levels. Developing clear and facile discrimination reporting tools.</p>

Status

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully i...	<p>The majority of respondents feel that ICOS aims to reduce the uncertainty in career development for researchers, and only few respondents (13%) have given lower scores for this aspect (with an average score of 9.00), pointing out a possible lack of a dedicated strategy for career development for researchers. At the same time, the instability of the legislative framework that affect the internal legislation can create difficulties in career advancement.</p>	<p>Current practices: Promotion of external mobility programs through Academic Partnership, is currently communicated to all research staff by the Scientific Secretary of ICOS via email. Legislation: - law no. 183/2024 regarding the statute of research-development personnel - HG no. 1569/2024 – Methodology on the organization of the promotion exam to obtain the professional grade for the research, development and innovation personnel in research institutions - law no. 199/2023 – (Higher Education Law – granting professional degrees) Organizational Regulations: - as Institute affiliated with Romanian Academy, ICOS respects its established methodology, refer. no. 4558/2024 - to complete the methodology established by the Romanian Academy, ICOS has its own internal standards, published at https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: regular monitoring of the current legislative framework and to establish regular meetings between research group leaders/scientific council and researchers, to offer guidance whenever necessary. We aim to elaborate a guide dedicated to ICOS researchers, regarding the development opportunities for research careers. Also to develop a dedicated good practices guide within research activity.</p>

Status

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	ICOS researchers use all available facilities and funding opportunities regarding mobility programs	ICOS is a member in the ERASMUS program.

30. Access to career advice

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	Few respondents (13%) have given lower scores for this aspect (with an average score of 8.66). Representatives of stakeholders have pointed out a possible lack of a dedicated strategy for career development for researchers	Current practices: In ICOS, all students are closely monitored by experts in the field of their doctoral work, and career advice is always provided by their higher peers. All research staff is regularly informed on existing and future grant competitions. Legislation: law no. 183/2024 regarding the statute of research-development personnel Organizational Regulations: - as Institute affiliated with Romanian Academy, ICOS respects its established methodology, refer. no. 4558/2024 - to complete the methodology established by the Romanian Academy, ICOS has its own internal standards, published - the guide of good practices within research activity Improvement proposals: Elaboration of a dedicated Strategy for career development for researchers. Individual career development plans. We propose the elaboration of a policy on research activity development; we aim to encourage the researchers to participate to training courses regarding research methodologies and courses concerning the planning and the ethical aspects of research projects

Status

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	The majority of respondents consider that in ICOS there are practices regarding the protection of intellectual property rights, in accordance with the current legislation, and only few respondents (11%) have given lower scores for this aspect (with an average score of 8.80). ICOS considers this topic of significant importance.	Current practices: All research proposals have a dedicated section regarding the intellectual property rights and how they are divided between participating parties. Legislation: - law no. 183/2024 regarding the statute of research-development personnel - Law no 206/2004 regarding good conduct in scientific research, technological development and innovation - law no. 8/1996 regarding copyright and related rights. Organizational Regulations: - Ethical conduct code of ICOS - Internal Regulations of ICOS https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: an update of the existing policies and practices regarding the protection of intellectual property rights and a better communication and, as such an improved awareness of ICOS researchers in terms of intellectual property rights, through meetings with the scientific council and/or research group leaders, whenever necessary.

32. Co-authorship

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Researchers are recognized as authors or coauthors in accordance with international practice.	

Status

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	Few respondents (13%) have given lower scores for this aspect (with an average score of 8.83). The researchers have pointed out a need for promoting the mentoring/training program and for these activities to be taken into account in the evaluation/appraisal system	<p>Current practices: Currently, ICOS is part of the Internship Program in collaboration with the Faculty of Chemistry, University of Bucharest. This program is advertised on ICOS official site: https://icoscdn.ro/index.php/en/news. The research group leader ensures that during this programs, a balance between mentoring/teaching activities and research activity is maintained, by assigning alternative tasks between research or administrative duties. Legislation: - law no. 183/2024 regarding the statute of research-development staff Organizational Regulations: - A collaboration agreement regarding internship programs Improvement proposals: elaborating of a policy on research activity development and regular meetings during internship periods, in order to ensure that this balance is maintained. Also, regular advertising to ensure an increased visibility of the mentoring/training program.</p>

