

GAP Analysis (Charter and Code Checklist)

Case number: 2023RO111493

Name Organisation under review: Institutul National de Cercetare-Dezvoltare pentru Fizica Materialelor

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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.

	Status			
	Ethical and Professional	Implementation	GAP/Implementation	Initiatives undertaken/new proposals

Aspects			
1	Research freedom	++	impediments All the researchers are free to perform any research they want as long as are in agreement with the national laws, does not pose threats to human or environment and are not in conflict with the internal regulatory code of the institute, which is implicitly accepted when signing the contract and which is available at https://infini.ro/en/hrs4r-2/ . The applicants have to inform themselves on this when submitting the application for an open position at NIMP. The research freedom and potential boundaries are implemented also through the individual work contract (derived from the national Code for Work, approved by the law 53/2003 with subsequent modifications), including hierarchical subordination with related constraints and obligations to report and obey assigned tasks. One has to mention also that all the rights and obligations are set in the new law for researchers 183/2024.
2	Ethical principles	++	Each applicant is informed on the ethical code of the institute, available at https://infini.ro/en/hrs4r-2/ . The younger employees are informed on the basic ethical rules about a correct authorship, correct handle of experimental data, against data manipulation and plagiarism. There is an ethic code at institute level and a commission to judge ethical problems, if any reported in the institute. The ethical rules are in line with the provisions of the new researchers law 183/2024, replacing the old law 206/2004.
3	Professional responsibility	+/-	Missing a data storage and management plan As mentioned above, the researchers are informed on the necessity to conduct research relevant for the society and economy, avoiding activities that can be illegal or can pose threats to humans and environment. They are trained to respect the authorship when submitting manuscripts for publication or patent applications, as well as to avoid plagiarism. NIMP frequently monitors publications output, which contributes to a proper quantitative and qualitative analysis of scientific production. However, a procedure for data storage and sharing to facilitate confirmation of experiments and theories is missing at present, but will be conceived and implemented, according to EU FAIR principles and national regulations regarding IPR protection.
4	Professional attitude	+/-	A centralized procedure for monitoring the research projects at institutional level is missing. Project directors obey the rules set by the funding agencies but, sometimes, they Upon employment, each researcher is informed of the duties and responsibilities of their position through Job Descriptions. These descriptions are updated to reflect any changes in job structure, tasks performed, and legal requirements. An evaluation of the professional attitude and scientific performance is annually carried out to assure the fulfillment of Job Description. All the researchers are involved in framing the institutional development plan that is finally approved by the Scientific Council and Administration Council, thus they know the main research directions and can develop their research activity in line with those directions. Also, they are informed about the National Strategy for Research, Innovation and Smart Specializations (SNCISI, available only in

			fail to inform the governing bodies of the institute on possible problems in the implementation of their projects. That can have detrimental consequences on the institution.	Romanian at https://www.poc.research.gov.ro/uploads/2021-2027/conditie-favorizanta/sncisi_19-iulie.pdf). Specific requirements are specified in the call documents for projects. However, the Government Decision approving the organizational and functional rules of NIMP (HG 1006/2015) stipulates that the Scientific Council should supervise and approve all the research activities in NIMP, including project proposals or project monitoring. At present, this applies for the Core Program. Therefore, reinforcing the role of the Scientific Council as the supervising body of all the research activities in the institute is necessary. That not imply that the Scientific Council may oppose some project proposals, is just that all researchers have to inform the Scientific Council on their intended proposal and ask for a formal approval. A centralized system to monitor the submitted project will be implemented, with minimum information from the proposing person (title, call indicative, director, partners if any, duration, budgets, outcome of the evaluation process). Introducing in the individual contracts the obligation of researchers to timely inform the Board of Directors and the Scientific Council on any potential problem impeding successful implementation of their projects. All the researchers must adhere to the internal regulation of organization and functioning of the institute.
5	Contractual and legal obligations	+/-	Some researchers do not have a professional attitude, interpreting the research freedom to extreme, without obeying the internal regulations and without respecting the constraints imposed by the organizational structure of the institute.	Update the individual work contracts (the position fiche containing the rights and obligations). Reinforce and apply disciplinary measures against those researchers who do not obey to the internal regulations and consider that they can do what they want, whenever they want, engaging the institute's infrastructure in research activities that were not prior approved by the institute's governing bodies. Disciplinary procedures are detailed in the collective work contract and in the internal regulatory code, both available at https://infim.ro/en/hrs4r-2/ .
6	Accountability	++		There is an internal regulatory code, describing in detail the rights and obligations of each staff member. This is available for all the candidates to read before applying to an open position at NIMP. Each staff member signs an individual work contract, with specific tasks for the respective position. By signing the contract, they accept the internal regulatory code and can be made accountable if they break the rules of the internal code. They can be made accountable also if they do not fulfill the tasks assumed by the work contract. There are also national rules for accountability of researchers, including avoiding double funding, misconduct in using the public funds, etc. All these are usually specified in the work packages for project calls.
7	Good practice in research	+/-	Procedures for data	All new employees are trained regarding the safety rules in place at NIMP.

