

EURAXESS

GAP Analysis (Charter and Code Checklist)

Case number

2022RO847983

Name Organisation under review

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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 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.

Ethical and Professional Aspects

1. Research freedom

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	VBI researchers have unrestricted freedom to carry out research activities, to develop and submit research projects, to choose the research programs and competitions in which they participate, while complying with the principles of research ethics, with the aim of contributing to scientific, economic and social development. Research directions are updated on an annual basis, where appropriate, to be in line with nationally and internationally funded strategic directions in the biomedical field. There are no institutionally imposed restrictions on the research topics that can be addressed or collaborations that can be developed. The overall objective is to contribute to the development of knowledge and to the resolution of problems of social interest. The existing institutional framework (Scientific Council, Scientific Secretariat, Ethics Committee, Legal and other administrative departments) ensures that scientific, ethical, administrative and legal issues are addressed.	Ongoing policy: Competitions for research projects are announced by the Scientific Secretariat to the laboratory heads who disseminate the information to their subordinated staff with higher education. The Scientific Council reviews the project proposals to be submitted in the competitions. VBI organizes regular training sessions on research ethics for all researchers in the Institute. There is the Institute's Code of Ethics, which includes principles of research ethics and avoidance of plagiarism. National legislation: - Law No. 319/2003 on the status of research and development staff - Law No. 206/2004 on good conduct in scientific research, technological development and innovation Internal regulations: - Code of Research Ethics and Conduct for Research (https://www.ivb.ro/wp-content/uploads/2021/08/Codul-de-etica-INCDVB-v.03.pdf) - PS-SCIM-01-Ethics & integrity - PO-SCIM 01-01 Ethical training Suggestions for improvement: - To develop administrative support at the legal department level for clarification of intellectual property rights, and at project management level, to the extent that financial sources can be identified for hiring specialized staff.

2. Ethical principles

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	At the Institute, researchers are aware of and comply with the ethical principles governing the research activity in their field of competence. The Ethics Committee operates as an internal advisory body. The code of ethics and the composition of the ethics committee (in which we have experts from outside the Institute) are published on the website www.ivb.ro , but only in Romanian, which can make it difficult to understand this code of ethics at institutional level for foreign researchers working in the Institute. Although documents on the principles of ethics and professional conduct are disseminated at VBI level, communication needs to be improved in order to raise awareness and understanding.	Ongoing policy: In the case of research involving the use of laboratory animals or in the case of clinical trials, researchers shall seek the opinion of the Ethics Committee whenever appropriate. The Ethics Committee is actively involved in resolving any issues related to the ethics of the research activity. National legislation: - Law No. 206/2004 (updated) on good conduct in scientific research, technological development and innovation - Government Ordinance No. 57/2002 on scientific research and technological development, Article 5, paragraph (3) - Law No. 477 /2004 on the Code of Conduct for contractual staff of public authorities and institutions Internal regulations Code of Ethics at Institute level (https://www.ivb.ro/wp-content/uploads/2021/08/Codul-de-etica-INCDVB-v.03.pdf) - PS-SCIM-01-Ethics & integrity - PO-SCIM 01-01 Ethical training Suggestions for improvement: - To update information about national and EU legislation on research activities and risk assessment in research activities, in particular on the development of dual-use research of concern. - To draw up a standard agreement between the VBI and the clinics providing biological samples, specifying the responsibilities of each party to comply with the ethical rules and data confidentiality.

3. Professional responsibility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Fairness in research activity and compliance with the code of ethics in research is cultivated. VBI regularly monitors the flow of publications at institution level, which allows the analysis of the originality of scientific production and the fairness of compliance with the standards of research ethics and publication. Possible deviations from the research ethics code are analyzed and resolved by the Institute's Board of Ethics.	Ongoing policy: VBI has implemented two projects funded by the Sectorial Operational Program Human Resources Development (POS DRU) for PhD students and post-doctoral students (about 130 participants) on the development of skills and attitudes towards research through courses on research ethics, equal opportunities and project management. National legislation: - Law no. 319/2003 - Law No. 206/2004 (updated) on good conduct in scientific research, technological development and innovation - Law No. 64/1991 on patents, republished, - Law No. 8/1996 on copyright and related rights, republished, Internal regulations: - Code of Ethics at Institute level (https://www.ivb.ro/wp-content/uploads/2021/08/Codul-de-etica-INCDVB-v.03.pdf) Suggestions for improvement: Not necessary

4. Professional attitude

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>The VBI's 2022 - 2027 Strategic Development Plan contains regulations and strategic objectives on: • priority research areas and activities • human resource development, including research staff. The VBI Strategic Development Plan and the National Research Strategy are made known to researchers. In SCIM, there are procedures to target and guide the project implementation process. Ethics opinions are contractually required by funding organizations, and there is an ethics committee at VBI level. Reporting under research contracts is subject to the approval of an internal committee that monitors the deployment of the approved implementation schedule</p>	<p>Ongoing policy: Information on research funding is provided through the information packages of the different types of projects, and it is made known to the research staff of the institute by the scientific secretariat. National legislation: - Government Ordinance no. 57/2002 on scientific research and technological development, - Government Decision no. 1265/2004 for the approval of the detailed provisions for contracting, financing, monitoring and evaluation of research, development and innovation programs, projects and actions included in the National Research, Development and Innovation Plan - Government Ordinance no. 119/1999 on internal/managerial control and preventive financial control, republished - Order of the Minister of Public Finances no. 923/2014 approving the General Detailed Provisions on the exercise of preventive financial control and the Specific Code of Professional Standards for persons carrying out their own preventive financial control, republished - - Law No. 69/2010 on fiscal and budgetary responsibility, republished Internal regulations: - PS-SCIM 14 Accounting and Financial Reporting Procedure - PO-SCIM 07-02 Establishment of internal rules for public procurement - PS-SCIM 16 Internal Audit Procedure Suggestions for improvement: Not necessary.</p>

