

QUESTIONNAIRE FOR INTERNAL ANALYSIS
on the application of the principles
European Charter for Researchers and Code of Conduct
for the Recruitment of Researchers to ICMPP

In order to carry out the internal analysis on the implementation in ICMPP of the Charter and Code of the European Researcher (2005/251/EC), we invite you to answer some questions related to the research environment within ICMPP. The questionnaire is anonymous. The analysis of the answers will be carried out statistically. The questionnaire takes approx. 15 minutes.

"Researcher" means ICMPP personnel involved in research activities: research assistants, CS researchers, CS III researchers, CS II researchers, CS I researchers, PhD students and post-doctoral students

* = mandatory question.

Analyzing your activity In ICMPP, please state to what extent you agree with the above statement, on a grid from 1 to 10, 1 meaning strongly disagree and 10 meaning total agreement. Circle the figure corresponding to your answer.

Section I. Ethical and professional aspects

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

2. I recognize and apply fundamental ethical practices and principles in my field of research, as set forth in national ethics legislation and ICMPP Code of Ethics*

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

*

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

3.3. I make sure that my replacements, to whom certain tasks are delegated, have the necessary competence to carry them out. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

4.1. I am aware of the funding requirements and conditions for my research and I request all necessary approvals before commencing research or accessing resources.*

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

6.2. Data collection and analysis methods, research results and financial data shall be available for verification whenever requested by internal or external control bodies. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

7.2. I am familiar with national data protection and privacy legislation in my area of research and I am taking measures for data protection and privacy. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

8. I ensure that the results of my research are disseminated, according to contractual arrangements, and, where appropriate, are made the best possible use economically or through dissemination to the general public. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

10.1. ICMPP has never discriminated against me, under any circumstances, on any criteria (gender, age, social origin, ethnic origin, religion, etc.). *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

11. ICMPP assesses the professional performance of all researchers, which it regularly assesses in a transparent manner through independent committees.*

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Section II. Recruitment/Employment

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

15. Before the competition, candidates have access to information on the number and type of available positions, career development prospects, competition procedure and evaluation criteria, and, after selection, candidates are given feedback on their application.*

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

17. In employment competitions at ICMPP, activity interruptions and CV variations are not penalized, but are regarded, as appropriate, as career development and professional development. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Section III. Working conditions and social security

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

23. In ICMPP there is an environment that allows/stimulates professional training and carrying out research activity, respecting occupational safety conditions (appropriate equipment and facilities, including for remote collaboration through research networks). *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

26. In ICMPP there are salary conditions in relation to the position occupied, degree of research, level of qualification, including for sickness, child rearing, unemployment, retirement benefits, in accordance with specific legislation at national level and individual employment contracts. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

28. ICMPP strives to reduce uncertainty in career development for all researchers, regardless of career stage and nature of employment by developing and implementing a dedicated strategy, and researchers are informed about this strategy. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

33. ICMPP implements mentoring/training/teaching programs/measures and ensures that they, on the one hand, do not hinder research activities, especially for young researchers, through excessive volume, and, on the other hand, are taken into account in professional evaluations and adequately remunerated. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

34. ICMPP has procedures for analyzing and resolving labor disputes, disputes and grievances, in accordance with the legislation in force, in order to promote fair and equitable treatment within the institution. *

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Section IV. Training

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

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

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

40. ICMPP has appointed individuals (supervising experts who have the necessary time, knowledge, expertise and involvement) to whom young researchers can turn in connection with the performance of their professional duties.*

1	2	3	4	5	6	7	8	9	10
---	---	---	---	---	---	---	---	---	----

Socio-demographic data

41. What is your current department?? *

Answer:

42. What is your current position at ICMPP? *

- Phd student
- Postdoctoral student
- Research assistant
- Scientific researcher
- Scientific researcher degree III
- Scientific researcher degree II
- Scientific researcher degree I
- Others:.....

43. What is your seniority in ICMPP in completed years?

Answer:

44. How old are you?

Answer:

45. What is your gender?

- Masculine
- Feminine

Thank you for your time!

ICMPP HRS4R Summary scores

Question no.	Arithmetic average	General average	Section
1	9,58	9,62	Ethical and professional aspects
2	9,73		
3.1.	9,73		
3.2.	9,94		
3.3.	9,70		
4.1.	9,52		
4.2.	9,76		
5	9,48		
6.1.	9,88		
6.2.	9,76		
7.1.	9,73		
7.2.	9,48		
8	9,45		
9	8,88		
10.1.	9,67		
10.2.	9,67		
11	9,55		
12	9,27		
13	9,42		
14	9,82		
15	9,67		
16	9,00		
17	9,64		
18	9,76		
19	9,64	9,46	Working conditions and social security
20	9,55		
21	9,42		
22	9,06		
23	9,42		
24	9,67		
25	9,78		
26	9,39		
27	9,67		
28	9,18		
29	9,52		
30	9,12		
31	9,61		
32	9,52		
33	9,24		
34	9,52		
35	9,70		
36	9,67		

37	9,52		Training
38	9,85	9,58	
39	9,48		
40	9,39		
Total general average		9,54	

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