			protections, including GDPR, are not clear.	Regarding the data storage and protection, there is no clear procedure for that (see also point 3 above). Some researchers prefer to store their data in the local desktop where they work, others store data on computers serving experimental equipment. Critical data for the institute (especially related to administration) are stored and protected on a dedicated server. In principle, NIMP has a good IT infrastructure and services, with internet access for any employee. Another positive aspect is that researchers have to sign a non-disclosure agreement when hired at NIMP, to protect proprietary data against third parties. However, a clear, centralized procedure to store and protect experimental data is missing. A clear procedure will be conceived, clarifying which data can be made public and which data cannot be made public, how to store and protect the primary research data, how to store and protect personal data. Informative workshops will be organized for all staff to inform about national and internal data manipulation and protection regulations.
8	Dissemination, exploitation of results	++		The researchers are free to publish, to participate to specific events or to submit patent applications. This are parts of the collective work agreement and individual work contracts. The institute is helping with open access publication fees when necessary, avoiding predatory journals (the researchers are informed on that through the heads of laboratory). Also the researchers are helped with the payment of fees for patenting. In case of international patenting, the institute support also the consultancy costs for attorney companies specialized in IPR rules. One has to mention that NIMP has a certification for IPR management obtained in 2020 (see https://infim.ro/wp-content/uploads/2024/04/Certificat-SMIIn-recertificare_INCDFM.pdf), and a ISO 9001 certification obtained in 2019 (see https://infim.ro/wp-content/uploads/2022/10/certificat-IQNET.pdf). NIMP is also supporting participation to conferences or exhibitions. NIMP is also organizing scientific events such as IWMP (yearly event) or ROCAM (usually held every 3 years, last edition was in 2024, see https://rocam.fizica.unibuc.ro/ROCAM/). For some events NIMP tries to attract sponsors. One can say that NIMP is performing all efforts to support the researchers in disseminating and exploiting their results, including contacting private companies potentially interested in the research outcomes of the institute. NIMP is also supporting training sessions for innovation, tech transfer and entrepreneurial education held by experts from specialized companies such as CIT-IRECSON or ROMINVENT.
9	Public engagement	+-	The public communication is still deficient.	NIMP is participating to events such as Researchers night or Another way of school. During these events simple experiments are organized, explaining to a wider public (especially children) the main laws of physics and the importance of Physics and Material Science for the society at large. It is also an occasion to learn about public expectations from science. However, other activities can be also organized, such as an open day of the institute. Therefore, reinforcement of the public communication service with the aim to increase the awareness of the

				larger public on the importance of the research in the field of condensed matter physics and materials science is considered necessary.
10	Non discrimination	++		<p>All the procedures for hiring, career development, internal regulations, administrative rules, etc. are transparent and non-discriminatory. Those for hiring, promotions, evaluation of professional performances, as well the collective working contract are published both in English (https://infim.ro/en/hrs4r-2/) and Romanian (https://infim.ro/reguli-si-reglementari/).</p> <p>We underline that NIMP has non-discrimination policy with respect of human resources. Hiring and promotion is based only on personal merits, the same rules being applied for any candidate, irrespective gender, religion, country, etc. Persons having legal problems or certain medical issues as defined by Law 53/2003 (Romanian Working Code) will not be considered for hiring.. This is the reason why a medical and legal certificate are asked for hiring. Being a merit based procedure, it may be possible that the gender balance is not always achieved. This is a problem to analyze to higher levels of decision in Romania and EU, because enforcing gender balance can be in contradiction to merit based selection.</p>
11	Evaluation/ appraisal systems	+/-	There is a procedure for evaluation of researchers' performance, agreed by a vast majority of researchers, but an independent committee to assist in elaborating the evaluation procedures (e.g. members from abroad in the Scientific Council). One has to mention that the institute is periodically evaluated by the public authority for R&D&I in Romania, based on a methodology approved at national level, and using independent	Independent, including from abroad, experts will be co-opted in the Scientific Council. They will play also a key role in re-framing the evaluation procedures and regulation, if found necessary.