5. Contractual and legal obligations

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	<p>Each researcher has an employment contract for the basic salary and/or several fixed-term contracts for research work in projects financed with non-reimbursable structural funds. The rules concerning the implications/rights and obligations of the researcher/institution/funder with regard to the results obtained in the context of the different types of funding/service contracts for research and innovation activities are mentioned in the concerned research or research service contracts covering specific aspects.</p>	<p>Ongoing policy: The scientific secretariat and administrative departments assist researchers in the implementation of various types of research and service contracts. National legislation: - Law No. 544/2001 on free access to information of public interest, updated - Government Ordinance No. 57/2002 on scientific research and technological development - Law No. 64/1991 on patents - Law No. 8/1996 on copyright and related rights, republished - Order of the Minister of Labor, Social Solidarity and Family No. 64/2003 approving the framework template of the individual employment contract Internal regulations: - Collective employment contract - PO-SCIM 07-05 Innovation Management - PO-SCIM 07-06 Protection of intellectual property Suggestions for improvement: 1) To develop and print an internal guide on the regulations concerning the implications/rights and obligations of the researchers and the grantee institution. 2) To establish a space on the intranet with relevant information on the steps to follow in the research and project management process. 3) The newly established Technology Transfer Center needs to update its statutes and draft its working procedures.</p>

6. Accountability

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	<p>VBI complies with the rules of transparency and supervision of public funding. Under the project funding contract, the project manager and the VBI management undertake the project's performance indicators in relation to the obtained funding. There are procedures for public procurement activities, financial and accounting reporting, distribution of financial and accounting profit, organization and exercise of own preventive financial control, preparation and approval of the income and expenditure budget, control of material stock-inventories, disposal of fixed assets and inventory items. VBI has an internal audit department, etc. These aspects are known by all the people involved in the research activity (laboratory heads, project managers) and by the staff in the support compartments.</p>	<p>Ongoing policy: The internal quality assurance system for research and innovation activities provides for the interrelation of internal regulations with other relevant project documents. The Financial and Accounting Office verifies the conformity and correctness of expenditure both during the research phases and at the time of reporting. The Legal Office monitors the compliance with the contractual obligations. Project implementation reports (both at management and technical level) and the internal audit report are submitted to the funding authorities at each reporting stage provided in the project contract. National legislation: - Government Ordinance no. 119/1999, on internal control and preventive financial control, republished - Law No. 69/2010 on fiscal and budgetary responsibility, republished - Government Emergency Ordinance No. 34/2017 on the financial management of non-reimbursable external funds related to 2014-2021 European Economic Area's Financial Mechanism and 2014-2021 Norwegian Financial Mechanism. Internal regulations: - PO-SCIM 07-03 Organization and conduct of direct procurement procedure and simplified procedure - PO-SCIM 07-04 Organization and conduct of the open tender procedure - PO-SCIM 14-01 Accounting profit distribution - PO-SCIM 14-02 Inventory of assets, liabilities and equity items - PO-SCIM 14-05 Organization and exercise of own preventive financial control - PO-SCIM 14 -08 Preparation and approval of the income and expenditure budget - PO-SCIM 14-09 Control of material stock-inventory - PO-SCIM 16 Internal Audit Procedure Suggestions for improvement: - To organize training sessions regarding the responsibilities of the researcher in relation to cost-effectiveness by reference to the outputs for raising awareness of responsibilities towards the society. To encourage researchers to engage in activities to communicate research results to society.</p>

7. Good practice in research

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	VBI provides optimal working conditions, benefiting from high-performance equipment and state of the art work spaces. There is a constant concern to ensure an internationally competitive research and IT infrastructure for data storage and to secure access to personal information. There are facilities available to researchers for storing research information/data. The privacy of personal data is subject to a dedicated regulation.	Ongoing policy: There is a monitoring and risk management procedure in place which covers, inter alia, the research activity. VBI is registered as a personal data controller under number 40812 / 03.10.2018, in accordance with Law no. 677/2001. National legislation: - Law No. 319/2006 on safety and health at work, updated by Law No. 198/2018 - Government Decision no. 1425/2006 for the approval of the detailed provisions enforcing the provisions of the Law no. 319/2006 on safety and health at work - Law No. 53/2003 on Labor Code, updated by Law No. 64/2018, republished - Government Emergency Ordinance No. 96/2003 on maternity protection at work, updated - Government Decision no. 955/2010 for the amendment and supplementation of the detailed provisions enforcing the provisions of Law no. 319/2006 - General Data Protection Regulation (GDPR) Internal regulations: - PS SCIM 08 Risk Management Procedure - PO-SCIM 10-01 Administration and management of the information system - PO-GDPR Processing of personal data - VBI Code of Research Ethics and Conduct for Research Suggestions for improvement: - ongoing training of staff on the importance of good practice in research and publication, - to take the necessary steps in order to improve data security and to increase the safe storage space for sensitive data.

8. Dissemination, exploitation of results

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	Dissemination of results is one of the most important responsibilities of researchers. This activity is assessed as part of the annual individual and institutional performance evaluation exercise. Exploitation and dissemination of research results, with a component for innovation and commercialization, are done in accordance with the objectives and indicators committed through the research projects. The Institute's management encourages and supports the appearance in the media of researchers with impactful results and the promotion of the Institute's work to the general public.	Ongoing policy: The research projects carried out at VBI require, through contractually agreed indicators, the dissemination of results through publications and/or scientific communications. Researchers constantly participate in national and international scientific events in order to present their scientific results, including "Victor Babes" International Conference on Pathology organized on an annual basis by VBI. Disseminated research results are highlighted in the Annual Activity Reports, available on VBI website. National legislation: - Law No. 319/2003 on the status of research and development staff, Internal regulations: - PO-SCIM 07-01 Research results capitalization (intranet) - OP SCIM 07-05 Innovation Management - OP SCIM 07-06 Protection of intellectual property - PP 01 Development and research Suggestions for improvement: - To encourage the establishment of partnerships for the integration of VBI in several innovation clusters and national and international thematic networks in order to increase the efficiency of exploitation of the research results of the institute. - Encouraging researchers to develop marketable products (patents).

9. Public engagement

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	VBI researchers participate in broadcasts aimed at the general public in order to promote the research work carried out in the institute. Procedures are in place to create the framework for encouraging actions to disseminate and communicate the results of research, innovation and education activities. Monitoring of such actions is carried out by the Scientific Council and the Secretariat, and the results are reported in the Annual Activity Report in the dedicated section	Ongoing policy: Researchers are free to identify opportunities to promote the Institute's work through the media. The Scientific Council approves such actions, and the Scientific Secretariat provides monitoring and guidance. National legislation: - Government Ordinance no. 57/2002 on scientific research and technological development, Article 7 - Law No. 319/2003, Article 24, letter "i" - 2022-2027 National Strategy for Research, Innovation and Smart Specialization - 2022-2030 National Health Strategy - 2030 National Strategy for Sustainable Development of Romania Internal regulations: - Strategic Development Plan of VBI (2022-2027) Suggestions for improvement: - To broaden the range of journalists and media people with whom the Institute's researchers can interact in order to promote and popularize the research activity.

