

GAP Analysis (Charter and Code Checklist)

Case number:

Name Organisation under review: **Institutul de Chimie Macromoleculară “Petru Poni” (ICMPP)**

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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 the 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.

Legend for the ICMPP internal analysis (questionnaires scores):

- 9.50 – 10 = ++ fully implemented
- 9.49 – 9.00 = +/- almost but not fully implemented
- 8.99 – 8.00 = -/+ partially implemented
- < 8.00 = -- insufficiently implemented

Status				
	Ethical and Professional Aspects	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
1	Research freedom	++		
2	Ethical principles	++		
3	Professional responsibility	++		
4	Professional attitude	++		

5	Contractual and legal obligations	+/-	Insufficient understanding of application of legislation regarding project financing, patents, technology transfer, data protection and confidentiality	Annual workshop on application of legislation regarding project financing, patents, technology transfer, data protection and confidentiality
6	Accountability	++		
7	Good practice in research	++		
8	Dissemination, exploitation of results	+/-	Centralized institutional data bases of ICMPP patents and of ICMPP's private industrial partners are not available on ICMPP website	Institutional centralized data bases of ICMPP patents and of ICMPP's private industrial partners up-loaded on ICMPP website and periodically updated
9	Public engagement	-/+	- Skills to communicate science to the general public should be improved; - Insufficient popularization of ICMPP's research activity in an accessible manner to the general public	- Seminar for researchers on Science communication to the general public; - Thematic events dedicated to the general public to popularize ICMPP's research activities: e.g., ICMPP Open Days, Researchers' Night, Flame Laboratory, Researchers' Festival
10	Non discrimination	++		
11	Evaluation/ appraisal systems	++		
<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.</p>				
12	Recruitment	+/-	Methodology for research personnel recruitment needs updating	Improved version of the current Methodology for research personnel recruitment
13	Recruitment (Code)	+/-	Methodology for research personnel recruitment needs updating regarding the advertising of open positions	Improved version of the current Methodology for research personnel recruitment regarding the advertising of open positions
14	Selection (Code)	++		
15	Transparency (Code)	++		
16	Judging merit (Code)	+/-	Deficient balance between the quantitative and qualitative criteria for judging merit included in the Methodology for research personnel recruitment	A more balanced and comprehensive version of the current Methodology for research personnel recruitment
17	Variations in the chronological order of CVs (Code)	++		
18	Recognition of mobility experience (Code)	++		

19	Recognition of qualifications (Code)	++		
20	Seniority (Code)	++		
21	Postdoctoral appointments (Code)	+/-	Methodology for postdoc research personnel recruitment needs updating	Improved version of the current Methodology for postdoc research personnel recruitment
	Working Conditions and Social Security	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
22	Recognition of the profession	+/-	Insufficient remuneration due to national legislation financial constraints	- Annual teambuilding/networking event; - Annual seminar on research project financing programs to increase access options to supplementary financial sources
23	Research environment	+/-	Insufficient access and training for the use of research equipment	An internal pilot project for digitalized planning and training for the use of institutional research equipment
24	Working conditions	++		
25	Stability and permanence of employment	++		
26	Funding and salaries	+/-	Insufficient remuneration due to national legislation financial constraints	Annual seminar on research project financing sources to increase access options to supplementary financial remuneration
27	Gender balance	++		
28	Career development	+/-	Lack of a dedicated Strategy for career development for researchers	Dedicated Strategy for career development for researchers
29	Value of mobility	++		
30	Access to career advice	+/-	Lack of a dedicated Strategy for career development for researchers	Dedicated Strategy for career development for researchers
31	Intellectual Property Rights	++		
32	Co-authorship	++		
33	Teaching	+/-	The Methodology for research personnel recruitment does not provide any clear criteria and/or rewards for mentoring and tutoring activities for young researchers.	Modification of the Methodology for research personnel recruitment in order to provide clear criteria and/or rewards for mentoring and tutoring activities for young researchers.
34	Complains/ appeals	++		
35	Participation in decision-making bodies	++		
	Training and Development	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
36	Relation with supervisors	++		
37	Supervision and managerial	++		

	duties			
38	Continuing Professional Development	+ +		
39	Access to research training and continuous development	+/-	Fluctuating financing for researcher training, dependent on the budget of the projects won by competition	Periodical monitoring of the training plan/opportunities of training vs. available financing
40	Supervision	+/-	The duties of research coordinators/supervisors or mentors and the actions for needed professional training and continuous development in research are not clearly identified	<ul style="list-style-type: none"> - Introducing specific duties related to professional training and continuous development in research in the job description sheets of research coordinators/supervisors and mentors; - An improved annual plan for professional training and continuous development, based on a better communication between each employee and the direct coordinator/supervisor or mentor