			evaluation committees	
	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.			
12	Recruitment	++		There are procedures and regulations regarding hiring in the institute and promotion to the next career stage (see https://infim.ro/en/rules-and-regulations/ and https://infim.ro/hrs4r/).
13	Recruitment (Code)	+/-	Open positions are advertised only in Romanian on the NIMP's web page, this will be corrected in the future adding also the English version.	There are procedures and regulations regarding hiring in the institute and promotion to the next career stage (see https://infim.ro/en/rules-and-regulations/ and https://infim.ro/hrs4r/). Open positions are advertised on NIMP's web page (previously only in Romanian, but will be both in Romanian and English in the future), on EURAXESS (in English), other job portals, and in a journal of national circulation (only in Romanian). These are conditions imposed by the law 183/2024.
14	Selection (Code)	++		The rules to nominate commissions for R1, R2, R3, R4 are parts of the new law 183/2024. Details of the selection methodology are in course to be adopted through Government Decisions (expected by the end of 2024). The number of the commission members for R3 and R4 are set to 5 by the legal documents and are valid at national level. The commissions should include at least 3 members from outside the institute. For R1 and R2 the commissions are formed by 4 members out of which at least one is from outside the institute. The commissions are proposed by the Scientific Directors, approved by the Scientific Council and Administration Council and nominated by the decision of the General Director. The commission for appeal has 3 members, the approval and nomination procedures being the same as for evaluation commission. 2 reserve members for the evaluation commission and 1 for the appeal commission are also nominated in case that one of the titular members is not available at the time of the evaluation. Following the The Gender Equality Strategy and the Gender Equality Plan 2022-2025 of INCDFM, the institute is committed to maintain a gender balance into the committees. NIMP had taken care for a proper gender balance in the evaluation commissions. On average, two members of the evaluation commissions are female researchers, while for the appeal commission one female is member on average.
15	Transparency (Code)	+/+		All rules and regulations are available on the web page of the institute, both in Romanian (https://infim.ro/reguli-si-reglementari/) and in English (https://infim.ro/en/hrs4r-2/). The open positions are advertised on the NIMP's web page and on Euraxess. The announcements on the NIMP's webpage are usually in Romanian, while on Euraxess are in English. For the future, the announcements on NIMP's web page will be both in Romanian and in English.

			<p>However, for those willing to stay for longer time learning Romanian language (at least basic level) may be necessary for foreign researchers if they intend to obtain permanent positions in the institute and remain for long period of time in the country.</p> <p>All the relevant documents for potential candidates from abroad (selection rules, collective work contract, evaluation rules, ethical code) are available in English also at https://infirm.ro/en/hrs4r-2/</p>
16	Judging merit (Code)	++	<p>The present rules and regulations include a large variety of quantitative indicators as well as qualitative ones. The rules include, besides an extensive CV and an auto-evaluation template, with clear thresholds for each quantitative indicator (for R3 and R4 these are set at national level by Ministry order 6129/2016), a written exam consisting of a research project adapted to career stage (testing the creativity, innovative capacity, team work, etc.), and an interview with the commission. We underline here that the new law 183/2024 stipulates that R3 and R4 have to fulfill all the minimum thresholds at national level but each research organization has the freedom to add supplementary criteria or to set higher quantitative thresholds if they want to hire real top researchers, or promote the best of the already hired researchers. This is especially encouraged if the institution wants to progress on the way of excellency in research.</p> <p>We mention again that, sometimes, judging only based on merit may be contradictory to gender issue. We think that NIMP cannot be made responsible if it is promoting selection based on merit even the outcome is not favorable to maintain a suitable gender balance. We strongly underline that NIMP is doing all the efforts to maintain an equilibrated gender balance, but this cannot be imposed by force at any level of research career. For example, at R3 and R4 level males are dominant (62 % at R4 and 53 % at R3), but at R2, R1 and ACS level females are dominant (54 % at R2, 58 % at R1, 68 % at ACS). Based on these numbers one can see that NIMP had hired more female researchers in the last years than males, applying only OTM principles. Many of the male researchers at R4 level will retire in the next years, while many females at ACS or R1 level will promote on a superior level. In time, more females will achieve R4 level than males, leading to a more equilibrated balance. However, promotion is also based on merit, thus depends on every researcher, male or female, how quickly they fulfill the criteria and thresholds for promotion.</p> <p>NIMP is aware of the shortcomings of the present evaluation system of the research results based mainly on quantitative scientometric indicators like IF or AIS, somehow neglecting qualitative aspects of the results (relevance, impact). The pressure to publish in highly ranked journals (especially Q1) generates a lot of stress and frustration among the young researchers who did not have the luck to work in a top 500 university or in an institute belonging to a well-known organization such as the Chinese Academy of Science, Max Planck Society or CNRS. This can have a negative impact on winning projects also, which is not</p>