10. Non discrimination

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	In accordance with the Code of Ethics, the Gender Equality Policy, the Collective Employment Contract, the Internal Regulations, the relevant procedures of the Internal Management Control System, no form of discrimination is allowed or encouraged at VBI. All the documents relevant to this non-discrimination policy are available on the website and intranet.	Ongoing policy: - non-discriminatory criteria in the recruitment and selection of staff - the possibility of working part-time - the possibility for research staff, who are also teaching staff, to benefit from a flexible working schedule so that the teaching schedule can be aligned with the research activity. National legislation: - Law no. 53/2003, - Law no. 202/2002 on equal opportunities and equal treatment for women and men, republished Internal regulations - Framework methodology for vacancy filling contests - Code of Ethics at Institute level (https://www.ivb.ro/wp-content/uploads/2021/08/Codul-de-etica-INCDVB-v.03.pdf) - Gender Equality Plan (https://www.ivb.ro/egalitate-de-gen) Suggestions for improvement: Not necessary

11. Evaluation/ appraisal systems

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The staff evaluation system is implemented at laboratory / compartment level, and it is monitored by the Institute management. The evaluation records contain the employee's self-evaluation and their evaluation by the supervisor. The documents are centralized and sent to the General Manager for endorsement. The evaluation criteria are clear and known to all employees, and they cover, among other things, quantification of the number of publications, patents, management activities, training activities, national and international collaborations, performance of administrative tasks, research mobility. There is no international evaluation of employees, but periodically (every five years), the entire work of the VBI is assessed by an international team, according to the national rules, which also involves an indirect evaluation of staff.	Ongoing policy: Evaluation of staff and research activity is carried out on an annual basis, in March for the previous year. Staff evaluation records are an integral part of the collective employment contract and known to all employees. National legislation: - Labor Code, Article 17, paragraph (3), letter (e) and paragraph (4) Internal regulations: - PS-SCIM-03 Competence and Performance Procedure - PS-SCIM 07 Performance Monitoring Procedure - Collective Employment Contract, Annexes no. 12-15 Suggestions for improvement: - VBI is a member of CoARA (Coalition for Advancing Research Assessment) and, within this coalition, is trying to develop objective assessment criteria that allow researchers to be assessed not only based on their own research activity but also based on their involvement in research-related activities, their involvement in the development of effective national and international partnerships, public awareness activities, etc.

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

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	The vacancies shall be filled by open contest, applying the VBI's internal rules, drawn up in accordance with the national legislation, which comply with the principles of transparency, non-discrimination, equal opportunities and quality standards specific to the level of the vacancy. The Human Resources Department carries out the administrative activities related to the process of promoting the contest, recruitment of candidates and their selection, based on the evaluations carried out by the Contest Committee. In the carried-out research projects, the recruitment and selection procedures comply with the requirements specified in the funding guidelines. Requests of an administrative nature are required by specific national legislation.	Ongoing policy: Supervision of the recruitment, selection and promotion of researchers is an attribute of the VBI scientific management. The recruitment and selection process for the research staff is the same whether it is for permanent or fixed-term employment contracts (usually project-based employment), or for research or support/administrative staff. The notices are published (in accordance with the legislation in force) in a newspaper of wide national circulation, on the website of the Ministry of Education and Research: jobs.research.gov.ro and at www.ivb.ro . The vacancies are also advertised on the Euraxess portal. The VBI portal publishes details of the documents and materials that the contest file should contain, the contest procedure, the selection procedure, the contest timetable and the responsibilities of the vacancy (the job description is published). The contest is open to any person who meets the specific criteria for the position being advertised, without discrimination of any kind. National legislation: - Law No. 319/2003 on the status of research and development staff. - Order of the Minister of National Education and Scientific Research no. 6129/2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education sector, professional degrees in research and development, the capacity of doctoral supervisor and the enabling certificate - Government Ordinance No. 57/2002, Internal regulations: - Framework methodology for vacancy filling contests Suggestions for improvement: - To develop the OTM-R (Open, Transparent and Merit-based Recruitment) strategy - To update methodologies for filling research vacancies, management vacancies, to meet mandatory OTM-R requirements - To supplement the administrative tasks of the HR Department for the implementation of the mandatory OTM-R requirements - To draft the contest methodology and the requirements of the advertised vacancies also in English

13. Recruitment (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	The existing regulations provide for publication conditions that comply with transparency and openness. Extending the places where advertised vacancies can be published may increase the accessibility of candidates. There is also a need to ensure greater visibility on the VBI website by creating a section dedicated to contests. The Euraxess portal has so far only been used in those cases where the information packages of the projects funding the vacancies required this.	Ongoing policy: According to Law no. 319 / 2003 and the framework methodology for vacancy filling contests, the advertisements are published at least in the following ways: on the first page of the VBI portal; on a specialized portal managed by the Ministry of Research, Innovation and Digitization, and in a newspaper of wide national circulation. The VBI could advertise contests by any additional means, in national and international scientific publications, on websites specialized in the publication of job vacancies and the like. For vacancies in certain VBI projects, recruitment is also done through publication on the specialist websites required by the Program/Project Guides (including Euraxess), where both the conditions required to fill the vacancies (e.g. PhD required) and other project-specific conditions are presented. National legislation: - Law no. 319/2003 - Order of the Minister of National Education and Scientific Research no. 6129/2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education sector, professional degrees in research and development, the capacity of doctoral supervisor and the enabling certificate - Government Ordinance No. 57/2002, Internal regulations: - Framework methodology for vacancy filling contests Suggestions for improvement: - To develop and implement OTM-R strategy - to update the Methodology for filling research vacancies, management vacancies to meet the mandatory requirements of the OTM-R. - to develop and publish the contest methodologies also in English - to create a dedicated job section on the VBI website (Careers) - to mention work conditions, remuneration and career development prospects on the institutional website, for each advertised position

14. Selection (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	The Framework Methodology for Filling Vacancies does not specify the requirements for the establishment of selection committees, but the provisions of Law no. 319/2003 are complied with (e.g. researchers who are at a lower level than the position being advertised are not part of the committees). The evaluation committees are established on the basis of: - the regulations (according to which for R4 and R3 jobs the committee shall include members from outside the VBI) - criteria of merit and scientific recognition at Institute level, with researchers with a significant scientific career being chosen as members according to the requirements of the advertised vacancy/vacancies. The committee assesses whether the scientific work on which the minimum standard for enrollment in the contest is based is relevant to the specificity of the job. The members of the committee draw up the documents relating to the evaluation of the candidates and the results of the contest, on the basis of which the secretary of the committee draws up the Report of the contest.	Ongoing policy: The internal rules applied to fill the vacancies have common provisions on the establishment of committees and the practices used for selection, regardless of the specific nature of the position (fixed-term or indefinite employment contract, funding from national projects or from European non-reimbursable funds or other international projects). National legislation: - Law No. 319/2003 on researchers - Order of the Minister of National Education and Scientific Research no. 6129/2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education sector, professional degrees in research and development, the capacity of doctoral supervisor and the enabling certificate - Government Ordinance No. 57/2002, Internal regulations: - Framework methodology for research vacancy filling contests. Suggestions for improvement: To integrate into the contest methodology the criteria for the selection of the members of the contest committees, in accordance with the legal provisions in force, and to ensure gender equality.