Status

34. Complains/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	The majority of responders consider all complaints to be thoroughly investigated. Few respondents (15%) have given lower scores for this aspect (with an average score of 8.85). Via their representatives, the researchers have recommended an update on the existing procedures for analyzing and resolving complaints or conflicts.	Current practices: Currently, in ICOS complaints or conflicts related to ethical issues are in the responsibility of Commission of Ethics. Other complaints or conflicts are solved at research laboratory level (department) and if necessary through disciplinary commission. Legislation: Law no 206/2004 regarding good conduct in scientific research, technological development and innovation Organizational Regulations: - Ethical conduct code of ICOS - Internal Regulations of ICOS https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: training sessions on the internal regulations and structures for solving complaints/ conflicts.

35. Participation in decision-making bodies

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The Scientific Council of ICOS is the decision-making body, with Representative members of each Department.	https://icoscdn.ro/index.php/ro/conducere

Training and Development

Status

36. Relation with supervisors

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Researchers in their early stages report to their supervisor, the department head or project coordinator. Hierarchy is recorded in internal documents.	Improvement proposals: Elaboration of a dedicated Strategy for career development for researchers.

37. Supervision and managerial duties

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Heads of Departments and project coordinators have responsibilities for mentoring and supervising early stage career researchers.	Improvement proposals: Elaboration of a dedicated Strategy for career development for researchers.

Status

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	<p>The majority of respondents consider that ICOS provides adequate opportunities for career development and only few respondents (11%) have given lower scores for this aspect (with an average score of 8.80), considering that the development of new skills and competences is not promoted actively enough.</p>	<p>Current practices: Currently, researchers at ICOS have unrestricted access to several journals (ACS, RSC, Wiley) and databases (Reaxys). The Scientific Secretary is providing via email additional information regarding available research stages, scientific/informational events. Information regarding the seminars are public and can be found at: https://icoscdn.ro/index.php/en/seminars and also on ICOS official Facebook page: https://www.facebook.com/profile.php?id=61566428501132 Legislation: - law no. 183/2024 regarding the statute of research-development personnel, - HG no. 1569/2024 - law no. 199/2023 – Higher Education Law – granting professional degrees) Organizational Regulations: - development strategy of ICOS https://icoscdn.ro/index.php/ro/informatii-publice/documente-legislative Improvement proposals: elaboration of a policy on research activity development and to continue our periodical seminars, inviting researchers from various research institutes, in order to promote new research opportunities, and national/international collaboration.</p>

Status

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	The majority of respondents consider that ICOS provides opportunities for continuous research and professional development, and only few respondents (11%) have given lower scores for this aspect (with an average score of 8.80).	Current practices: Currently, the Scientific Secretary communicates via email new available research projects/opportunities. Also, training courses are periodically identified and assessed. Legislation: law no. 183/2024 regarding the statute of research-development personnel Organizational Regulations: development strategy of ICOS Improvement proposals: elaboration of a policy on research career development. Annual seminars/ meetings with group leaders, in order to increase awareness on the existing funding mechanisms for research projects or training opportunities and to increase the access to research training and continuous development. Also, our goal is to encourage participation of researchers to available professional training.

Status

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
-/+ partially implemented	The majority of respondents consider that ICOS has designated individuals to whom young researchers can turn for help in carrying out their professional duties and only few respondents (13%) have given lower scores for this aspect (with an average score of 8.83).	Current practices: In ICOS, the careers of young researchers are supported supplementary via the existing national/international projects, as the funding contracts that require a minimum number of research assistants, doctoral or postdoctoral students. All research staff is regularly informed on existing and future grant competitions. Legislation: law no. 183/2024 regarding the statute of research-development personnel Improvement proposals: elaboration of a policy on research career development and periodical meetings between research group leaders/scientific council and researchers.