				beneficial for the institute. NIMP is trying to support the researchers in their effort to publish in high impact journals by promoting international collaboration. On the other hand, the selection/evaluation commissions are instructed to pay attention to the entire dossier of the candidate, not only to the list of papers. Nevertheless, NIMP will follow closely the upcoming of this international debate on how to assess the research results and will consider to endorse DORA and CoARA.
17	Variations in the chronological order of CVs (Code)	++		See the rules and regulations for hiring (web page of the institute) as well as the rules set by law 183/2024, that eliminates the obligation to have a number of years spent on a certain position before applying for a superior one. Breaks in the carrier are allowed with no impact on hiring or promotion (especially for maternal/paternal leaves). The only criteria for hiring or promotion are merit based ones.
18	Recognition of mobility experience (Code)	++		NIMP values mobility to increase the experience of the researchers with benefits for the institute. More than 20 % of the present research personnel at r2, R3 or R4 level had a work stage abroad of at least 6 months. Some 20 young researchers (ACS or R1) per year, on average in the last 5 years, have followed a short training stage or a summer school abroad. The mobility stages are considered by law as working time if appropriate documents are provided (e.g. fellowships, working contracts abroad, or similar).
19	Recognition of qualifications (Code)	++		At national level it is established a center for recognition and equivalent of high education diplomas obtained abroad. Other certifications and qualifications are recognized at institute level if these are part of the training and development activities initiated by the institute. Qualifications obtained on a personnel basis can be also considered if these bring added value to the institute.
20	Seniority (Code)	++		The rules and regulations presented on the web page of the institute (see https://infim.ro/en/hrs4r-2/ or https://infim.ro/en/rules-and-regulations/) consider the entire career of the applicant, the main criterion is the excellence in research, while for young assistant researchers (ACS) the main criteria are the knowledge gained in the higher education system, relevant for the institute, and the career development plan.
21	Postdoctoral appointments (Code)	++		The new law for researchers has introduced equivalence between the Romanian scientific researcher rank III (CS III) and recognized researcher R2, post-doc level. There are also simple scientific researchers (CS) holding a PhD title or being PhD students, thus those with PhD title can be considered also as post-docs. Post-docs are usually hired on specific projects and have to fulfill specific task for the project. Depending on the project type a post-doc can be considered a holder of a PhD title obtained in 5 to 8 years prior the starting date of the project (maternal leave does not count). Another aspect to be considered is that a researcher can be hired on limited time contract only for maximum 3 years in a raw, then has to be hired on a permanent position or have to leave the institute. These are aspects that cannot be solved at institute level. We only can