15. Transparency (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The procedures applied in the VBI for the recruitment of candidates for the advertised vacancies contain recommendations on the necessary information to be specified in the contest advertisement in order to ensure the principle of transparency. The methodology that is published on the website is detailed with regard to the selection and shortlisting criteria. The VBI website contains information on the departments where recruitment is carried out.	Ongoing policy: Any recruitment advertisement specifies the requirements the candidate should meet. After the selection process, each candidate is informed of the results of the selection by e-mail, telephone or on the VBI website, and they are provided with all the information they request after the contest has been completed. National legislation: Law no. 319 / 2006 Internal regulations: Framework methodology for vacancy filling contests Suggestions for improvement: - to create a dedicated recruitment section on the VBI website (Careers), including information on career development opportunities at national and European level, useful links to dedicated European platforms (EURAXESS, RESAVER, ResearchComp, etc.), courses and directions for personal and professional development of the research staff

16. Judging merit (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The establishment of the criteria for the selection of researchers for the advertised vacancies shall comply with the legislation on the evaluation and acknowledgement of scientific merit and performance, in relation to the level of qualification and competence required by the vacancy and specified in the job description published at the time of advertising the contest. The VBI methodology for filling research vacancies provides for differentiated criteria according to the level of the vacancy (R1-R4). Quantitative evaluation criteria in line with national legislation are used, as well as qualitative criteria covering the professional and personal qualities of the candidate.	Ongoing policy: The internal rules for filling vacancies provide for differentiated evaluation criteria for each category. Thus, as one progresses in their career, potential candidates should meet conditions that reflect the scientific output and impact of publications at national/international level and the funds attracted through projects in which they hold the position of project leader/manager. The methodology at Institute level provides for specific criteria, corresponding to institutional performance requirements, for the assessment of the merit, in relation to the minimum criteria required by national legislation. National legislation: - Government Decision no. 551/2007 for the approval of the Criteria and Standards, as well as the Methodology for the evaluation and certification of the capacity to carry out research and development activities by units and institutions whose object of activity is the research and development, and for the accreditation of the component units of the research and development system of national interest - Law no. 319/2003 on the status of research and development staff. Internal regulations: - Framework methodology for research vacancy filling contests Suggestions for improvement: To broaden the evaluation criteria with a focus on qualitative assessment of research activity in relation to career level. COARA membership seeks to improve the criteria for the evaluation and recognition of the merits of researchers and the selection criteria.

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

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Candidates shall prove the information in their CV regarding their seniority in work and research activity with supporting documents (employment contracts, seniority certificates, decisions, etc.). Variations in the professional activity of the candidates are not penalized. Experience in other institutions or in other fields is encouraged, provided it is relevant to the position.	Ongoing policy: Candidates who meet the requirements for the advertised vacancy shall not be penalized even if the information in their CV and the submitted documents show variations in their professional career. Furthermore, the contest methodology warns and urges the candidate to submit in the contest file any documentation they consider relevant to their professional career, encouraging the freedom to make the proofs as conclusive as possible. The selection criteria are those of the VBI methodology for filling vacancies, and they mainly concern the quality of the research work. National legislation: - Law No. 319/2003 on the status of research and development staff - Order of the Minister of National Education and Scientific Research no. 6129/2016 on the approval of the minimum necessary and mandatory standards for the award of teaching titles in higher education sector, professional degrees in research and development, the capacity of doctoral supervisor and the enabling certificate - Government Ordinance no. 57/2002 on scientific research and technological development, Internal regulations: - Framework methodology for vacancy filling contests Suggestions for improvement: Not necessary

18. Recognition of mobility experience (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	VBI is concerned with attracting researchers with internships abroad, transferring knowledge and skills from Europe and other countries of the world to VBI, opening new research directions in the institute, as well as streamlining research activity and shaping mindsets according to international practices. VBI supports mobility as a career development objective for researchers. Currently, the institute has employees (R4) with international careers. The mobility of young researchers to prestigious laboratories abroad is encouraged in order to learn new study techniques and methodologies as well as to experiment new ways of project and laboratory management.	Ongoing policy: Training through mobility activities is highlighted in the annual evaluation of the research staff (Collective Employment Contract, Annex no. 12, section B7). Researchers may access internal and external facilities and funding supporting various mobility programs/projects, in particular doctoral and post-doctoral fellowships for training periods, including through access to international infrastructures/libraries/archives/databases; Bilateral agreements; FSE funded projects National legislation: - Law No. 319/2003 on the status of research and development staff Internal regulations: - PP 02 Education and training Suggestions for improvement: Not necessary

19. Recognition of qualifications (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	As stated in section 12, there is a regulated framework at national level for the selection and recruitment of permanent research staff (with individual employment contracts for an indefinite period). Although this legislative framework does not provide for the acknowledgement of informal qualifications, the evaluation and selection of candidates is based on both quantitative assessment criteria, in accordance with national legislation, and qualitative criteria relating to the professional and personal qualities of the candidate, proven by documents or work evidence, as appropriate. By providing practical evidence of the researcher's skills, informal qualifications can be authenticated, regardless of how they are documented. The contest methodology provides for an interview test for all positions.	Ongoing policy: For the recruitment of staff, VBI applies both the national regulations enshrined in Law no. 319 / 2003, and the internal requirements (according to the methodology for filling vacancies), specific to the type of laboratory / program / project, in accordance with the requirements required by the funding guidelines of projects / programs. National legislation: - Law no. 319 / 2003 on the status of research and development staff - Law No. 200/2004 on the acknowledgement of professional diplomas and qualifications for regulated professions in Romania - Order No. 5923/2016 approving the Methodology for the acknowledgement of the doctoral degree and the title of doctor of science or a professional field obtained abroad - Order No. 6121/2016 on the approval of the Methodology for the acknowledgement of bachelor's, master or postgraduate diplomas issued by accredited higher education institutions abroad Internal regulations: - Framework methodology for vacancy filling contests Suggestions for improvement: Not necessary