				encourage our young researchers to go for post-doc stages at collaborating institution from abroad, and encourage young researchers from abroad to come and work in the institute. This is why all the open positions are advertised on EURAXESS portal.
	Working Conditions and Social Security	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
22	Recognition of the profession	++		This is stipulated at national level by the law 183/2024.
23	Research environment	++		<p>The conditions are set by the collective work agreement and by the internal regulation for organization and functioning (the internal regulatory code). All the administrative structures work to provide an efficient and friendly environment for the research work. NIMP also provides a very good infrastructure for research activities, helping researchers with the necessary consumables, materials and services. However, we remind here that NIMP is a self-funding organization, all the money comes from projects won at national and international competitions (even the money for the Core Program comes following a competition, the higher is the mark, the higher are the allocated funds). Therefore, the yearly funds depend on the number of calls, the allocated funds for those calls and the success rate, not mentioning that, at the end, the entire funding depends on the public allocation for research at national level (between 0.1 % and 0.15 % in the last five years). The total income of the institute can vary significantly from year to year because of these factors which are not under NIMP's control. What NIMP can do is to encourage and support the researchers to apply to any call that fits the expertise and the know-how of the institute. For this purpose, the researchers receive full support from administrative services such as accounting, legal and human resources departments.</p> <p>The bottom line is that the available funds for some expenses may be limited in some years, the top priority being to ensure the payment of the salaries.</p>
24	Working conditions	++		<p>The working conditions at NIMP are nearly excellent, well appreciated by the researchers. Care is taken for disabled persons (ramps, elevators) and for persons having care other persons (children, disabled persons). For the last ones, flexible working hours and remote work are possible. The individual working contract can be modified accordingly on request. Medical check is performed every year. In fact, all the conditions are set by the collective work agreement and by the internal regulation for organization and functioning (see at https://infini.ro/en/hrs4r-2/ the internal regulatory code). The conditions to access the infrastructure are part of the internal regulation for functioning of the institute. The safety measures are periodically reminded, in agreement with existing national regulations. There is a person appointed to take care of work safety regulation and implementation in the institute. Each employee signs a work safety instruction card whenever new rules are implemented.</p>
25	Stability and permanence of	++		Stability of the research personnel is part of the strategic development plan of

	employment			the institute. As the national rules does not allow limited time contracts for more than 3 years in a row, procedures where established for a proper selection of those who will get a permanent position in the institute.
26	Funding and salaries	++		The institute is self-funding; it does not get funds directly from the public budget. Therefore, the top priority of the governing bodies is the ensure enough funding sources for the recurrent salaries of the staff. A credit line to commercial bank is open to cover possible lack of cash for paying the salaries, the debt being paid when the money for projects are reimbursed by the funding agencies.
27	Gender balance	++		The gender balance is about 50-50. There is a gender equality strategy and a gender equality plan in action, that will be periodically upgraded, if necessary. The males are somewhat dominant at R3 and R4 level (the average age is also higher, reflecting somehow the mentality of the past, when more males were working in research), while female are dominant at R1 and R2 level. However, this situation will change in the coming years, considering that many of the male researchers at R4 and R3 level will retire, while many of the females at R1 or R2 level will promote to higher positions. The institute cannot impose gender quota; this will be totally against a merit based selection. What can do the institute is to organize periodically, preferably yearly, promotion exams for those fulfilling the required criteria and thresholds for promotion on a superior position. See also details at point 16-Judging merit. We strongly underline that NIMP is do all efforts to maintain a proper gender balance, with no barriers on hiring or promoting. Top management positions are equally open to male and female researchers, except the members of the Administration council which are nominated by Ministry Order. 9 of the 21 members of the Scientific Council are females. The members are democratically elected by the researchers in laboratories by secret vote. No pressure is made by the top management during elections.
28	Career development	+/-	Although it is mentioned in the collective work agreement at institute level the framing of an annual development professional plan, such a plan has been not yet conceived and implemented.	Framing and implementing a development professional plan for researchers and for the administrative staff, plan including workstages, courses, programs deemed necessary for career development and for enhancing the expertise of the personnel hired in the institute. Regarding evolution in the research career, there are internal regulations and procedures for promoting from one career stage to the next one, in agreement with the existing law 183/2024. For R3 and R4 the promotion is based on a national set of minimum thresholds adopted by Ministry Order 6129/2016. Same criteria are used for R1 and R2 but with thresholds adapted to these earlier stages in the career. All the new employees are informed about these rules and procedures, thus they have a clear vision of the thresholds they have to fulfill in order to promote from one career stage to the next. Promotion exams are organized periodically (practically every year) so that all the persons fulfilling the minimum thresholds can apply for promotion. NIMP is also doing efforts to ensure the financial support for work stages, training courses and other forms of professional development, especially for