20. Seniority (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	At VBI, there is no age discrimination. Young people may access senior level positions on the basis of merit, according to the national legislation and regulations and institutional performance standards. Retired staff may apply for employment contests, subject to legal requirements, and they are employed on individual fixed-term contracts, and they are allowed to deploy research contracts won in contests.	Ongoing policy: Young researchers can move up to R3-R4 level positions, if they meet the criteria required for such positions. The retirement age for researchers (R1 - R3) is 65 years for men and 63 years for women, with the possibility of extension on the same position for a maximum of 3 years beyond the standard retirement age, and provided that the concerned person meets the criteria laid down by area of competence. Researchers at R4 level may continue working until the age of 70, under the conditions laid down by law. National legislation: - Law No. 53/2003 (Labor Code), republished. Internal regulations: - Framework methodology for vacancy filling contests. Suggestions for improvement: Not necessary

21. Postdoctoral appointments (Code)

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Since in some guidelines or information packages of the research funding programs this type of position is explicitly mentioned, the institutional VBI is concerned with creating a framework that harmonizes national legislation with the specific requirements of the information packages so as to ensure a favorable context for those accessing such positions. VBI researchers are enrolled in the MSCA matchmaking platform and offer postdoctoral positions in ongoing projects. (https://msca.b2match.io/participations/239526).	Ongoing policy: Institutionally, we consider that any graduate of a doctoral program is in postdoctoral development status and may access any position available by contest, according to their skills and experience. The prospect of further training and career development is the one they can reach according to internal procedures and methodologies related to the development of human resources involved in the research, without discrimination, on the basis of equal treatment. Researchers who correspond to the international definition for the postdoctoral position are encouraged and supported to submit projects in research funding contests in the dedicated programs (postdoctoral projects, young teams), which are operable at national level. Suggestions for improvement: Not necessary.

Working Conditions and Social Security

22. Recognition of the profession

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Regardless of career level, VBI acknowledges researchers as professionals in their field, and constantly encourages their career development. VBI is nationally recognized as one of the leading institutions in the field of biomedical research, not least because of the expertise of its researchers.	Ongoing policy: VBI's core business is biomedical research, development and innovation. National legislation: - Law No. 319/2003 on the status of research and development staff - Government Ordinance no. 57/2002 on scientific research and technological development, Internal regulations: - ROF - RI - Collective employment contract - Annual activity reports Suggestions for improvement: Not necessary.

23. Research environment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	VBI provides optimal working conditions for its employees, with researchers benefiting from renovated work spaces and high-performance, internationally competitive equipment to ensure the production of publishable or otherwise exploitable results. The working hours of VBI employees are determined under the Collective Employment Contract and individual employment contracts. In the case of employees who are also teaching staff, a variable timetable is approved so that teaching and research hours can be harmonized, in compliance with the labor standards. Work in mixed teams (in terms of specialization, age, gender) from different laboratories of the organizational structure is encouraged, so that the atmosphere in the institute is open, friendly, based on mutual trust, openness to help and generosity in the transfer of knowledge and skills.	Ongoing policy: Researchers have the following facilities: the possibility of part-time contracts; meal vouchers for those on full time at VBI; access to research databases (ANELIS). There are also no restrictions on the teams that researchers can join with the agreement of their supervisor, while complying with their existing responsibilities. National legislation: - Law No. 53/2003 (Labor Code), republished. Internal regulations: - VBI Internal Regulation - Collective employment contract, Annex no. 7 - Individual employment contracts concluded with each employee. Suggestions for improvement: Not necessary.

24. Working conditions

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	Workplaces are modernized, ensuring adequate and safe working conditions for the health of the staff. The employer pays particular attention to employees returning after a period of work discontinuation, with a view to their smooth reintegration into the research activity. The possibility of opting for a variable work schedule is provided for in the Collective Employment Contract, if necessary. VBI does not have the capacity to provide work conditions at the premises for potential employees with loco motor disabilities. The historic building is not provided with an elevator nor can it be altered to do so.	Ongoing policy: Researchers have the following facilities: the possibility of part-time contracts; meal vouchers for those who are on basic salary at VBI. Environmental working conditions are appropriate to the research activity. National legislation: - Law No. 319/2003 on the status of research and development staff - Law No. 53/2003 - Labor Code. Internal regulations: - Collective employment contract - Individual employment contracts. Suggestions for improvement: As far as a financial source for the consolidation of the building built in 1887 is identified, solutions for disabled people shall be considered. A procedure is being discussed for regulating the conditions of remote work.

25. Stability and permanence of employment

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Stability and continuity of employment for all employees is ensured at VBI level. Thus, approximately 60% of individual employment contracts are concluded for an indefinite period. Fixed-term contracts are drawn up either for employment in temporary or project-specific vacancies or for researchers' involvement in projects financed with non-reimbursable structural funds. All employees benefit from the same salary and social rights. All provisions of the collective employment contract, including the variable/flexible working hours, are applicable to all employees, regardless of the duration of the contract. No successive contracts are drawn up, according to the legislation in force.	Ongoing policy: R3 - R4 research staff are employed on a permanent basis (95% of all positions). R1-R2 staff employed on an indefinite basis represent approximately 80% of all positions. Contracts concluded on research projects or on projects financed with non-reimbursable structural funds do not exceed a load of 80 h/month. Management policy is to identify motivated staff employed on fixed-term contracts and make them an offer to change to indefinite contracts, and this has happened and applied to a number of cases in recent years. National legislation: - Law No. 53/2003 - Labor Code, Article 86, paragraph (1) Internal regulations: - Collective employment contract. Suggestions for improvement: Not necessary.

26. Funding and salaries

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The VBI shall establish salary and funding conditions through the collective employment contract at Institute level in relation to the level of funding of the research activity and in accordance with applicable national legislation. Individual employment contracts shall be concluded with each individual employee for the occupied position. Employment contracts concluded on projects, funded from external sources, comply with the regulations established at program/project level and with the VBI's internal rules. Salaries are negotiable and their amount is determined according to the funding attracted to the VBI through the research projects, in accordance with the salary scale laid down in the Collective Employment Contract. This creates the context for salaries to be based on individual performance and the achievement of indicators set out in individual performance appraisal records.	Ongoing policy: The salary level for each position is uniform and based on transparent criteria of differentiation according to scientific grade. For staff involved in one or more research projects (other than those of the Nucleus Program), an addendum to the individual employment contract is drawn up to increase the salary for a fixed period (depending on the availability of project funding), which is an incentive for researchers to attract project funding For activities additional to the basic position (usually, administrative aspects or Nucleus Project management), salary increments are granted, the amounts of which are approved on an annual basis by the Steering Committee and the Board of Directors. Such incentives are laid down in the Collective Employment Contract. National legislation: - Law No. 53/2003 - Labor Code. - Government Decision no. 751 / 2017 for the amendment of the Annex to Government Decision No. 327/2003 on the ceilings on the basis of which the direct wage costs are calculated to the financing contracts concluded from budgetary funds Internal regulations: Collective Employment Contract (Chapter XII - Salary and other wage rights; Annex no. 10 - Salary scale). Suggestions for improvement: Not necessary

27. Gender balance

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	At VBI level and at the level of the Romanian research community, there is a balance between the number of men and women. Leadership positions are balanced between men and women. In the Scientific Council, women hold the majority. Opportunities for access to any senior position are non-discriminatory. The Institute has developed a Gender Equality Plan which it updates on a regular basis, monitoring the dynamics of specific indicators.	Ongoing policy: Women outnumber men among researchers at the institute, without any programmatic pursuit of this. National legislation: - Law No. 202/2002 on equal opportunities and equal treatment for women and men - Law No. 53/2003 - Labor Code, Chapter II, Article 5 Internal regulations: - The contest methodology at Article 5: "Contests for filling vacancies at VBI are open and may be attended by persons who meet the conditions for registration, without any discrimination based on sex, ethnic or social origin, religion, belief, disability, political opinion, social or economic condition", no discriminatory provisions regarding candidates based on sex, ethnic or social origin, nationality, religion or belief, disability, political opinion, social or economic condition apply". - Gender equality plan - The collective employment contract at VBI level, Article 26 provides for public holidays on 8 March for women and 19 November for all employees. Suggestions for improvement: Not necessary

28. Career development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	VBI actively supports the participation of researchers in courses and activities involving career development. Scientific, research management and professional ethics training are targeted. VBI management encourages and supports the enrollment of young graduates in doctoral programs for all those at the beginning of their career, but also for those who want to expand their skills. So far, the need for a regulatory framework for career development at VBI has not been identified, as the number of employees is small (including staff involved in administrative work), and direct guidance is an effective way to support and streamline career paths. Senior researchers have shown their willingness and generosity to support young people in career development and to take advantage of any opportunities in this direction.	Ongoing policy: VBI uses the experience of two projects for the training of doctoral and post-doctoral students, funded by non-reimbursable structural funds, which aimed at developing academic competence and increasing the scientific capacity of research teams. A significant number of young researchers (about 130) were involved in these projects. Three other projects led by prestigious researchers from abroad have brought together complex research teams at all levels (R1-R4). According to the internal rules, R1 can promote to R2 upon enrollment in the PhD, R2 can advance to R3 upon obtaining the title of Doctor of Science, and the transition from R3 to R4 requires the conduct of research projects. VBI supports the involvement of students, masters, doctoral and post-doctoral students in research activity. National legislation: - Law No. 319/2003 on the status of research and development staff Internal regulations: - Education and training process procedure - Job application methodology - PO-SCIM 10-03 Involvement of students, master's, doctoral and post-doctoral students in research activity Suggestions for improvement: - to develop a research career development plan, scheduling the periodicity of contests for R1-R4 senior positions open to those who meet the performance criteria - to harmonize the contest methodologies with the applicable legislation whenever legislative changes/completions occur.

29. Value of mobility

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	VBI actively supports the mobility and participation of researchers in courses and activities that involve career development and foster career progression. Thus, participation in any national and international training program is encouraged within the limits of available funds, and the VBI management is not opposed to the identification of resources and sponsorships, personally nominated, beyond the Institute's budget, by those interested, in order to ensure that actions are carried out within a legal and transparent framework. Participation in short-term mobility to scientific events (congresses, conferences, workshops, symposium) is encouraged, cultivating the idea of building interpersonal relationships that will also have an impact on institutional visibility. A significant number of young researchers have benefited within recent years from training periods between 1 and 6 months or even longer, including doctoral trainer ships. Participation of staff in continuous training activities is decided either individually or together with senior managers (e.g. direct line manager) on the principle of role modelling in a variety of professional aspects. In many national research funding program, portability of research grants is allowed and is a clause in the project contract.	Ongoing policy: VBI supports researchers from outside the institution (including those from the diaspora) to submit projects in contests for funding to develop research groups within the institute. We believe that bringing new researchers with different backgrounds to the Institute is beneficial to the exchange of ideas and information (in all aspects), fostering institutional development in the short and long term. For filling a research vacancy or for career advancement, mobility is taken into account in staff evaluation records. National legislation: - Law No. 319/2003 on the status of research and development staff Internal regulations: - Education and training process procedure Collective Employment Contract Chapter VIII - Vocational training and further development Collective Employment Contract, Annex 12 - Evaluation Record Collective Employment Contract, Annex 6 - Addendum to the Vocational Training Clause Suggestions for improvement: - to increase the number of European/international organizations which the Institute is part of - to actively participate in COST-type actions in order to establish links to provide the basis for future mobility

30. Access to career advice

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	Young researchers benefit from advice on career development opportunities by encouraging their participation in national/international mobility, grant applications, etc. There are no restrictions so young people benefit from interaction with those they consider role models. Traditionally, VBI has a history of collaboration with universities in the country and abroad for the exchange of experience and mobility of human resources. VBI does not organize job fairs, but it is in high demand and participates in such events. VBI does not provide employment assistance, but is concerned with cultivating interest in research activity among students from faculties with relevant profiles.	Ongoing policy: At the level of each laboratory, experienced researchers are responsible for the training/orientation/career development of young researchers. They are advised on research career development opportunities and are supported in participating in scientific events, accessing mobility (especially international), or applying for fellowships for training periods. These concerns are applied equally to young people regardless of whether their individual employment contract is fixed-term or open-ended, full-time or part-time. National legislation: - Law No. 53/2003 - Labor Code. - Law No. 319/2003 on the status of research and development staff Internal regulations: - Education and training process procedure Collective Employment Contract Chapter VIII - Vocational training and further development Collective Employment Contract, Annex 6 - Addendum to the Vocational Training Clause Suggestions for improvement: - Identification of organizational structures to provide career counseling services at national level - Development of the VBI mentoring system and organization of inter laboratory rotating internships.