				young researchers. NIMP is also part of the ANELIS+ consortium, ensuring access to the specialized literature for all researchers at national level.
29	Value of mobility	+/-	Mobility options will be included in the annual plan for professional development (see above).	<p>NIMP is appreciating very much the mobility of the researchers. That can include workstages at collaboration institutes abroad, summer schools and similar. One has to mention that, at present, about 20 % of the NIMP's personnel has spent at least 6 months in workstages abroad, or is performing workstages abroad. Most of the long term workstages are funded by the host institution abroad. We underline here that leaving for long term stages is encouraged by the institute but, at the end, is a personal choice. There are also procedures and conditions foreseen in the collective work agreement, protecting the position for those on leave with mandate from the institute.</p> <p>Whenever funds are available, through the Core program or through the program supporting institutional excellence, NIMP has encouraged the young researchers to go for short work stages abroad (2-12 weeks) and to expand their expertise. The drawback is that there is no centralized plan for professional development including work stages deemed necessary to enhance the overall expertise of NIMP.</p> <p>On the other side, NIMP is open to host researchers from abroad to come and work in the institute in the frame of various funding schemes like Eugen Ionesco – AUF or ICTP Trieste grants. In the last 5 years 3 to 6 young researchers from abroad came to work at NIMP, on average, with different grant schemes (they come from Morocco, Algeria, Tunis, Cameroon, Congo, Republic of Moldova, etc.).</p>
30	Access to career advice	++		All senior researchers have in their work contracts stipulated the obligation to train, teach, advice young researchers in every aspect of their carrier. Career path is known by all the employees. The national regulations are communicated in laboratory seminars, while the internal rules and procedures are made public on the web page of NIMP. Employees from abroad are also informed by their head of laboratory about career possibilities in NIMP, together with the criteria and thresholds set in internal rules and procedures or at national level. Some of them already passed promotion exams and now are CS (R1), CS III (R2) or CS II (R3) in NIMP.
31	Intellectual Property Rights	++		The researchers are helped with the payment of fees for patenting. In case of international patenting, the institute support also the consultancy costs for attorney companies specialized in IPR rules. One has to mention that NIMP has a certification for IPR management obtained in 2020 (see https://infim.ro/wp-content/uploads/2024/04/Certificat-SMIn-recertificare_INCDFM.pdf), and a ISO 9001 certification obtained in 2019 (see https://infim.ro/wp-content/uploads/2022/10/certificat-IQNET.pdf). There is an innovation officer taking care of all aspects related to IPR, including periodic training of personnel on latest changes in the national laws regarding IPR.
32	Co-authorship	++		There is a national law addressing all ethic aspects of the research activities

				(new law 183/2024). There is also the ethical code of the institute, available English at https://infim.ro/en/hrs4r-2/ . The head of laboratories have to inform the researchers on the ethical principles regarding authorship and plagiarism.
33	Teaching	++		The institute is not part of a higher education institution, it is a R&D public institution. There are no teaching obligations for the researchers, except for those which are associated professors to doctoral schools. However, there are internal teaching courses for the newly hired assistant researchers, addressing specific aspects of the condensed matter physics and materials science, including principles of the characterization techniques used in the institute. Apart from these, each senior researcher has the obligation to teach and train the young researcher from her/his group.
34	Complains/ appeals	+-	Organizing info sessions on the internal procedures on how to fill a complaint	The collective work agreement and the internal regulation for organization and functioning have special chapters for how complaints/appeals are handled under the supervision of the legal officer. All the relevant documents are translated in English also and available at https://infim.ro/en/hrs4r-2/ . In principle there are two ways for complaints/appeals: to the head of laboratory or using a syndicate representative. In both cases, the complain/appeal is discussed in the Direction Committee who is proposing a solution, submitted then for consideration to the HR inspector of NIMP and legal officer. The final solution, obeying the existing laws and procedures, is then communicated to the person who made the complain/appeal. An independent commission can be nominated in the case of serious disciplinary or ethical issues, with impact on other researchers or on the institute. The penalty in these cases can go up to ending the work contract with the person found guilty of those issues.
35	Participation in decision-making bodies	++		All the organizational and functional issues of NIMP are regulated through the Government Decision 1006/2015. This legal document defines who are the governing bodies of NIMP and how they are nominated or elected. The representative body for researchers is the Scientific Council. It has 21 members. All the members except the General and Scientific Directors are freely elected by the research staff, for a 4 year mandate, proportional with the number of established researchers in each laboratory. All the researchers, from ACS to R4, participate to elections. Only recognized researchers, with PhD title, can be nominated and elected in the Scientific Council, researchers who proved themselves able to perform independent research activities. There are also suppliant members, one for each laboratory, and observers from the young researchers (ACS, R1 or R2 which are in the first 5 years after PhD). The observers can express their opinions in the meetings of the Scientific Council. Each laboratory is organizing periodic meetings to debate the problems occurring in the research activity, to communicate the decisions of the governing bodies, and to discuss every aspects of the research work. All the heads of laboratories are part of the Direction Committee, thus can communicate both ways problems and solutions when necessary.