31. Intellectual Property Rights

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	VBI supports and monitors the protection of intellectual property rights, both in the publication of research results and when the potential for economic exploitation is estimated. It is also envisaged to provide specialized assistance, from internal resources or with external experts, for actions such as patent applications, copyright registration, etc. The financial reward for research inventors is foreseen to take place when the patents enter into economic exploitation as stipulated in the related contracts. Beyond this, publication and patenting activities are mentioned in the annual activity reports, and are indicators for access to senior professional positions.	Ongoing policy: The legal department provides minimal advice on intellectual property protection for the research staff. There is a scientific marketing department involved in finding ways for researchers to collaborate with the socioeconomic environment to develop methods/technologies based on the research results. The Collective Employment Contract provides for a framework contract on service inventions. National legislation: - Law No. 64/1991 on patents - Law No. 8/1996 on copyright and related rights, republished - Law no. 83/2014 on employee inventions Internal regulations: - PO-SCIM 07_01 Research results capitalization - PO-SCIM 07-05 Innovation Management - PO-SCIM 07-06 Protection of intellectual property - Collective Employment Contract, Annex 5 - Contract on employee inventions Suggestions for improvement: - To draft specific collaboration agreements for the exploitation of intellectual property rights and copyrights of VBI researchers, in accordance with the relevant legislation - To train researchers in the protection and exploitation of intellectual property rights.

32. Co-authorship

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	The basic principle should be the following: contributions to the development of publications and patents are recognized and shared among co-authors, according to internationally recognized practices and standards (http://www.icmje.org/), regardless of their scientific rank, period of employment or order of authorship, including for students and PhD students. VBI follows the rules of qualification as authors/co-authors of published papers, systematized by the International Committee of Medical Journal Editors. The determination of the actual contribution of each participant to a research outcome and qualification as a co-author of a scientific paper follows the four cumulative conditions: (i) the contribution should be significant; (ii) involvement in the development of the manuscript and final review; (iii) participation in the decision on the final form in which it shall be submitted to the selected journal; (iv) agreement to take responsibility for both the performed practical part and all the aspects endorsed in the paper, including professional ethics aspects. Relevant SCIM procedures (intellectual property protection, innovation management, capitalization of research results) are accessible on the intranet.	Ongoing policy: Researchers are encouraged to exploit the results of their research in the most appropriate ways (specialty articles, patents, communications at scientific events) being recognized as first authors/corresponding authors or co-authors in accordance with international practice in the field. The contributions of each author are determined according to the appreciation and proposals of the project manager and/or the lead/corresponding author and are agreed by all team members. Individuals in technical and graduate positions who have made outstanding contributions to the results and their analysis may be listed as co-authors of articles. National legislation: - Law No. 64/1991 on patents - Law no. 8/1996 on copyright and related rights, republished. - Law no. 83/2014 on employee inventions Internal regulations: - PO-SCIM 07-05 Innovation Management - PO-SCIM 07-06 Protection of intellectual property - PO-SCIM 07_01 Research results capitalization - Collective Employment Contract, Annex 5 - Contract on employee inventions Suggestions for improvement: - Annual training of researchers in the field of co-authorship (qualification as author/co-author, protection and exploitation of intellectual property rights).

33. Teaching

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	The management of VBI is constantly concerned about the transfer of knowledge and skills between generations. To do this, the Institute relies on all its highly educated staff engaged in the research, including researchers who are also teachers. The ability of researchers to present research results in regular research progress reports at both laboratory team and institutional level is cultivated, including the ability to communicate about progress in the scientific field in which they conduct their research. This type of communication is achieved through Journal club meetings or methodological seminars presenting new methods and techniques.	Ongoing policy: Regular discussions of progress in the research themes are held in the laboratories and working teams. Journal club Methodological seminars School on holiday (an enhancement of the researchers' training capacity) National legislation: Not necessary Internal regulations: - PS-SCIM-12 Information and communication - PO-SCIM-10-03 Involvement of students, master's, doctoral and post-doctoral students in the research activity - PP Education and Training Suggestions for improvement: Not necessary.

34. Complain/ appeals

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	There is no Ombudsman institution at VBI level. The Institute is a small organization, so any possible incident related to the current activity, formally materialized, is taken into consideration and offered for review to the competent institutional forums (ethics committee, disciplinary investigation committee, etc.). Those involved are encouraged by internal rules to point out the aspects they consider should be improved. The Ethics Committee may become involved in various types of conflicts/complaints between researchers. The Disciplinary Investigation Committee also examines misconduct related to researchers' work relations with VBI management.	Ongoing policy: Any inconvenience that may arise can be amicably resolved at the level of the organizational structure in which it arises. If competences and responsibilities are exceeded, solutions are sought at a higher hierarchical level. The resolution of complaints on ethical issues is the responsibility of the Ethics Committee. Disciplinary misconduct (where it does not involve a breach of the Code of Ethics) is the responsibility of the Disciplinary Committees. Conflicts over rights and working conditions are resolved through the Joint Committee between management and employees' representatives. National legislation: - Law No. 319/2003 on the status of research and development staff - Law no. 53 / 2003 on Labor Code, Articles 247 - 252 regarding the Disciplinary Commission Internal regulations: - Code of Ethics at Institute level (https://www.ivb.ro/wp-content/uploads/2021/08/Codul-de-etica-INCDVB-v.03.pdf) - Internal Regulation (IR) - PO-SCIM-01-01 Ethical training - PO-SCIM 01-02 Disciplinary research Suggestions for improvement: Not necessary.

35. Participation in decision-making bodies

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Employees' representatives are periodically elected by direct vote of the employees, and they represent the employees in any situation requiring decisions, based on their consultation.</p> <p>Members of the Scientific Council are elected for a 4-year term by vote of all R1 - R4 researchers. The Scientific Council is the decision-making forum for scientific work and institutional development policy, it has representatives from all departments, and decisions are communicated directly to VBI staff and published on the intranet.</p>	<p>Ongoing policy: Researchers are represented in the governing and decision-making bodies (Scientific Council, Steering Committee). The executive management of the institution includes a Scientific Director and a Scientific Secretary who are selected from among the researchers. Such functions are obtained through a contest organized according to the national legislation. The annual assessments, which are based on a self-assessment, are endorsed by the heads of laboratory and supervised by the General Manager. In aspects related to the administrative and working environment, the researchers are supported by employees' representatives, who participate within the interests of employees in the regular review of the Collective Employment Contract, salary negotiations and other matters relating to working conditions. National legislation: - Law No. 319/2003 on the status of research and development staff Internal regulations: - ROF - RI - Status of the Scientific Committee - PO-SCIM-11-01 "Victor Babeş" VBI specific management Suggestions for improvement: Not necessary.</p>

Training and Development

36. Relation with supervisors

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>The institutional context favors a direct, continuous interaction with the coordinators of the research activity in research projects. Immediate interaction between coordinators and team members is encouraged when issues arise that depend on the smooth running of the research. When issues concern the work of experts from outside the institution (present in the institute on the basis of institutional arrangements, as per PO-SCIM-10-03), interaction with the coordinator from the home institution is also facilitated, where appropriate. Research project or work package coordinators are involved in resolving administrative issues that may arise and that may influence the efficiency of the research work of team members. Solutions may be identified within the structure or support may be sought from senior management.</p>	<p>Ongoing policy: Researchers are guided by the rule of full openness towards solving any issues that might affect their research work. National legislation: - Law No. 319/2003 on the status of research and development staff - Law no. 53 / 2003 on Labor Code Internal regulations: - ROF - ROI - PO-SCIM-10-03 Involvement of students, master's, doctoral and post-doctoral students in the research activity Suggestions for improvement: Not necessary</p>

37. Supervision and managerial duties

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	<p>Each group leader is responsible for the mentoring and training activities of the young researchers under their supervision, and the development of constructive relationships with effective knowledge transfer is encouraged. The large number of researchers who are also teachers supports the training of young people for research. Attention is paid to the theoretical and practical training of young researchers, as well as to their training in project management. The more or less programmatic aspects of risk in research and specific ways of managing them are not ignored in such trainings.</p>	<p>Ongoing policy: The pursued aspects are formalized through Journal club sessions, debates on progress in research projects, including methods of coordinating research activity within the project, methodological seminars, actions to support young people in designing and submitting projects in dedicated research funding contests (e.g. those aimed at postdoctoral students, or the formation of young teams). National legislation: Not necessary Internal regulations: - ROI - Code of Ethics at Institute level (https://www.ivb.ro/wp-content/uploads/2021/08/Codul-de-etica-INCDVB-v.03.pdf) - Job descriptions - Research and Development Process Procedure - PS-SCIM-03 Competence and Performance Procedure - PS-SCIM 07 Performance Monitoring Procedure Suggestions for improvement Not necessary</p>

38. Continuing Professional Development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	VBI treats with care the development of researchers' competencies in order to ensure performance in the research career. The concern is particularly aimed at young researchers who are encouraged to participate in scientific events in their area of professional expertise. Participation in continuous training activities is decided individually or in agreement with the direct supervisor, and it is an important objective in the VBI Strategic Development Plan. The VBI management has permanent concerns to develop effective training methods, workshops, thematic conferences and e-learning sessions. Each year a conference is organized where a world-renowned researcher is invited (and awarded the title of Honorary Researcher of the Institute, https://www.ivb.ro/honorary-scientist) and an annual conference is organized where world-renowned successful lecturers are invited.	Ongoing policy: VBI has carried out projects financed with national and European non-reimbursable funds that have enabled many young researchers to participate in training programs. VBI organizes the annual "Victor Babes" Conferences and the Institute's Annual Scientific Session, with the participation of renowned Romanian and foreign guests, which constitute a way of continuous education for VBI researchers. National legislation: - Law no. 319/2003 Internal regulations: - Education and training process procedure Collective Employment Contract Chapter VIII - Vocational training and further development Suggestions for improvement: Not necessary.

39. Access to research training and continuous development

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
++ fully implemented	Researchers have the opportunity to participate in any training program at national and international level, subject to available funding. Participation in short-term mobility to conferences, workshops, symposium, etc. is encouraged. Many young researchers have benefited from 1 to 6-month training periods. Researchers in the institute are encouraged to involve in attracting and training their young researchers. This includes students who show an interest in research work, and the teaching capacity of a significant number of researchers in the Institute encourages this.	Ongoing policy: In annual evaluations or contests for promotion to senior research positions, participation in training sessions is marked. VBI organizes the "Victor Babes" Conferences and the Annual Scientific Session of the Institute on an annual basis, with the participation of renowned Romanian and foreign guests, which are not only a way to develop professional careers, but also a possibility to arrange training periods for young researchers in laboratories abroad. Every financial opportunity is used to run the "School on Holiday" program, aimed at initiating students in theoretical and practical research activity. Internal regulations: - Education and training process procedure Collective Employment Contract Chapter VIII - Vocational training and further development Collective Employment Contract, Annex 6 - Addendum to the Vocational Training Clause PO-SCIM-10-03 Involvement of students, master's, doctoral and post-doctoral students in research activity. Suggestions for improvement: Not necessary.

40. Supervision

Implementation	GAP / Implementation impediments	Initiatives undertaken/new proposals
+/- almost but not fully impl...	Every researcher, including newly employed researchers, is in direct contact with: (i) the manager of the research project in which they are engaged; (ii) the head of the laboratory in which they are employed; (iii) senior management (General Manager, Scientific Manager, Economic Manager, Scientific Secretary). Solving problems that may arise in the work of any researcher is done through the hierarchical involvement of those mentioned, according to their duties.	Ongoing policy: The project leader coordinates and instructs the team members in everything related to the research activity in the respective project; the professional relationship between the project leader and the research team members may also deal with issues that go beyond the scientific sphere, depending on the context and the tasks established by institutional regulations. The laboratory manager intervenes whenever the project manager's powers and/or duties are exceeded by the specific problem that has arisen. The resolution of issues of a complexity that goes beyond the potential of the basic organizational structure (the laboratory) is done with the involvement of senior management, in the following order: scientific secretary, scientific manager and/or economic manager (as appropriate), general manager. The aim is to minimize the time needed to solve problems so that research activity is not affected. National legislation: - Labor Code Internal regulations: - RI - Research and Development Process Procedure - Collective employment contract - Individual employment contract - Job description - Code of Ethics at Institute level (https://www.ivb.ro/wp-content/uploads/2021/08/Codul-de-etica-INCDVB-v.03.pdf) - PS-SCIM-03 Competence and performance - PS-SCIM-07 Performance monitoring - PS-SCIM-10 Supervision - PS-SCIM-11 Continuity of research activity of master's, doctoral and post-doctoral students Suggestions for improvement: - Improving the system for evaluating research progress, with a focus on qualitative analysis of research results or related activities - Implementing a feedback system from trainees and a procedure for evaluating supervisors and mentors.