	Training and Development	Implementation	GAP/Implementation impediments	Initiatives undertaken/new proposals
36	Relation with supervisors	++		<p>Senior researchers have by work contracts the mission to train young researchers. Few of the senior researchers are also PhD supervisors, being affiliated to the doctoral schools of Bucharest University. Their relation with the PhD students is regulated by the contract with the doctoral school and by the laws related to higher education.</p> <p>As stated at points 34 and 35, all the researchers can express their complaints in the regular laboratory meetings or to the syndicate representatives. The syndicate in NIMP has as members about 2/3 of the total personnel, being representative for all employees in relation with the NIMP's governing bodies. Therefore, if a young researcher feels that her/his complaints were not properly addressed by the head of laboratory, they can address the syndicate, who is then obliged to put the problem into discussion in the upper governing bodies of NIMP, where the syndicate is represented by the elected president.</p>
37	Supervision and managerial duties	++		Senior researchers (R4 and R3) are supervising the research work of their groups, including the professional progress of the young researchers. This task is included in the work contract and in the collective work agreement. Only R4 and R3 can occupy top management positions as stipulated in the law 183/2024.
38	Continuing Professional Development	+/-	An yearly plan for professional development is missing.	The rights and obligations for researchers are set by the new law 183/2024 Section 4 (see art. 33 I for example, stating that each researcher has the obligation to inform him or herself on the latest development in his/her field of activity and to disseminate the results). On the other hand, NIMP complies also with the provisions of art. 33 a), b), c), d), e) and so on. More explicitly: NIMP is funding the access to literature as part of the ANELIS+ consortium; NIMP is supporting costs for participation to work stages, conferences, summer/winter/autumn schools through travel money from the Core program or from the program for supporting institutional excellence (NIMP has won projects at both competitions organized until now, important money being spent for travel); NIMP is supporting patent applications, including consultancy if necessary (e.g. for EPO or USPTO patents, see the related points also); NIMP is promoting the researchers in representative bodies at national level (e.g. CNCS, CCCDI, etc.).
39	Access to research training and continuous development	+/-	In relation to principle 28-Career development, an action plan is missing with concrete actions for the development of the professional career.	<p>The access to research training and continuous developments is granted through the collective work agreement and through the new law 183/2024 (art. 32a for example). One has to mention that NIMP is part of the consortium ANELIS+, through which all researchers from NIMP have open access to relevant literature (on-line). They are also supported to participate in training courses and other forms of career development (see also point 29-Value of Mobility).</p> <p>NIMP organizes regular courses for the new employees and sustains their participation in Summer Schools, training activities which can be documented in</p>

				the Annual Reports of NIMP.
40	Supervision			As stated in the law 183/2024, by the collective work agreement and individual work contracts, senior researchers supervise the activity of the young researchers from their groups/laboratories. The organizational scheme contains one large Research Department, divided in this moment in 8 laboratories. Laboratories can coagulate or dissolve based on common research interests. Migration from one laboratory to another is allowed based on the mutual consensus of laboratory heads. As previously mentioned, each laboratory organizes periodic meetings in which the status of different projects is presented, including presentations of young researchers about their work for PhD thesis or other tasks assigned by the laboratory head. This ensure supervision and timely correction of errors or problems.